

PUSO YA DIKGAOLO MO BOTSWANA BUKANA YA LENANELO LA BONG





Gender links (GL) is a Southern African NGO that is committed to a region in which women and men are able to realise their full potential and participate equally in all aspects of public and private life.

PUSO YA DIKGAOLO MO BOTSWANA
BUKANA YA LENANELO LA BONG
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AIDS	Acquired Immune Deficiency Syndrome	HSRC	Human Science Resource Council
ARV	Anti-retroviral	IDP	Integrated Development Plan
Azapo	Azanian People's Organisation	KPI	Key Performance Indicators
CBD	Central Business District	LED	Local Economic Development
CBO	Community Based Organisation	MMC	Member of Mayoral Committee
CGE	Commission on Gender Equity	NGO	Non Governmental Organisation
DANIDA	Danish International Development Agency	OSW	Office on the Status of Women
DPLG	Department of Local Government	PEP	Post Exposure Prophylaxis
DTI	Department of Trade and Industry	PR	Proportional Representation
EE	Employment Equity	SADC	Southern African Development Community
EPZ	Export Processing Zone	SALGA	South African Local Government Association
Exco	Executive Committee	SANCO	South African National Civic Organisation
FPTP	First-Past-The-Post	SAPS	South African Police Services
GL	Gender Links	SPO	Special Program Officers
GAD	Gender And Development	SPU	Special Program Unit
GAP	Gender Advocacy Project	ToT	Training of Trainers
GBV	Gender Based Violence	UNDP	United Nations Development Programme
GFP	Gender Focal Points	VCT	Voluntary Counselling and Testing
GMS	Gender Management System	WAD	Women And Development
GU	Gender Unit	WDS	Women's Development Strategy
HR	Human Resource	WID	Women In Development

DITEBOGO

Bukana ya tsamaiso ya Bong ya Puso ya Dikgaolo ke maduo a Thutuntso ya Barutuntshi e e neng ya tshwarelwa kwa Aforika borwa (Johannesburg) ka kgwedi ya Tlhakole ka 2009. Thuto e e ne e kopantse baemedi ba makgotla a bong le maphata a dipuso tsa dikgaolo, baokamedi ba dipuso tsa dikgaolo, makgotla a dipuso tsa dikgaolo le makgotla a setšhaba go tswa mo mafatsheng a mararo a ditshekatsheko (Botswana, Swaziland le Zambia) a e leng a tshekatsheko ya Tomaganyo ya Bong: *Kwa Coalface, Gender and Local Government*.

Bukana-tsamaiso ya Botswana e kwadilwe e le tlaleletso mo go ya Ditogamaano tsa Bong mo Pusong ya Dikgaolo e e kwadilweng ka Tlhakole 2009 mme e fa ditsompelo tsa go tlhaloganya gore kakaretso ya bong ke eng; ke ka goreng e le botlhokwa le gore go ka dirwa jang lenaneo la tsamaiso ya bong.

Batho ba ba latelang ba nnile le seabe mo go kwaleng buka e:-

Malebogo Barbara Kruger – Seatla sa ga Ratoropo, wa ya Lobatse, Douglas Director Tlharese – Modulasetilo, Khansele ya Gantsi, Aidoo K Leshope – Modulasetilo, Khansele ya Kgalagadi . Same Bathobakae – Modulasetilo, Khansele ya Borwa Botlhaba, Florah Bogadi Mpetsane – Seatla sa Modulasetilo, Khansele ya Bokone Botlhaba, Ludo Matshameko – Mookamela Ditiro Lekgotla la Botswana la Dipuso tsa Dikgaolo (BALA), Segametse Gladys Modisaotsile – Emang Basadi, Anna Sebopelo – American African Business Women Association (AABWA), Botswana Council of NGOs (BOCONGO), GAD Sector and Pamela Mhlana, Botswana office and Alliance Manager, Gender Links.

Bukana e e bona tlhotlheletso mo metsweding e mentsi, e akaretse Lekgotla la Mafatshe a Borwa jwa Aforika (SADC) *Toolkit for Decision Makers*; Bukana ya Thutuntsho mo go tsa Bong ya Oxfam le ditiro tekeletso mo go akaretseng bong mo pusong ya dikgaolo e e neng e tsamaisiwa ke GL le ditoropokgolo tsa Aforika borwa, eThekwinile le Msunduzi mo nakong e e akaretsang 2004 – 2007 ka thotloetso ya *Mott Foundation*. Ditshwantsho dingwe dine tsa tsewa mo bukeng ya Thutuntsho ya Bong le Kaedi e e kwadilweng ke ba Lephata la Tekatekanyo ya Bong le Botsogo jwa Bana.

Mookamedi wa GL Gender and Governance Susan Tolmay le Mookamedi mogolo Coleen Lowe Morna ba rulagantse Buka ya bofelo.

Gender Links e tliša malebo a magolo go ba Danish International Development Agency (DANIDA) Le ba Department for International Development go bo a thusitse tiro e ka madi.

[illegible]



Baemedi ba Botswana kwa dithutopuisanong tse tsa Thutuntsh ya Barutuntshi ba ipaakanyetsa motshameko.

MATSENO

Botlhokwa jwa buka e

Buka e e kwadilwe go itebaganya le ntlha e e botlhokwa e e senogileng mo tshekatshekong ya kwa Coalface: Gender and Local Government in Southern Africa ya gore e re le fa go buiwa ka molomo ka tsa bong le puso ya dikgaolo, ga go na dikgato dipe tse di tsepameng tse di tserweng go akaretsa dikgang tsa bong mo lekaleng le la puso kgotsa go aga bokgoni jwa makhanselara le badiredi go etelela tsamaiso e pele.

Maikaelelomagolo a buka e ke:

- Go aga bokgoni jwa makhanselara le badiredi go sekaseka dikgang tsa bong, go balelwa tsa bong le go busa; togamaano ya dikgang tsa bong le melawana ya tsamaiso.
- Go thusa dikhansele mo go tlameng *Mananeo a Tsamaiso ya Dikgang tsa Bong tsa Puso ya Dikgaolo*

Buka e e kwaletswa bomang?

Buka e e kwaletswa makhanselara a dipuso tsa magae le badiredi mo dikgaolong le mo magaeng. E tshotse dithuto tse di lekaneng go dirisiwa mo dithutopuisanong tsa malatsi a le mane tse di tlaa felelang ka ditogamaano tsa go tsamaisa dikgang tsa bong gore di akarediwe mo dithulaganyong le ditekanyetso madi tsa dikhansele go balelwa le mananeo le go fedisa tirisidikgoka e e ikaegileng ka bong. Maikaelelo ke go tshwara dithutopuisano pele mo dikgaolong mme e re morago dib o di anamisediwa kwa dipusong tsa selegae.

Bukana e e nnile teng Jang?

E rile ka ngwaga wa 2003 Genderlinks (GL) ya dira tshekatsheko e e tseneletseng ya seabe sa bomme mo dipolotiking mo Borwa jwa Aforika. Sengwe se se botlhokwa se se lemogilweng ke ba *“Ringing up the Changes, Gender in Politics in Southern Africa”* e ne ya lemoga gore puso ya dikgaolo ka maswabi ke kgaolo e e tlhokomologilweng thata fa go tla go tsenwa mo go tsa bong Tshekatsheko e e lemogile gore e re le fa go buiwa ka molomo gore ditiro di rolelwe dikgaolo, le gore se se tlaa raa eng mo go nonotsheng bomme, go na le letlhoko le legolo la dikitsiso le gore karolo e ya tseo ditshwetso e tlhokometswe go le kae. Ka ngwaga wa 2005, Baeteledipele ba mafatshe a Borwa jwa Aforika (SADC) bane ba oketsa dipalo tsa bomme mo maemong a tseo ditshwetso go tswa mo go 30% go ya kwa go 50%. Kemedi ya bomme mo dipusong tsa dikgaolo mo SADC e simolola kwa tlase ga 5% mo mafatsheng mangwe go ya go 58% kwa Lesotho, lefatshe le e leng gore ke lone le nang le palo e e kwa godimo ya kemedi ya bomme.

E rile ka ngwaga wa 2006 Gender Links (GL) ya dira dipatlisiso ka Puso ya Dikgaolo mo mafatsheng a le mane a Borwa jwa Aforika (Lesotho, Mauritius, Namibia le Aforika Borwa) e le bontlha nngwe jwa karolo ya ntlha ya tiro ya bone ya bong le puso ya dikgaolo. Se segolo se se lemogilweng ke dipatlisiso tseo, se se rotsweng ka Mopitlo 2007, ke gore mo mafatsheng otlhe a a nang le kemedi ya bomme e e kwa godimo le e e kwa tlase mo dipusong tsa dikgaolo, ga go a ka ga tlhokomelwa thata gore ditsamaiso le matshego a a tshwanetseng go nna teng a a teng go tlhomamisa gore go akarediwa ga bong mo dipusong tsa dikgaolo. Go tshwanetse ga nna le maiteko a a tsepameng a go akaretsa bong mo dipusong tsa dikgaolo, go patilwe ke boitseanape le maitlamo.

Kgato ya bobedi ya tiro e ne ya dirwa mo mo mafatsheng a mararo Botswana Swaziland le Zambia a e leng gore otlhe a na le dipalo tse di kwa tlase tsa tsenyo letsogo ya bomme mo ditirong tse go tsewang ditshwetso mo go tsone 19.4%, 24.1% le 6.6% ka go latelana. Maduo a tshekatsheko a ne a rolwa mo Botswana ka Tlhakole 2009 go tshwaraganwe le Lekgotla la Botswana la Dipuso tsa Dikgaolo (BALA).

Se tshekatsheko e se senotseng

Botswana o tlhoka go menaganya maiteko a gagwe go oketsa kemedi le tsenyo letsogo ya bomme mo dipusong tsa dikgaolo mo ditlhophong tsa 2009. Se ke sone konokono ya se se lemogilweng ke pego e tlhogo ya yone e reng “At the Coalface: Gender and Local Government in Botswana” e e rotsweng mo Gaborone ke ba Gender Links, Women in Law Southern Africa(WLSA) ban a le Lekgotla la Botswana la Dipuso tsa Selegae (BALA) ka Tlhakole.

Maduo magolo le dithotloetso tsa pego

- **Bomme gaba a emelwa ka botlalo mo dipusong tsa dikgaolo:** Mo kemeding ya 19%. Botswana ke ya botlhano mo dipalong tse di kwa tlase tsa kemedi mo dipusong tsa dikgaolo mo kgaolong ya SADC.

- **Go na le dipharologano go ya ka dikhansele:** Kemedi ya bomme e farologana go twa mo go 7.7% kwa khanseleng ya Kgalagadi go ya kwa go 42.9% kwa khanseleng ya Toropo ya Sowa.

- **Mme ga go na bomme mo maemong a boeteledipele:** E re le fa paloyotlhe ya kemedi ya bomme mo dipusong tsa dikgaolo e oketsegile ka 4.4% mo ditlhophong tsa 2004, palo ya bomme mo maemomng a mmatoropo le bodulasetilo jwa khansale bo ole go tswa kwa go 10% go ya kwa go lefela.

- **Le gompiano Botswana ga a ise a saene Maitlamo a SADC a tsa Bong le Ditlhabololo:** Botswana ke lengwe la mafatshe a mararo a le jaana a iseng a saene Maitlamo a SADC a Bong le Ditlhabololo. A mangwe a mabedi, Malawi le Maurius, a solofetswe go saena mo bogautshwaneng.

- **Tsamaiso ya ditlhopho e na le ditlamorago tse di sa siamang mo go bomme:** Botswana o dirisa tsamaiso ya ditlhopho ya dikgaolo tsa botlhophi kgotsa mo go tweng yo a boneng dipalo tse dintsi ke ene a tlhophilweng, e mo lefatsheng ka bophara e lemogilweng e sa eme bomme sentle ka gore batlhophi kwa dikgaolong ba tlhopha moemedi gona le phathi, selo se se orisang bomme ka fa mosing mo setšhabeng se se sa ntseng se tseela kwa godimo maitsholo a borre mo go bomme. Diphetogo tse di dirilweng mo melaong ya ditlhopho ga e a itebaganya le tlhokego ya go tlhabolola molao go o dira gore go kgonagale go oketsa kemedi ya bomme.

- **Diphathi tsa sepolotiki ga di dire go lekane:** E le tsone batlhokomela dikgoro tse bomme ba tsenang ka tsone mo dipolotiking, diphathit sa sepolotiki din ale bokgoni jwa go bulela bomme dikgoro mme dinako tse dintsi gab a eme bomme nokeng kgotsa ba tswela mo pontsheng ba ema kgaatlhanong kgato e e batlang go baakanya seemo. Diphathi di se kae fela di a le maikaelelo a go baakanya dilo mo melaometheong kgotsa maitlamo a tsone, mme e bile di se kae di tsere dikgato tse di tsepameng go dira gore maitlamo a tsone a go fetola dilo a fetoge sediriswa se di se dirisang go godisa kemedi go nna le seabe ga bomme. Makgotla a bomme a sa ntse a tlhoka go tsaya dikgato tsa bobelokgale go fetola seemo se, mme mo mabakeng a le mantsi ga a na mašetla a go rotloetsa diphetogo, bogolo jang kwa godimo.

- **Go baya palo go ka thusa:** Botswana ga a na palo e e beilweng semolao. Patlhisiso e fitlhetse gore bontsi jwa makhanselare, borre le bomme, ba dumela gore dipalo di ka thusa go oketsa kemedi ya bomme mo dipusong tsa dikgaolo, fa megopolo ya bontsi jwa batho e e phuthilweng ka dipuisano le makgotlana a dipuisano e le gore go elwe tlhoko thata gore go oketsa kemedi mo e se ka ya bo e le go ikgolola fela, le kgaaisano e e sokametseng ntlheng e le nngwefela.

- **Tlhaelo ya madi le go sa baakanyetsa bong:** Dikhansele di ikaegile thata ka goromente o motona go bona madi, mo e leng gore le tiriso ya madi a a dirilweng ke dikgaolo e tshwanetse ya rebolwa ke puso e tona.

Selo se se ama thata bokgoni jwa dipuso tsa dikgaolo jwa go ntsha ditirelo. Se se gakadiwa gape k e go tlhoka go rulaganyetsa bong mo pusong e tona gammogo le dipuso tsa dikgaolo; ditlhoko le tse di tlang pele tsa setšhaba go tsewa fela gore di atshwana. “Ditiro tsa bomme” tse di faphegileng ga din a bokgoni bope jwa go nonotsha bomme ka botlalo go fetola matshelo a bone le go ba dira gore ba ikemele ka nosi.

- **Go tlhoka ditsompelo:** Makhanselara a bomme le batho kwa dikgaolong tsa botlhophi ba supile fa letlhoko la ditsompelo e le lone sekgoreletsi se segolo mo go fitlheleleng puso ya dikgaolo le go dira ka maatlametlo ka go nne ditsompelo tsa go rotloetsa mananeo a batlhophi a mannye, a a tlhabela, go ne go na le dipolelo tsa gore makhanselara a dirisa dithoto tsa bona go thusa batho ba ba ba emetseng, ba ntsha se ba se ipoloketseng le go dirisa dikoloi tsa bone go thusa mo ditirong tsa batho ba bone.

- **Go tshela mmogo, ngwao le ketelelopele ya borre:** Tshekatsheko e supa ketelelopele ya borre le nonofo e kgolo e e betlang ngwao le ditsamaiso go balelwa le maitsholo a a e leng one sekgoreletsi se segolo se se itsang bomme go tsenya letsogo ka botlalo mo dipusong tsa dikgaolo. Maitsholo a segologolo a ngwao a sa ntse a itsetsepetse mo setšhabeng le mo malwapeng a gore bomme ba se ka ba inaakanya le dipolotiki le gore gab a a nonofela go dira jalo.

- **Bomme gaba thusiwe ka botlalo:** Go le mo dikhanseleng kgotsa mo malwapeng, makhanselara a bomme ba bolela fa bas a emiwe nokeng ka botlalo. Se se golaganngwa le ditumelo tsa segologolo tsa ngwao le tsamaiso ya ditumelo tsa setho tse di kgaphelang bomme kwa thoko. Thotloetso e e fiwang bomme ba makhanselara e nnye kgotsa ga e yo.

- **Bomme ba ka dira mme e bile ba dira pharologano:** Go na le bosupi mo tshekatsheko le dipatlisiso tse dingwe jwa gore bomme ba emela dikgatlhogo le matshwenyego a a farologaneng go gaisa borre. Patlisiso e supa dikai tse dintsi tse di manontlhotlho tsa tiro e e dirwang ke bomme ba e dirang gantsi mo mabakeng a a thata le tlhalelo ya ditsompelo. Dipatlisiso gape di lemogile gore bontsi jwa bomme ba ikutlwa e le maikarabelo a bone go emela dikgang tsa bomme.

- **Mme kana dipalo ke tsone konokono:** Moono o o nnang o ipoeletsa mo dipotsolotsong ke gore e re le fa bomme ba tlisa pharologano ga ba a lekana, ga ba bantsi.

- **Borre ba ka tseelediwa:** Ga go na ope wa makhanselara a borre a a botsoloditsweng yo o neng a gana a papametse go tsenya seatla ga bomme mo ditirong tsa dikhansela. Ka tshoboko borre botlhe ba ba botsoloditsweng ba ne ba lebelega ba dumela tse gore bomme ba tsenye letsogo mo ditirong tsa dipuso tsa dikgaolo. Se se botlhokwa ke go ba tseeletsa l e gore ba gatele pele, go tswa mo go rotloetseng bomme fela go ya mo go ya mo dikgatong tse di tsepameng tsa go ema bomme nokeng.

- **Go itebagantswe le ditlhokego mo seemong se se kgonegang ka botlalo:** Bogolo jwa se dirwang kwa dipusong tsa magae ke go itebaganya le ditlhok o tsa bomme kwa go kgonegang teng. E re le fa se se le botlhokwa ka ntata ya dikgang tsa go batla se se ka jewang tse go itebagantsweng le stone, tsela e e rulagantsweng sentle e ka tlisetsa bomme mo nakong e telele.

Diketleetso tse di botlhokwa tse di tswang mo tshekatsheko di akaretsa:

- **Go ithuta mo SADC:** Botswana e na le sebaka sa go ithuta mo mafathsheng a mangwe a SADC a a kgonneng go fitlhelela 30% le go feta ya bomme mo dipusong tsa dikgaolo, mme thatathata Lesotho e e kgonneng go bona 58% mo maemong a a go tsewang ditshwetso mo go one, e na le tsamaiso ya dikgaolo tsa botlhophi le palo e e tlhomilweng ke molaomotho

• **Go amogela le go anamisa Maitlamo a SADC a Bong:** Ntlha ya botlhokwa e Botswana a tshwanetseng go simolola ka gone ke go saena le go anamisa Maitlamo a SADC mo go tsa Bong le Ditlhabololo jaaka bontsi jwa mafatshe mo kgaolong a dira.

• **Go tlhama le go diragatsa mananeo a bong a puso ya dikgaolo le tsamaiso ya bong mo dikhanseleng:** Go na le motheo o o utlwalang mo Tsamaisong ya merero ya Bomme le mo Thulaganyong ya Setšhaba ya go tlhama lenaneo la tsamaiso ya bong mo pusong ya dikgaolo, e e ka tlhamiwang ya bo ya fetisediwa mo ditsamaisong mo dikhanseleng.

Go tswa mo dipatlisisong go ya mo ditogamaanong:

E ipapanne ka dipatlisiso tse, e bile e na le thotloetso ya Danida le DFID, GL e ne ya tswela ka go rola le go dirisana le BALA le puso ya dikgaolo le makhanselara mo go tlhabololeng mananeo a setšhaba a go akaretsa bong mo pusong ya dikgaolo e e leng gore e mo tseleng ya go amogelwa.

E rile ka kgwedi ya Tlhakole 2009, GL ya tshwara thutopuisano ya barutuntshi ba barutuntshi e tshwaragane le UNHABITAR, go kwala buka ya go anamisa mananeo a bong kwa dikgaolong mo Botswana. Thutopuisano e e ne e kopantse batsaakarolo ba le masome a mararo le bobedi (32) go tswa mo dikhanseleng, BALA le makgotla a setšhaba go tla go rutuntshiwa le go kwala buka e maikaelelo a yone e leng go tlhama lenaneo la bong mo dikhanseleng.

Ba dirisa dikitso le maitemogelo a bone ba a kopantse, batsaakarolo ba ne ba tlhabolola buka e e ne e sa felela e e ne e kwadilwe ke ba Gender Links ba lebaganya le tse di tlhokwang ke lefatshe la bone. Ban e gape ba amogana megoplo go tswa ma mafatsheng a a farologaneng. Maduo a se e ne ya nna dibuka tse tharo, buka e le nngwe go tswa mo go lengwe le lengwe la mafatshe a mararo, di lebagantswe sentle le ditlhokego le mabaka a mafatshe ao, mme go na le metswako ya megopolo go tswa dintlheng tse dingwe tsa meelwane e e fang dibuka tse motswako o o nonneng o o tswang mo go abalaneng maitemogele a kgaolo ka bophara.

Se lo tlaa se fitlhelang mo mothameng mongwe le mongwe

Mothama mongwe le mongwe o tshotse ditsompelo le letlotlo tse di tlaa go thusang go dirisa maitemogelo a gago le go ithuta ka go dira. Tseo ke:



Motshameko – O tlaa go dira gore o diragatse dikarolo go supa go tlhaloganya gag ago ga dikgang le mabaka a.



Dithutuntsho – Di dira gore o dire dilo ka bowena le o le mo ditlhopheng.



Ditlhotlhomiso – Ke dikai tse di tswang mo go tse di lemogilweng le maitemogelo tse di tlaa go thusang go ithutela kwa pele.



Dipampri kitsiso – Di go neela kitso di b o di tlaleletsa se o se ithutileng.



Ditlhaloso – Ditlhalosa tsa mafoko a maša a o tlaa a ithutang fa o tswetse o dirisa buka e. Go na gape le ditlhaloso tse dingwe tsa mafoko kwa bokhutlong jwa buka.

Se buka e e nang le sone

Buka e e kgaogantswe ka methama e le mene. Methama eo ke:

- Dikgang tsa bong tse di botlhokwa.
- Bong le go busa.
- Ditsompelo tse di botlhokwa tsa ditogamaano tsa bong
- Mokwalo wa ntlha wa lenaneo la tsamaiso ya bong

Ditsompelo tlaletso tse dingwe tse di lebaneng di tsentswe mo CD ROM. Di filwe palo *File 1 (F1)* go fitlha kwa go *File 9 (F9)*.

Methama e e diretswe go lekana thutopuisano ya malatsi a le mararo. Letsatsi la ntlha le sephatlo ke la go ithuta dintlha tsa tshimologo tse di botlhokwa go gogela kwa go logeng maano le go dira ka ditlhophu. Mo letsatsing la boraro go na le kopano ya motia e e buisanang ka seabe sa dikhansele mo go fediseng tiriso dikgoka e e tsalwang ke bong, go fiwa ditsompelo le dikitso tse di tswang mo maitemogelong tse di tlaa dirisiwang go lwantsha tiriso dikgoka e e tsalwang ke bong. Lenaneo la tsamaiso ya tsa bong le sekasekwa le bo le amogelwa mo kopanong ya botlhe mo letsatsing la bone. Mokwalo wa thulaganyo eo o fitlhelwa mo **F 1**.

Kwa bokhutlong jwa mothama mongwe le mongwe o tlaa fitlhela dintlha kgotsa mokwalo wa batsamaisi ba dithuto. Tse di kwaletse go gakolola ba tsamaisi ba dithutopuisano. Mongwe le mongwe yo o nnang le seabe mo thutong o tshwanetse go nna motsamaisa dithuto kwa kgaolong ya gagwe. Jalo he, kwa bofelong dintlha tseo di foo go go thusa le wena!

Tiriso ya buka e

Tsweetswe o se ka wa simolola ka go bala dintlha tse di kaelang batsamaisa dithuto, gonne seo se ka tla sa go tseela maitemogelo a go ithuta ka go dira (bona fa tlase). Fa o bala dintlha o sena go dira diikatiso, o tlaa utlwa di utlwala sentle, di dira tlhaloganyo, dib o di go dira gore o se ka wa nna moithuti fela mme o nne motsamaisa dithuto.

Go ithuta ka go dira

Buka e ke ka ga go ithuta ka go dira. Tsela e e bobebe ya go ithuta ke gi ikina mo go tse di dirwang, o tsenya letbogo mo metshamekong; o nne le seabe mo go arabeng dipotso tse di mo ditlhotlhomisong; thusa mo go akanyeng le go loga maano a tiro khansela ya gago ka fa mhameng wa tsa bong. Godimo go tsotlhe, ikakole! Tekatekano ya bong motlhala o o nang le maduo mo go rona rotlhe!



"Ke a utlwa, ke a lebala"



Ke a bona, ke a gakologelwa



Ke a dira, ke ithuta"

Dinouts:

DINTLHA TSA BATSAMAISA DITHUTO

Dintlha tse tsa tsa matseno di diretswe go thusa batsamaisa dithuto mo go supetseng batsena dithuto mo methameng e e latelang. Di supa metheo ya botsamaisa dithuto jo bo siameng di bo di thusa batsamaisa dithuto go akanya ka botlalo gore ba ka tlhomamisa jang kitso e batsena dithuto ba setseng ba na nayo e le motheo o go agelwang kitso e ntšha le boitseanape mo go yone.

Go ithuta ga bagolo

Go rutuntsa bagolo go farologane le go ruta bana gonne bagolo ba na le maitemogelo a mantsi a ba ikaegileng ka one. Bontsi jwa dikarabo bo mo go bone. Tiro ya motsamaisa dithuto ke go 'epolola' dikarabo tseo.

Thutuntsho e simolola mo go tlhaloganyeng gore batsena dithuto ba na le maitemogelo a a botlhokwa le seabe se ba nang naso. Re le bagolo, bontsi jwa se re se ithutang re se tsaya mongwe mo go yo mongwe kgotsa mo balekaneng ba rona. Tiro ya batsamaisa dithuto ke go rurifatsa maitemogelo a le go oketsa ka kitso e ntšha mo kitsong e e tswang mo maitemogelong.

Akanya ka sengwe se o se ithutileng o le mogolo, sekai, go ithuta go kgweetsa, kgotsa go dira sengwe sa itloso bodutu, kgotsa go tsenelela motshameko o sena go tlogela, kgotsa sengwe se se amanang le tiro. A o ne wa itumelela go ithuta moo? Ke eng o ne wa itumela / osa itumela? A go ithuta go ne go le manontlhotlho? Kwa ntle ga go kgaupetsa karabo ya gago, maitemogelo a gago a tshwanetse a bo a ne a amana le go ithuta o dira.

Bagolo ba fitlhela e le gore go ithuta go manontlhotlho e bile go jesa monate fa e le gore ke sengwe se ba batlang go se dira fa ba inaakantse le se se dirwang e bile ba tsewa jaaka bagodi ba ba leng bone, e seng jaaka bana ba sekolo. Bagodi ba itumelela go ithuta fa ba bona sentle mosola wa gone mo matshelong a bone kgotsa maikaelelo a gone. Fa ba sa bone mosola wa gone le gone ga ba itshwenye. Bagolo ga ba "eta megopolo" fa ba patelediwa go ithuta, kgotsa fa ba se na bosupi jwa gore maikaelelo a gone ke eng. Re itse sentle gore batho ga ba ithute sentle fa ba tlogelwa ka kwa ntle, ba sa dire sepe, kgotsa fa ba kgokgontshiwa, ba tlobelelwa, ba tseelwa kwa tlase, ba sotlwa kgotsa ba sa tsewe ka maitseo. Ba llatlhegelwa ke kgatlhego ka bonako fa ba sa tsenngwe mo go se se dirwang, fa maitemogelo a bone a sa tsewe tsia, kgotsa tsamaiso e ntse jaaka e kete ba "boela mo sekolong".

Bagolo ba bifela thuto e e lebegang e se na mosola mo matshelong a bone, mathata le maikaelelo. Gape re itse gore baithuti botlhe ba anya ba bo ba gakologelwa kitso ka botswerere fa e le gore ba nna le sebaka sa go ikakanyetsa ka tsela nngwe, go na le go reetsa fela kgotsa ba tsaya dintlha. Re itse gore go bolelela batho fela gore ba dire eng, kgotsa gore ba dire jang gantsintsi ga go na maduo. Re itse gore go reetsa ka tsenelelo ga motho – go sa kgathalesege gore o botlhale go le kae (kgotsa jang fela!) go baakantswe go le gonnye ke thotloetsego – le gore dithuto tse di tsayang nako e telele gangwe le gape batho ba di tlogela mo tseleng.

Seabe sa motsamaisa dithuto

Fa baithuti ba bagodi ba eletsa go nna le seabe, batsamaisa dithuto ba tshwanetse go lebelela basupatsela ba ba farologaneng le barutabana ba bogologolo. Ke sone se re dirisang lefoko "motsamaisa dithuto" go tlhalosa se barutuntshi ba tshwanetseng go se dira. Go tsamaisa dithuto go raya go tlhoma seemo se thuto e ka diragalang mo go sone. Ga go ree go nna motswedi wa kitso yotlhe fela. Motsamaisa dithuto o ka nna mmotlana mme e bile ga go tlhokege gore a bo a na le thuto e e kwa godimo. Batsamaisa dithuto ba tlhoka fela gore ba bo ba ka ipaa mo seemong sa baithuti, ba tlhophe tsela e e bobebe e e isang kwa go tlhaloganyeng thuto kgotsa kgang mme a dire leeto le le yang koo gore le nne monate.

Se se raya gore dikgang tse di tshwanang le botsala le batsena dithuto, tekanyetso ya nako ya tse di dirwang, go rulaganya sentle fa go ithutelwang teng, go balega ga mokwalo, go nna teng ga phefo e e phepa le metsi a a nowang le gore a batsena dithuto ba tla ba lapile ka ntlha ya ditiro tsa bone ke dilo tse di botlhokwa fela jaaka – gongwe go feta – go itse dikarabo.

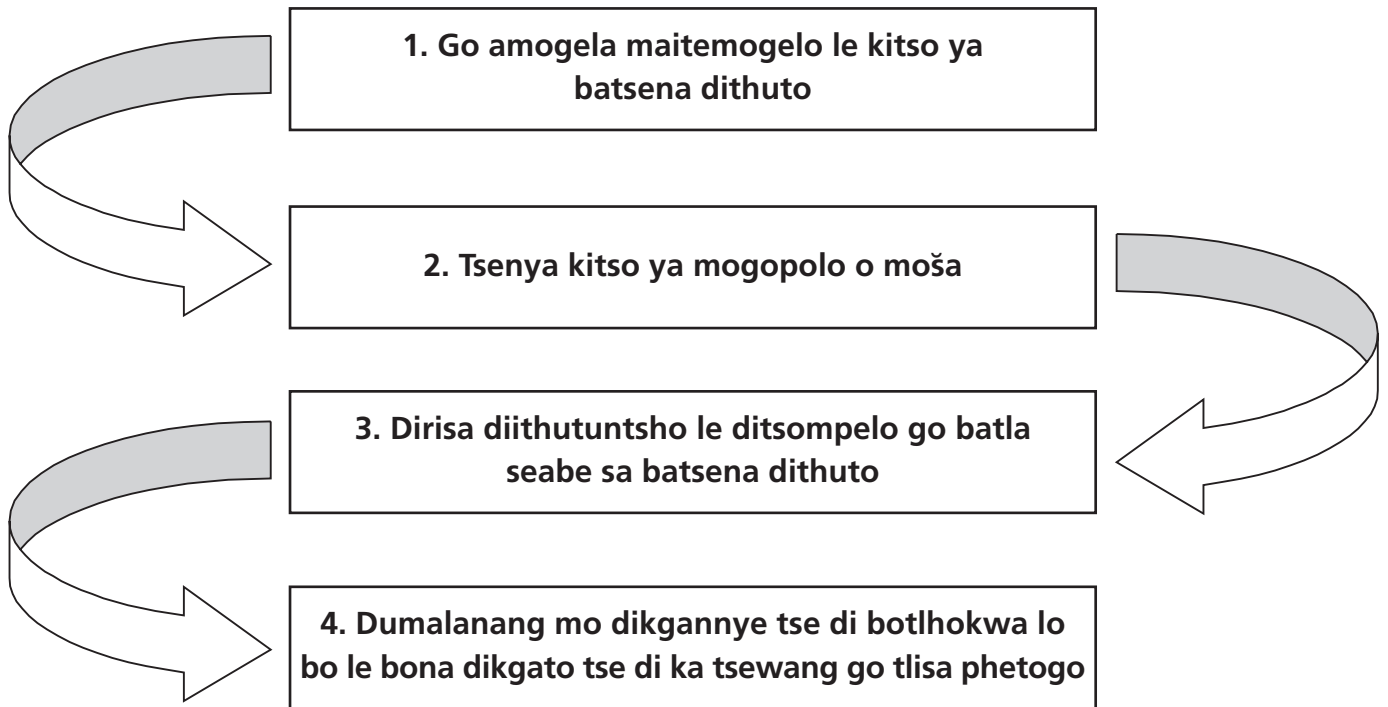
Go raya gape gore tsela e o dirisanang le batsena phuthego – lentswe la gago, maitseo le go dira dikai ka dikarolo dingwe tsa mmele – di na le seabe se segolo mo goreng thuto e tlaa tsamaya jang.

Malomatsebe go batsamaisa dithuto

Dira tse	O se ka wa dira tse
✓ lpaakanye	x Se kgaupetse
✓ Nna podimatseba – tlhomamisa gore mongwe le mongwe o nna le seabe, bula matlho o akaretse le ba ba didimetseng.	x Se nne wena o bonalang o le nosi; se tlogele ba ba ditlhong kwa ntle
✓ Itse gore go na le ba ba nang le mathata a puo	
✓ Tlhalosa ka botlalo moko wa kgang	
✓ Bala, itse thuto e o e rutang, o nne le kitso	
✓ Tlhokomela tiro ta dithopha	
✓ Kanoka tse di kwadilweng, tlhomamisa gore ga go na se se seong	
✓ Tsepama mo mogopolong	x Se letlelele gore dipuisano di tswe mo tseleng.
✓ Laola/supa tsela	x Se letlelele gore batho botlhe ba bue ka nako e le nngwefela.
✓ Kwa bokhutlong soboka ka bokhutshwane	x Se letlelele gore mongwe le mongwe a bue se a se batlang.
✓ Tlhokomela nako. Fokotsa palo ya ditlhopha Fokotsa nako ya dipego. Rulaganyetsa dithuto ka botlalo. Karolo nngwe lenngwe e lekanyediwa nako.	x Se nne montsi wena.
✓ Obega, letlelela megopolo e mengwe.	x Se nne maitsegotlhe wa se se dirwang.
✓ Fedisa dikgogakgogano, simola dilo, o dirise tlhaloganyo	
✓ Dirisa dikarata tsa VIPP – thuto ya ba baša mo ditseleng tsa go nna le seabe.	

Fa o etse tlhoko ditsamaiso tse, motsamaisa dithuto o tlhoka go dira seemo se se ikaegileng mo maitemogelong a mabedi: a gagwe le a batsena dithuto: seemo se mo go sone o agang maitemogelo mmogo, le mo e leng gore go ithuta go akaretse go tsenya letsogo ga mongwe le mongwe ka matlhagatlhaga a a kwa godimo. Sekai se se fa tlase se supa go dira tiro ka botswerere mo go rutuntsheng go tswa mo go tlhomamiseng maitemogelo a botshelo a batsena dithuto; go oketsa kitso ka kitso e ntšha; go tla ka maano a go dira dilo ka phekelo e sele.

DIKGATO TSA BOTLHOKWA TSA KATISO



Go itse batsena dithuto ba gago

Gore o tle o lomagane sentle le batsena dithuto, dipotso tse di latelang ke dingwe tse o tshwanetseng wa di araba pele ga dithutopuisano di simologa

- Ke bomang? Ba itse eng, ba dira ditiro dife?
- Ba bogolo bo kae?
- Ba goletse kae? Ba nna kae gompiano?
- Ba bua puo efe ka botswerere? Ba kgona go bala efe? Ba kgona go e bala?
- Ba siame go le kae mo puong e go kwadilweng dithuto ka yonr?
- Ba fitlhetse seemo se se kae sa thuto?
- Ba berekile go le kae, jang?
- Fa ba se mo tirong ba kgatlhegela eng?
- Ke ka goreng ba na tseneletse dithuto tse?
- Maikaelelo a bone ke go fitlhelela eng?
- Maikaelelo a bone ke go fitlhelela eng kwa tirong?
- Ba setse ba itse go le kae ka thuto e?
- Ba bone kitso e jang?
- Ba tlhoka go ise go le kae go feta moo?
- Maitsholo a bone a ntse jang mabapi le thutuntsho e?
- O ka nna wa kopana le kganetsano ya mofuta ofe, bogolo jang mo thutong ya tea katekano ya bong?
- O tlaa kokobetsa kganetsano o bo tlhomamisa gore o amogela megopolo e meša?

Mmele, mowa le tlhaloganyo

Magerika ba bogologolo ba ne ba dumela gore go ithuta go tshwanetse ga akaretsa mmele, tlhaloganyo le mow a kgotsa go baya kang ka mafoko a mangwe, go ithuta go tshwanetse ga dirwa ka mmele, mowa le tlhaloganyo. Se se tlaa tlhomamisa gore ithutuntsho e jesa monate, e gogela kwa go ithuteng se seša, ditsala tse dintšha le go lomagana mme se se botlhokwa le go feta, tsela e ntšha ya go dira dilo.

Didiriswa

Go na le didirisiwa tse di farologaneng tsa go buisana tse di dirisiwang kgotsa tsa nna mo bukeng e. Gantsi didirisiwa tsa puisano di dirisiwa mmogo: sekai, sedirisiwa se se kwadilweng jaaka go kwala dintlha mo pampiring ya bokwalelo e ka dirisiwa mo kokoanong ya ngangisano kgotsa dipuisano tsa makgotla. Gape di ka dirisiwa go tliša motswako le go thusa go tshegetsa kgatlhego: sekai: go dira ka ditlhophha, dikopano tsa maloko otlhe, dingangisano, dikomiti jalo jalo di ka dirisiwa mo dinakong tse di farologaneng gore go nne tirisanommogo, mme di dirisiwa ka mokgwa o o farologaneng mo nakong ya dithutopuisano yotlhe. Tse di latelang ke dikai tsa didirisiwa tse di ka dirisiwang:

Go kwala le didirisiwa tse di kwadilweng

- Dikarata di ka napanisiwa mo loboteng (Ela tlhoko: Go botlhokwa go nna le melawana kwa tshimologong: mogopolo o le mongwe mo karateng, mokwalo o o bonalang; gore batho ba ka ikgobokanya jang).
- Go neela batho ba ba farologaneng mekwalo e e farologaneng; o ba kopa go tliša go bega ka se ba se badileng ka tsela e e tlhofofaditsweng mo ditlhopheng tsa bone. Se ke go tlhomamisa gore go a balwa mme e seng ka tsela e e mokgweleo.
- Dirisa seoketsa mokwalo.
- Ditshoboko kwa bokhutlong jwa phuthago nngwe le nngwe.
- Mtshameko e go tshwantshanngwang mafo mo go yone.

Didirisiwa tse di bonwang ka matlho

- Sekai ke gore botaki bo kopa batsena phuthago go tshwantsha dinako tse mo go tsone ba neng ba ikutlwa ba se na le fa e le nonofo le tse mo go tsone ba neng ba ikutlwa ba nonofile, go na le gore ba di bue ka molomo. Tiro e gantsi e bolaisa ditshego. Kwa tlase kwa bathong batho ba ka dira ditshwantsho mo motlhabeng.

Sekai, ditshwantsho, kopa batsena phuthago go ranola/tlhalosa ditshwantsho: tse di tswang mo dipampiring, makgotla a ngwao a a tumileng jalo jalo. Se se na le mosola o mogolo mo e leng gore thuto ya batho e kwa tlase.

- ***Didirisiwa tsa go utlwa le go bona***
- Ditshwantsho tsa motshikinyego.
- Motshameko
- Metshameko ya mo mebileng.

Didirisiwa tsa go dira mmogo

- Go pataganya batsena dithuto.
- Go dira ka ditlhophha – go rulaganya ka fa batho ba nnang ka teng ka tsela e e rotloetsang go dira ka ditlhophha.
- Go tsamaisa tiro ya ditlhophha.
- Makgotlana.
- Dipotso le dikarabo tse dikhutshwane.
- Batsamaisa dithuto ba letlelela batsena dithuto go di tsamaisa .
- Diphuthago tsa maloko.
- Go bolela dipolelo.
- Go dira metshameko
- Go fa bosupi – Maitemogelo a botshelo.
- Ngangisano (tse di ka dira gore batho ba amogane mabaka ka go tswa ka kgang e e opisang ditlhogo go bo go twe ba tsee letlhakore, mmo go twe mongwe le mongwe a ntshe mabaka a gore ke eng a buelelela letlhakore la gagwe).
- Metshameko ka mafoko ba bua mafoko, ba botsa gore ba bangwe ba a manya le eng).
- Ditlhotlhomiso/go dirisa maboko.
- Dipina.
- Go akantshana ka se se ka dirwang.

Thulaganyo ya manno

Go rotloediwa gore mo ntlwaneng ya borutelo go nne le ditafole tse di kgolokwe, nngwe le nngwe ya tsone e na le batho ba le batlhano kgotsa ba le barataro, mme ba ka se fete masome a mabedi le botlhano (25) ka palogotlhe. Se dira gore go nne motlhofo go ba kgaoganya ka ditlhopho go buisana le go boa ba kopana gape go abalana megopolo ya ditlhopho. Mokgwa o tlaa dirisiwa mo methameng e yotlhe. Thulaganyo e gape e letlelela gore go nne le dira mmogo mo go oketsegileng le go “atamalana”. Ke tsela e e bonalang e bile e kgonega ya go dira gore go ithuta go tswa mo maitemogelong go ya mo ithuteng dilo ka bophara. Badira ditshwetso ba tlaa dirisa megopolo e mo ditirong tsa bone tsa letsatsi le letsatsi.

Tse di dirwang

Go na le dilo tse di dirwang go ithutuntsha di le dintsi thata tse di thusang go tsenya batho mo moweng wa go dira; rotloetsa batho go tsenya letsogo le go epolola kitso e e mo teng ga mongwe le mongwe wa bone. Dingwe tsa tsone ke tse.

Go akantshana: Setlhopho sotlhe, se neele pampiri e tona e e sa kwalelang sepe, go kata molelo le go kwala megopolo yotlhe e e ntshitsweng. Go akantshana e ka nna sediriswa se se botlhokwa thata mo go lekeletseng dintlha tsotlhe ka nako ya go rulaganyediwa dipolelo, kgotsa go loga maano a go lemoga le go fedisa mathata mo dikarolong tsa seranyane.

Ditlhotshwana tsa dikakantshano: Se ke setlhotshwana sa dikakantshano se mo go sone go dirisiwang potso e e itebagantseng le se se dirwang, go dirisiwa setlhopho se sennye. Megopolo e e tswang mo setlhotshwaneng se e kwalwa ke mongwe wa maloko e bo e amoganwa kwa bokopanong le setlhopho sotlhe. E siametse go kwala thulaganyo ya dikgoreletsi (sekai: Dikhansele di dira eng go lwantsha dipalo tse di kwa godimo tsa kgokgontsho ya bong? Dikhansele di ka dira eng go fedisa kgokgontsho ya bong, jalo jalo). Ditlhotshwana tse di bopilwe jaaka kgolokwe ya kapoko – tse mo go tsone tse pedi di kopanyang megopolo ya tsone di e dira mene, boferabobedi mme kwa bofelong e bo e nna setlhopho sotlhe. Fela jaaka kgwethenyana e nnye ya kapoko e ka nna kgolo mo e ka thubang ntlo jaaka e kgokologela kwa tlase ga thaba e tla e oketsega, jalo o ka supa jaaaka megopolo e e kopantweng e nonofile go feta lentswe le lengwefela.

Dipuisano: Ntlha e e bophara mme setlhopho se le sebotlana (batho ba le 3 – 5) e letlelela mongwe le mongwe go ntsha mogopolo wa gagwe mo kgannye e e mašetla (sekai: “Ke eng go na le ditiraglo tse dintsi jaana tsa kgokgontsho e e tsalwang ke bong?”) Dipuisano tsa batho ba babedi le tsone di letlelela batho go itebaganya le boitseanape jwa go buisana le go itsane botoka.

Go dirisa kakanyetso (go lebelala pele, go tlhama ditso kana maitsholo): E ke tiro e kgolo ya ipaakanyeto potsotso ya mmatota kgotsa e e seng ya mmatota, kgotsa go sekaseka go ka nna teng ga dipolelo tsa tatediso. Botsa ditlhotshwana kgotsa setlhopho sotlhe gore “Seemo se ka ne se tlhagogile jang?” “Ke eng se se ka nnang sa diragala marago ga mo?” “Ke motho wa mofuta ofe yo o ka dirang selo se?”

Ditshakatsheko: Ditshakatsheko di ikaegile ka tiragalo ya nnete mme e bile di batla thata gore batsena dithuto ba akanye ka dilo tsa boammaaruri; se ba se re bolelelang, gore ba ne ba ka reng fa ba ne ba lebagane le seemo sa go nna jalo.

Motshameko: Se ke go etsa seemo sa nnete sa botshelo se se ka tsenyang matswakabele a se kae go tlhalosa ntlha nngwe, mme se se kgakala le seemo sa nnete. Motshameko e mekhutshwane ke mofuta mongwe wa go tlosa budutu. E a ruta e bo e tlosa bodutu ka nako e le nngwe. Ke tsela e e tumileng e bile e le bobebe ya go rutuntsha. Nako e telele morago ga thutopuisano, batsena dipuisano ba ba ka nna ba gakologelwa motshameko o o ba thusitseng go tlhaloganya thuto!

Metshameko: Metshameko ga se dilo tsa bana; o se ka wa ipona phoso go di tsenya mo thutong. Dipolokelo le marutelo a bosole a dirisa metshameko go rutuntsha badirdi go dira ditshwetso; e siametse bagolo fela fa e le gore e na le mosola mme e bile e tlisitswe ke morutuntshi ka tsela e e siameng.

Go ruta mo go botlana: Metsotso e e lesome go ya go lesome le botlhano, e le karolo ya go tswakanya tse di ka dirwang, mme NAKO LE NAKO di salwa morago ke dipusano tsa gore batsena dithuto ba lemogileng, se ba sa dumalanang le sone, se ba neng ba se na bosupi mo go sone, jalo jalo. Dithuto di na le mosola thata gone di fa kitso e e tlhaloseng le go soboka pele ga go tswela pele. Go botlhokwa gape go kopa batsena dithuto go dira tshoboko go bona gore a ba tlhalogantse se ba neng ba se ithuta.

Go dira ga nnete: Ikatiso ga e na le mosola fa e le gore se se diragalang mo dithutong ga se ka ke sa fetisediwa mo matshelong a batsena dithuto a kwa tirong. Fa e le gore maitemogelo a go dira dilo a ka akarediwa mo dithutong go ka nna molemo thata. Dingwe tsa dilo tse di ka dirwang go bopa tomagano e ke tse:

- Kopa batsena dithuto go tisa tswelletso ya tiro mo dithutong.
- Dira le lekgotla go tlhama tiro kgotsa ditiro mo dithutong tse maduo a tsone a ka dirisiwang kwa ditirong tsa batsena dithuto, sekai, Go tlhama mananeo a ditsamaiso tsa bong mo dikhanseleng
- Lomaganya thutuntsho le itemogelo ya batsena dithuto gore kwa ditirong tsa bone gore go tle go nne le tomagano.

Go ba tsenya mo dithutong

Fa batsena dithuto ba kopana la ntlha ba ka nna ba nna ditlhong. Motsamaisa dithuto o tshwanetse go dira gore mongwe le mongwe wa bone a ikutlwe a gololesegile fa a na le ba bangwe. Tsela nngwe ya go dira se ke go dira gore dikarata tse di kwadilweng maina a bone di tsenngwe mo kgetsanyaneng le go di ntsha ka go ntsha nngwe le nngwe fela o sa leba gore efe. Batsena dithuto ba bo ba itshenka ba bo ba ipolelela ba bangwe. E nngwe e bo e kopa batsena dithuto go itlhomaganya ka go latelana ga ditlhaka tse di simololang maina a bone, go tswa mo go A go ya go Z ba dirisa maina a bone, e seng difane. Fa ba senka fa ba tsenang teng, ba tlaa tshwanelwa ke go buisana le go itsane.

Fa ba sena go tsena mo lesakeng le ba le dirileng, batsena dithuto ba tlaa tshwanelwa ke go ipolelela ba dirisa maina a bone ba bo ba dirisa lefoko le le lengwefela go itlhalosa, lefoko leo le simololwa ka tlhaka e leina la gagwer le simololang ka yone, sekai, “Dumela rra/mma, ke Anna yo o gakgamatsang”. O ka kopa lesaka leo go ithulaganya gape ba dirisa dingwaga tsa bone (go simolola ka yo mmotlana go felela ka yo motona); kwa ba tswang teng (gaufi go ya kgakala, palo ya bana, (go simolola ka yo o se nang ngwana go felela ka yo o nang le ba bantsi) jalo jalo. E ke tsela e e manontlhotlho ya gore batho ba itsane. Gakologelwa gore go nna dinyao ke tsela e bobebe ya go tsenya batho matlhagatlhaga le gore batho ba itsane botoka. Fa re kgona go itsegisa le go tsegisana, re tlaa kgona go dira botoka le go itebaganya le dipharologano tse dikgolo tse re ka iphitlhelang re na le tsone fa re ntse re tswelletse.

Ditsenya matlhagatlhaga

Le fa dithuto di ka tlabola jang le tse di dirwang di tswakantswe jang, matlhagatlhaga a wela tlase fa go ntse go tswelletse. Ditsenya matlhagatlhaga di dikhutshwane (gantsi go tshikinngwa mebele), maikaelelo e le gore batho ba dirise mebele ya bone le megopolo go koba letsapa le go latlhegelwa ke kgatlhego fa dithuto di ntse di tswelletse.

Sekai sa ditsenya matlhagatlhaga ke go kopa gore mongwe le mongwe mo ntlwaneng ya borutelo a lebagane le yo mongwe. Mongwe le mongwe wa bobedi jo o na le sebaka sa go dira sengwe fela se a batlang go se dira mo nakong ya motsotso o le mongwefela, yo mongwe ene a bo a mo etsa. Jaanong ba bo ba fapaana. Bontsi jwa metshameko le go thubega ka ditshego go tlaa nna teng go bo go tsenya mongwe le mongwe mafolofolo go ipaakanyetsa konokono ya tiro e e yang go dirwa. Gakologelwa gore go na le ngwana ka fa teng ga mongwe le mongwe wa rona!

Batsamaisa dithuto gape ba rotloediwa go dirisa moopelo e le tsela nngwe ya go tsenya ditlhopho matlhagatlhaga. Se se lebege se se na boganetso! Le fa go ntse jalo, e re le fa moopelo o le botlhokwa mo go rotloetseng le go supa motsamano wa ikgaratlhelo ya batho, gantsi re lebala go o dirisa e le motswedi wa nonofo le go aga boeteledipele.

Se o tlhokang go se dira ke:

- ✓ Kopa batsena dithuto ka dinako tse di farologaneng go etelela pina pele e e nang le mafoko a a motlhofo go tlhaloganngwa ke mongwe le mongwe.
- ✓ Kgothatsa batsena dithuto botlhe go opela.

Go tlhaloganya gore mefuta e e fareloganeng ya ditiro e dira eng

Fa o sena go dira sengwe ga ntsinyana, o nna lesedi la gore se na le tlhotlheletso e e ntseng jang mo setlhopheng. Bontsi jwa ditiro bo wela mo mefuteng e e latelang:

- Go tsosolosa mewa
- Go tsenya matlhagatlhaga
- Go nonotsha puisano
- Go aga ditlhopho
- Go nonotsha kgaisano
- Go lebogela motswako
- Go sekaseka

Nna kelotlhoko fa o dira ditiro tse di tsenyang matlhagatlhaga, tse di nonotshang kgaisano kgotsa di gatelela tswakanyo fa go na le mowa wa ntwaga kgotsa go botologana mo gogolo mo setlhopheng go tsalwa ke tsa ngwao. Di ka senya diilo. Di dirise fela fa o itse setlhopho ka botlalo; di dire dikhutshwane, di le motlhofo o bo o di tsamaisa o gagamaditse lotsogo.

Matlho le ditsebe

Tsela nngwe ya go tlhomamisa gore mongwe le mongwe o nna le seabe mo go se se dirwang le gore o kgone go lemoga dikai go sale gale tsa letsapa mo setlhopheng, tse wena o ne o ka se di lemoge ke gore wena o le motsamaisa dithuto e re mo tshimologong ya letsatsi lengwe le lengwe o tlhophe motho a le mongwe go nna 'matlho' le yo mongwe go nna 'ditsebe' tsa dithutopuisano mme ba fe pego kwa bokhutlong jwa letsatsi kgotsa mo tshimologong ya le latelang.

'Matlho' le 'ditsebe' di kgona go soboka thuto fa dithutopuisano di tswelletse di bo di kgona go senola go botologana gore go lwantshiwe ke batho botlhe. Go botlhokwa thata go dira seemo se se bulegile, se se bofitlha go tswa fela kwa tshimologong se mo go sone mongwe le mongwe a ikutlwang a gololesegile go ntsha mogopolo wa gagwe, le fa e ka ne e le ka matshwenyegonyana fela a e seng a sepe.

Go rulaganyetsa dithuto tsa gago

E re le fa go tlhokega gore go nne le kgololesego mo dithutong (sekai, gore go tliwise leng se se ka tsenyang matlhagatlhaga) go botlhokwa thata go simolola ka go thala tsela. Fa o ka dira gore dithulaganyo tsa dithuto di dirwe ke botlhe, le dithuto ka botsone, go ka nna molemo thata. Sekai, o ka bopa setlhophanyana se sebotlana go loga maano a dithuto, e bopilwe ka bagolwane ba dipolotiki le bodiredi mo Khanseleng.

Tlhomamisa gore ba nna le mowa wa gore dithuto ke tsa bone, le gore ba a bonala mo lenaneong la dithuto, sekai, go bula le go tswala bokopano jwa ditlhopho, go nna badulasetile fa ditlhopho di e fa dipego jajo jalo. Moalo o o nang le one fa wa lenaneo la dithutopuisano tsa dikgaolo le dikhansele le tsentswe gape mo CD ROM **(F1)** gore o kgone go ka oketsa, wa tsenya dipaakanyo go ya ka fa o tlaa bong o bona go go siametse ka teng. Kgwetlho e kgolo ya gago e ka nna ya go tsamaisa nako ya gago o gagamaditse letsogo, mme o sa kgaupetse dipuisano le dikakgelo tsa batsena dithuto! Go tlhoma melawana ya tsamaiso dithuto fela kwa tshimologong go ka go thusa go kgona se.

[illegible]



MOTHAMA

1

MAITLAMO A SADC A BONG LE DITLHABOLOLO

Maitlamo

Go tsibosaka ka maitlamo a SADC a bong ledithabololo:

- Go rutuntsha ka phoroto kholo ya borwa jwa Aforika



Ithutuntsho 1: Maitlamo a SADC a Bong Ir Ditlhabololo ke eng?

Dirisang DVD e e filweng ya Maitlamo a SADC a Bong le Ditlhabololo le pampiri ya mokwalo e e mo puong e e buiwang mo motseng go thusa batsena dithuto go tlhaloganya dikgang tsa Maitlamo.

Morago ga DVD buisanang ka dipotso tse di latelang:

- A Botswana o setse a saenetse Maitlamo? Fa go sa nna jalo, o akanya gore se se raya eng?
- Ke eng se se diragalang go fitlhelela tse di ikaeletsweng mo Maitlamonga?
- Mo go tse di ikaeletsweng tseo, o ka tlisa dife pele?
- Ke dife mo go tse di ikaeletsweng mo Maitlamong tse di ka tsenngwang mo ditirong tsa khansele ya gaeno?



Mananeo a mo gae a go khutlisa kgokgontsho ya bong

Kgokgontsho ya bong e tsewa e le tiro e kgolo thata ya dipuso tsa magae ka gore din ale bokgoni jwa go lwantsha mathata a magolo a kwa metseng. Jalo he, e le karolo nngwe ya dithutopuisano, dipuso tsa selegae di tlaa tlhama mananeo a maemo a a kwa go dodimo a go khutlisa kgokgontsho ya bong kgwa magaeng. Mananeo a a tlaa tsamaisiwa ke batsamaisa dithuto ba kwa magaeng ba ba rutuntshitsweng e bontlha bongwe jwa thulaganyo ya go busa a tiro ya one gape e tlaa bong e le go latedisa mananeo a bong ka bophara. Tiro e e tlaa tsamaisiwa ke GL e tshwaragane le makgotla a dikgaolo, maphata a tsa bong le puso ya dikgaolo.

Dikgele tsa tiro e e manontlhotlho ya kganelo ya kgokgontsho ya bong

GL e tshwaragane le makgotla a magae e tlaa tshegetsa maikuelo a ngwaga le ngwaga a dikgele tse di tlaa abelwang ditiro tse di manontlhotlho tsa go khutlisa kgokgontsho ya bong. Tse di tlaa dirisiwa go kwala le go anamisa ditiro tse di manontlhotlho le go fa dikgothatso go dipuso tsa selegae go tla ka maano le mananeo a a tlhomameng a go lwantsha kgokgontsho ya bomme. Kabo dimpho e tlaa tshwarwa gangwefela mo ngwageng ke GL e tshwaragane le makgotla a metse.

Re solofela go bona dipuso tsa magae di dira maitlamo a maemo a a kwa godimo a sepolotiki le meamusu a go khutlisa kgokgontsho ya bong, go balelwa le go tlhama ditiro tse di ka abalanwang tsa bo tsa ediwa. Dikai tsa tswelelopelo mo tirong ee tlaa nna phokotsego ya kgokgontsho ya bong e e ka supiwang mo dikhanseleng tse di tsayang kgato ya mofuta o.

- Lenaneo la mo gae la Malatsi a le 365 la Kgokgontsho ya Bong.

MALATSI A A 365 A TWANTSHO**Kgatlhanong le kgokgontsho ya bong****Malatsi a a Lesome leborataro
Go ya bosakhutleng****TEKATEKANO KE KONOKONO****Maitlamo**

Maitlamo a mothama o ke go dirisa thuto ya methama e e fetileng ka go:

- Tlhome tsela ya go khutlisa le go fedisa kgokgontsho ya bong kwa magaeng.
- Abalana maitemogelo le go itebaganya le dikgwetlho tsa go lwantsha kgokgontsho ya bong.
- Aga bokgoni jwa makhanselara le badiredi ka botswerere jwa go buisana.
- Itsise batsena dithuto ka Bosiamisi jwa Bong jwa Kgaolo ya Aforika e e Borwa le Phuthego ya Tsamaiso Puso.

Maitlamo a Aforika e e Borwa a Bong le Ditlhabololo jaaka motheo wa go lwantsha kgokgontsho ya bong**Matseno**

Maitlamo a mafatshe a a mo borwa jwa Aforika (SADC) a bong le ditlhabololo a a amogetsweng ka Phatwe ka 2008 a kopanya ditshetla tsa kgaolo tse di ntseng di le teng tsa go fitlhelela tekatekano ya bong a bo a tlhome maikaelelo a le 23 a go dira jalo.

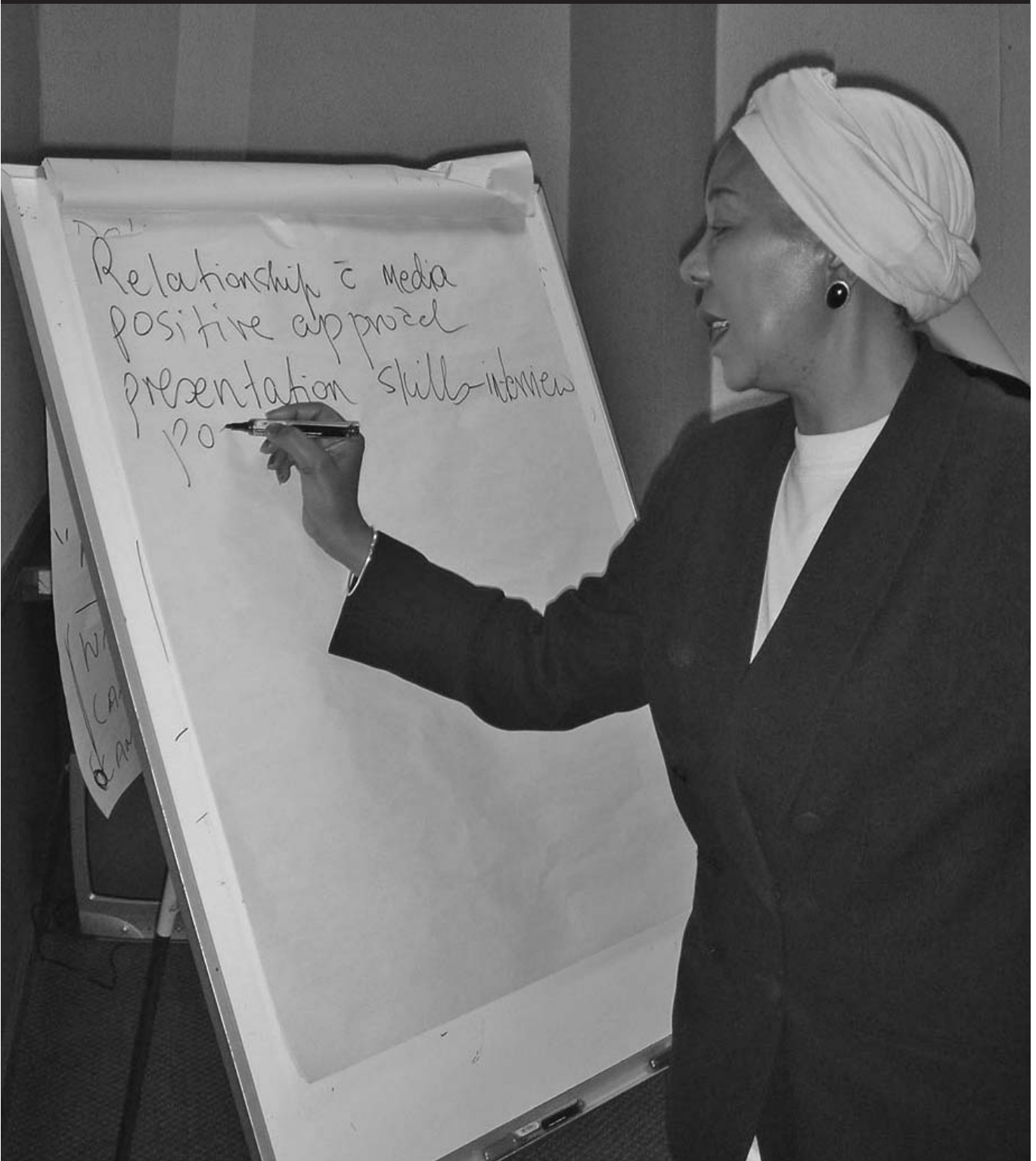
A le maratara a maikaelelo a a amana le Kgokgontsho ya Bong. Ditshetla di nonotsha tlaletso ya maikemisetso a SADC a Bong le Ditlhabololo a go khutlisa kgokgontsho ya Bomme le Bana e e saennweng ka 1998. Maikaelelomagolo ke go fokotsa bogolo jwa kgokgontsho ya bong ka bogare ka ngwaga wa 2015.

**TEKATEKANO YA BONG MO SADC****NAKO KE YONE E/NAKO KE JAANONG****Ithutuntsho 2: Go senola ditshetla tse di botlhokwa mo Maitlamong a SADC a Bong le Ditlhabololo**

- Rulaganya dintlha tse di botlhokwa tsakgaolo le tsa mafatshefatshe tsa bong tse o di itseng.
- Ke batho ba le kae ba ba utlwileng ka Maitlamo a SADC a Bong le Ditlhabololo?
- Wena o utlwile ka one leng, kae?
- Ke eng fa kgokgontsho ya bong e le kgang ya moruthutha mo twelong tekatekano ya bong?
- Ke dikgato dife tsa setšaba tse di tlhomilweng tse o di itseng tse di ikaelelang go lwantsha kgokgontsho ya bong kwa mo borwa ja Aforika (SADC)?
- Puso ya dikgaolo e ka dira eng go nna le seabe mo go fitlheleng maikaelelo a go fokota ka sephatlo dipalo tsa gompiano tsa kgokgontsho ya bong ka ngwaga wa 2015 le tse dingwe tse di ikaeletsweng?

Dinoutsi: _____

24



MOTHAMA 2 DINTLHA TSE DI BOTLHOKWA TSA BONG

Maitlamo

Maikaelelo a mothama o ke go:

- Simolola batsena dithuto ka pharologano fa gare ga bonna/bosadi le bong gammogo le bomme le bong.
- Latedisa megopolo e e sokameng ya bong e mentsi mo setšhabeng sa rona le gore e ama jang ka fa re akanyang re bo re itsaya ka teng.
- Latedisa ka fa bomme ka nako e nngwe ba gatelelang bomme bangwe ka teng, motswedi wa se le gore go raya eng mo maitekong a rona a go rotloetsa tekatekano ya bong.

GO NNA MONNA/MOSADI LE BONG



Ilthutunsho 1: Bonna/bosadi kgotsa bong

Moithuti mongwe le mongwe o tlaa neelwa dikarata di na le maikaeleo le tse di dirwang tse di farologaneng gammogo le ditiro tse di farologaneng. O tlaa tshwanelwa ke gore o di bee mo ntlheng nngwe ya tse pedi tsa lobota: mosimane/monna le mosetsana/mosadi, ka fa o tlaa bong o bona go tshwanetse ka teng.

Dikai tsa dikarata tse o tlaa di fiwang ke tse:

Lepolotiki, Motlhokomele Lelwapa, Motsamaisi, Mmabontle/Rabontle, Moapei, Modirameriri, Mokgweetsi wa dibese, Morutabana, Radikago, Mokwaledi, Ngaka, Moejenere, Tautona, Modiredi, Mmueleli, O tshola ngwana, O mela ditedu, O mo setswalong, O a amosa, O tlhokomela bana, O tlamela ba lelwapa, O ga metsi, O disa dikgomo, O rwalela dikgong, O ya sekolong, O phepafatsa ntlo, O baakanya koloi, O a apaya, O kgaola motlho, O tlhatswa dijana, O ya sekolong segolo, O lebelela kgwele ya dinao, O nwa bojalwa, O roka diaparo, O tsameka ka bompopi, O tshameka ka ditlhobolo, O na le lefatshe, O kgweetsa koloi, O fetola dipone, O tshameka kgwele ya dinao, O tshameka kgwele ya kolofo, O tshameka kgweletlowa.

Fa o sena go fetsa go ngaparisa ditiro tse kafa tlase ga mosimane/monna; kgotsa mosetsana/mosadi, fetola ditlhogo, o bee mosimane/monna fa o neng o beile mosetsana/mosadi teng le mosetsana/ mosadi fa o neng o beile mosimane/monna teng. A dikarata di kgona go amogana manno? Kgobokanya tse di ka kgonang go kabakanngwa le tse di sa ka keng.

Dipuisano

1) Ke dikarata dife tse di ka fapaanngwang le tse di sa ka keng? _____

2) Ithutunsho e e go raa e reng ka bonna/bosadi le bong? _____



Ilthutunsho 2: Ditiro tsa bonna/bosadi le bong

Neela moithuti mongwe le mongwe karata e e sa kwalelang, kgotsa tse pedi mme o ba kope go kwala mefuta e e farologaneng ya go tshola, go ntsha dithoto, tiro ya morafe le tsela ya maitsholo ba bo ba di bee fa go tshwanetseng teng mo moalong wa ditiro tsa bomme le borre tse di tlhomilweng ke tlhologo le tse di tlhomilweng ke setshaba/batho.

DITIRI TSA BONNA? BOSADI LE BONG	MME	RRE
TIRO YA TSHOLO= E TLHOMILWE KE TLHOLEGO		
TIRO YA NTSO DITHOTO = E TLHOMILWE KE BATHO LELWAPA		
KWA TIRONG		
TIRO YA MORAFE		
TSELA YA MAITSHOLO		

DIPUISANO

1. A se ga se tsela ya tlholego ya go abalana tiro? _____

Ke eng se se phoso ka dikakanyetso tse? _____

2. Dipharologano tsa itsholelo ke dife fa gare ga ditiro tse di neetsweng borre le tse di neetsweng bomme? Lebelela setshwantsho se se mo tsebeng e e latelang fa o araba potso e. _____

3. Di gogela jang kwa kgethololong? _____



Source: The Oxfam Gender Training Manual ©Oxfam UK and Ireland 1994



Ditlhaloso

Tiro ya tsholo e akaretsa maikarabelo a go tshola/go godisa ditiro tsotlhe tsa mo lwapeng tse di dirwang ke bomme, tse di tlhokegang go tihomamisa tlhokomelo le go nna teng ga badiri. Ga go akaretse go tshola fela mme go akaretsa gape go tlhokomela badiri (rre le bana ba ba dirang) gammogo le badiri ba ka moso (bana ba baotlh ana le ba ba tsenang dikolo).

Tiro e e ntshang maduo e a karetsa tiro e e dirwang ke bomme le borre gore ba duelwe ka madi kgotsa ka sengwe fela. Eakaretsa dithoto tse di rekisiwang kwa marekisetso a a nang le tlhwatlhwa ya theko le ntsho dithoto tsa itshetso/ya mo gae tse tlhwatlhwa ya tsone e ikaegileng ka tiriso, mme e bile di ka kgona go bewa tlhwatlhwa ya thekiso. Mo go bomme ba ba dirang mo temong, se se akaretsa tiro ya balemi ka bon gwe ka bongwe, bahumagadi ba balemi le ba ba dirang ba duelwa ka madi.

Tlhokomelo ya morafe e karetsa ditiro tse di dirwang ke bomme thatathata ba direla morafe, e le tsweletso ya tiro ya bone ya tsholo. Se ke go tihomamisa go ntsha le go tlhokomela meamuso e e tlhakanelwang, e e tlhaelang jaaka metsi, tlhokomelo ya botshogo le thuto. Ke tiro ya boithaopo e e sa duelelweng, e e dirwang ka nako ya go dirwe sepe.

Dipolotiki tsa morafe: Ka go farologana le tlhokomelo ya morafe, dipolotiki tsa morafe di akaretsa ditiro tse di dirwang ke borre mo morafeng ba di rulaganya ka fa sepolotiking tota. Gantsi ke tiro e e duelelwang, ka tlhamalalo kgotsa ka tsela nngwe, e le ka madi kgotsa ka go godisa seemo le nonofo.

Motswedi: Gender Planning and Development: Theory Practice and Training, Caroline O.N. Moser



Ithutunsho 3: Dipharologano fa gare ga bonna/bosadi le bong

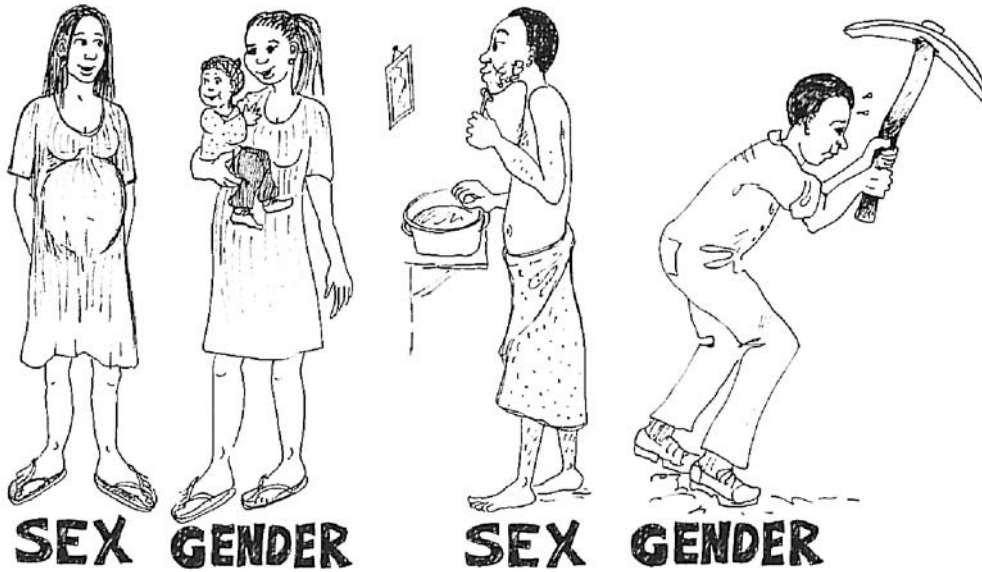
Kgwara gore a ditiro tse di latelang di amanngwa le bonna/bosadi kgotsa bong.

TIRO	BONNA/BOSADI	BONG
Kapei		
Kanyiso		
Tseo-tshwetso		
Togo		
Go bona setswalo		
Botsamaisi		
Go mela ditedu		
Go godisa bana		
Go itaa mabole		
Go thuba lentswe		

Dipuisano

1. Nako nngwe fa o kopiwa go tlatsa fomo, sekai fa o tswa mo lefatsheng kwa Lebaleng Legolo la Difofane kwa Sir Seretse Khama, o bodiwa gore o mong, o bo o fiwa gore o tlhophe gore a o Monna kgotsa mosadi. A e ke potso e e siametseng go bodiwa? Fa e sa siama, ka goreng e sa siamaq? _____

2. Gantsi batho ba tlhakanya "dikgang tsa bomme" le "dikgang tsa bong". A dikgang tse di a tshwana? Fa di sa tshwane, ke eng di sa tshwane? _____



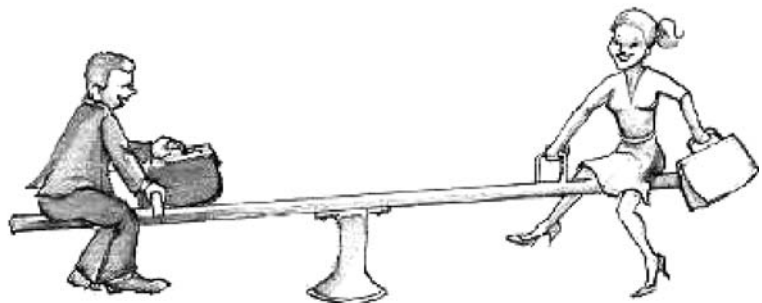
Motswedi: Ministry of gender equality and child welfare, Gender training manual and resource guide.

3. Fa o lebelela ditshwantsho tse di fa tlase, o ka tlhalosa jang pharologano fa gare ga bong le bonna (botonanyana)/ bosadi (bonamagadi)? _____



Ithutunsho 4: Tekatekano ya bong

Dipotso



1. Gore lepolanka le kgone go itshetlela ka tekatekano, gotshwanetse ga diragala eng? _____

2. Go tswa mo sekaing se, o tlhaloganya gore tlhaloso ya tekatekano ya bong ke eng? _____

**Ditlhaloso:**

Bonna/Bosadi - bo tlhalosa pharologano ya popo fa gare ga banna le basadi. Banna ba ntsha peo; basadi ba a itsholofela, ba tshola ba bo ba amusa bana.

Bong - bo tlhalosa dipharologano tse di dirilweng ke setšhaba/batho tse di fa gare ga banna le basadi, tse di ka fetogang fa nako e ntse e tsweletse, tse e leng gore di farologana mo ditšhabeng ka go farologana. Bong jwa rona ke jone bo laolang gore re lejwa jang le gore re solofelwa go itsaa jang re le borre le bomme.

Tsalano ya bong - e tlhalosa tsalano mo botshelong fa gare ga borre le bomme. Botsalano jo bo dirilwe ke batho, ga bo tswe mo tlhologong. Dipharologano tsa tlhologo din nnetse ruri, kwa ntle fa fela mo go ba ba fetolang bong jwa bone. Ditsalano tsa bong di a fetoga. Di bopilwe go ya le ditso tsa kamano le tirisano ya batho. Di farologana go ya ka nako le lefelo le fa gare ga ditlhoipha tse di farologaneng tsa batho. E bile do ka amiwa ke mabaka mangwe jaaka mmala, setlhophu, bomorafe le bogole.

Tekatekano ya bong - ke ka ga go nonotsha bomme gore ba kgone go tsaya maemo a bone a a lekanang le a borre le go fetola maitsholo a borre gore ba lemoge gore tekatekano ya bong ke se se ka solegelang mongwe le mongwe molemo, e le mo lwapeng, mo morafeng kgotysa mo setšhabeng ka kakaretso.

DIKAKANYO TSE DI SOKAMENG

**Ithutuntsho 5 : Dikakanyo tse di sokameng ke dife?**

Ngaka o ne a ya go tsenelela dipuisano ka ga HIV le AIDS me tshwanelwa ke go kgatlhantshiwa ke mokgweetsi. Ba ne ba fapaana kwa bogorogi ba gorogelang teng mme mokgweetsi a ikela kwa a yang teng. Ngaka, yo o neng a itlhobogile, o ne a leletsa barulaganyi ba dipuisano ba bone ba neng ba leletsa mokgweetsi mo mgaleng wa letheke. O ne a boa go ya go batla ngaka mme ba nna ba se ka ba bonana. Morago ngaka o ne a tsaya

thekisi. Kwa bofelong fa bobedi jo bo kopana, mokgweetsi o ne a tshoga go bona fa ngaka e le mme, a bo a re: E rile fa ke utlwa gore o motsenelela phutego, ka tsaa fela gore o tshwanetse wa bo o le rre.

Tiragalo e e go raya e reng ka dikakanyo tse di sokameng? Akanya ka maitemogelo a o kileng wa nna le one; sekai; o le mme o isitse rre dijong tsa maitseboa rre a bo a neelwa gore a duele kgotsa o le rre o batla go fetola metseto ya ngwana, o bo o fitlhela gore dilo tsotlhe tsa go fetola di mo ntlwaneng ya bomme. Lwantsha dikakanyo tse di sokameng tse di mo go wena. Sekai o ka tsibogela jang tse di latelang mo Khanseleng ya gaeno:

- Mme a kopa tiro ya go dira mo konterakeng?
- Rre a kopa tiro ya go nna Motsamaisi wa lefelo la tlhokomelo ya bananyana?
- Motlholagadi a ya kwa lefelong le go binwang teng?
- Modi ka go ithekisa mmele a eteletse pele mogwanto wa ditshwanelo tsa setho?

Fa nako e letla dirang motshameko ka ditiragalo tse, lo bone gore babogedi ba tlaa reng.



Ithutuntsho 6 : Ka fa dikakanyo tse di sokameng tse di rotloediwang ka teng

A batsena dithuto ba ikgaoganye ka ditlhotshwana di ferabobedi. Setlhotshwana sengwe le sengwe se tsee sephatlo sa oura se akanya se bo se tswa ka dikai tsa gore dikakanyo tse di sokameng di fetisediwa jang mo setšabeng ka nngwe ya tse di latelang:

1. Diane, maele le dipuo
2. Dipina (pina ya ntlha ya setlhopha)
3. Ditshwantsho tsa motshikinyego, motshameko le tsa ngwao (dirang motshameko ka pono)
4. Bodumedi
5. Tlwaelo le ngwao
6. Bobegadikgang (mongwe le mongwe o tlaa bo a kopilwe go tla le dipampitshana tse a di kgaotseng dipampiring tsa dikgang go di abalana le setlhopha)
7. Papatso/ipapatso. (mo go manegwang dipapatso teng)

Setlhopha sa ntlha: Diane le puo

1. Akanya ka diane tse di latelang:
 - a. Mosadi, motswedi wa masula otlhe (Benin, Senegal).
 - b. Mosetsana wa mmatota ke yo o sotlegang a bo a a swa ka setu (India).
 - c. Koko e namagadi e itse moso mme e lebelela molomo wa e tonanyana/mokoko (Ghana).
 - d. Mosadi yo o molemo, leoto le le gobetseng le borokgwe jo bo gagogileng di nna mo lwapeng (Netherlands).
 - e. Ke mosadi wa matlhabisa ditlhong fela yo o isang monna monna wa gagwe kwa kgotleng ya ditsheko (Uganda).
 - f. Mosadi ke sethunya mo tshingwaneng; monna wa gagwe ke logora lo lo e ageletseng (Ghana).
 - g. Mosadi o tshwana le nku ya Marino: bontle jwa gagwe bo lemogwa ka dikhularo tsa gagwe (Lesotho/ South Africa).
 - h. O se ka wa nyala mosadi yo lonao lwa gagwe lo fetang lwa gago (Malawi/ Mozambique).
 - i. Go tshola mosetsana ke go tshola mathata (Ethiopia).
 - j. Betsa mosadi wa gago kgapetsakgapetsa; fa o sa itse gore goreng, ene o tlaa itse (West Africa).
 - k. Tsaya mosadi jaaka a ntse: kgaitsadia saatane (Yoruba, Benin)
 - l. Mosadi yo o se nang monna o tshwana le tshimo e e se nang peo (Ethiopia).
 - m. Ga di ke di etelelwa ke manamagadi pele (Botswana)
 - n. Ee ya monna ke ee, ya mosadi ke nnyaa (Botswana)

2. A o gakologelwa tse dingwe tse di fang melaetsa e e tsepameng ka basadi le banna? Di kwale

3. Ke melaetsa efe e e tswang mo go tsone?

Melaetsa ka basadi	Melaetsa ka banna

4. Akanya ka dikai tsa ka fa ditiro tse di akanngwang tsa banna le basadi di gatelelwa ka puo, sekai rakgwebo.

5. O tlhaloganyang ka lefoko kakanyo e e sokameng? _____

Setlhophha 2 : Dipina

1. Akanya ka molodi wa pina e ya lenyalo:

Se nkgatele mosadi

Ke mo rekile ka dikgomo

O a rekiwa, o a ithekewa, o rekiwa ka dikgomo

2. A o gakologelwa dipina dingwe tse di fang melaetsa e e tsepameng ka basadi le banna? Di kwale (opelela setlhopha e le nngwe ya tsone)._____

3. KE melaetsa efe e e ntshiwang ?

Melaetsa ka basadi	Melaetsa ka banna

4. A o dumela gore dipina tsa go nna jalo di tshwanetse go kganelwa? Gore di tshwanetse go kganelwa kgotsa go sa kganelwa? _____

5. O tlaoganyang ka lefoko kakanyo e e sokameng?_____

Setlhopha 3: Ditshwantsho tsa motshikinyego. Metshameko ngwao

1. Akanya ka setshwantsho sa motshikinyego sa lefatshe le sele le sa mo gae (sekai Generations). Kangkgolo ya sone ke eng, batshameki bagolo ke bomang? _____

2. Melaetsa ke eng ?

Melaetsa ka basadi	Melaetsa ka banna

3. O tlaloganya eng ka lefoko kakanyo e e sokameng? _____

Setlhophu 4: Bodumedi

Akanya ka dinopolo tse di fa tlase, tse di tserweng mo dibukeng tsa bodumedi tse di faroganeng:



"Basadi ineeleng mo banneng ba lona, jaaka lo dira mo Moreneng, gonne monna ke tlhogo ya mosadi, fela jaaka Keresete e le tlhogo ya Phuthego... jalo he fela jaaka phuthego e laolwa ke Kereserte, a basadi ba laolwe ke banna mo sengweng le sengwe." – Baebele.



"Banna ban a le taolo mo basading gone Allah o dirile mongwe go nna mogolo mo go yo mongwe. Basadi ba ba molemo ba boikobo. Ba sireletsa dikarolo tse di sa bonweng gone Allah o ba sireleditse. Mo go bao ba lona ba ba tshabang go sa nneng boikobo ba kgalemeleng lo bo lo ba romele kwa dikobong ba kgaogane, lo bo lo ba betse." – *Koran*.



"Go ithuta Torah ke motlae fela mo basading gone ba tlaa fetola mafoko a Torah go nna mafoko a boeleele ka ntlha ya go sa tlhaloganyeng le go se nang kgatlhego." – *Mishnah, bintlha nngwe jwa Talmud, Judaism*.



"Moropa, seeleele sa motse, Shuras (bathwana) diphologolo, basadi, mo gotlhe go tshwanelwa ke go itewa." – *Tulsidas, mokwalo mo Ramayana, tumelo ya Sehindu*.

1. A o ka akanya ka tse dingwe tse di ntshang molaetsa mongwe ka basadi le banna? Di kwale

2. Ke melaetsa efe e e fiwang?

Melaetsa ka basadi	Melaetsa ka banna

3. O tshaloganya eng ka lefoko kakanyo e e sokameng? _____

Setlhophapha 5: Tlwaelo, ngwao le bodumedi

Akanya ka ditsela tse ka tsone dingwao tse di farologaneng di lebang basadi le banna le gore di supiwang jang mo ditsamaisong tsa tlwaelo le ngwao. Sekai, mo lenyalong la "bophirima" monyadiwa o "neelwa" monna wa gagwe ke rraagwe Setshwantso se se fa tlase se fa dikai tse dingwe gape di le mmalwa:

Our experience

Tradition has always said women must obey and submit to their husbands and in-laws!

My parents forced me to marry an old man because he offered the biggest dowry. I had no choice in the matter at all!

In my tradition the elders say it is useless to educate girls because once they marry, they no longer belong to the family!

When my husband died, my in laws forced me to marry his brother so that I could raise children in my husbands name!

The Oxfam Gender Training Manual © Oxfam UK and Ireland 1994

1. Ke dikai dife gape tse o di akanyang? _____

2. Ke melaetsa efe e e tlhagelelang?

Melaetsa ka basadi	Melaetsa ka banna

3. O tlhaloganyang ka lefoko kakanyo e e sokameng? _____

Setlhopha 6: The media

1. Lebelela setshwantsho se se latelang se neng se le mo pampiring ya dikgang ya Mmegi Monitor ya kgwedi ya Motsheganong 28, 2007. Setshwantsho se tlhogo ya sone e ne e re Phuthegokgolo ya BNF, go ne go twe se supa yo o neng a lwela maemo a Boeteledipele jwa Phathi, e bong Kathleen Letshabo, kwa Phuthegongkolo ya yone a fagolwa e bile a dutla madi



Sethswantsho se se ne se le mo Botswana Guardian ya 13 Mopitlo 2009



Tsebe ya ntlha ya pampiri ya The Voice, 24 Moranang 2009



2. Lebelela dipampiri tse dingwe tse di tlleng ka setlhopha. A di ntsha molaetsa mongwe o o tsepameng ka bomme le borre? _____

3. Ke melaetsa efe e e buiwang ka bomme, ke efe e e buiwang ka borre?

Melaetsa ka basadi	Melaetsa ka banna

4. O tllaologanya eng ka lefoko mogopolo o o sokameng? _____

Setlhopha 7: Papatso/ipapatso

1. O akgela mabapi le ditshwantsho tse difa tlase, ke melaetsa efe e e buiwang ka bomme mo ipapatsong le gore e amana jang le matshelo a bontsi jwa bomme? _____



2. Akanya ka dipapatsi tse dingwe. Di kwale. _____

3. Ke melaetsa efe e e ntshiwang ka bomme le e e ntshiwang ka borre?

Melaetsa ka basadi	Melaetsa ka banna

4. O tlhaloganya eng ka lefoke kakanyo e e sokameng? _____

Ditshwantsho tse di mmala di ka bonwa mo CD ROM, bona F2 – F6.



Ditlhaloso

Dikakanyo tse di sokameng ka ga bong ke ditumelo tse di bopilweng ke batho ka ga banna le basadi. Di bopilwe ka diupuo, dipina, diane, bobega dikgang bodumedi, tlwaelo, ngwao, thuto, motshameko, jalo jalo.



Ithutuntsho 7: Tshekatsheko: Dikakanyo tse di sokameng tse di gwetlhang Sekaseka seemo se se fa tlase o bo o araba dipotso tse di latelang:

Seemo sa ntlha: Batsaya karolo mo dipuisanong tsa makgotla a setšhaba tse di buang ka bomme ba ba mo pusong ya dikgaolo ba re makhanselara a bomme " ga ba itsee jaaka bomme fa ba tsena kwa khanseleng" le gore " sa bone ke go itshupa fela". Ba bua gape gore mo gongwe banna ba itsa basadi ba bone go tsenelela dipolotiki ka ntlha ya ka fa banna ba itsaang ka teng mo sopolotiking, jaaka go dirisa matlhapa.

Seemo sa bobedi: Molefe Molefe, Mokhanselara wa BCP kwa Kgatleng a re Motsei Rapelana ke mongwe wa ba a tsayang malebela mo go bone. Ke lepolotiki la motia, yo o tlo dileng dikgoreletsi di se kana ka sepe mme e bile a sa bolo go nna lepolotiki. Ke tsela e e ntseng jalo, ga a na mathata a gore bomme ba etelele pele, e bile a re "bomme bangwe ba nonofile, ba na le bokgoni go feta borre" ba tshwanetse go engwa nokeng gore ba fitlhelele maikaelelo a bone a sepolotiki.

Seemo sa boraro: Mokhanselara Malebogo Kruger, Seatla sa ga Ratoropo wa Lobatse a re *thotloetso ya ba lelwapa la gagwe* ke e e reng "mme mongwe le mongwe yo o gatetseng pele o engwe nokeng ke rre wa gagwe". Rre wa gagwe o mo eme nokeng ka ditsela tsotlhe. O fa sekai sa jaaka rre wa gagwe a ne a mo thusa go ipapatsa ka go mo kgweetsa ka ditlhopho tsa 2004. tota ke rre wa gagwe yo o neng a mo rotloetsa, a mo kgothatsa gore o ka kgona fa ene a ne a okaoka.

Dipotso

1. Ke dikakanyo dife tse di sokameng tse o di bonang mo diemong tse di fa godimo?

Seemo sa ntlha: _____

Seemo sa bobedi: _____

Seemo sa boraro: _____

2. A diemo tse di a gwetlha kgotsa di tswellets/rotloetsa dikakanyo tse di sokameng tse di teng?

Seemo sa ntlha: _____

Seemo sa bobedi: _____

Seemo sa boraro: _____

3. Dikakanyo tse di sokameng tse di amang bomme le borre mo pusong ya dikgaolo mo Botswana ke dife?

4. Ke eng go le botlhokwa go gwetlha dikakanyo tse di sokameng mo pusong ya dikgaolo? _____

GO NGAPARELA KGATELELO



Ithutuntsho 8: Bomme ba gatelela bomme?

Akanya ka tiragalo nngwe ya bošeng mo khanseleng ya gaeno e mo go yone o neng wa ikutlwa o akanya gore bomme ba bangwe mo khanseleng ga ba a go ema nokeng kgotsa ba ne ba itsaya ka tsela e o akanyang gore e ne e kgoreletsa kgotsa e se na tlotlo. Bomme ba babedi ba tshwanetse go tshameka karolo e mme morago ga motshameko, dipotso di tshwanetse tsa buisanngwa mo bokopanong.

1. Go diragetse eng? O ka tlhalosa jang tsela e bomme baneng ba tsaana ka yone? _____

2. Ke eng e le gore le fa go katwe mo dingwaong tsotlhe bomatsale ba itsege ka go gatelela dingwetsi? _____

3. O tlhaloganya eng ka puo e e reng “mo gogela kwa tlase”, o akanya gore se se tsalwa ke eng? _____



Thulaganyo ya dintlha: Go ngaparela kgatelelo

Nngwe ya ditekeletso tsa kgatelelo ya setlhophapha sengwe mo setšhabeng ke bogolo jo setlhophapha seo se ngaparelang kgatelelo ya sone ka jone se bo se e ntsha ka go gatelela ba bangwe. Mo dingangisanong tsa bong, kgang ya “matsale” e itsege thata: Bomme ba bagolo ba ba neng ba rontshiwa dinonofa mo matshelong a bone ba kgwela botlhoko dingwetsi tse morafe o ba fileng nonofa le taolo mo go bone.

Se se lemogilweng ke dipatlisiso mo go bomme ba ba maamong a go tsewang ditshwetso mo go one ke gore bomme ga ba emane nokeng fa ba le mo maamong a go tsewang ditshwetso mo go one. Bomme le borre gantsi ba re bomme ga ba itshephe, ba tshaba go tsena fa ba sa go itseng, e bile ga ba tshephane. Go feta moo ga ba tlhophane, mo mabakeng a mangwe ga twe “ba gogelana kwa tlase.”

Ga go na mabaka a gore bomme, kgotsa mang fela a gogele yo mongwe kwa tlhase ka tsela e e bobe bo kalo. Mme fela mokgwa oo wa go gogelana tlase, o tshwanetse wa tlhaloganngwa ke tsela e e leng gore bomme ka bobone ba ne godisiwa ka one – ngwao, tlwaelo, tumelo, setso, tshekamelole ya bong tse di nang le bokgoni jwa go nyenyafatsa boleng le go itshepha ga bone. Se se ka fetoga nonofa ya go batla go gogela bomme ba ba lebegang ba kgona kwa tlase.

Tshekatsheko mo go bomme kwa Zimbabwe e lemogile gore, “Mo go utlwisang botlhoko, gore setšhaba se dirile bomme batlhokomedi ba yone ngwao e e gogelang kwa go ba gateleleng. Mo seemeng seo, go raela gore go dirwe tshwetso ya gore mo sepolotiking, matshelong le mo ngwaong setšhaba se fetotse bomme bagateledi ba bone ka bobone ka gone le bone ba leba borre e le baeteledipele ba ba botoka mo go bomme.”

Goi lemogilwe gangwe le gape gore bomme, ba e leng gore ke bone batlhophi ba bantsi, ba tlhophapha borre. Thenjiwe Mtintso, yo a neng a le mopalamente wa African National Congress (ANC) kwa Aforika Borwa, o tlhalosa gore se se dirwa ke gore “thatathata maitemogelo a bone a botshelo a ba dirile go nna kwa tlase ga borre”.

Theresa Samaria, Mmatoropo wa pele wa Walvis Bay a re le fa go ka nna le mokgwa o wa “mo gogele tlase” mo go bomme bangwe, go na le bomme ba bantsi ba ba kgonang go mo leletsisa ba mo rotloetse. O dumela gore kgang ya gore “bomme ke bone baba ba bone ba ba maswe” ke e tshamilweng ke borre go tshwanedisa go ntshiwa ga bomme mo dipolotiking.

Ke kakgelo e e botlhokwa thata mo dikgoreletsi tse bomme ba lebaganeng natso mo magaeng mo e leng gore mekgwa e itemogelwa teng ka bokete go ne le kwa godimo, gore kgang ya go gogelana tlase tlhagila e umakilwe kgapetsakgapetsa mo dipotsolotsong.

Motswedi: At the Coalface: Gender and Local Government in Southern Africa and Ringing up the Changes.

¹ “Beyond Inequalities, Women in Zimbabwe”, SARDC, WIDSA

[illegible]

DINTLHA TSA BATSAMAISA DITHUTO

Ithutuntsho 1: Bonamagadi/botonanyana le bong

Didiriswa: Dikarata di tshotse tse di dirwang tse di farologaneng (lebelela dikai fa tlase), flipcharts, prestick

Nako: Metsotso e le 30

Ipaakanyo: Pele ga toro e simologa, baakanya dikarata tse di nang le ditiro le maemo a a faroganeng.

Tsela ya go dira: Nna le dikarolo di le pedi tsa lobota, mosimane/mosetsana le mosetsana/mosimane. Abela batsena dithuto dikarata mme o ba kope go baya dikarata tsa bone ka fa ntlheng ya bokwalelo fa ba boning go tshwanetse. Fa mongwe le mongwe wa bone a sena go baya karata, supa setlhogo gore o bone gore ke toro efe e e sa ntseng e diragala.

Dikai tsa ditiro le maemo:

Lepolotiki, Motlhokomela Lelwapa, Motsamaisi, Mmabontle/rabopntlel, Moapei, Modirameriri, Mokgweetsi wa bese, Moreutabana, Modiri mo konterakeng, Mokwaledi, Ngakar, Moenjenere, Tautona, Mokwaledi, Mmuedi, O tshola ngwana, O mela ditedu, O bona setswalo, O a anyisa, O tlhokomela bana, O tlamela ba lelwapa, O ga metsi, O disa dikgomo, O rwalela dikgong, O ya sekolong, O phepafatsa ntlo, O baakany koloi, O a apaya, O kgaola motlho, O tlhatswa dijana, O ya sekolong segolo, O lebelela kgwele ya dinao, O nwa bojalwa, O roka diaparo, O tshameka ka bompopi, O tshameka ka ditlhobolo, O na le lefatshe, O kgweetsa koloi, O fetola dipone, O tshameka kgwele ya dinao, O tshameka kolofo, O tshameka bolotlowa jalo jalo.

Dintlha: Ditiro tsotlhe tse di rulagantsweng ke tlholego, jaaka go tshola ngwana kgotsa go mela ditedu ga di ka ke tsa amoganwa. Ditiro tse di rulagantsweng ke batho jaaka go apaya di a amoganwa. E ke tsela e e tlosang bodutu ya go dira gore batsena dithuto ba kgone go tlhaloganya pharologano fa gare ga bonna/bosadi le bong.

Ithutuntsho 2: Ditiro tsa bosadi/bonna le bong

Didiriswa: diflipchart, dikarata di na le ditiro le mekgwa e e farologaneng

Nako: Metsotso e 20

Mokgwa wa go dira: Go latela ithutuntsho, soboka ditiro tsa tlholego tsa go tshola tsa bomme le borre mo moalong o batsena dithuto ba ka o tlatsang mo dibukeng tsa bone fa lo tlatsa mmogo *flipchrt*.

Dintlha: Tiro ya tsholo ke yone fela e e tlisitsweng ke tlholego. Ditiro mo lelwapeng, mo morafeng le kwa ditirong di bete letswe fela mo go tse tsa tlholego sekai, bomme ba tshola bana, ka jalo ba tshwanetse ba ba tlhokomele le lelwapa, ba intshe setlhabelo go tlhokomela mo morafeng le kwa tirong, ba ithutele ditiro tsa tlhokomelo jaaka bokwaledi, booki, go dira mo malwapeng, jalo jalo. Ka ntlha e nngwe borre ba tshwanetse go otlala le go sireletsa, ba bo ba laola mo ditirong tsa morafe le kwa tirong – ke bone mapolotiki, batsamaisi, le batsaa ditshwetso; ba dira mo madirelong, mo dikgwebong, jalo jalo. Tiro ya bomme mo malwapeng ke yone e sa duelweng sentle. Ditiro tse bomme ba di tsayang mo morafeng – go dira mo malwapeng, booki, borutabana jalo jalo – tse di bidiwang go tse “ditiro tsa tlhokomelo”- gantsi ga di duelwe thata jaak tse di dirwang ke borre.

Kgobera batsena dithuto ka go ba botsa gore a go na le sengwe se se phoso mo kgaoganyeng ditiro ka bong. Bangwe ba tla araba ba re go “dirile Modimo jalo”. Bangwe ba tlaa re ga go a siama ka gore go a kgoreletsa: bomme le borre ba kganeletsweng mo ditirong tse gongwe ba sa di nonofela. E ke ntlha e e molemo e go ka buisanngwang fa go yone gore go tewa eng fa go twe dikakanyo tse di sokameng; sekai, ka gore motho ke mme, o tshwanetse a itse go apaya. Ntsha ntlha ya gore ditiro tsa bomme ba kganeletsweng mo go tsone ke tsa seemo se se kwa tlase: mo botshelong, mo polotiking le mo itsholelong. Bomme ba rontshiwa tshwanelo ya go tsaya ditshwetso mo malwapeng a bone le mo morafeng, le fa ba le batlhokomedi ba malwapa tota. Tiro e ba e dirang e tlhwatlhwa tlase, mo ba dirang teng le ka kwa ntle.

Ithutuntsho 3: Dipharologano fa gare ga bonamagadi/botonanyana le bong

Nako: Metsotso e 5

TIRO	BONAMAGADI/BOTONANYANA	BONG
Kapei		X
Go anyisa	X	
Go tsaya ditshwetso		X
Go roka		X
Go bona setswalo	X	
Botsamaisi		X
Go mela ditedu	X	
Go godisa bana		X
Go itaa mabole		X
Go fetoga ga lentswe	X	

Maikaelelo a ithutuntsho e e motlhofo e ke go lekeletsa gore a batsena dithuto ba tlhologanya pharologano fa gare ga bosadi/bonna le bong. Go anyisa, go bona setswalo, go mela ditedu le go fetoga ga lentswe ke dineo tsa tlhologano tse di amanngwang le bong. Kapei, botsamaisi, go itaa mabole le go loga ke ditiro tse ka tlhago di amanngwang le borre le bomme ba ba sa ikaegang ka motheo wa tlhologano, jalo he ke ba tiro ya bong kgotsa motheo o o tlhomilweng ke batho. Go gontsi – batsena dithuto ba ka kopiwa go tlaleletsa ka dikai tsa bone. Ithutuntsho e e ka dirwa ke ditlhopho kgotsa ke bokopano, go ya le gore setlhopho se kanakang.

Ithutuntsho 4: Tekatekano ya bong

Nako: Metsotso e 5

Dintlha: Sekai sa lepolanka ke sone se se siameng, se se bofefo, se se kgonang go supa gore go tewa eng fa go twe tekatekano ya bong. Gore lepolanka le eme le itsetsepetse, ntlha e nngwe e tswanetse go godimo fa e nngwe e ya tlase. Ka tsela e e tshwanang, gore go nne le tekatekano ya bong, bomme ba tlhoka go nonotshiwa fa borre bone ba tlhoka go fetola mekgwa.

Ithutuntsho 5: Kakanyo e e sokameng ke eng?**Nako:** Metsotso e 5

Dintlha: Se ke sengwe sa dikai tse dintsi tse di ka dirisiwang go supa kakanyo e e sokameng. Se supa ka fa dikakanyo tse di sokameng di gogelang kwa dikakanyetsong ka batho di ikaegile ka letsong, setlhopha, bong jalo jalo, mme e bile di ka gogela kwa ditshwetsong tse e seng tsone. Jaaka tlhaloso ya dikakanyo tse di sokameng e supa, tse di a patika mme di gogela kwa kgethololong e bomme lefatshe ka bophara ba lebaganeng nayo.

Ithutuntsho 6: Ka fa dikakanyo tse di sokameng di nonotshiwang ka teng

Didiriswal: dikai tsa ipapatso/papatso, dibillboard, bobega dikgang jalo jalo, go nna le lesedi gore ga tweng ka bomme le borre.

Nako: Metsotso e 50**Ipaakanyo:**

Kopa batsena dithutu nako e sa le teng go tlisa dikai tsa tse di fa tlase.

1. Diane, maele le dipuo
2. Dipina (pina ya ntlha ya setlhopha)
3. Ditshwantsho tsa motshikinyego, metshameko, metshameko ya ngwao (diragatsa karolo)
4. Tumelo
5. Tlwaelo, ngwao
6. Bobega dikgang (mongwe le mongwe o tlaa bo a kopilwe go tla le dikgannyana tse a di kgaotseng mo dipampiring go di abalana le setlhopha)
7. Ipatatso (dibillboard)

Dintlha: Go sa kgathalesege gore batsena dithuto ba sekaseka ntlha efe, maduo tshwanetse go tshwana. Tse ke dikai tsa se se ka nnang sa tlhaga mo mealong:

Melaetsa ka bomme	Melaetsa ka borre
Bokoa	Nonofile
Diso	Dithakga
Didirisiwa	Bakgweetsi
Ga go na taolo	Go na le taolo
Ba ikarabela kwa go borre	Ga ba ikarabele kwa go ope
Ba tlabisa ditlhong; ba tlhoka kutlwelo botlhoko	Ba a kgatlhisa.

Ithutuntsho 7: Ditshekatsheko- Dikakanyo tse di sokameng tse di gwetlhang

Nako: Metsotso e 15 go bala le go buisana ka diemo mo ka ditlhopho; Metsotso e 15 go fa pego.

Dintlha:

Seemo sa ntlha: Se supa gore bomme ba tsweletse ka go nyenyafadiwa, e bile go na le tumelo ya gore ga ba ka ke ba kgona go itlhokomela, ba tlhoka tshireletso kgatlhanong le “matlhapa a borre”. Sekai se gape se supa go nna ‘teme pedi’ mo go dirwang mo go bomme ga go re “ba a thetha” – ga go buiwe jalo ka mapolotiki a borre ka gonne go na le tumelo ya gore ba tshwanetse go itsaya jalo.

Seemo sa bobedi le sa boraro: Di supa bomme e le mapolotoki a a nonofileng (ba nonofile ba na le bokgoni) – selo se se gwetlhang dikakanyo tse di sokameng, gape di supa borre ba fetola maitsholo a bone mo mapolotiking a bomme, selo se se gwetlhang kakanyo e e sokameng ya gore borre ga ba dumele gore bomme ba ka etelela pele, e bile ga ba na go ba ema nokeng mo maemong ao.

Ithutuntsho 8: Bomme ba gatelela bomme ba bangwe?

Nako: Metsotso e 30 go rulaganya le rola ditsompelo; Metsotso e 30 gore batsena dithuto ba buisane ka se ba se boneng.

Ipaakanyo: E re le fa batsena dithuto ba ka nna le dikai tse ba di dirisang go dira motshameko o o lebaneng, motsamaisa dithuto o ka tlhokega go nna le dikai di se kae tsa mo gae tse di ka thusang go ntsha dintlha tsa botlhokwa.

Dintlha: Ka go sa fetogeng mo dithutong tsa bong, e ka ne e le tsa bomme kgotsa e le setlhopho se se kopaneng sa bomme le borre, kgang ya gore a bomme ba gatelela bomme ba bangwe kgotsa nnyaa e nna e tsoga. Go botlhokwa go tlabantsha kgang e le go tlhalosa gore tekatekano ya bong ga se ya gore bomme ba phepa fa borre ba se phepa – mme kgang ke gore batho ke motswako wa bobedi jo.

E rile fa ithutuntsho e e lekelediwa mo dithutopuisanong tse di fetileng, batsena dithuto ba tla ka dikai tse di dintle thata. Sekai, mo dithuto puisanong dingwe, mme mongwe o ne a tla ka lepolotiki la mme le mmuelela bong ba ngangamo phatlalatseng, molwela bong a kgalela lepolotiki go bo la palelwa ke tiro fa lepolotiki lone le kgalela molwela bong go bo a sa mo tlotle. Bomme bangwe ba babedi ba ne ba tla mme ba ba kopa gore ba seka ba omana mo pele ga batho ka gonne seo se ka gogela mo goreng bomme botlhe ba ba mo maemong ba lejwe e le batho ba ba omanaomanang fela go sa twe sepe, ba sa kgone go tshela mmogo.

Dipuisano tsa ditlhopho di ne tsa tlhagisa gore bomme ba ba mo maemong a a kwa godimo gantsi ba nna ba itlhaotse, ba ikutlwa ba sa sireletsega mme se se ka gogela mo goreng ba iphitlhele e le bagateledi. Ke boammaaruri gape gore bomme le borre ba ba mo maemong a a kwa godimo gantsi ba kalwa go dirisiwa ditsela tse di farologaneng. Monna yo o dikeletso dikgolo o ka lebiwa a “leka maano a go gatelela pele” fa mme ene a lejwa a “dirisa batho”. Bomme ba kaiwa ba le “lenyatso le makgakga” fa borre bone ba kaiwa ba loga maano.

Go botlhokwa gape go buisana ka fa bsetlhopho sa batho se se gateletsweng se tsenyang mo pelong kgatelelo ya sone se e dirisa mo go bao ba ba se nang thata e e kana ka ya bone, mo setlhoeng sa nonofo se se simololang ka borre ba gateletse bomme. Se ke sekai sa se se dirwang ke bomatsale. Fa ba sena go tshela ka fa tlase ga kgatelelo, bomatsale ba itumelela go itshupa dinonofo mo dingwetsing tse di sa nonofang jaaka bone, mo gongwe ba rotloetsa barwaabone go dirisa dikgoka.

[illegible]



Setshwantsho: Trevor Davies

Mogwanto wa bomme mo dipolotiking mo Botswana

MOTHAMA 3 BONG LE TSAIMAIISO

Maitlamo

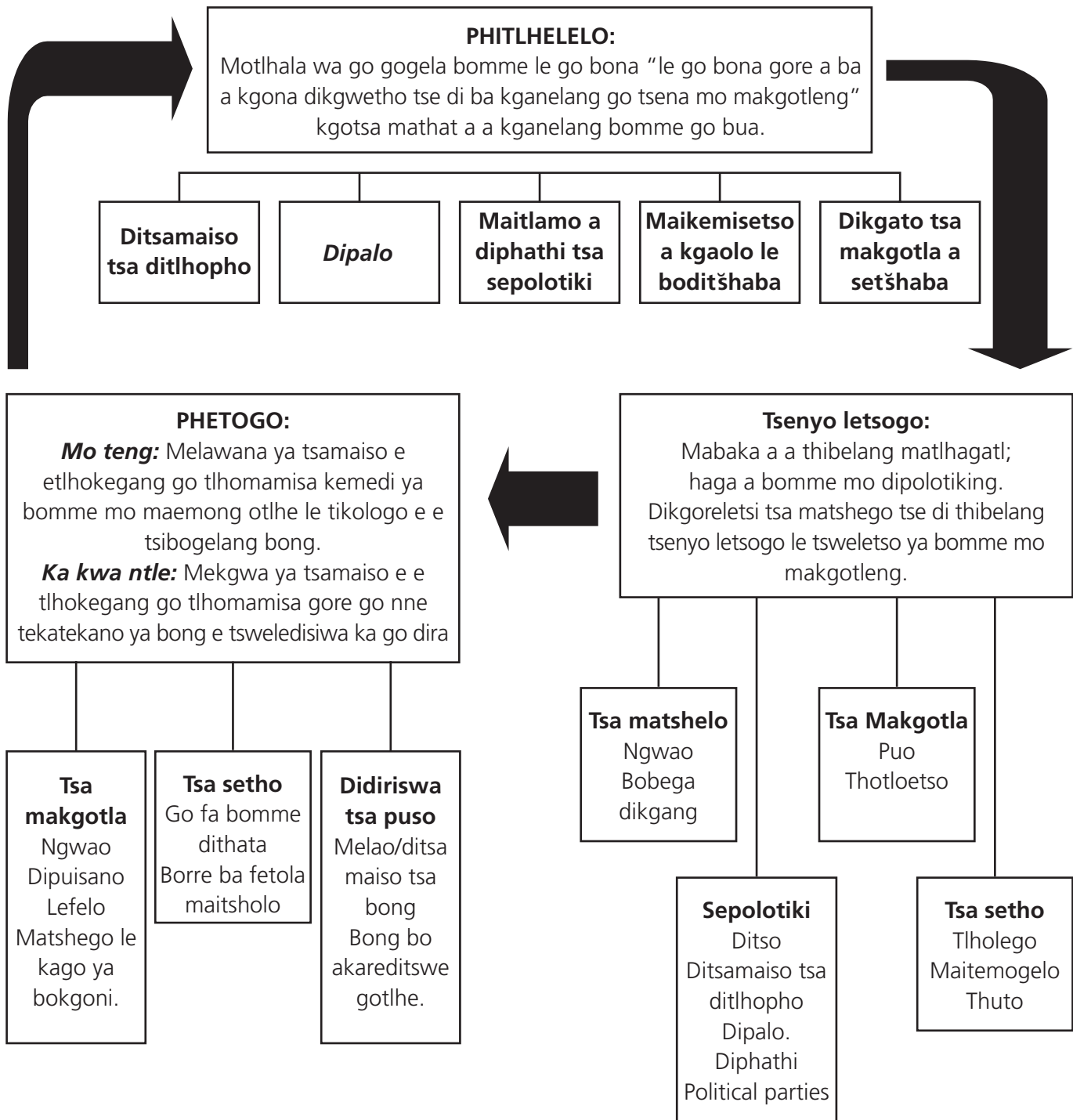
Maitlamo a mothama o ke tlhaloganya:

- Ditomagano fa gare ga bong le tsamaiso.
- Ditomagano tse di di tswela go feta kemedi ya bomme mo dipolotiking di fetela kwa go tseeng karolo mo go tseeng ditshwetso.
- Pharologano e e tliwang ke go nna le 'mogoro' wa bomme ba ba filweng dithata mo maemong a go tsewang ditshwetso mo go one.

BONG LE TSAMAIISO YA DIKGAOLO

Jaaka go supilwe fa tlase ke Thenjiwe Mtiso, Moemedi wa Aforika Borwa kwa Cuba, Modulasetilo wa GL gape e le modulasetilo wa pele wa Lekgotla la Tekatekano ya Bong, go na le tomagano e e nonofileng fa gare ga ka fa lekgotla le tlhomilweng ka teng le bo le itlhalosa, le bokgoni jwa lone sediriswa sa phetogo mo setšhabeng:

PHITLHELELO YA GA MTINTSO-TSEOKAROLO-MOTHEO WA PHETOGO



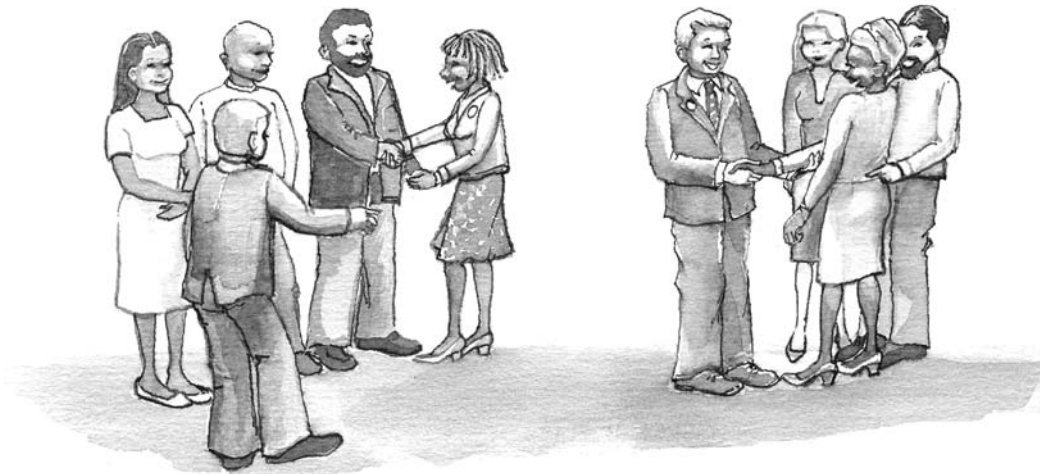
Moko wa kgang ya ga Mtintso ke gore phitlhelelo le dipalo ke tsone di tlang pele ga, mme ga di tlhomamisa go nna teng ga phetogo. O nganga ka gore fela fa bomme ba sena go goroga mo maemong a tseo ditshwetso mo sepolotiking go botlhokwa go ntsha dikgoreletsi tse dib a itsang go dira ka natal. Fela fa bomme ba le teng mo maemong a a nang le dithata, ba kgona go dira ka natal, ba tlaa simola go ikutlwatsa.

PHITLHELELO



Ithutuntsho 1: Ke eng se se thibelang bomme go tsena mo dipolotiking?

Setlhopha sa phitlhelelo se tlaa kopiwa go tlhama motshameko o o supang ba le babedi ba ba batlang go tlhophelwa bokhansele, e le mme le rre ba kopa tlhopho pele ga dithopho. Baya kwa go borre le bomme go kopa thotloetso. Ditlhopha di tshwanetse gore dib o di buisana gore di ka tlhopha ofe (rre kgotsa mme) ba bo ba tlhalosa gore ka goreng. Mabaka ao a tshwanetse gore a re thuse go tlhaloganya gore ke ka gore mo lefatsheng lotlhe kemedi ya bomme e sa ntse e le kwa tlase mo botshelong jwa sepolotiki.



Dipotso

Fa setlhopha se setona se kopana go lebelela ditshwantsho, dipotso tse di latelang ke dingwe tse di ka buisanngwang:

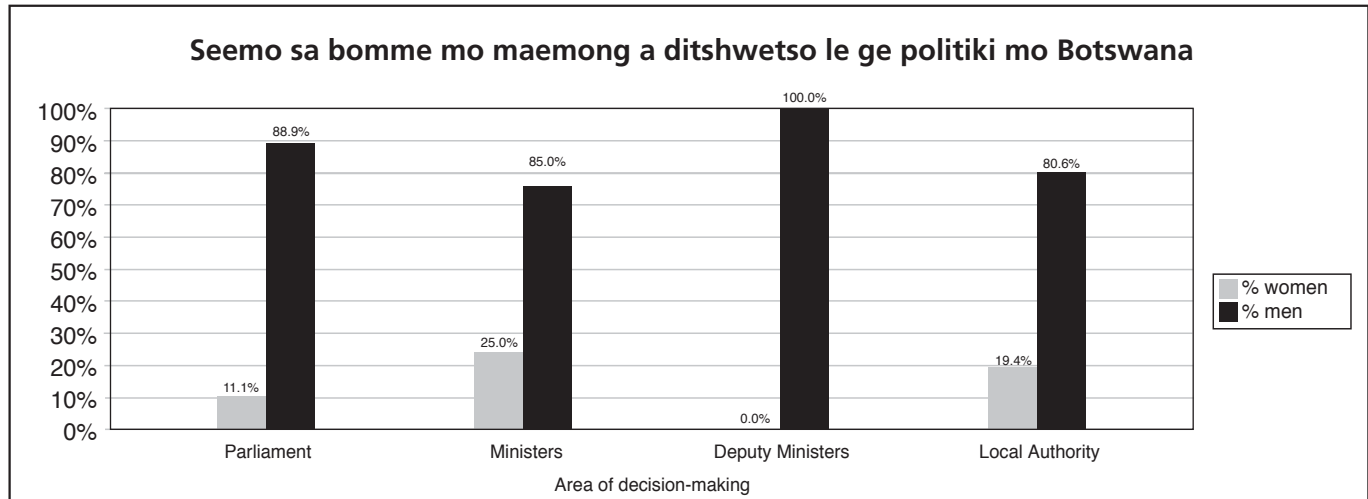
1. Maitsholo a bomme le borre ke afe fa bomme ba nna makhanselara? _____

2. Selo se se ama jang bomme ba ba ipatlang mo maemong a sepolotiki? _____



Ithutuntsho 2: Bomme ba fakge mo seemong sa politiki mo Botswana?

Go lebisisa ka tsenelelo gore bomme le borre ba fa kae mo dipolotiking mo Botswana ka 2008 go tlaa re thusa go supa gore re tswa kgakala go le kae, le gore go tlohega gore re ye kae. Libisisa moalo o o fa tlase o bo o araba dipotso tse di latelang:



Dipotso

1. Palo ya bomme e kana kang fa e bapisiwa le ya borre mo maemong a sepolotiki? _____

2. Ke eng go na le dipharologano, ke eng se se tswalelang bomme kwa ntle mo dipolotiking? _____

3. Ke eng fa pharologano e le nnye kwa tlase go na le kwa godimo? _____

4. Ke eng se se ka dirwang go fokotsa dipharologano tse? _____



Karolo ya dintlha Ditsamaiso tsa ditlhopho le tiriso ya dipalo mo Botswana

Bosupi jotlhe bo supa gore mofuta wa tsamaiso ya ditlhopho o o dirisiwang o laola gore a bomme ba a tlhophiwa kgotsa nnyaa. Go aba maemo go lebilwe gore phathi nngwe le nngwe e tlhophilwe ke batho ba le kae ke gone ke gone go kgontshang bomme go tlhophiwa go na le tsamaiso ya gore yo o fentseng ke ene a tlhophilweng.

Tsamaiso ya go ya ka dipalo tsa batlhophi kgotsa tsamaiso ya go tlhomaganya o ke e mo go yone batlhophi ba tlhophang diphathi mme go bo go abiwa manno go ya le gore phathi e tlhophilwe ke batho ba le kae. Mo tsamaisong e tsela ya go rulaganya batho ke yone e laolang gore a motho o bona manno kgotsa nnyaa, sekai, Fa motho a le kwa godimo mo tlhomaganong ya maina, o nna le sebaka se sentle sa go ka bona manno. Mo tsamaisong e etswalegileng, e e laolwang ke phathi, phathi ke yone e laolang gore leloko le nna fa kae mo tlhomaganong, mme selo se se dirwa ka tsamaiso tsa puso ya batho ka batho e e leng ya yone phathi eo ya sepolotiki, fa mo tsamaisong e e bulegileng gone e le batlhophi ba laolang gore yo o ipatlang mo mannong o nna fa kae mo tlhomaganong ya maina.

Mo tsamaisong ya Dikgaolo tsa botlhophi, baagedi ba lefatshe ba tlhopha baemedi ba ba tlaa emelang phathi mo dikgaolong tsa botlhophi, go na le gore ba tlhophiwe ke phathi. Yo o gapang ditlhopho ke ke yo tlhophilweng ke batho ba bantsi go feta ba bangwe le fa e le gore ba ba mo tlhop[hileng ga ba bantsi mo go kalo. Tsamaiso e gape e bidiwa go twe “yo o fentseng o gogola gotlhe” ka gonne le phathi e nngwe e ka bona dipalo tse dintsi jang tsa batlhophi, e ka nna ya iphitlhela e na le baemedi ba se kae kgotsa e se na le fa e le yo mongwefela kwa palamenteng.

Jaaka go supilwe mo Kgaolo 2 ya tshekatsheko ya ba *At Coalface*, bomme ba leba tsamaiso ya Botswana ya ditlhopho e le yone sekgoreletsi se segolo se se ba itsang go emela maemo a sepolotiki (CPA,2006:10). Phathi e e busang e ganana le mogopolo wa dipalo tse di beetsweng bomme, le mororo e rile mo ditlhophong tsa 1999, go ne ga nna le maiteko a go tlhoma bomme ma dikgaolong tse go neng go tsewa gore di ka fenngwa motlhofo, tse ka nako eo di neng tsa felela di okeditse kemedi ya bomme go tswa mo go 8 go ya kwa go 18%. Palo e e ne ya fokotsegela kwa go 11% mo ditlhophong tsa 2004.

Go na le temogo ya gore palamente ya Botswana “e dira go le gonnye go rotlhoetsa gore bomme ba bone maemo a a kwa godimo, fa go lebilwe tsamaiso le molao” (CPA2006:11). Go fetola melao ya ditlhopho go bonya, mme e bole ga go ise go batle go lwantsha go lekalekaneng ga bong. Jalo he, e re le fa diphetogo jaaka go fokotsa dingwa tsa go tlhopha go twa kwa go 21 go ya kwa kwa go 18 go butse diphatlha tsa gore batho ka bontsi ba tlhophe, se ga se ree gore bomme ka bontsi ba tlaa tsenya letsogo mo dipolotiking e le baemedi. Go sale go nna le boikuelo jwa gore go nne le diphetogo mo tsamaisong ya ditlhopho gore go dirisiwe palo ya batlhophi go aba manno, e seng fela gore ba kganetso ba bone manno, mme gore le bomme ba kgone go nna le kemedi e e oketsegileng (EISA,2004).

Diphathi tsa se politiki le dipalo tsa diphathi tsa boithaopo

Dipatlisiso le bosupi di supile gore diphathi tsa sepolotiki ke tsone gantsi go tsenwang ka tsone mo maamong a sepolitiki. Jaaka Ballington le Motland ba tlhalosa, “diphathi di neetswe maikarabelo a a botlhokwa mo pusong ya batho ka batho: go baakanya le go tlhopha batho go emela ditlhopho le go ba ema nokeke mo maamong a boetedipele le go busa” (2004:2) Ba supa gape gore “ditsamaiso tse di ikaegileng ka boeteldipele tse di akaretsang melao e e tlhomamisetsang bomme kemedi ke tshiamo e e botlhokwa thata, bogolo jana fa di akaretsa dipalo tsa diphathi tse di tlhomamisetsang bomme palo e e rileng ya ba ka emang”. Tota tota kgato e maikaelelo a yone e leng go baakanya diphoso tsa nako e e fetileng e tsewa ke diphathi tsa sepolotiki e ka nna kgato e e siameng thata go oketsa kemedi ya bomme mo dipolotiking. Makgotla a bomme

a diphathi tsa sepolotiki ke tshwanelo ya tsone go oketsa kemedi ya bomme mo phathing, palamente la boeteldipele jwa dipu tsa magae. Le fa go ntser jalo, gangwe le gape makgotla a a tseelwa kwa tlase ka ga go ope yo o a isang tlhogong, mo boemong jwa moo a tlhokomela dikeletso tsa diphathi jaaka go kgobokanya madi, go bopa ditlhopho tsa moopelo le go thusa mo ipapatsong (Women's NGO Coalition and SARDC WDSAA, 2005)

Phathi ya Domkrag (BDP)

Phathi ya Domkrag ke yone e busang. Ga ena dipalo tse e di beetseng bomme, mme e bile ga e rotloetse maiteko a go rotloetsa bomme gore ba kgone. Modulasetilo wa jaanong wa bomme ba BDP, Tebelelo Seretse, a re dipalo tse di ka beelwang bomme ke go lwantsha dikai fela, e seng se se tsetseng mathata ka jalo di itebagabtse le go fa bomme dithata ka go oketse kemedi ya bong ya bomme mo maemong a a kwa godimo (Therisanyo, 2007b). Bomme ba BDP ba rotloediwa go gaisanela maemo a magolo mo phathing, palamente le dipuso tsa dikgaolo.

Go ya ka Modulasetilo wa pele wa BDP, Botlogile Tshireletso, phathi e dira kgatelopele e e bonalang ka jaana e di goga kwa pele mo maitekong a go fa bomme dithata. Palo ya bomme e ne e le 21% mo komitikgolong ya 2005-2007 (Therisanyo, 2006). Tshireletso o bile a gatelela gore "tekatekano ya bong ga e a tshwanela go dirwa puo ya mo ditoropong, e e kgakala le boammaaruri jo bomme ba lebaganeng le jone kwa dikgaolong le gore mowa wa go iikanya o tshwanetse wa tsenngwa mo ngwaneng wa mosetsana gonne nonotsho tota e mo tlhologanyong" (Therisanyo, 2007a). Seretse o gatelela gore e le lekala la bomme ba ikaelela go "jwala mogopolo wa gore bomme ba ka dira sengwe le sengwe se ba eletsang go se dira ba sa le babotlana, mme ba se ka ba letlelela dikakanyo tse di sokameng tsa ngwao go ba bofa mabogo, gore ba tle ba kgone go emisetsa beo ba ba tlogelang dipolotiki ka bogodi". (Therisanyo, 2007b).

Le fa e ganana le dipalo, puso ya BDP e ka supa dikai tsa kgatelopele mo go feng bomme dithata mo setšhabeng. Sekai, mo ngwageng wa 2004, puso e dirisitse madi a didikadike tse tlhano tsa dipula mo dithutopuisanong tse di tsibosang ka bong; didikadike tse thataro go thusa makgotla a a ikemetseng ka nosi (NGO < CBOs le Womens Groups), le dikopo di feta 90% tsa dithuto ka bong di ne tsa dumelelwa (BDP, 2004). Tautona wa pele wa Botswana, Festus Mogae o ne a supa maikemisetso a gagwe a go oketsa kemedi ya bomme ka go dirisa maemo a gagwe go tlhoma bomme ba le bararo go kaba diphatlha tse di neng di le teng (Therisanyo, 2007b).

Excerpt from At the Coalface: Gender and Local Government in Zambia

Botswana National Front (BNF)

Phathi ya BNF ke yone e kgolo ya kganetso mo lefatsheng le. E ntse e dira sentle mo ditoropong. Motheo wa yone o papamatsa gore 30% ya maloko a Komiti Kgolo e tlaa nna bomme, selo se e leng sekai se se botlhokwa sa maikemisetso a go fitlhelela tekatekano ya bong mo phathing. Ba le baratara (6) ba maloko a a lesome le boferabobedi (18) e leng 33% a Komiti Kgolo ya BNF ke bomme. Se se tsamaalana le tlhokego ya 30% ya motheo. Le go ntse jalo, phathi ga e ise e diragatse selo se ka go tlhoma bomme mo dikgaolong tse di motlhofo go gapiwa.

Botswana Congress Party (BCP)

BCP ke ya bobedi mo diphathing tsa kganetso tse di ratiwang thata, e sala morago BNF. E tlhomilwe e le lekgamu go tswa mo go BNF. BCP ke yone phathi e e golang thata mo Botswana. Mo mererong ya tekatekano ya bong, BCP e itlamile go "tsosolosa seabe sa bomme mo go tsa matshelo, etsholelo, ngwao le sepolotiki

ka go nonotsha ditshetla tsa molao go sireletsa bomme ka phimola melao ya tlholego le seša e e kgethololang bomme (BCP, 1999); go betla tsela ya gore bomme ba tsenye letsogo mo go tsa itlholelo lke betla ditsela tsa go tlhomamisa le go rulaganya seša tiro e bomme ba e dirang (Maitlamo a BCP, 2004).

Go ya ka motheo wa phathi, palo ya 30% ya lekgotla le le busang la phathi, Komiti Kgolo, e tlaa nna bomme. Jaaka BNF, Phathi ga e ise e tlhome ditsela tsa go fitlhelela 30% e e dumalanweng. Le fa go ntse jalo, maiteko a BCP a go oketsa kemedi ya bomme a a bonala. Go ya ka maitlamo a phathi a 1999, fa BCP e ka fenywa ditlhopho, e tlaa diragatsa tsamaiso ya go nna le dipalo tsa bomme go oketsa kemedi ya bomme kwa seemong sa setšhaba le kwa tlase ka go fetola tsamaiso ya ditlhopho.

Kinolo go tswa mo At the Coalface: Gender and Local Government in Botswana

TSENYO LETSOGO



Ithutuntsho 3: Ke mang a buang mo Diphuthegong tsa Dikhansele?

Fa tlase ke moalo o o sobokang seabe sa bomme le borre mo diphuthegong tse psedi tsa khansele mo Botswana. Sekaseka moalo o o fa tlase, o bale dikinolo o bo o araba dipotso tse di fa tlase.

Khanselel	Palo ya Makhan-selara	Bomme	% Bomme Mo Khan-seleng	Mayor/ Chair	KE MANG A BUANG							
					BORRE				BOMME			
					DM	RP	OPP/ Ind	Total	DM	RP	OPP/ Ind	Total
Lobatse	14	5	36%	M	14%	28%	43%	86%	0%	0%	14%	14%
Kgaolo ya Legare	172	38	22%	M	38%	37%	3%	78%	9%	13%	0%	22%
TOTAL	186	43	23%		52%	65%	46%	79%	9%	13%	0%	21%

Note

- DM – decision maker
- RP – ruling party
- Opp / Ind – Opposition party/ Independent

Dipotso

1. O tlhaloganya eng lefoko *tshenyo letsogo* e e matlhagatlhaga? _____

2. Dipalo tsa reng ka go nna le seabe bomme le borre mo diphuthegong tsa dikhansele? _____

 Ke bomang ba ba nnang le seabe se segolo/sebotlana? Ka goreng? _____

3. O akanya gore mangwe a mabaka a a rotloetsang go nna le seabe mo diphuthegong ke afe? _____

4. Ke eng fa bomme ba se matlhagatlhaga mo diphuthegong? Se se ama jang? _____

5. Go ka dirwa eng go rotloetsa bomme go nna matlhagatlhaga mo go tseeng ditshwetso dipusong tsa magae? _____

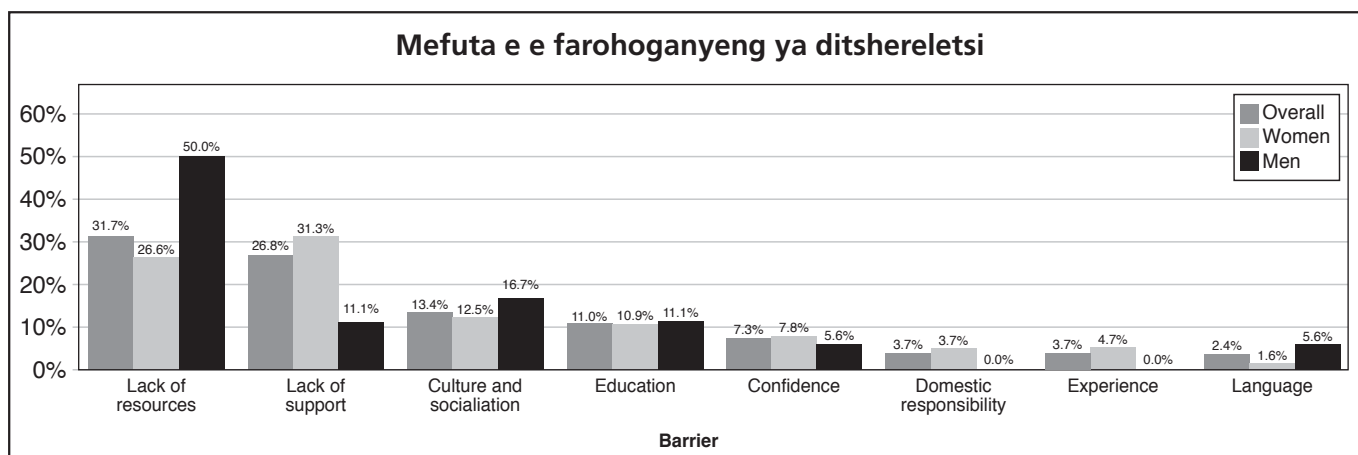


Motswedi: Ministry of gender equality and child welfare (Namibia), Gender training manual and resource guide.



Ithutuntsho 4: Ke eng se se kgannang bomme go nna le seabe?

Setlhophaga se se baakanyetsang motshameko se lebelele moalo o o fa tlase go bona dikgoreletsi mo go nneng le seabe tse di lemogilweng babotsolotsiwa mo tshekatshekong ya "Coalface".



Dipotso

1. Dikgoreletsi tse tharo mo go nneng le seabe tse di lemogilweng ke tshekatsheko? _____

2. A setshwantsho se se fa tlase se tlwaelesegile? A dikgoreletsi di teng le kwa khanseleng ya gaeno? _____



Motswedi: Ministry of gender equality and child welfare (Namibia), Gender training manual and resource guide.

3. Dikgwetlho di ka kgonwa jang? _____



Dikgoreletsi tse di ka fedisiwa jang?

Mabaka a le mmalwa a ama matlhagatlhaga a bomme mo go tseeng ditshwetso:

- *Fa bomme ba leng teng mo lekgotleng:* Se se ama go golela kwa godimo le go phuthologa kwa tlase. Go golela kwa godimo ka maemo, bomme ga ba yo gotlhe gotlhe mo maemong a botsamaisi, ba bantsi mo maemong a bokwaledi le go dira mo ofising. Mo go phuthologeng, bomme ba na le go nna bantsi mo tlhokomelong ya badiri teng, go na le mo makalaneng a melawana le togo ya mananeo.
- *Tikologo ya tiro e e sa tsibogeleng bong:* Dinako tsa di telele, tse di sa lekanyediwang; go se na fa bana ba ka tlhokomelelwang teng, dinako tsa botsetse di le dikhutshwane kgotsa di se teng gotlhe gotlhe, tsuulolo mo tsa marato – go bua di se kae fela – go dira gore dinako tsa tiro di bo di sa tsibogele bong, ka jalo di itsa bomme go nna matlhagatlhaga.
- *Botsala go tswa bogologolo:* Borre ba na tomagano ya go tswa bogologolo e e le leng gore e nne e nonotshiwa kwa mafelong a dino (dibareng) bosigo go nowa bojalwa kwa e leng gore bomme ba a bo ba se yo teng ka gonn go lebega seo e se selo se siameng go dirwa; kgotsa ka ntlha ya maikarabelo a bone a mangwe a kwa lwapeng.
- *Katiso le go aga bokgoni:* E re ka bomme, bogolo jang ba batho bantsho ba sa bolo go bewa ka fa mosing ka go sa rutuntshiweng, le fa e le go nna le maitemogelo a mo tirong, thutuntsho e tshwanetse go lebagannwa le go fedisa mokgwa o. Gantsi se ga se dirwe.

BOETELEDIPELE LE PHETOGO



Ithutuntsho 5: Phetogo e bomme ba e dirang

Same Bathobakae, Mokwaledi Mogolo wa Lekgotla la Bomme la Botswana National Front, Modulasetilo yo moša wa Khansele ya Borwa Botlhaba, gape e le Mokhanselara wa BNF wa (Tlokweng) o tshutshuma ke go itshepha mo didimetseng, a le boikobo. Jaanong jaana o mo pakeng ya gagwe ya ntlha a le mo maemong a, e rile fa a nna mokhanselara ka 2004, e ne e le ene mokhaselara wa mme mo go ba kganetso. A re o ne a ipolelela gore “Ke ya go ba bontsha gore ke ka dira tiro ya me, ga ke tshabe sepe”.

O na le kgatlhego e e faphegileng mo molaong, mme e bile maitemogelo a gagwe a tiro a akaretsa go direla dikhamphane tsa melao tse tharo. O na le lesedi mo molaong wa thekiso ya dithoto, ne a ithutela bokwaledi, selo se se mo thusitseng fela thata mo tirona ya gagwe e le mokhanselara. Ga a bolo go eletsa go go lwela go godisa ditshwanelo tsa batho ka bongwe ka bongwe, sekai, go bona borre le bomme ba nna le taolo ya lefatshe.

Tebelopele ya gagwe e le Modulasetilo yo moša wa Khansele ya Borwa Botlhaba ke go rotloetsa batho ba le bantsi go tsenya letsogo mo khanseleng le go bona gore makhanselara a dira go le kae go tlisa phetogo le go emela dikeletso tsa bone. Se se tla dira gore makhanselara a nne le maikarabelo mo bathong ba ba ba tlhophileng. Gape o batla go dira le badiredi ba khansele go tlhomamisa gore tiragatso ya mananeo e a tokafala le gore ditiro di fediswa ka nako. Tiro e a ipelafatsang ka yone, e e tllileng ka nngwe ya ditshitiso tsa gagwe tsa ntlha ke go gopa le godila tsela ka ditena tse di faphegileng tse di lomaganang go itsa gore e tla le metsi. Ke mofuta wa ntlha wa tsela e kwa Tlokweng mme e tlaa tokafatsa seemo sa ditsela tse di yang kwa go tse dikgolo ma Tlokweng.

Sengwe sa dilo tse a ipelafatsa ka tsone gape ke fa, ka 2008 e simologa, a ne a fenywa tshutiso ya go tlhoka tshepho e e neng e tlišitswe ke phathi e e busang ya modulasetilo wa pele wa khansele le mothusi wa gagwe. O ne a supa bokgoni jwa gagwe jwa go sala morago tsamaiso e e tshwanetseng le go tsewedisa puso ya batho ka batho fa ba bangwe ba neng ba itlhobogile teng. Ka go itsetsepela mo melawaneng e e tsamaisang khansele, o ne a kgona go supa botlhkwa jwa tsamaiso e e seng bofitlha e bile e amogelesega ya go dira dilo mo khanseleng.

Ga go belae sege gore maitemogelo a ga Bathobakae e le mokhanselara, mme jaanong e le Modulasetilo wa khansele, a tlaa mmulela ditsela go dira ditiro tse dikgolo go fetola seemo sa botshelo sa bomme le borre kwa Tlokweng le gongwe le gongwe. O ne a lebagana le dikgwetlho mme a sala a sa tshikinyege ka gonne jaaka a tlhalosa “Ke tsetswe ke le moeteledipele”.



Excerpt from At the Coalface, Gender and Local Government in Botswana

Dipotso

1. Mokhanselara o tlisa bokgoni bofe mo tirong ya gagwe? _____

2. A o akanya gore bokgoni jo bo amana le gore mokhanselara ke mme? _____

3. A go nna le bomme mo maemong a a kwa godimo go dira pharologano mp pusong ya dikgaolo?

a) Mo teng ka fa puso ya dikgaolo e dirang ka teng; le _____

b) Ka kwa ntle, mo tirong ya puso ya dikgaolo le ka fa e ntshang ditirelo ka teng. _____

c) Jang? Tsweetswe ntsha dikai _____

4. A go dira pharologano gore palo ya bomme e kae? Ka gore? Tsweetswee ntsha dikai. _____



Ditlhaloso

Phetolo ya makgotla

Se se ama dikgato tse di mmalwa tsa tsamaisotse di tshwanetseng go tsewa go thlhomamisa gore go thapa le go tsholetsa maemo ga go kgetholole bomme, ka tshamala kgotsa ka mo go sa tshamala; go dira mabaka tiro a e leng gore a botsalano mo malwapeng e bile a sa kgokgontshe mo go tsa marato/tlhakanelo dikobo; le go tshamala seša ngwao ya lekgotla – puo ya lona le ditsamaiso – go di dira tse di rotloetsang borre le bomme ka go tshwana.

Go fa ditirelo le go fetola setšhaba

Se se ama ka fa go dirwang dilo ka teng mo go tshwanetseng go amogelwa go thlhomamisa gore kgang ya bong ke yone e lebelwang mo dikarolong tsotlhe tsa ditirelo tse lekgotla le di ntshang.



Ithutuntsho 6: Boeteledipele jo bo tlisang dipheto

Mo ditlhopheng, buisanang ka dintlha tse di latelang lo bo lo tlatsa moalo o o fa tlase:

- ✓ Ke eng se se dirang moeteledipele wa tlhotlwa/yo o manontlhotlho?
- ✓ A bomme ba na le boleng jo tsepameng jo bo ba dirang baeteledipele ba ba popota?
- ✓ A merafe e ema nokeng bomme mo boeteledipeleng kwa mageng? Se ba se dira jang?
- ✓ Go ka dirwang go fetola maitsholo a a sa siamang – a bomme le borre mo go bomme ba ba mo maamong a boeteledipele?

Buisanang mo ditlhopheng ka dipotso tse di mo moalong:

Merafe e solofela eng mo baeteledipeleng ba yone kwa magaeng?	Merafe e ka nna le seabe sefe go tlisa boeteledipele jwa motia, ba ka dira eng?	Mathata a a amanngwang le boeteledipele ke afe?



Ithutuntsho 7: Go lekanyetsa phetogo

Batsena dithuto botlhe ba tlaa kopiwa go lekanya, mo sekaleng sa 1 (kwa tlase thata) go ya go 5 (Kwa godimo thata). Tlatsa karata e e fa tlase ka go fa tekanyetso ya 1 go ya go 5 (1 e le gore go padile fa 5 e le gore maikaeleo a fitlheletswe ka botlalo) go bona gore a khansale ya gaeno e tsibogela bong. Karata e gape e mo CD ROM at **F7**.

Karata ya matshwao: Khansale ya lona e tsibogela bong go le kae?

Tse di lebilweng	1	2	3	4	5
MOTHEO WEA TSAMAIISO					
1. Khansale e itse maikemisetso a setšhaba, a kgaolo le ditšhabatšaba a lefatshe le a dirileng mabapi le tekatekano ya bong le motheo o moša wa tsamaiso ya bong mo pusong ya dikgaolo.					
2. GO NA LE TSAMAIISO YA BONG.					
TSAMAIISO/PUSO					
Boemedi					
3. Palo e e lekanang ya bomme le borre.					
4. Palo e e lekanang ya bomme le borre mo maemong a a kwa godimo mo dikhanseleng, komiti ya ga Ratoropo/Mmatorop, badulasetilo ba dikomiti, jalo jalo.					
5. Tekanyo ya bong mo dikomiting tsa morafe.					
Tsenyo letsogo					
6. Bomme le borre ba tsenya letsogo ka go lekana mo diphuthegong tsa khansale,					
7. Bomme ba na le tlhotlheletso mo ditshwetsong tsa khansale.					
8. Go dirwa ka go lekana ke borre le bomme mo diphuthegong tsa phatlalatsa le ditiro tse dingwe.					
TOGAMAANO					
9. Togamaano e e ikaeletsweng ya bong le kabo ya ditirelo di a diragala mo khanseleng.					
10. Maitlamo a motia a khansale a umaka bong phatlalatsa.					
11. Kitso e tserwe mo go bomme ka ga mathata a bone, dibaka, tse di okang le ditlhoko mme e bile bomme ba a rerisiwa fa go dirwa mananeo le ditsamaiso.					
12. Go na le dikai tsa bong mo mananeong otlhe.					
DITHULAGANYO TSE DI ITEBAGANTSENG LE BONG					
13. Khansale e inaakantse le ditiro tse di itebagantseng le bong.					
Tshireletsego le tshireletso					
14. Khansale e na le dipalo tsa boammaaruri tsa borukutlhi di kgaogantswe ka bong.					
15. Toropokgolo/toropo ke lefelo le le sireletsegileng go nna bomme, sekai go tsamaya ka phuthologo bosigo le motshegare.					
16. Go na le dipone tse di lekaneng mo mekgwatheng le mo mafelong a setšhaba.					
17. Dipalangwa di sireletsegile mo go bomme le bana.					
18. Go na le tirisano e ntle fa gare ga mapodisi le morafe, bogolo jang bomme, mme e bile bomme ba emetswe sentle mo makgotleng a sepodisi a morafe.					
19 Mapodisi le badiredi ba bosiamisi ba rutuntshitswe sente go ka tshegetsa dikgang tsa kgokgontsho ya bongl.					

Tse di lebilweng	1	2	3	4	5
20. Khansele e tsaya karolo mo dikgannye tsa go tsibosa batho ka kgokgontsho e e tsalwang ke bong, jaaka malatsi a a lesome le borataro a twantsho kgokgontsho.					
21. Khansele e na le mananeo le madi a go fedisa kgokgontsho ya bong.					
22. Khansele e ema nokeng mafelo a tshireletsego.					
Tlhokomelo					
23. Go ne ga nna le tlhatlhobo ya tlhokego ya go nna teng ga ditlamelo tsa tlhokomelo ya bana.					
KAKARETSO YA BONG MO DITHULAGANYONG TSE DI TENG					
Itsholelo le tlhomo ya ditiro					
24. Khansele e na le mananeo a tlhabololo ya itsholelo a mo magaeng a a itebagantseng bagwebi ba bomme.					
25. Bomme le borre ba boelwa ka go lekana mo ditlamelong tsa dikgwebo tse dipotlana mo khanseleng.					
Poelo					
26. Khansele e na le molawana wa dipoele o o tlhomang seelo sa go oketsa palo le tlhotlha dikonteraka tse di amogelwang ke bomme.					
Matlo					
27. Khansele e nne le kitso e e kgaogantsweng ka bong mo tshwanelong ya matlo.					
28. Khansele e tsere matsapa a go tlhomamisa gore bomme le borre ba boelwa ka go tshwana go tsa matlo.					
Didiriswa					
29. Khansele e na le kitso e e kgaogantsweng ka bong ya gore ke bomang ba ba kgonang go bona ditirelo, a ke malwapa a eteletsweng pele ke borre kgotsa ke bomme.					
30. Bomme ke bone ba ba tsamaisang ba bo ba tlhokomela ditirelo le ditlamelo tse.					
Dipalangwa					
31. Bomme mba a rerisiwa mabapi le ditlhoko tsa bone tsa dipalangwa .					
Botsogo le HIV le AIDS					
32. Bomme ba kgona go bona ditlamelo tsa botsogo motlhofo.					
33. Khansele e na le kitso e e kgaogantsweng ka bong ya HIV le AIDS.					
34. Go na le thuto ya setšhaba ka bong ya HIV le AIDS le mananeo a tsiboso.					
35. PEP e teng kwa mafelo a botsogo otlhe gape go na le dthuto tsiboso ka se.					
Botsogo jwa tikologo					
36. Bomme ba a rerisiwa mabapi le tshwaro ya matlakala. Bomme le borre ba boelwa ka go lekana mo dikgwebong tse di amanang le mhama o.					
Tlhabololo ya matshelo					
37. Khansele e na le kitso e e kgaogantsweng ka bong le dingwaga mo tirisong ya ditlamelo tse, sekai, mafelo a boitapoloso, mafelo a morafe, metlobo ya dibuka mme bomme, basetsana le basimane ba boelwa ka go lekana mo mading a a tshwaetsweng ditlamelo tsa metshameko le itloso bodutu.					

Tse di lebilweng	1	2	3	4	5
DITSAMAIISO TSA KHIRO LE TIKOLOGO					
Go tlhophha le go thapa					
38. Bomme le borre ba thapiwa ka dipalo tse di lekanang mo ditirong tsotlhe, maemo le mo maemong a botsamaisi mme e bile ba duelwa go lekana mo ditirong tse di lekanang.					
39. Go na le tsamaiso ya go baakanya diphoso tsa maloba.					
Tsela ya go itlhophela ditiro					
40. Bomme le borre ba fiwa sebaka se setshwanang sa go gola mo khanseleng e bile ba kgona go rutwa ba bo ba godisiwa maemo ka go tshwana.					
Mabaka a tiro le tikologo					
41. Khansele e ntsha dipelo tse di lekana tsa bomme le borre, malatsi a pelegi a bomme le borre.					
42. Go na le tsamaiso ya kgokgontsho mo go tsa bong e e diragadiwang.					
TSAMAIISO YA TSA BONG					
Matshego a bong					
43. Khansele e tlhomile motheo wa tsa bong, o o a akaretsang mokgotla a setšhaba, o o filwe dithata tsa go dira tiro ya one.					
44. Bong bo kwadilwe mo ditlhalosong tsa ditiro le ditumalano tsa go dira tiro tsa batsamaisi le batho ba bangwe ba maemo.					
Madi					
45. Seabe sa madi se seegetswe fa thoke ka tlhamalalo go rotloetsa tekatekano ya bong.					
46. Bomme ba kgona go boelwa ka go lekana le ka botswerere mo meamusong e e beetsweng ditiro tsa konokono .					
Tatediso le tshekatsheko					
47. Dipalo tsa ditirelo, khairo le dipelo di kgaogantswe ka ka bonna/ bosadi le bong mme e bile dikai tsa bong di tlhomilwe go thusa mo togamaanong le ditsamaiso tsa badiri.					
Kago ya bokgoni					
48. Kabakanyo le thutuntsho ya bon di filwe bomme le borremo khanseleng mo maemong otlhe mme go dirwa ka tsela e e tsepameng.					
Dikitso					
49. Pharologano ya dikitso e e bonweng mme ya tswalwa ka dithuto tse di tshwanang le: go bua, go buisana, go tsereganyadikitso tsa go tsemaisa dithuto, go tlhomamisa gore bomme le borre ba kgona go nna le seabe ka go lekalekana.					
Seemo sa sepolotiki le mogaka					
50. Merero ya bong e filwe seemo se se kwa godimo sa sepolotiki ke khansele, e bile e na le mogaka wa sepolotiki					

Tsweetswee tlhakanya matshwao a gago o bo o batla gore ke bokae mo lekgkgolong jaaka fa tlase:

TOTAL x 2 / 5 =

%

DINTLHA TSA MOTSAMAIISA DITHUTO

Ithutuntsho 1: Ke eng se se itsang bomme go tsena mo dipolotoking?

Nako: Metsotso e 30

Dintlha: E rile fa motshameko o o lekelediwa mo dithutopuisanong tsa go rutuntsha barutuntshi, batsena dithuto mo setlhopheng ba ne ba tlhophla rre le mme jaaka makhanselara ba bone ba neng ba ya kwa motlhophing go bolele se ba se emetseng le go kopa kemonokeng. E rile fa mongwe le mongwe a sena go tlhalosetswa, batlhophi botlhe ba kopana go buisana gore ke eng fa ba ya go tlhophla rre, ba umaka jaaka gale, dikakanyo tse di sokameng e le mabaka a gore ke eng ba tlhophla rre, e seng mme go nna moemedi wa bone. Se se tlhagang thata mo go bomme le borre ka go tshwana ke gore go sa ntse go na le ditumelo tsa gore bomme ga a tshwanela go tsenelela dipolotiki. E re le fa go ka bo go se na dikgoreletsi tsa semolao tse di itsang bomme go goroga kwa dipusong tsa magae, ditumelo tsa gore rre ke ene tlhogo le tsa ngwao di sa ntse di itsetsepetse.

Dipatlisiso di lemogile gore, go sa kgathalesege gore o tswa fa kae, o rutegile go le kana kang, dipolotiki di sa ntse di sa amogele bomme, bogolo jang mo magaeng mo sa ntse go lejwa thata motho go na le dikitso kgotsa ditsholofetso tse di dirwang ke mapolotiki.

Ithutuntsho 2: Bomme mo dipolotiking ba kae mo Botswana?

Nako: Metsotso e 30.

Dintlha: Bomme mo Botswana ga ba a emelwa mo go lekaneng mo dikarolong tse go tsewang ditshwetso mo go tsone mme ba emetswe botoka mo maemong a botona kwa palo ya 25% ya matona e leng bomme. Ba emetswe botoka gape mo pusong ya dikgaolo (19%). Ga re fitlhele seemo seo gope, le fa e le mo maemong a bosetšhaba kgotsa kwa tlase kwa magaeng mme e bile lefatshe le setse morago tsamaiso ya ditlhopho ya dikgaolo tsa botlhophi kgotsa e e reng yo o boneng palo e ntsi ke ene mofenyi e e itsegeng ka go boya bomme ka fa mosing, e ba tima go bona maemo a go tsewang ditshwetso mo go one. Bosupi bo bontsha gore kemedi ya bomme e kwa godimo mo mafatsheng a a dirisang tsamaiso ya ditlhopho e mo go yone maemo a boemedi a abiwang go lebilwe gore phathi e bone batlhophi ba le kae le kwa e leng gore go beilwe dipalo tsa gore bomme ba nne kae. Rebelela pampiri e e nang le dintlha gore o bone ditlhaloso go ya pele.

Ithutuntsho 3: Ke mang a buang mo diphuthegong tsa Khansele?

Nako: Metsotso e 30

Dintlha: Go tsenya letsogo ka matlhagatlhaga go feta gore bomme ba teng, go raya gore ba kgona go ntsha mafatlha a bone ba bo ba nna le seabe mo ditshwetso tse di tsewang ke khansale. Dipotso tse di ka bodiawang ka go nna le seabe ga bomme mo diphuthegong tsa khansale e ka nna tse: A ba kgona go tlhagisa dikgang tsa bong? A ba a bua kgatsa ba didimadiwa ke borre? Fa ba bua, a ba kgona go ntsha dikgang tse di lebaneng e bile di utlwala? A bomme kgotsa borre ke bone fela ba buang mo dikhanseleng? Ke mang yo o tsayang tshwetso ya bofelo mo khanseleng?

Moalo o supa gore mo diphuthegong tsa tsa dikhansale tse di neng tsa etelwa, bomme ba ne sa tsee karolo

ka matlhagatlhaga kgotsa go sa lekane dipalo tsa bone mo khanseleng. Mme ditshekatsheko di supile fa “palo e e botlhokwa” kgotsa 30% e tlhokega gore bomme ba tle ba kgone go bua ka matlhagatlhaga e bile ba itshepha. Mangwe a mabaka a a rotloetsang bomm go nna le seabe e ka nna a a umakilweng fa tlase, lebelela ithutuntsho 4 fa tlase.

Ithutuntsho 4: Ke eng se se itsang bomme go tsaya karolo?

Nako: Metsotso e 15

Dintlha: E re le fa go ka se nne le dikgoreletsi tse di itsang **bomme** go tsena **mo** pusong ya dikgaolo, fa ba sena go tsena koo, go na le mabaka a le mmalwa a a ka dirang gore ba kgone **kgotsa** ba palelwe.

Mabaka ao a ka kgaoganngwa ka makgamu a a latelang:

- Dikgoreletsi tsa matshelo le ka fa ba godisitsweng ka teng:
 - Ngwao le kgodiso – Batho ba le bantsi ba sa ntse ba dumela gore bomme ga a tshwanela go nna mo maamong a go busa.
 - Go itshepha mo go kwa tlase – Bomme ba le bantsi ba umaka dikgoreletsi di le mmalwa tsa ka fa ba godisitsweng ka teng tse di ba itsang go itshepha le go dumela mo go bone.
 - Bomme ba sa emane nokeng – selo se3 gapa se itsiweng ka Mo gogele kwa tlase – (se go buisantsweng ka sone mo methameng e e fetileln)
- Sepolotiki
 - Go itsane le go dirisana ga borre go tswa bogologolo le diphathi tsa sepolotiki – tsamaiso ya puso ya dikgaolo e tletse sepolotiki. Ngwao ya bontsi jwa diphathi tsa seplotiki di dirisa kitsano ya bogologolo e e solegelang molemo borre.
 - Go direla ba kganetso kgotsa go ikemela ka nosi le gone go ka nna kgwetlho e nngwe gapae mo makhanselareng a bomme.
- Tsa tsamaiso
 - Dinako tsa diphuthego – Dinako tsa diphuthego gantsi di bewa mo dinakong tse di sa siamelang bomme, sekai, bosigo fa bone ba na ditro tse dingwe tsa malwapa gongwe, e le nako e ba sa sireletsegang ka yone, jalo jalo.
 - Ditsela tsa thotloetso – gantsi bomme ga ba bone kemonokeng kwa magaeng, jaaka ditlamelo tsa tlhokomelo ya bana.
- Tse di amang motho
 - Thuto e e kwa tlase – E re ka go se na seelo sa thuto mo go nneng mokhanselara, dithuto tsa makhanselara di farologana thata, ditiro dingwe tsa khansela ke tsa boranyane, ka jalo di tlhoka thuto ya seemo se se rileng le maitemogelo. Fa makhanselara a se na thuto le katiso mo ditirong tsa go nna jalo, bokgoni jwa bone bo ka fokotsega
 - Go re motho o ntse jang, o dirile eng – dikitso tse dintsi tsa mokhanselare di bonwe ka go dira le kopana le diemo dingwe, makhanselara a mantsi a bomme a kopane le diemo tse.
 - Puo – mo mabakeng mangwe diphuthego tsa khansela ga di tsamaisiwe ka puo e e buiwang ke mokhanselara kwa gae, se e ka nna sekgoreletsi se segolo thata fa a sa kgone go bala, go tlhaloganya le nna le seabe mo diphuthegong tsa khansela ka gonne a sa kgone go bua le go tlhaloganya puo eo.
 - Go aga bokgoni go go sa siamang – Mo mabakeng a mantsi makhanselara ga a kgone go bona nonotsho, fa ba e bona, ga se e e siameng. Makhanselara a maša a ka nna a se ka a itse gore tiro ya bone le maikarabelo a bone ke eng.
 - Maikarabelo a kwa lwapeng le go tlhoka kemonokeng – mo godimo ga go lebagana le dikgwetlho tsa go nna mokhanselara, bomme ba tshwanelwa ke go sikara mokgweleo wa tiro ya bone ya sepolotiki le ya tlhokomelo kwa lwapeng, jaaka go apaya le go tlhokomela bana, jalo jalo.

Ithutuntsho 5: Phetogo e e dirwang ke bomme**Nako:** Metsotso e 30

Dintlha: Se ke sekai se se siameng thata sa moeteledipele wa mme yo o dirang gore tokafatso ya matshelo a batho a tle pele mo maikarabelong a gagwe. O bona tsenyo letsogo ya batho le maikarabelo mo setšabeng e le dilo tsa botlhokwa mme o batla go tihomamisa gore ditiro di dirwa sentle. Bona gore a batsena dithuto mo setlhopheng ba a dumalana. Se se tshwanetse sa gogela mo dipuisanong tsa gore phetogo ke eng:

Mo teng

- Melawana le ditsamaiso: sekai, mo mafatsheng a mantsi, diphuthego di simolola morago ga nako ya bobedi tshokologo mme di tswelile go fitlhelela bosigo thata. Tsamaiso e ga e botsalano mo malwapeng
- ditlamelo – matlwana a boitiketso, tlhokomelo ya bana.

Ka kwa ntle

- Go fetolela mo gae didiriswa tsa mafatshefatshe tsa boleng jwa tekatekano ya bong.
- Molao o o tsibogelang bong o tshwanetse go fetisiwa, jaaka wa go lwantsha kgokgontsho mo go bomme le bana, melao ya setso le tlhokomelo.
- Molao mongwe le mongwe o tshwanetse go tsibogela bong, e seng fela e e lebegang e itebagantse le bomme.
- Tshekatsheko ya tsa madi kafa letlhakoreng la bong.

Tatediso le tshekatsheko ya ditsamaiso tse di dulanweng/melao e e tlhomilweng.

Ithutuntsho 7: Go lekanyetsa phetogo**Nako:** Metsotso e 30**Dintlha:**

Tiro e e botoka e dirwa ka bongwe ka bongwe mme e bile e ka nna tiro e e direlwanng kwa gae. Batsena dithuto ba tshwanetse go tlatša karata ya matshwao mabapi le tsa bong le phetogo mo khanseleng ya bone, ba lekanyetsa go tswa ka 1 (maswe) go fitlha ka 5 (botswerere). Ba tlhakanye matshwao, ba kgaoganye ka 500 ba bo ba ntsifatsa ka 100 go bona diphesente. Tekanyetso e e tlaa fa tlhaloso e e botlhokwa le matseno mo mothameng o o latelang wa ditogamaano tse di botlhokwa ka dikgang tsa bong.

Dinoutsi: _____

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MOTHAMA 4 DITOGAMAANO TSE DI BOTLHOKWA TSA BONG

Maitlamo

Mothama o o ikaelela go bona gore:

- Ke eng fa bong bo le botlhokwaq mo ditlhabololong.
- Pharologano fa gare ga ditlhokego tsa bong tsa gale le tse di itebagantseng le ditlhabololo.
- Dintlha tsa botlhokwa jaaka togamaano ya bong; kakaretso ya bong; tekanyetso ya bong le kitso e e kgaogantsweng ka bong.
- Mefuta e e farologaneng ya metlhala ya go rotloetsa tekatekano ya bong; tse di molemo tsa yone le tse di seng molemo; le gore e dira jang mokgwa wa Tsamaiso ya Bong.

DITLHOKO TSA BONG TSA MALATSI OTLHE LE TSA DIPHETOGO



Ithutuntsho 1: Maikuelo

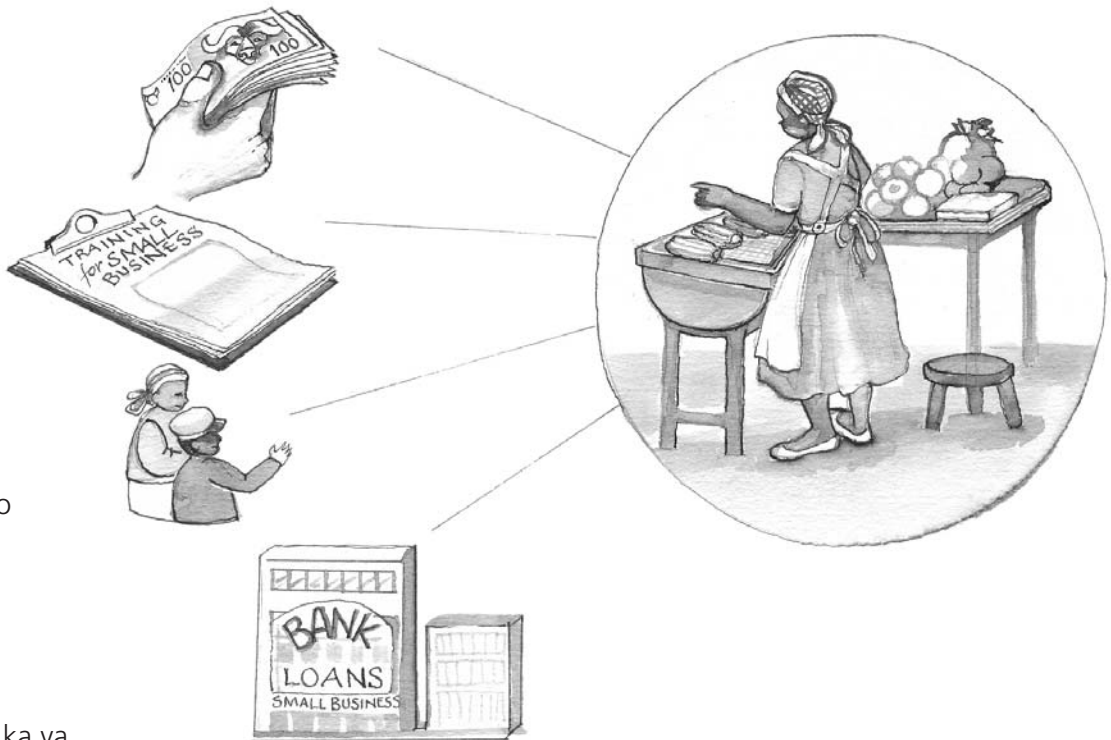
Mme o o dirang mo madirelo a mannye o tla go kopa thuso mo go wena. O ka:

Mo fa madi go reka
tse a ka di rekisang;

Mo fa thutuntsho
ya go tsamaisa
kgwebo e nnye;

Kopa ditsala tsa gago
go mo rotloetsa;

Mo akantsha gore o ka ya
kae go bona sekoloto.



Dipotso

1. Ke efe ya tse e e tsamaalanang le ditlhokego tsa letsatsi le letsatsi? _____

2. Ke efe e e lebananeng le ditlhokego tsa diphetogo? _____

3. Letlhoko la malatsi otlhe ke eng? _____

4. Letlhoko la diphetogo ke eng? _____

5. Akanya ka letlhoko la malatsi otlhe le la ditlhabololo le le lwantshiwang letsatsi le letsatsi. _____

Ditlhaloso:

Ditlhoko tsa bong tsa malatsi otlhe ke ditlhoko tse bomme ba di bonang mo ditirong tsa bone tse di amogelesegang mo morafeng. Ditlhoko tse ga digwetlhe ka gope kgaoganyo ya ditiro ka bong kgotsa maemo a bomme a a kwa tlase mo morafeng, le fa di tswa mo dilong tse. Diitlhoko tsa malatsi otlhe tsa bong ke go itebaganya le tlhokego e e akanyediwang e e gaufi, e e lemogilweng mo seemong se se rileng. Tlholego ya tsone ke tse batho ba tshelang le tsone mme gantsi di itebagantse le ditlhaelo mo mabakeng a botshelo jaaka go nna teng ga matsi, botsogo le khiri.

Ditlhoko tsa bong tsa phetogo ke ditlhoko tse bomme ba di lemogang ka ntata ya maemo a bone a a kwa tlase mo morafeng. Ditlhoko tse di a farologana go ya ka maemo a a rileng. Di amana le kgaoganyo ya ditiro ka bong, nonofo le taolo mme di ka nna tsa akaretsa tshwanelo ya kemelo ya semolao, kgokgontsho mo malwapeng, dituele tse di lekanang le gore bomme nne le taolo mo mebeleng ya bone. Go kgona go fitlhelela ditlhoko tse go thusa bomme go fitlhelela tekatekano e e kwa godimo. Gape go fetola ditiro tse di teng, ka go dira jalo go gwetlha maemo a bomme a a kwa tlase.

Bomme mo ditlhabololong

- Kgang ya bomme mo ditlhabololong a batla go akaretsa bomme mo mananeong a a teng a ditlhabololo, mme a sa fetole go sa lekalekaneng ga bong. Ga e itebaganye le go sa lekalekaneng ga bong, ka jalo e itebaganya le dikai go na le go itebaganya le motswedi wa go sa lekalekaneng ga bong.
- Ditiro tsa ntlha Bomme mo Ditlhabololong di ne di leba bomme e le batho ba ba boelwang ba sa dire sepe mme gantsi itebaganya le ditiro tsa bomme tse di kwa thoko. Ga go ise go ke go dirwe tshekatsheko ya bong ga tlhomamisa ditiro tsa bomme mo ditlhabololong di kgona ditlhoko tsa mmatota tsa bomme ba ba tsaang karolo, kgotsa gore a ditiro tseo di tlaa amogelwa ke borre ba ba neng ba sa rerisiwa.

Bomme le ditlhabololo

- Moono wa Bomme le Ditlhabololo o itebagantse le go fitlhelela ditlhabololo tse di motia e bile di le bobebe ka go akaretsa bomme mo mananeong a a teng a ditlhabololo. O amogela gore go go bo gologolo bomme ba ntse ba na le seabe mo itsholelong o bo o gatelela phetolo ya matshego a itsholelo ya mafatshfatshe mme e sa supe kgolagano fa gare ga go nna tlhogo ga borre le go jewa ntsoma mo itsholelong.
- Maano a bomme le ditlhabololo gantsi a ne a tsenya ditiro tsa bomme kgotsa bontlha jwa tsong go oketsa dithulaganyo tse dikgolo tsa ditlhabololo. Ditiro tseo di ne di lebagantswe le go oketsa dipoele le ntshomaduo ya bomme, jaaka ditiro tse di tsenyang madi.

Bong le Ditlhabololo

- Moono wa bong le ditlhabololo o lebelela go sa lekalekaneng fa gare ga bahumi le bahumanegi, ba ba emeng sentle le ba ba sa emang sentle le go lekalekaneng mo gongwe gape go bomme ba lebaneng le gone mo mabakeng a. O dumela gore bomme, bahumanegi le ditlhopha tse dingwe tse di sa atlwang ke botshelo ke bone ba amilwe ke ditsamaiso tsa botshelo tse di itsang gore go nne le tekatekano ya ditlhabololo. Maikaelelo magolo a bong le ditlhabololo ke go aga ditlhabololo tse di lekalekanang e bile e le tse di tswelletseng tse mo go tsone bomme le borre e leng batsaa ditshwetso ba ba lekanang. Moono o akaretsa ditlhoko tsa gale le tsa phetogo tsa bomme le tsa borre mo dinakong tsotlhe tsa botshelo jwa tiro.
- Tsamaiso ya "Bong le ditlhabololo" e emiseditse tsamaiso ya "bomme mo ditlhabololong" mo mekwalong ya mo bošeng mme ga e ise e diragadiwe ka bophara.

Source: Gender training manual and resource guide, Ministry of Gender Equality and Child Welfare in the Republic of Namibia.



Ithutuntsho 2: Tshekatsheko- maano kwa tlase

Bala tshekatsheko e e fa tlase o bo o araba dipotso tse di latelang

Mokhanselara Salome Lesole, Leloko la BDP e bile e le Mokhanselara kwa Kgaolong ya Legare (Mo Toropong ya Orapa), o dirle diphithlelelo tse dikgolo thata mo pakeng ya gagwe ya ntlha a le mo tirong. E rile fa a tlhophiwa mokhanselara o ne a tshotse lerato le le kwa godimo thata la ditlhabololo tsa baša, bana le bogole, ditshwanelo tsa bomme le bana. O tshwere maemo a a kwa godimo mo dikomiting tsa khansela, mme o dirisitse maemo a gagwe go itebaganya le ditlhoko tsa morafe ka tsela e e tshwanetseng.

Fa e sale ka 2004 o okeditse kwadiso ya masiela, le go tlhomamisa gore ba bona dijo mo mafelong a a gaufi le bone. O dirile ka natla go tlhom amisa gore batho ba ba nang le bogole ba a amogelesaga, ga ba fitlhwe go twe ba tlabisa ditlhong le gore ba kgona go bona dikolotsana tse ba tsamayang ka tsone le gore ba nonotshitswe go ikemela ka nosi. O bua ka ipelafatso ka ga Edwin Phalane yo o nang le bogole, yo a mo thusitseng go bona thuso ya madi a a neelwang banana, yo jaanong a rekisang *diice cream*, a bona dipoelo.

Lesole gape o itebagantse le HIV le AIDS, o rotloetsa thuto ya banana ba rutana e e itebagantseng le metse e e kwa tennyanteng jaaka meraka. Gape o tshwaraganya dikgang tsa HIV le AIDS le go fiwa dithata ga bomme, go rotloetsa tlhakanelo dikobo e e sireletsegileng le ditsela tse di laolwang ke bomme tsa go thibela pelegi, jaaka sekausu sa bomme.

Nngwe ya ditiro tse a di ratileng thata ke ya go bopa setlhopha sa kgwele ya dinao, mme ka ntlha ya lerato la gagwe mo metshamekong, o thusitse ditlhopha, le ka ditsompelo tota. Nngwe ya ditoro ta gagwe ke go rotloetsa popo ya setlhopda sa kgwele ya dinao sa bomme.

Excerpt from At the Coalface: Gender and Local Government in Botswana

Dipotso

1. Tiro ya mokhanselara e fitlheletse jang ditlhoko tsa malatsi otlhe tsa bomme le bana, gape e fitlheletse jang ditlhoko tsa phetogo tsa bomme? _____

2. Ditiro tsa khansela ya gaeno di fitlhelela jang ditlhoko tsa phetogo kgotsa tsa malatsi otlhe tsa bomme le basetsana? _____

3. Ditlhoko tsa bomme le basetsana tsa phetogo le tsa malatsi otlhe dika kgotsofadiwa jang? Ke eng se ka tlhokegang mo go tsone tsotlhe, o ka fenywa jang? _____

Ditlhoko tsa bong tsa diphetogo le tsa malatsi otlhe

Ditlhoko tsa malatsi	Ditlhoko tsa diphetogo
Di nna gautshwanane	Ke tsa nako e telele
Di nna tsa bomme ba ba rileng	Tsa bomme ka bontsi
Ke tsa ditlhoko tsa letsatsi le letsatsi, dijo boroko , dikamogelo, botsogo, bana, jalojalo.	Ke tsa maemo a a sa itireng sepe, go nna kwa tlase, go se nang ditsompelo, thuto, go tshabelwa ke lehuma le tiriso dikgoka, jj.
Bomme ba di lemoga motlhofo	Motheo wa go sa tshole sentle le gore kgonagalo ya phetogo gantsi bomme ga ba ebone.
Di ka lwantshiwa ka go ntsh ditsompelo tse di tshwanang le dijo, dipompo dikokelwana , jalo jalo.	Di ka lwantshiwa ka go tsibosa batho,go godisa itshepho, thuto, go nonotsha makgotla a bomme, go mkurusa batho sepolotiki, jalo jalo.
Go lwantsha ditlhoko tsa gale	Go lwantsha ditlhoko tsa phetogo
Di tsenya bomme e le ba ba boelwang e bile e le badiri.	Di dirisa bomme e le baemedi kgotsa di ba thusa go nna baemedi
Di ka tokafatsa seemo sa matshelo a bomme	Di ka tokafatsa maemo a bomme mo setšhabeng
Ka kakaretso ga di fetole ditiro tsa bomme tsa tlhologo le ka fa ba amanang ka teng	Di ka nonotsha bomme tsa bo tsa fetola botsalano

Source: A Curriculum for the training of trainers in gender mainstreaming produced by African Women's Development and Communication Network

KAKARETSO YA BONG**Ithutuntsho 3: Tshekatsheko**

Mosetsana ke kgarebe ya dingwaga tse di masome mabedi yo o neng a itsholofela a bo a tsenwa ke mogare wa HIV a sena go thubediwa ke monna yo a mo itseng, mma a patelesaga go tlogela sekolo se segolwane. O nna le mmaagwe yo o sa tsewana mo mokhukhung ka fa ntle ga Gaborone. E rile a bona a sa bone tiro, Agnes a ineelela go gweba ka mmele. Gangwe le gape o bediwa a bo a tsuulolwa ke bareki ba gagwe. E re fa a ise a lwale bolwets jwa AIDS, mabaka a a tshelang mo go one ke a gore o saletswa ke dingwaganyana fela go tshela. O eletsa go itshimololela kgwebonyana go bolokela ngwana wa gagwe madi, mme ga a kgone go bona dithuso tsa madi. Ngwana wa gagwe ga a tsene sekolo sa bananyana, selo se se mo paledisang go tswa a ya go batla tiro. Ba lelwapa ba tshela ka matsana a ga mmaagwe Agnes a bogodi. E rile mo bošeng matshelo a bone a sulafala thata fa mokhukhu o ba nnang mo go one, o o se nang motlakase mme ba dirisa setofo sa parafene, o kapa molelo. Ba ne ba palelwa ke go tima molelo gonne ba le kgakala le pompo ya metsi. Ngwana wa ga Agnes o a lwala, o lebege a lwala bolwetse jwa go tlhela dikotla. Ga a itse kwa rrangwana a teng, ga a ise a ko a mo sekise gonne a ne a tshaba go dira jalo.

Tiro

Tlhama melawana e e tlaa dirang pharologano ya tsa malatsi otlhe ly tsa diphetogo mo botshelong jwa ga Mosetsana, o bolele gore o tlaa dirisa lephatana/lekalana lefe la puso.

KGANG	MELAWANA/DIKGATO	KE MAIKARABELO A GA MANG	DITSOMPELO

Go tswa mo ithutuntshong e, o tlhaloganya eng ka kakaretso ya bong? _____



Ditlhaloso: Kakaretso ya bong

Ke mokgwa wa tlhatlhoba ditlamora go mo go bomme le borre tsa kgato e e rulagantsweng (go balelwa molao, ditsamaiso le dithulaganyo) mo dikarolong tsotlhe le mo maemong otlhe. Ke leano la go dira gore matshwenyego a bomme le borre le maitemogelo a bone a nne bontlha bongwe jwa tlhamo, tiragatso le tshekatsheko ya ditsamaiso le dithulaganyo mo dikarolong tsotlhe tsa sepolotiki, itsholelo le matshelo gore bomme le borre ba boelwe ka golekana, le gore go tlhoka tekatekano go se ka ga tsewedi siwa. Maikaelelo a bofelo ke tekatekano ya bong. Maikaelelo **magolo** ketekatekano.

Source: national gender mainstreaming programme, Ministry of women affairs and child welfare, 2003

KITSO E E KGAOGANTSWENG KA BONG



Ithutuntsho 4: Go ntsha dipalo tsa bong

Lebelela dipalo tse di fa tlase o bo o araba dipotso tse di latelang:

A.) Go bona botsogo mo Botswana

Mo Botswana, tlhokomello ya botsogo e abiwa ka mokgwa wa go phuthololelwa ga ditlamelo kwa dikgaolong, go dirwa gore botsogo jwa kwa moding e nne jone konokono ya tsamaiso ya botsogo. Botswana o na le tomagano e kgolo ya ditlamelo tsa botsogo (dikokelo, dikokelwana, dikokelwana tse dipotlana, dikokelwana tse di latelang batho kwa bat eng) di kgobokane mo dikgaolong tsa botsogo di le 24.

Ditirelo tsa botsogo di ka fa tlase ga botsamaisi jwa Lephata la Botsogo le le tlhokometseng dikokelo (tse go fetisetwa balwetse kwa go tsone, tsa dikgaolo le tsa botsogo go tswa moding) le la Dikgaolo, le le tlhokometseng dikokelwana, dikokelwana tse dinnye le tse di yang kwa bathong.

Mo setšhabeng, palo ya 84% e gaufi le ditlamelo tsa botsogo ka sekgala sa 5km. Go na le palo e nngwe ya 11% e e fag are ga 5km le 8km, mo ga raying gore 95% ya batho ba nna gaufi le ditlamelo tsa botsogo ka 8km. Mo ditropong go supega gore 96% wa batho ba nna gaufi le botsogo ka 8km, fa go bapisiwa le 72% wa banni ba dikgaolo. Ke fela batho ba le 4% ba ba nnang bokgakala jwa fag are ga 5km le 8km mo ditropong. Selekanyo se sa 4% se fitlhelwa mo dikgaolong tsa Palapye le Jwaneng.

Kwa dikgaolong tsa magae, palo ya 72% le 17% ba nna fa gare ga 5km le 8km go tswa fa ditlamelong tsa botsogo tse di gaufi. Kwa Bokone Botlhaba, Borwa le Kgalagadi Borwa, batho botlhe ba teng (100%) ba nna gaufi le ditlamelo tsa botsogo ka 5km, fa kwa dikgaolong tsa Serowe, Bobirwa, Mahalapye, le Gomare, batho ba tsone ba le gaufi ka 8km. Kweneng Bophirima key one e e nang le palo e potlana ya batho ba ba gaufi le ditlamelo tsa botsogo ka 5km, palo ya teng ke 5%, e latelwa ke Borwa Botlhaba ka 14%.

Source: Central Statistics Office, August 2007

BBabereki ba ba duelwang go ya ka madirelo le bong, Mopitlo 2008

	Borre	Bomme	Tshoboko	% ya Bomme	% ya Borre
Temo-thuo	3531	2033	5564	36.5%	63.5%
Meepo le Dikwari	10229	1444	11673	12.4%	87.6%
Madirelo a ntsho dithoto	18819	17070	35889	47.6%	52.4%
Metsi le Motlakase	2211	589	2800	21.0%	79.0%
Dikago	19290	2520	21810	11.6%	88.4%
Marekisetso a magolo le a mabotlana	24611	20184	44795	45.1%	54.9%
Dihotele le Marekisetso a Dijo	6115	8849	14964	59.1%	40.9%
Dipalangwa le tsa Ditlheletsano	9016	3278	12294	26.7%	73.3%
Mafelo a tsa Madi	2804	4575	7379	62.0%	38.0%
Tsa Matlo	12371	5603	17974	31.2%	68.8%
Thuto	4334	5032	9366	53.7%	46.3%
Botsogo le tsa Boipelego	806	1457	2263	64.4%	35.6%
Ditirelo tse dingwe tsa Morafe	1298	2081	3379	61.6%	38.4%
Tshobokol: Madirelo a a ikemetseng le a a tlhakanetsweng le puso	115435	74715	190150	39.3%	60.7%
Goramente o Motona	60761	45488	106249	42.8%	57.2%
Puso ya Dikgaolo	14216	12798	27014	47.4%	52.6%
Dipalo Gotlhe	190412	133001	323413	41.1%	58.9%

Source: CSO, September 2008

Dipotso

1. Dipalo tse ka bobedi di farologana jang? _____

2. Ke efe ya dipalo tse pedi tse e e mosola thata? Ka goreng? _____

3. Dipalo tse tsa reng ka,
 - a. Go bona ditirelo tsa botsogo, sekai, ke bafe ba ba di bonang botoka, ke bafe ba ba di bona mo go sa siamang, bomme le borre ba amegile go le kae?
 - b. Khiri, sekai. Pharologano ke eng magare a seemo sa bomme le sda borre, ke mo ditirong dife le gore ke mo mefameng/ madirelong afe a bomme le borre ba leng batsi teng?

4. Fa o lebile ithutuntsho e, o ka tlhalosa jang kgang ya kitso e e kgaogantsweng ka bong, ke ka goreng e le botlhokwa botlhokwa? _____

**Tlhaloso**

Kitso e e kgaogantswend ka bong: E ke kitso ya dipalo e e kgaoganyang kitso ya se se dirwang se se sekasekwang ka go supa palo ya borre le bomme ba ba amegang.

DITHULAGANYO TSA MADI TSE DI TSIBOGELANG BONG



Ithutuntsho 5 : Bala tshekatsheko e e fa tlase o bo o araba dipotso tse di latelang

Tse ke dintlha kgolo tsa thulaganyo ya tsa madi tsa Khansele Y, e madi otlhe a yone e leng sedikadike sa Dipula.

- Madi a ditsela a oketsegile ka 45% go nna P150 000 (e le selekanyo sa 15% sa madi otlhe) Bontsi jwa madi a a tlaa dirisiwa go thiba dikhuti mo ditseleng tse dikgolo mo toropong.
- Madi a go tlhabolola itsholelo a oketsegile ka 30% go nna P155 000, (e le selekanyo sa 15.5% sa madi otlhe), go na le 74%) e leng P115 000) wa madi a a dirisiwa go aga lebala la metshameko le leša.
- Madi a a setseng a madi a tlhabolola itsholelo le tsa itlosobodutu (e leng P40 000) a tlaa dirisiwa go tokafatsa mabitla le marekisetso a mabotlana.
- Madirelo a metsi a bone 6% (P60 000)
- Kgopho ya metsi a a leswe le kolelo matlakala di bone P30 000 le P40 000(e le 3% le 4%) ka go latelana.
- Khansele e okeditse madi a a dirisediwanng motlakase ka 9%ya madi otlhe (e leng P90 000) a a dirisiwanng mo motlakaseng..
- Ikarolo e tona go di feta tsotlhe ya madi otlhe (38%) a tlaa dirisiwa mo go abeng lefatshe. Khansele ga e na tsamaiso/molawana wa gore kabo ya lefatshe la bonno le la kgwebo e tlaa dirwa jang.
- Khansele e sa tswa go tsenya mo tirisong thulaganyo ya kgodiso ya bana e e tlaa bonang 2.5% wa madi otlhe (e leng P25 000)
- Khansele e tlaa tsenya letsogo mo boikuelong jo bo dirwang ngwaga le ngwaga jwa Malatsi a a Lesome le Borataro a gore Ga go nne le kgokgontsho ya bomme.Tiro e e tlaa bona P20 000 kgotsa 2% wa madi otlhe.

Dipotso

1. A kabo e e fa godimo ya madi e supa botsalano jwa bong? Ke eng o re e a bo supa kgotsa ga e bo supe? Dirisa moalo o o fa tlase go supa gore a bomme kgotsa borr ba boelwa thata kgotsa go le gonnye (kgotsa ka go lekana) mo kabong ya madi. _____

2. O tlhaloganya eng ka kabo ya madi e e itebaganyang le bong fa o bapisa le e e akaretsang bong mo kabong yotlhe? _____

3. O dirisa kabo ya madi e e fa tlase, aba seša madi a a teng ka tsela e e leng gore e tlaa solegela molemo tsweletsopole ya tekatekano ya bong. _____

Ditiro tsa madi	Madi - P	%	Bomme	Borre	Kabo
Kolelo ya Matlakala	40,000.00	4.3%			
Ditlamelo tsa Kgopho ya Leswe	30,000.00	3.0%			
Ditlamelo tsa Motlakase	90,000.00	9.0%			
Ditlamelo tsa Metsi	60,000.00	6.0%			
Ditsela le Dikago	150,000.00	15.0%			
Tlhabololo ya itsholelo le Itloso Bodutu – Lebala la Metshameko	115,000.00	11.5%			
Tokafatso ya Mabitla le Dikgwebo tse dipotlana	40,000.00	4.0%			
Didiriswa le Dikoloi	50,000.00	5.0%			
Kabo ya lefatshe	380,000.00	38.0%			
Tlhokomelo/Kgodiso ya Bana	25,000.00	2.5%			
Twantsho Kgokgontsho	20,000.00	2.0%			
Tshoboko	1,000,000.00	100%			

4. O tlhaloganya eng ka thulaganyetso ya bong? _____



Pampiri ya Dintlha: Kabo ya madi e tlhokometse bong

Moono mogolo wa kabo ya madi e e tsenyang bong ke gore ka ntlha ya mafelo a a farologaneng a bomme le borremo morafeng le mo itsholelong, ga go na karolo ya kabo madi e e sa tsibogeng. Go tsaya sekai sa bofelo, go nna le kitso e e kgaogantsweng ka bong mo dikarolong tse di tshwanang le tiriso ya lefatshe, kadimo ya madile le tsa temo-thuo, potso e nna teng gore a tota karolo ya kabo madi ya temo-thuo e itebagantse sentle le dipharo logano tsa bong mo mhameng o; mme ka go dira jalo e tsenya letsogo mo go feng bomme dithata.

Kabo madi e e akaretsang bong e akaretsa tshekatsheko ya ditiro tse di abetsweng madi (jaaka kabo ya itshireletso le tsa matshelo) le mo gare ga mehama go bona seabe sa yone. Motlhala o o dirisiwang thata go bona pharologano mo gare ga mefuta ya ditshenyegelo ka bong o o tlamilweng ke moitseanape wa tsa itsholelo wa lefatshe la Australia, e bong Rhonda Sharp, yo o nnileng le seabe se segolo mo go tsa kabo ya madi e e tsenyang bong kwa Australia, kwa e leng gore kgang e e simologile teng. Sharp o farologanya fa gare ga:

Kuku ya ga Rhonda

Dintlha tse di lemogilweng tsa tiriso ya madi mo go tsa bong, sekai, ditiro tsa botsogo jwa bomme di kwa tlase ga 1% wa kabo ya madi.

Madi a khiro e e sa kgethololeng ka bong (sekai, go kwala ditlhaloso tsa ditiro go supa tekatekano). E kwa tlase ga 5% wa kabo ya madi yotlhe.

Kakaretso kgotsa kabo ya madi e e akaretsang ka lephatana la puso le sekasekilwe ke bathapi go bona seabe sa bong. Sekai, a kabo ya thuto go sa balelwe dikgang tse dif a godimo fa godimo, e supa maitlamo a tekatekano ya bong? Ke sekanyo se se kae sa seabe sa thuto se se yang kwa tlhokomelong ya bana le thuto ya bagolo? Dipotso tse di botlhokwa thata mo go baakanyeng tsamaiso ka gonn kabo madi kwa Australia, le gongwe le gongwe, e fitlhela 98% ya madi a puso e a dirisang.

TEKATEKANO YA BONG MO GO NTSHEG DITIRELO



Ithutuntsho 6: Lebelela moalo wa bokgoni jwa puso ya dikgaolo mo Botswana

Lebelela moalo wa tse di dirwang ke puso ya dikgaolo mo Botswana o bo o araba dipotso tse di latelang:

Tse di dirwang ke puso ya dikgaolo mo Botswana

TIRO/NONOFO	Bogare	Kgaolo
BODIREDI KAKARETSE		
Sepodisi	*	*
Tshireletso ya molelo		*
THUTO		
Dikolo tsa bananyana		*
Thuto ya dikolo tse dipotlana		*
TSA MATSHELO A BATHO		
Dikolo tsa tlhokomelo ya bana		*
Ditirelo tsa tlhokomelo ya malwapa	*	*
BOTSOGO JWA SETŠHABA		
Botsogo go tswa moding	*	*
Tshireletso ya botshogo	*	*
MATLO LE TOGAMAANO YA DITOROPO		
Matlo	*	*
Togamaano ya ditoropo	*	*
DIPALANGWA		
Ditsela	*	*
Ditsela tsa ditoropo	*	*
Diporo mo ditoropong		*
Maemelo a dikepe		*
TIKOLOGO LEDITSAMAISO TSA BOTSOGOJWA SETŠHABA		
Metsi le botsogo	*	*
Kolelo ya matlakala le go a latlha		*
Mabitla le kwa go fisediwanang ditopo gone	*	*
Matlhabelo	*	*
Tshireletso ya tikologo	*	*
Tshireletsego ya bareki	*	*
NGWAO, ITLOSO BODUTU LEMETSHAMEKO		
Metshameko le dikhonsata	*	*
Mafelo a ngwao le metlobo ya dibuka	*	*
Mafelo a itloso bodutu	*	*
METSHAMEKO LE ITLOSO BODUTU	*	*
DITIRELO		
Ditirelo tsa dikese		*
Kgotetso kwa dikgaolong		*
Kabo ya metsi	*	*
TSA ITSHOLELO		
Tsweletso ya itsholelo	*	*

Source: Commonwealth local government forum – www.clgf.org.uk

Dipotso

1) Bong e nna kang ka tsela e e ntseng jang mo dikarolong tse tsa tiro? _____

2) A bong bo a tlhokomelwa mo nakong ya gompiano mo ditirong tse tsotlhe mo khanseleng ya gaeno? ____

3) Fa go sa nna jalo ke ka goring? _____

4) Go ka dirwa eng go akaretsa bong mo dikarolong tse tsotlhe tsa tiro mo khanseleng ya gaeno? _____

**PAMPIRI YA DINTLHA:****DIKGANG TSA BONG TSE DI BOTLHOKWA MO PUSONG YA DIKGAOLO**

Tikologo le botsogo: Kgotlelesego, Go tlhoka ditirelo tse di lekaneng jaaka ditlamelo tsa botsogo, kgopho ya leswe le kgotlelesego e e dirwang ke lookwane mo tikologong le tsone di kotso mo botsogong. Bomme ba amiwa ke dilo tse ka bontsi thata gone ba dira ditiro ka bontsi tse di malwapeng, gape ba tlhokomela balwetse. Ditlamelo tsa botsogo jwa setšhaba gantsi ga di bonale. Gantsi ditirelo tsa ditlhoko tsa bomme tsa tsholo di bokoa.

Metsi: Bomme ba dira tiro e e botlhokwa thata mo go tlhokomeleng metsi le tsa botsogo. Bomme, le bana mme e seng thata, ke bone thata thata ba ba geelang metsi a a dirisiwang mo malwapeng, ba a isa kwa lwapeng, mme ba a baa go fitlhlela a dirisiwa, ba bo ba a dirisa go apaya, go phepafatsa, go tlhatswa le go nosetsa. Gantsi bomme ke bone ba ba buisanang le baagisani go kopa metsi, ba kanoka metswedi ya metsi, ba sekaseka ditse tsa go anamisa metsi, ba buisana le babusi ba tshwanetseng ba bo supa dingongorego fa metsi a sa lekane.

Tsa botsogo: Fa borre ba ba nna le seabe mo go tseeng ditshwetso mo mofuteng wa go aga ditlamelo tsa botsogo, tlhokomele ya tsone e lejwa e le maikarabelo a bomme ka gore go phepafatsa ntlo le ntwana ya boitiketso di lejwa e le tiro ya bomme. Bomme ba a rotloetsa kgotsa ba a kgoreletsa, ba ruta ba bo tlhokomela bana mo tirisong ya ditlamelo tsa botsogo. Dintlhanyana di se kae tsa popego di ka tliša pharologano e tona mo gare ga go dirisiwa le ga sa dirisiwe ga ditlamelo tse.

Borukutlhi le itshireletso: Mo godimo ga maemo a a kwa godimo a borukutlhi jo bo amang bomme le borre mo Borwa jwa Aforika, bogolo jang mo dikgaolong tse di humanegileng, bomme ke bone ba tshabelelwang ke tiriso dikgoka ya mo malwapeng tsuulolo mo go tlhakanelo dikobo.

Lefatshe le matlo: E re le fa ka puo ya molomo borre le bomme ba na le tshwanelo ya go bona diphokoletso mo ditlhwatlhweng tsa matlo le lefatshe mo mafatsheng a mantsi, ditirelo tse di kwadisiwa ka maina a borre. Se se gakgamatsang ke gore, kana kgorogo ya ditoropo e tsweletse ka go patiwa ke mefuta e e farologaneng ya malwapa, go na le malwapa a a nang le mogolo a le mongwefela le malwapa a a tlhokometsweng bomme a tlhagoga e le mofuta o o botlhokwa e bile o gola. Malwapa a a nang le motsadi a le mongwefela thata e eteletse ke bomme pele.²

Motlakase: Go bona motlakase go ama bomme thata, fa go tsenwa mo go tshireletsego le kgotetso ya go apaya le go thuthafatsa.

Dipalangwa le go kgona go tsamaya: Gantsi bomme ba tlamega go tsamaya ka dinao ba ya kwa mafelong a bonno, fa dipalangwa tsone di rulaganyeditswe ba ba tswelang kwa ntle. Sekai, badiri ba mo malwapeng ba tla go dira mo mafelona a bonno maphakela mo mesong fa banni ba mafelo ao ka bontsi ba tswela kwa ntle go ya go thegelela kwa toropong. Ka jalo badiri ba mo malwapeng ba patelesega go tlogela bana ba bone le ba masika, ba bo ba nna mo mafelong a a pitlaganeng le bathapi ba bone. Ditiro tse di mabogodika tsa bomme di ba pateletsa go nna ba tsaya maeto a makhutshwane mo letsatsing, gantsi ba dirisa ditsela tse di sa betlegang e bile di le diphatsa.

Mhama wa madirelo a mabotlana: Bomme ke bone ba leng bantsi mo marekisetso a mabotlana, bogolo jang mo go bidiwang go twe phokoje go tshela yo o dithetsenyana. Go na le gore babusi ba dikhansele ba age matlwananyana a borekisetso go thusa bommo rekisetso mo tikologong e e sireletsegileng le go bona maduo a a botoka go tswa mo matsapeng a bone a motshegare otlhe, dikhansele di a ba kgokgontsha bomme ba ba barekisi, ba ba atlholela go roba melawana.

² Beall, J (1996), "Urban governance: Why gender matters".

DITSELA TSA GO TLHOKOMELA BONG

Fa tlase ke mokgwa wa go supa karolo ya tsamaiso ya bong

TIKOLOGO E E KGONTSHANG

- Maikemisetso a sepolotiki.
- Motheo wa molao tirelo.
- Thotloetso le maikemisetso a botsamaisi kwa godimo.
- Tsenyo letsogo e e matlhagatlhaga ya makgotla a setšhaba.
- Meamuso e e lekaneng ya bodiredi le madi.
- Bomme ba le mo maemong a go tsaya ditshwetso gongwe le gongwe.

DITSAMAISO TSA BONG

- Go tlhoma ditsamaiso le ditsela tsa tsa bong.
- Go tlhoma le go diragatsa lananeo la ga mmasepala.
- Go akaretsa bong mo Mananeong a Ditlhabololo.
- Go akaretsa bong mo kabong ya madi.
- Tekatekano ya khiro le phetolo ya lekgotla.

MATSHAGO A TSAMAISO YA BONG

- Tekatekano ya bong mo dikomiting.
- Molomaganyi wa bong mo ofising ya Ratoropo/Mmatotopo/Modulasetilo wa Khansele/Mookamedi Mogolo.
- Thulaganyo ya bong e dira le makalana otlhe

Ditsela tsa Tsamaiso ya bong

- Tshekatsheko ya bong.
- Thutuntsho le thuto ka bong.
- Ditsela tsa Kitso ya Botsamaisi; dikai
- Ditsela tsa Tekanyetso ya Go dira tiro.

Dikhuti tse dikgolo mo kakaretso ya bong ke mokgwa wa gongwe le gongwe le eseng gope – sekai, kakanyo ya gore kakaretso ya bong ke maikarabeko a mongwe le mongwe, ga go na matshegoape kgotsa ditsamaiso dipe tse di faphegileng tse di tlhokegang.

Matshego a tshwanetse go tlhongwa go tlhomamisa gore bong bo bo akarediwa ka thokgamo mo mehameng yotlhe ya botshelo go balelwa le puso, lekgotla la matona, palamente, boatlhodi, bobega dikgang, mhama o o ikemetseng ka nosi, makgotla setšhaba jalo jalo. Fa ngata e e dira mmogo ka kutlwano, ke yona mokwatla wa tsamaiso ya bong.



Ithutuntsho 7: Ditsamaiso tsa bong

Dipotso

1) Khansele ya gaeno e tlhomamisa jang gorebong bo akarediwa mo tirong yotlhe ya khansele? _____

2) Ke matshego afe a bong a o akanyang gore a tshwanetse a nna teng a) mo Khanseleng ya gaeno le b) mo bodireding jwa Khansele ya gaeno go tlhomamisa gorekakaretso ya bong e a diragala? _____

3) Matshego a a ka tlhongwa fa kae go tlhomamisa gore a nna le o a o tlhokang? _____

4) A tshwanetse go tlhongwa fa kae mo tatelanong ya maemo go tlhomamisa gore a nna le moko o a o tlhokang? _____

**Ditlhaloso:**

Mokgwa wa Tsamaiso ya Bong ke tomagano ya matshego, mekgwa le ditsamaiso tse di tlhomilweng mo motheong wa madirelo/lekgotla le le teng go kaela, rulaganya, latedisa le go sekaseka ditsamaiso tsa go akaretsa bong mo dikarolong tsotlhe tsa tiro ya lekgotla gore le kgone go fitlhelela tekatekano ya bong e e kwa godimo le tekatekano mabapi le ditlhabololo tse di tswetseng.

Ditsamaiso tsa bong di ka nna teng gongwe le gongwe mo pusong, kgotsa mo makgotleng a a tshwanang le diyunibesiti, makgotla a atshwaraganetsweng le puso le a e seng a puso, makgotla a mhama o o ikemetseng ka nosi kgotsa makgotla a badiri.

Maikaelelo a Ditsamaiso tsa Bong ke go rotloetsa tekatekano ya bong ke go rotloetsa tekatekano ya bong ka go go rotloetsa maitlamo a sepolotiki; go dira dikgolagano tsa banaleseabe go balelwa le puso, mhama o o ikemetseng ka nosi le makgotla a setšhaba, go aga bokgoni le go abalana mokgwa wa go dira dilo sentle.

Source: Commonwealth Secretariat, Gender Management System Handbook

**Karolo ya dintlha: Mokgwa wa Tsamaiso ya Bong**

Tsamaiso e e bobebe mo kakaretso ya bong supa gore gag a na tswelelopele epe e bonalan e e nnang teng fa kakaretso ya bone e agelwe mo tsamaisong ya lekgotla.

Bokwaledi jwa Lekgotla la Selekane bo tlhalosa Mokgwa wa Tsamaiso ya Bong e le “tonagano ya matshego, mekgwa le ditsamaiso tse di tlhomilweng mo motheong o o teng wa lekgotla, go kaela, go rulaganya, go latedisa le go kanoka ditsamaiso tsa kakaretso ya bong mo dikarolong tsotlhe tsa tiro ya lekgotla. *Gore go tle go nne le tekatekano e e kwa godimo ya bong le tekatekano mo moonong wa ditlhabololo tse tswetseng.*”³

Go na le dikarolo di le mmalwa tsa tsamaiso ya bong. Dikarolo tse di akaretsa:

Matshego: Ditsamaiso tsa makgotla di botlhokwa go tlhomamisa gore kakaretso ya bong e a diragala. Kelotlhoko e tshwanetse ya nna teng go tlhomamisa gore matshego a ga a tlhokomologwe le gore ga tsewe gore ke a bodiredi fela kgotsa a dikgang tsa lekgotla fela, mme a fetela mo makalaneng a go dirwang ditsamaiso teng go bo go logwa mananeo bo a diragadiwa teng. Maikarabelo a kakaretso ya bong a tshwanetse go abalanwa ke botlhe, a kgaramediwa ke botsamaisi go tswa kwa godimo, go tlhomamisiwa gore maikarabelo a a riling le boitseanape a neelwa lekalana la bong, kgotsa, mo makgotlaneng a mabotlana, karolwana e e lebaganeng le bong e e filweng dithata go dira tiro yotlhe mo lekgotleng.

Totatota, letshego le ralala lekgotla, le tlhoma maikarabelo mo mafelong a a botlhokwa, a tlhomamisa gore go nna le maikarabelo a sepolotiki kwa bofelong go akaretsa bong. Kwa go ka bong go na le bokoa teng mo kagong ke fa gare ga makalana a a mo teng le a a ka kwa ntle a lekgotl, tomagano e e akanngwang go bo

³ Gender Management System Handbook (1999) Commonwealth Secretariat, p.11

dirilwe ka Komiti Kgolo mme sa letlelele tirisano e e kalo fa gare ga makalana. Thulaganyo e e ntseng jalo e ka nna bokete mo dikhanseleng tse dipotlana mo go ka tlhokegang gore e tlamaladiwe. Bongwe jwa mathata mo go tthatlhobeng mofuta o ke gore o ne o ise o tlhomiwe ka nako ya dipatlisiso. Le fa go ntse jalo, fa go lebilwe kgang e, mokgwa o o siame sentle.

Bong mo tlhalosong ya ditiro le tlhokomelo ya go dira tiro: Lekgamu le lengwe le le botlhokw la tsamaiso ya bong ke gore maikarabelo a go tlamalatsa bong go tlhokega gore go kwalwe mo tlhalosong ya tiro le tshekatshekong ya go dira tiro ya botsamaisi le makalana a a tlhokometseng bong. Jaaka puo ya bagologolo e bolela; se se sa balelwang mo teng, ga se tlhokomelwe! Fa e le gore batsamaisi ba tlamalatso ya bong ga bone fa tiro ya bone e na le mosola wa go nonotsha bokamoso jwa se ba ikaelelang go se dira, ba ka nna ba se ka ba di tiro ya bone ka mašetla a a tlhokegang.

Tatediso le tshekatsheko: Tsela e le nngwefela ya go kala ditsamaiso, melao le ntsho ya ditirelo tse di amilweng ke bong, ke go nna le dikai tsa bong, e le bontlha nngwe jwa mokgwa wa go latedisa le go sekaseka. Se le sone se ka nna le mosola fa e le gore lekgotla/madirelo a nna le dipalo tse di ikanyegang tse di kgaogantsweng ka bong. Dipalo tse di tshwanetse tsa tsamaya go feta fela gore borr le bomm ba thapilwe jang mo lekgotleng (tse gantsi e leng dipalo tse di nnang di leng) go ya kwa dipalong tse di kgaogantsweng ka bong go supa ba ba tlaa boelwang.

Kabo ya madi ka bong: Nngwe ya ditsela tse go lekanydiwang ka yone mo go tlamalatseng bong ke kabo ya meamuso. Palo e e motlho go dirisiwa e amana le bong ke meamuso e e dirisiwang mo ditirong tsa bomme. Le fa go ntse jalo meamuso eo e nna karolonyana fela e nnye ya madi otlhe (gantsi a sa fete 5%). Sengwe se se supang thata ke bogolo jo bomme ba boning ka go lekana le borre meamuso e e abetsweng ditiro dikgolo le kafa di thusang ka teng go baakanya go tlhoka tekatekano ga bong, seka ka go dira gore bomme ba kgone go fitlhlela dikarolo tsa tiro tse e seng tsa tlholegojalo he, kakanyetso ya bong go e ree fela madi a a tshwaetsweng bomme, e raa gape tshekatsheko ya kabo ya madi yotlhe go lebilwe tsa bong.

Kago ya bokgoni: E re le fa “GFP” le “GU” ba tlhoka go nna le dikitso tse di kwa teng tsa tshekatsheko ya tsa bong, go botlhokwa thata gore maloko otlhe a lekgotla a nne le bokgoni le dikitso go lemoga le go itebaganya le dikgang tsa bong mo tirong ya bone le mo lifelong la bone la tiro. Go botlhokwa thata gore thutuntsho eo e se ka ya nna gangwefela, mme e tshwanetse ya nna karolo ya lenaneo la lekgotla la go tliša diphetogo.

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DINTLHA TSA MOTSAMAIISA DITHUTO:

Ithutuntsho 1: Maikuelo

Nako: Metsotso e 10

Dintlha: Ithutuntsho e ke sekai se se motlhofo go supa dipharologano fag are ga ditlhoko tsa malatsi otlhe le tsa dipheto go. E tswa mo polelong ya bogologolo ya batlhalefi ya gore fa o o fa motho tlhapi, o tlaa tshwarwa ke tlaa gape ka moso, mme fa o mo ruta go tshwara ditlhapi o tlaa tsewelela a iponela dijo.

E rile fa Makhanselara ba kopiwa go tla ka dikai tsa ditlhoko tsa gale le tsa ditlhabolo/dipheto go mo tirong ya bone ya letsatsi le letsatsi, mokhanselare mongwe a ntsha sekai sa molelo mo lifelong la bomaipaafela. E le Khansela ba ne ba tshwanelwa ke go tla ka maano a go lwantsha bothata joo. Ka bofefo leano la bone le ne la akaretsa go go fa batho dikobo, diaparo le mephuthelwana ya dijo le go ba fa boroko kwa lebaleng la metshameko. Mme mo nakong e telele ba ne ba tshwanelwa ke go akanya ka tsela e e tseneletseng; sekai, go aga matlo a katogane gore fa molelo o tlhagoga, o se ka wa tshuba otlhe, le gore ditima molelo di kgone go feta fag are ga one, ba dirisa didiriswa tsa kago tse di farologaneng, le go tlisa motlakase mo lifelong leo gore banni ba se ka ba tlhola ba dirisa ditofo tsa parafene, jalo jalo.

Ithutuntsho 2: Maano kwa bathong

Nako: Metsotso e 30

Dintlha: Tshekatsheko e ke sekai se se botlhokwa sa mo gae sa ka fa ditlho tsa pheto go di ka diragadiwang ka teng kwa magaeng. Maano a twantsho a akaretsa go kwadisa masiela gore a tle a bone dijo gaufi le fa ba nnang teng (thuiso ya ditlhoko tsa gale e ne e ka nna go ba fa mephuthelo ya dijo – mme se ga se ba fitlhise gope) O dirile gore HIV le AIDS di tle pele mo maitekong a gagwe, gape o rotloetsa thutu ka balekane e e itebagantseng le dikgaolo tsa magae. O ntse a tshwaraganya dikgang tsa HIV le AIDS le go fa bomme dithata, thotloetso ya tlhakanelo dikobo e e sireletsegileng, go balelwa mekgwa ya thibelo boimana e e laolang ke bomme.

Ga go na se se siameng kgotsa se se sa siamang ka ope wa mekgwa e. Se se tshwanetseng sa gatelelwa ke gore bobedi jo bo tshwanetse go tsamaya mmogo. Gantsi maano a a dirang le bomme a felela mo go lwantsheng ditlhokego tsa gale.

Ithutuntsho 3: Tshekatsheko tlhamo ditsamaiso

Nako: Metsotso e 30

Dintlha: Ithutuntsho e e tlaa ntsha dikai di le dintsi tsa se se tshwanetseng go dirwa: tlhokomelo le thotloetso ya bana, thuto, matlo, tlamelo ya botsogo le kalafi ya HIV, kgokgontshoka bong, go kgona go bona madi, nonotsho mo go tsa itsholelo, go bona ditirelo, twantsho ya dibetso. Fa maikarabelo a abiwa, go tlaa lebega jaaka e kete makalana otlhe a khansela a tsentse letsogo ka tsela nngwe. Se se thusa go gatelela gore tlhamalatso ya bong ke maikarabelo a mongwe le mongwe.

Ithutuntsho 4 : Go ntsha dipalo tsa bong

Nako: Metsotso e 40

Dintlha: Setlhopha sa ntlha sa dipalo ga se a kgaoganngwa ka bong mme fa bokao jwa gore batho botlhe ba a tshwana. Bogolo jana mo mhameng wa botsogo, re itse gore ga go a nna jalo ka gore bomm ban a le maikarabelo thata mo ditlhokong tsa botsogo jwa ba malwapa. Kinolo ga e re fe polelo yotlhe ka gone ga e bolele gore bomme le borre ba amegile jang ka go farologana.

Sethlhopha sa bobedi sa dipalo se kgaogantswe go ya ka bong, mme se re bolelela kgang e e botlhokwa thata ya gore badiri ba bomme le ba borre ba mo madirelong a a farologaneng. Re kgona go dirisa kitso e ka botlalo. Go kgaoganya kitso ka bong go botlhokwa thata ka gone e tshwanetse go thusa mo ditsamaisong tsa togomaano le ditsamaiso mme e tlaa tlhomamisa gore mananeo ke a a tshwanetseng e bile a itebagantse le ditlhopha tse di tshwanetseng.

Ithutuntsho 5: Bong mo kabong ya madi

Nako: Metsotso e 45

Dintlha: Ithutuntsho e e dira gore batsena dithuto ba akanye ka tse di tlang pele, mo mabakeng a tse di tlang pele tsa bong di supywa mo dikabong tsa madi, gore ke eng dikabo tsa madi e le didiriswa tse di botlhikwa tsa tlhamalatso ya bong. Malatsi a a Lesome le Borataro a Twantsho le tlhokomelo ya Bana di bona bonnyannyana jwa kabo ya madi fa kago ya lebala la motshameko wa kgwele ya dinao (e gongwe e thapang borre ka bontsi e bile e solegela borre molemo) e bona thoto ya madi. Fa lefatshe le ditlamelo di bona madi a a bonalang, bogolo jo bomme ba boelwang mo dilong tse bo a belaesega. Ithutuntsho ya kabo seša ta madi ke tsela ya go dira gore batsena dithuto ba lebe kabo e ya madi ka leitlho la bong le go bona gore e ka tla e lebega e farologane jang. Go na le sekai sa dikakgelo tse di ka dirwang ke batsena dithuto.

Dikarilo tsa kabo ya madi	Palo ya madi	%	RRe	Mme	Kgaoganyo seša
Kolelo matlakala	40,000.00	4.3%	X	X	
Sewerage Infrastructure	30,000.00	3.0%	X	X	
Ditlamelo tsa motlakase	90,000.00	9.0%	X	X	
Ditlamelo tsa metsi	60,000.00	6.0%	X	X	
Ditlamelo tsa ditsela	150,000.00	15.0%	X	XX	Abela karolo ya madi a paakanyo le kago ya marogo a a tlaa dirisiwang ke bomme le bana kwa Donga.
Tlhabololo ya itsholelo le itloso bodutu – Lebala la Kgwele ya dinao	115,000.00	11.5%	X	X	Abela bontlha jwa madi go dira gore mafelo a a bulegileng a sireletsege mo go bomme go balelwa le mabitla, kago ya meriti kwa marekisetso a mabotlana
Tokafatso ya mabitla le marekisetso a mabotlana	40,000.00	4.0%	X	X	
Didiriswa le dikoloi	50,000.00	5.0%		X	
Kabo ya lefatshe	380,000.00	38.0%		X	Tlhome o bo o diragatse tsamaiso e e laolang kabo ya lefatshe go balelwa ka fa bomme ba tlaa boelwang ka teng.
Mananeo a thlabololo ya bananyana	25,000.00	2.5%	X		
Kgaratlho ya malatsi a le 16	20,000.00	2.0%	X		
Tshoboko	1,000,000.00	100%			

Ithutuntsho 6: Ke eng fa bong e le kgang mo pusong ya dikgaolo?**Time:** 30 minutes

Dintlha: Tiro e gape e ka dirisiwa e ya go tsenya matlhagatlhaga kwa tshimologong ya phuthego togamaano, go dira gore batsena dithuto ba kgone go akanya gore ke eng ba tlhoka lenaneo la mofuta oo. Fa nako e letla, metshameko e mekhutshwane e kgona go fetisa molaetsa ka bofefo. E ka akaretsa gosupa pharologano e motlakase, botsogo le kolelo ya matlakala di tlisang ma matshelong a letsatsi le letsatsi a bomme. Lebelela thulaganyo ya dintlha.

Ithutuntsho 7: Tsamaiso ya bong**Nako:** Metsotso e 30

Ditsamaiso tse di botlhokwa tse di tshwanetyseng go akarediwa mo ditsamaisong tsa bong ke gore:

- Makalana a a lebileng bong a tshwanetse a fitlhelwa gotlhe mo tsamaisong, e seng fela mo bodireding kgotsa mo mhameng wa tsa matshelo.
- A tshwanetse go nonotshiwa gorer akgone go dira tiro ya one, ka seemo sa one, fa a leng teng le tlhaloso ya ditiro tsa one.

Go tshwanetse ga nna le tlhokomelo ya sepolotiki le bomatwetwe ba tsamaiso.

[illegible]



MOTHAMA 5 TLHAMO YA LENANELO LA TIRO YA BONG LA MO GAE

Maitlamo

Maitlamo a mothama o ke go dirisa kitso e e tswang mo mothameng o o fetileng ka go:

- Lemoga dintlha tse di botlhokwa tsa bong mo pusong ya dikgaolo.
- Tlhama mananeo a magae a go tsaya kgato do itebaganya le one.
- Dumalana gore mananeo a tlaa tsewedisiwa jang.

Ithutuntsho 1: Go tlhaloganya tsamaiso

Pele ga o simolola Lenaneo la gago la Bong, go botlhokwa go tlhaloganya gore ke eng se se kaelang se. Mo Botswana go na le mokwalo o o iseng o fediwe Leano la Bong mo Pusong ya Dikgaolo o o ka o fiwang, kwa ntle ga moo gape o mo CD ROM **F8**. Maikaelelo a leano le ke go neela puso maikemisetso mo tekatekanong ya bong mo dipusong tsa dikgaolo ka dikgato tse di tshelang go tlhomamisa gore bo tlhamaladitswe mo, gape le ka puso ya dikgaolo. Motsamaisa dithuto wa lona o ka nna a lo fa pego e khutshwane gore mokwalo/bukana ya lona e tshotse eng. Lo tlaa lemoga gore motheo wa togomaano o bopetswe mo nneng mokwalo/bukana eo ya tsamaiso. Ke ka gore mananeo a ke didiriswa tsa tiragatso ya mananeo a. A tlaa thusa go tlhomamisa gorego tsewa dikgato tse di tlameng, di kgona go kgonwa go kala maduo a tsone le dikai.



Ithutuntsho 2: Go tlaa Lenaneo la Tsamaiso ya Bong

Batsena dithuto ba tlaa kopiwa go kgaogana ka ditlhopho go ya ka ditiro tsa bone mme ba tlatse motheo o lenaneo la bong ba le dira gore le tshwanele khansela ya bone. Motheo o o mo bukeng.gape o mo CD ROM **F9**.

Dikgaolo tse di tshwanetseng go tladiwa ke:

- Ke mang/ ke lephatana lefe le le tshwanetseng go tsaya kgato?
- Kitso ya tshimologo ke eng – go simololwa fa kae, ka go araba dipotso?
- Se go itebagantsweng naso?dikai ke eng – Maikaelelo a bofelo a khansela ke eng mme go tlaa bonwa jang gore a fitlheltsweka go araba dipotso?
- Go tshwanetse ga fediwa leng?
- Madi – Madi a a tshwanetseng go wetsa tiro e ke bokae?



Source: Ministry of gender equality and child welfare (Namibia), Gender training manual and resource guide.

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MOTHEO WA LENANEO LA BONG MO DIKHANSELENG MO BOTSWANA						
MAAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
I. TSAMAIISO						
Kemedi						
Go oketsa kemedi ya bomme ba makhanselara mo ditlhophong tse di tlang go palo e e beilweng ke SADC ya 50% ya bomme mo dipusong tsa dikgaolo e a fitlhelelwa ka 2015.	Maikemisetso a setšhaba a go bona tekatekano fag are ga makhanselara a borr le bomme – ka go tsibosa bomme le ba ba emetseng dithopho.		Makhanselara a bomme a kae mo dikhanseleng fa go dirisiwa %?	Go ikaeletswe go oketsa kemedi ya bomme ka palo e e kae ka %?		
	Go kopa diphathi tsothe tsa seopolotiki go amogela le go diragatsa lenaneo la zebra le go tsenya dikgang tsa lone mo mailamong a tsone a dithopho.		Palo ya bomme ke bokae modiphathing tse di farologaneng (ka %). Gantsi ba fithelwa fa kae mo latelanong ya diphathi tseo?	Go ikaeletswe go oketsa kemedi ya bomme ka % efe mo diphathing tsa sepolotiki?		
	Boisana le babusi ba tlhago mabapi le kemedi ya bomme mo dipolotiking tsa mo gae		A go kile ga nna le kgang ya mofuta o?	Go lebilwa palo e e kae – diphuthago tse di kae? Kgatelopele e tlaa kalwa jang?		
Go tlhomamisa gore bomme ba emetswe ka go lekana mo maemong a boeteledipele mo Khanseleng.	Go phutha le go tlhabolola dipalo tsa bomme ba ba mo maemong a boeteledipele mo pusong ya dikgaolo go balelwa le botsamaisi le dikomiti tse dingwe.		A go na le dipalo ka se?	Dipalo tse di kgaogantsweng ka bong tsa bomme ba ba mo maemong a boeteledipele mo pusong ya dikgaolo.		
	Tsaya dikgato go tlhomamisa kemedi ya bomme mo maemong a boeteledipele mo khanseleng		Bomme ba maemo ba kae ka %mo dikhanseleng, Modulasetilo/Mothusi wa Khansela le dikomiti?	50% ya maemo a boeteledipele a tshwanetse go nna a bomme.		
Go ruta batho le go ba tsibosa ka botlhokwa jwa kemedi ya tekatekano ya bomme mo dikhanseleng.	Tsibosa merafe ka botlhokwa jwa gore bomme ba tshwanetse go emelwa ka tekatekano mo magaeng le go tlhophisa bomme.		Go dirilwe kana go dirwa tsiboso efe mo kgannye e?	Go lebilwe palo efe – go kwailwe bomang, batho ba le bakae, morafe ofe?		

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	Bereka le Lephata la Thuto go kgothatsa gore tekatekano ya bong momaneoneong a thuto le tekatekano ya bong mo dikolong.		A go kile ga nna le kgang e?	Kgatelopele e tlaa kalwa jang?		
			A go kile ga nna le kgang e?	Kgatelopele e tlaa kalwa jang?		
Tsenyoletsogo						
Go aga bokgoni jwa sepolotiki jwa bomme gore ba tsenye letsogo ka botlalo mo go tseeng ditshwetso.	Go nonotsha bokopano jwa bomme ba diphathi tsotlhe, (lebelela tsamaiso ya bong) Buisana le makgotla a bomme mo diphathing tsa sepolotiki go lemoga bomme ba ba nang le bokgoni jwa boeteledipele le go ba pepetletsa mo maemong a boeteledipele. Lomagana le makgotla a bomme mo kgaolong le lefath seng ka bophara.		A go na le bokopano jwa bomme ba diphathi tsotlhe? A go na le kgodiso ya mofuta oo mo diphathing tsa sepolotiki?	Diphuthago tsa bomme tsa diphathi tsotlh di tlhomilwe. Di kwaisitse bomang – bomme ba ba pepetleditsweng/godisits weng ba bakae mo nakong e?		
			A tomagano mofuta oo e kile ya dirwa mo nakong e e fetileng?	Go ikaeletswe bokae? Go tlhomilwe ditomagano di le kae??		
G o fa makhanselara le bagolwane ba bomme dithata gore ba kgone go bua ka botlalo se ba se tsaang e le "dikgang tsa bomme."	Dira patliso ya dikitso mo go bomme. Dithoko tsa thutunsho tse di lemogilweng ke makhanselara a bomme, sekai, bong, go bua mobathong/phatlalatsa le go itsetsepela fa o emeng teng kgotsa se o se dumelang.		A go kilem ga nna le tlhotlhomiso ya dikitso? Ke mofuta ofe wa dikitso o o teng?	Dipalo tsa dikitso tse di rileng tsa makhansela.		
			Ke thutunsho/katiso efe e e setseng e kile ya dirwa?	Koketsego e e ikaeletswe ka % ? mo seemong sa tsenyoletsogo ke sefe? Se se tlaa kalwa jang? Palo e e ikaeletswe ya dithuto tse di tsenweng ke makhanselara?		

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	Diphuthago tsa dikhansele di dirise puo ya setšhaba gore makhanselara ba e dirise mo diphuthagong, go bo go nne le moranodi.		Ke melawana efe e e teng mo kgannye e?	Go ikaeletswe bokae?		
	Go nne le dithuto tse di nonofileng tsa makhanselara a maša, di ne di šafadiwa ka tse ding nako e ntse e tswetse		A mo nakong e go na le dithuto tsa ba ba simololang tiro? Di itebagantse le bomme jang? A di tsibogela bong?	Go ikaeletswe bokae? Go rutuntshitswe makhanselara a le makae? Ga kae ka go thomagana?		
Go fa borre dithata mo go tsa bong, le go ba kopa thothoetso.	Dithutopuisano ka ga bong di tshwanetse go direlwa makhanselara a borre le bomme le badiredi ba khansele.		Go setse go dirilwe dithuto dife – di tsenwe ke borre ba le kae?	Go ikaeletswe dipalo tse kae tsa makhanselara le badiredi ba ba tsenyang letsogo mo dithutong ka bong??		
	Dipuisano tsa bong le makhanselara a borre le badiredi, go balelwa boeteledipele jwa morafe.		A go kile ga tshwarwa dipuisano le makhanselara a borre?	Palo e e ikaeletsweng ya dipuisano ka bong, sekai gangwefela ka klgwedi?		
Tsiboso ya morafe						
Go tlhomamisa gore bomme le borre ba tsaya karolo ka go lekana mo mererong ya morafe le tlhomo ya tsamaiso e ikaegile ka dipalo tse di boammaaruri.	Phutha, kgaoganyana o bo o sekaseke kitso ka merafe. Kgothatsa borre go tsenya letsogo mo tiragatsong ya ditiro tsa morafe tse ka ngwao di tsewang e le tsa bomme.		Ke kitso efe e e teng ka morafe mo bogompienong?	Dipalo tsa morafe tse di kgaogantsweng ka bong?		
			Dipalo tse di teng gompieno ke dife mabapi le tsenyo letsogo ya morafe/tsenyo	Se se tlaa lekanyediwa jang?		
			Itsogo mo diphuthagong tsa phatlalatsa?			
	Ruta, itsise o bo o anamise kitso ka dipuo tse di buiwang ke morafe ka ga dikgang tse di amang bomme jaaka ditirelo, tuelo ya tiriso, dibaka tsa matlo, dibaka tsa ditumalano le khiro le HIV le AIDS.		Ke kitso efe e e teng gompieno? E mo dipuong dife?	Palo e e ikaeletsweng ke eng? Ke kitso efe, Dipuo di le kae?		

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Go thamamisa gore bomme ba a retriwa mme e bile ba nna le seabe mo tlhomong ya ditsamaiso.	Direla bomme dithuto tse di faphegileng tsa tsenyoletsogo, o bo o thomamisa gore matshwenyego a bone a akareditswe mo tsamaisong		Ke dipalo tse di kgaogantsweng ka bong mo diphuthegong tsa ditherisano?	Ke palo efe ya e e ikaeletsweeng ya diithutuntsho tse di tseneletseng e e ikaeletsweeng go dirwa?		
Go tsibosa borre mo magaeng le go thomamisa gore ba tlhaloganya tekatekano ya bong.	Dira dithutopuisano le dithlopha tsa borre o bo o kanoke mosola thutuntsho.		A dithutopuisano dingwe di kile tsa tshwarwa le dithlopha tsa borre?	Dipalo tse di ikaeletsweeng tsa dithutopuisano di tshwarwa le borre go bo go fitlhelelwa dithlopha tse di ikaeletsweeng?		
Dipuisanyo						
Go thomamisa gore mekwalo ya khansele ga tswaledisi megopolo e e sokameng ka ga bong.	Sekaseka kanamiso ya khansele ka leitho la bong; o kwale tse di balwang tse di gwetlhang dikakanyo tse di sokameng.		A tshekatsheko ya kanamiso ya khansele e kile ya dirwa?	Dibuka tsa kanamiso tse di akaretsang bong.		
Go ithuta ga bananyana						
Go fa tlhokomelo ya bana e e seng tlhathlwa kgolo go golola golola bomme gore ba kgone go inakanya le tsa mebereko.	Tomaganyo e e kwa godimo fa gare ga khansele le Lephata la Thuto le mo go ntsheng ditlamelo tsa tlhabololo ya kgodiso ya bana.		Ke mofuta ofe wa tomaganyo o o teng?	Go ikaeletswe eng?		
	Sekaseka dituelo tsa dikolo tsa mananyana go dira gore di se ka nna kwa godimo; le go dira gore le bana ba batho ba ba sa ineeng sepe ba kgone go tsena.		Dituelo ke bokae gompieno?	Go ikaeletswe eng?		
	Thomamisa gore thuto ya dikolo tsa bananyana di tsamaalana le tsamaiso.		A thuto ya bananyana e tsamaalana le tsamaiso.	Thuto ya bananyana e e tsamaalana le tsamaiso.		

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III. BONG MO DITHULAGANYONG TSE DI TENG						
Itshireletso le ditirelo tsa tshoganetso						
Go itebaganya le dikgang tsa tshireletsego mo morafeng tse di amang bomme ka bogolo, bogolo jang mo mafelong a mekhulhu/ditakana.	Mebila yothhe e fiwe maina, fa go kgonegang teng, go dira gore ditirelo tsa tshoganetso di kgone go fitlhelela bomme ba ba leditseng go kopa thuso. Kopa ba dikgwebo ba thusa ba ba tlhokang.		Ke mekgwatha e le kae e e filiweng maina? Ke e le kae e e tlhokang go fiwa maina?	Go ikaeletswe eng? Go tlaa bo go filwe mebila e le kae maina, leng?		
Go ruta bomme le go godisa tsibogo, bogolo jang ya malwapa a a eteletsweng ke bomme mo mekhukhung, ba ba sotlegang thata ka ntlha ya melelo e e senyang mekhukhu le mats'helo a bone.	Dithulaganyo tsa tsiboso tse di itebagantseng le bomme mo go kganeleng melelo. Rutuntsha maloko a merafe goreng ba ka itebaganya jang dibetso tsa tshoganetso go balelwa le ba dirisa dithu tsa thuso ya tlhologo.		Ke thuto ya mofuta ofe e e dirilweng mo nakong e e fdetileng?	Ke kgwebo efe e e tshwanetseng bewa leitho? Di le kae?		
Go tlhomamisa gore mekgwa e laolang go aga e tsenngwa mo tirisong, bogolo thata gore go nna le kitso ka tiriso ya teng.	Go fa kitso ya bothlokwa, bogolo jang ka ga bomme, mo go tsa kago gotlhomamisa tshireletsego.		A thuto ya mofuta oo e kile ya fiwa mo nakong e e fetileng?	Go ikaeletswe bomang? Batho ba le kae, gantsi go le kae, mo dikgaolong dife?		
Itsholelo le tlhomo ya ditiro						
Go dira gore go nna le diphatlha tse di lekanang tsa khiro ka gonne bomme ba amilwe thata ke go se nang ditiro go go ileng magoletsa.	Tlhoma le go latedisa tse di ikaeletseng go tlhomamisa tekano ya bong mo go tsa khiro mo pusong ya dikgaolo.		Dipalo tse di teng tsa bomme le borre ba ba thapilweng ke khgansele ke dife?	Go ikaeletswe palo e e kae? E tlaa latedisiwa jang?		

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	Direla bomme mo magaeng dithutopusano ka dibaka tsa khiro go ba kgontsha go tokafatsa go kgona go bona tsone dibaka tseo.		Dipalo tsa batho ba ba sa thapiwang ke dife? Palo ya bomme ba ba sa thapiwang ke bokae fa e bapisiwa le ya borre?	Go ikaeletswe koketsego e e kae ya bomme ba ba thapiwang?		
	Dira gore go nne le kgang ya bothophi mo kabong ya madi e e itebagantseng le khiro ya bomme, selaseka ditiro tsa nonotsho tse di amanang le bong.		A tlhopho ya bothophi ya mofuta oo e teng?	Go ikaeletswe eng?		
	Itsise bomme ka dibaka tsa itsholelo o dirisana le (WAD?) le banale seabe ba bangwe.		Go na le kitso efe e e teng ya dibaka tsa khiro tsa bomme?	Sekai ke eng? Se se tlaa lekanyisediwa jang?		
Go bona dipalo tse di kgaogantsweng ka bong mo go sa thapiwang mo merafeng.	Dira ditshekatshoko, phutha kitso o bo o e sekaseka.		A go na le kitso mabapi le go sa thapiwang?	Go nna teng ga dipalo tse di kgaogantsweng ka bong.		
Go rotloetsa kemedi e e lekalekanang ya bomme mo mhameng wa bojanala le mo temothuong e e busetsang.	Baakanyetsa dithabololo le go tsena ga bomme mo mhameng wa bojanala le temothuo e e busetsang.		Kemedi ya bomme ke efe mo kgwebong ya bojanala?	Go ikaeletswe palo e e kae ya bomme le borre ba ba tsentseng letsogo mo kgwebong ya bojanala?		
Go bona dithoto						
Go tlohamisa gore bomme ba a boelwa mo tsamaisong ya go bona dithoto.	Baakanyetsa tsenyo letsogo e e oketsegileng ya bomme ba baagi ka go tsibosa thata le go ba fa thotloetso le thutuntsho mo go tsa dithentara.		A go na le kitso kgotsa thotloetso mo go bomme?	Ke koketsego e e kae ka di% gotsa dipalo ya dithentara tse di tswang mo go bomme le ditiro/dikonteraka tse di abetsweng bomme?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Implement and monitor quotas for women for the awarding of council contracts		Dipalo tsa di teng ke dife? A go tsamaya ka dipalo, sekai ke dintlha tse kae tse di felwang bongh a di tshwanetse go okediwa?	Palo e e beilweng e tlaa nna bokae? E tlaa latediwa Jang?		
	Melawana ya lekgotla la dithentara e tshwanetse go fetolwa ga tlhomamisa gore palo ya 50% ya bao ba mo lekgotleng leo ke bomme.		Ke bomme ba le kae ba ba nnang mo diphuthegong tsa kabo ya dithentara?	50% mo lekgotleng le le abang ditiro		
	Rotloetsa le go Dumelela dikgwebo tse di kgolo tse di neelang tiro dikgwebo tsa bomme.		A go na le dingwe tse di okang?	Go ikaeletswe eng?		
Phediso ya lehuma						
Go tlhoma manneo a a tsibogelang bong go itebaganya le maemo a a kwa godimo a lehuma a e leng gore a ama thata bomme.	Buelela kakaretso ya bong mo lenaneong la setšhaba la phokotso ya leuba.		Dipalo tse di teng tsa lehuma ke dife? Ke palo efe ya bomme ka di% ba ba tshelolang mo lehumeng? A go na maano a go fedisa lehuma le le dirilweng?	Sekai ke eng? Se se tlaa kalwa jang?		
	Tlhomamisa tlhokomelo ya tshekatsheko ya botshelo jo bo tswelletseng ka ofisi ya tseodipalo go lemoga ditlhoko le dikgato tsa twantsho tse di lebaneng go tokafatša seemo sa matshelo sa bahumanegi.		A go kile ga nna le mofuta mongwe wa tshekatsheko o o neng wa dirwa mo nakong e e fetileng?	Maduo a tshekatsheko		
	Baakanyetsa gore go nne le tokafalo mo go boneng dithuso, go balelwa dithuso tsa dijo.		Bomme ba fithelela dithuso tsa madi go le kae? A go na le dipalo tse di supang se?	Koketsego e e ikaeletsweng ke efe ya bomme ba bakgonang go bona dithugo tsa madi go tswa mo lekgotleng la tlhabololo ya matshelo?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Baakanyetse tiragatso ya ditiro tse di tsenyang madi, tokafatsa kabo ya madi o bo o diragatse tatediso.		Ke ditiro dife tse di dirang madi tse di setseng di le dirisiwa, di kgonega go le kae?	Sekai ke eng? Se se tlaa lekanyediwa jang?		
	Lomagana le go rotloetsa makgotla a ikemetseng ka nosi a a dirang le malwapa a a humanegileng.		Makgotla a ikemetseng a le nosi a bona kemonokeng ya mofuta ofe mo nakong eno?	Se se tlaa lekanyediwa jang?		
Thotloetso mo go tsa kgwebo						
Go nonotsha go kgona go dira tiro ga bomme mo mhameng wa kgwebo, bogolo jang mo kgwebong ya maemo a a kwa godimo kwa e leng gore ga ba a emelwa sentle teng.	Lomaganya dikgwebo tse di potlana tsa bomme le dibaka tse di tengtisa kgolo. Community liaison official to disseminate information and advice about sourcing economic opportunities.		Palo ya bomme fa e bapisiwa le ya borre e kae mo mhameng wa tsa kgwebo? A go na le kitso ka se?	Go ikaeletswe kgolo e e kae ka di%? Se se tlaa kalwa jang?		
	Rotloetsa dikgwebo tsa puso le tse di ikemetseng ka noso le banaleseabe botlhe.		A go na le tshwaraganelotiro ya mofuta o? A go na le sengwe se dirilweng ka se?	Go ikaeletswe palo e e kae ya banaleseabe e e tlaa dirwang?		
Go fa bomme ba bagwebi dithata ka go ba fa dikitso le thotloetso.	Fefosa thabololo ya dikitso, go bona kitso le madi le thotloetso ya dikgwebo tsa bahumanegi.		A go na le thabololo ya dikitso mo bogompienong le kemonokeng mabapi le tsa kgwebo e e fiwang bomme?	Go ikaeletswe palo e e kae ya bomme ba ba tlaa fiwang dithata ka go rutuntshiwa le go engwa nokeng?		
	Baakanyetsa go nna le seabe go go oketsegileng ga dikhamphane tse di eteletsweng pele ke bomme ka go godisa tsibogo ka dibaka tse di teng jaaka dithentara Ir thomelo ysa dithoto kwa ntle.		A go na le thotloetso nngwe e teng mo dikhamphaneng tse di eteletsweng pele ke bomme mo bogompienong?	Go ikaeletswe go thama dikhamphane di le kae tse di eteletsweng pele ke bomme? Thotloetso e tlaa lekanyediwa jang?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Rulaganyetsa go pepetletsa dikgwebo tse dipotlana le go tsaya malebela mo go tse ditona.		A go kile ga nna le tshupotsela ya mofuta oo e e kileng ya dirwa pele?	Go ikaeletswe eng? Go kaetswe tsela dikgwebo tse di nnye di le kae?		
Mhama o mmotlana						
Go rotloetsa phithhelelo ya mebaraka.	Golaganya bomme le dibaka tsa peeletso.		Dipalo tsa bomme mo madirelong a mabotlana ke dife?	Go ikaeletswe go tlhoma madirelo a magolo a le kae?		
	Golaganya bomme le bodiramogo le tlhakanelo kgwebo, jalo jalo.		Bomme ba akreditswe jang mo tlhakanelo dikgwebong le mo go kopaneng?	Go ikaeletswe koketsego e e kae ka di% ya bomme ba ba tlhakanetseng dikgwebo le ba bangwe?		
DITLAMELO						
Matlo le tshwanelo ya lefatshe						
Go rotloetsa tshwanelo ya bomme e e lekanang mo tirisong ya lefatshe.	Phutha kitso e e kgaogantsweng ka bong mo go tsa matlo.		A go na le kitso ya mofuta oo?	Dipalo tsa matlo tse di kgaogantsweng ka bong		
	Kopa Lephata la Ditsha go tlhomamisa gore bong bo akareditswe mo tsamaisong e e diragadiwang ke Makgotla a kaboditsha. Thutuntsho ya Makgotla a Kaboditsha		A go na ditsamaiso tse di tlhomamisa gore bomme ba bona lefatshe?	Go ikaeletswe koketsego e e kae ya palo ya bomme ba ba nang le lefatshe?		
	Tlhomamisa gore go nna le tekatekano ya bong mo dikomiting tsa bong; le go kopa gore go nne le dipalo tsa bomme.		Komiti ya matlo gompieno e bopilwe jang?	50% ya maloko a komiti ya matlo e nne bomme.		

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	Oketsa mefuta ya matlo le go ithophela lefatshe tse diteng mo malwapeng a a humanegileng; go balelwa le diphokoleto mo go bomme ba ba humanegileng.		Ma nakong e e fetileng go ne go se na tiriso ya lefatshe e e neng e neelwa bomme, mme e bile selo se se sa ntse se le teng mo dikgaolong dingwe ka fa tlase ga dikgosi.	Go ikaeletswe koketsego e e kae ya bomme ba ba nang le lefatshe?		
Go tlhomamisa gore ditlhoko tsa bomme di a akanyediwa ka gone ke bone ba amilweng thata ke lethoko la matlo.	Lemoga mafelo a a sa siamelang go nnwa o bo o tlhama dithotloetso gore a tokafadiwe. Tsamaiso mo ditirong tsa itsholelo tse di seng borai go le kalokalo gore di direlwe kwa go nniwang teng.		A go kile ga dirwa tshekatsheko nngwe ya tikologo e go tshelwang mo go yone? Melao e e teng gompiono ke efe mo seemong se?	Se se tlaa lekanyediwa jang? Tshekatsheko ya go batho ba itumelela ditirelo go le kae? Se se tlaa kalwa lekanyediwa?		
Go tlhomamisa gore bomme le borre ba bona diphokoleto tse di lekanang mo matlong.	Ruta bomme ka ditsamaiso tsa matlo le diphokoleto.		Kitso e e teng gompiono ke efe mo go bomme le matlo? A gona le didiriswa tse di ka dirisiwang mabapi le ditsamaiso le diphokoleto?	Se se tlaa lekanyediwa jang?		
	Kgaoganya o bo o phuthe kitsi e e teng, e le mokgwa wa go nna go phutwa kitso.		Dipalo tse di teng ke dife ka ga diphokoleto tsa matlo, ke bomang ba ba kgonang go di bona?	Kitso e e kgaogantsweng ka bong le dipalo.		
	Tlathoba mealo ya matlo.		A go kile ga dirwa ditlhotlhomisi/ditlathobo mo nakong e e fetileng?	Tlhotlhomiso		
Go sekaseka ditsamaiso tsa matlo go bona gore di tsibogela bong.	Sekaseka ditsamaiso tse di teng mmo e di fetole go di dira gore di tsibogele bong.		A go kile ga nna tshekatsheko ya ditsamaiso?	Se se tlaa latedisiwa jang?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
Dipalangwa						
Go tihomamisa gore ditlhoko tsa bomme tsa dipalangwa di tihomamisiwa, di a lwantshiwa le go tihomamisa gore dipalangwa tsa setšhaba di dirwa gore di sireletsege mo go bomme le bana.	Phutha kitso e e kgaogantsweng ka bong go bona gore ke bomang ba ba dirisang dipalangwa tsa setšhaba, ke dithoko tsa bomang tse kgonnweng, ke tsa bomang tse di sa kgonwang. Maemelo a dithekisi le a dibese le fa di emang teng, go tshwanetse go laolwa go kgona gore go tsamaya go babalesege, bogolo jang mo go bomme le bana. Go tshwanetse gore go nne le kelothoko e tona thata go tihomamisa gore dithekisi di obamela maemo ya tshireletsego le melao, go balelwa le gore di kwadisiwe le gore di ni diswa go tlathlobelwa gore di siametse go dirisa tsela. Dithekisi di tshwanetse go dirwa gore di sireletsege, go balelwa le go fedisa go utswa bapalami. Tshireletsego ya batsamaya ka dinao, bogolo jang mo mafelong a ditakana/mekhukhu.		Go sa nneng teng ga dipalo le kitso ka badirisi ba dipalangwa tsa setšhaba – a go na le dipalo mo go se?	Kitso e e tswang mo dipalong.		
			Diphokoletso tse di dirilweng ke dife mo temeng e? A molao mongwe o kile wa dirwa?	Se se tlaa lekanyediwa jang? Dipalo tsa mapodisi? Go ikaeletswe go fokotsa dipalo tsa kgokgontsho ka bokae ka di%		
			Mofuta wa tlhokomelo o o teng ke ofe? Dithekisi di kwadisiwe jang? Di ya ga kae go tlathlobelwa tsela?	Go ikaeletswe go fokotsa dipalo tsa borukuthi/dikotsi/dintsho ka boke ka di%? Dithekisi di tshwanetse go tlhokomelwa ga kae gore di siamele tsela?		
			M<atshwao a tshireletsego a dinang nao ke afe?	Go ikaeletswe eng?		
			Dipalo tse di teng ka tshireletsego ya batsamaya-ka-dinao ke dife?	Se se tlaa lekanyediwa jang? Dipalo tsa mapodisi? Go ikaeletswe go fokotsa dipalo tsa dintsho tsa batsamaya-ka-dinao ka bokae ka di%		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
Go fa bomme dithata gore ba tsenye letsogo mo mhameng wa dipalangwa o o tletseng borre.	Kgobokanya kitso e e kgaogantsweng ka bong ya gore ke bomang ba ba kgweetsang ba bo ba nna le dithekisi, dibese le dikoloi tse ditona tsa dithoto.		Kitso e e teng gompiano jaana ke efe?	Go ikaeletswe eng?		
	Ruta bomme go kgweetsa le go nna le dithekisi, dibese le dikoloi tsa ditona, ba tsene mo makgotleng a boradithekisi boradibese.		A go na le bomme ba ba nang le dithekisi, kgotsa ba di kgweetsa??	Go ikaeletswe go oketsa ka bokae ka di% dipalo tsa bomme ba ba nang le dithekisi le bakgweetsi ba tsone?		
Metsi, botsogo le motlakase						
Go tlhomamisa gore bomme, ba e leng gore ba amiwa thata ke ntsho ya ditirelo e e sa lekanang, ba fiwa phitlhelelo ya ditirelo e e seng tuelelo e kwa godimo.	Tlathloba tiriso ya bomme ya ditirelo le kitso e e kgaogantsweng ka bong.		A go kile ga dirwa tshekatsheko nngwe mo nakong e e fetileng?	Go ikaeletswe leng/go beilwe nako e e kae?		
	Fa malwapa a a humanegileng ditirelo tse a ka kgonang go di duelela.		Ditirelo tse di fivang gompiano jaana ke dife, di duelelwa bokae?	Go ikaeletswe eng?		
	Fa malwapam a a humanegileng ditirelo tse a ka kgonang go di duelela. Khansela e fe ba ba sa ineeng sepe diphokoletso.		Go dirwa eng gompiano jaana go thusa batho ba ba humanegileng thata go bona ditirelo?.	Gio ikaeletswe eng?		
	Tlhama ditiro ka go aba dithentara, ditiro tsa morafe, madi a a duelang ba ba berekileng le thutuntsho ya bomme mo mhameng o.		A go na le bomme ba ba thapilweng mo mhameng o? (dipalo le go bapisiwa)?	Go ikaeletswe palo e e kae ya bomme ba ba thapilweng mo mhameng o?		
	Tlhomamisa gore bomme ba a rerisiwa pele ga ba fiwa ditirelo.		Go nnile le mofuta ofe wa therisano mo nakong e e fetileng?	Go ikaeletswe eng?		
	Rulaganya ditirelo go tsamaalana le dithoko tsa bomme.		Kabo ya ditirelo e ntse jang/ke efe gompiano?	Go ikaeletswe eng?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Akaretsa bomme mo tsamaisong le tlhokomelo ya ditirelo le ditlamelo tse.		A go na le bomme ba ba mo tirone? (dipalo?)	Go ikaeletswe go akaretsa bomme ka le kae?		
Botsogo jwa tikologo						
Go akaretsa bomme e le bathokomedi ba ba bothokwa ba tikologo, mo ditirong tse di somareleng bong, kgotsa go dira dikgwebo go tswa mo tikologong.	Tlhama komiti ya tsa tikologo e mo go yone bomme le borre ba emetsweng ka go lekana, go balelwa le kolelo ya matlakala le ditiro tsa go šafatsa tse di dirisitsweng. Oketsa malatsi a go olela matlakala.		A komiti ya go nna jalo e setse e le teng?	Go ikaeletswe eng?		
			Matlakala a olelwa ga kae?	Matlakala a tshwanetse go ne a olelwa ga kae?		
	Aga le go tlhokomela matlo a setšhaba a boitiktso mo mafelong a a tshwanetseng.		Matlwana a boitiketso a setšhaba a ma kae? A baakanngwa ga kae?	Go tshwanetse ga nna le matlwana a boitiketso a setšhaba a le kae mo khanseleng? A tshwanetse go tlhokomelwa go le kae?		
	Sekaseka tsamaiso ya kolelo matlakala mabapi le tsa bong.		A go na le tsamaiso ya mofuta o ka nako e?	Go ikaeletswe eng?		
HIV le AIDS						
Thibelo						
Go tlhomamisa karolo ya HIV/AIDS e e amang bong le go oketsa tsibogo ka bolwetse jo mo khanseleng.	Kitso e e kgaogantsweng ka bong ya HIV/AIDS ya dikhansele; akaretsa dithulaganyo tsa dikakanyetso tsa bong.		Dipalo tse di teng ke dife?	Kitso e e kgaogantsweng ka bong.		
	Dira thuto e e akaretsang bong ya HIV/AIDS.		A go na le tsiboso e e teng mo nakong e?	Go ikaeletswe eng? Go fitlhletswe batho ba le bakae, mo nakong e e kae? E tlaa lomaganngwa jang?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Buelela o bo o rotloetse tiriso ya sekausu sa bomme gore bomme ba kgone go se bona. Thuto e e tsibogelang bong mo dikolong.		A sekausu sa bomme se teng? Fa e le gore se teng, se teng kae, se ja bokae?	Go ikaeletswe go oketsa palo ya dikausu tsa bomme ka bokae gore ba tle ba di dirise? Se se tlaa lekanyediwa jang?		
Go oketsa tsibogo mo kgonegong e e kwa godimo ya go ka tsenwa ke HIV/AIDS ka ntha ya thaselo mo go tsa tlhakanekanelo dikobo, le go tlhokega ga bomme go fithelela kalafi ya morago ga tseno ke mogare.	Ditiro tse di tsibosang ka bong tse di amanang le kgokgontsho mo go tsa bong le HIV/AIDS; matsela a mahibidu le a masweu, go tlhakane le maiteko a mangwe.		Khansela e tsentse letsogo jang mo dithulaganyong tsa tsiboso mo nakong e e fetileng? A e tsentse letsogo ka mašetla ya bo ya rotloetsa kgakologelo ya Malatsi a 16 mo nakong e e fetileng? A (PEP) e teng mo ditlamelong tsothe tsa botsogo? E teng mo ditlamelong di le kae?	Go ikaeletswe eng? Se se tlaa lekanyediwa jang? Go ikaeletswe go oketsa ka bokae ka di% palo Ya bomme ba ba kgonang go bona (PEP?) Go ikaeletswe koketsego e e kae ka di% ya bomme le borre ba ba yang (VCT?)?		
Go ruta bomme le bomme mo go ithaopeleng bogakolodi le ithathobo tse e leng didiriswa tse di nonofileng mo go thibeleng kanamo ya HIV/AIDS.	Phutha dipalo tse di kgaogantsweng ka bong tsa (VCT?). Di dirise go tlhama maiteko a go rotloetsa bomme le borre go ya go ithathoba.		Dipalo tsa reng? Dipalo tsa bomme le borre ka di% ba yang (VCT?) ke dife?			
Kalafi						
Go tswedisa bona kalafi e e oketsegileng e sa duelelwe mo setšhabeng sotlhe.	Dipalo tse di kgaogantsweng ka bong tse di supang go kgona go bona kalafi le thokomelo; dikgato tsa tsamaiso go go baakanya se.		Ke bomme ba le kae fa ba bapisiwa le borre ba ba bonang kalafi ya mahala?	Kitso e e kgaogantsweng ka bong.		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Baakanyetsa go kgona go bona diritibatsi ga bomme le borre le go nna le dipalo tse di kgaogantswe ka bong mo go tseeng diritibatsi.		Khansele l dira eng go rulaganyetsa botho go bona dipilisi tse di ritibatsang bogale jwa mogare? Dipalo tse di teng ke dife mabapi le kgang e?	Go ikaeletswe eng? Ke batho ba le kae ba ba bonang kalafi? M<ona nakong e e kae?		
Tlhabololo ya matshelo						
Go dira gore ditlamelo tsa merafe le metshameko di fitlhelelwe ke bomme le go tlhomamisa gore bomme ba boelwa ka go lekana mo ditlamelong tse.	Phutha dipalo tse di kgaogantsweng ka bong mo tirising ya mabala a khansele a metshameko. Tlhomamisa gore motlobo wa dibuka mongwe le mongwe o na le kartolo ya dibuka tsa bomme. Dira motlobo wa dibuka o o tsamayang gore bomme kwa dikgaolong ba kgone go bala. Tlhamamisa dithulaganyo go tlhomamisa gore bomme le borre ba boelwa ka go lekana mo ditlamelong tsa makgotla a dipuso tsa magae, sekai, thotloetso ya bomme go tsenelela metshameko e e neng e le ya borre fela, sekai, kgwele ya dinao le babole.		A kitso e e teng? A go na le ditlamelo tse mo metlobong ya dibula mo nakong e? A go na le metlobo ya dibuka e letelang batho? Ke dithulaganyo dife tse diteng?	Kitso e e kgaogantsweng ka bong ya tiriso ya ditlamelo tsa morafe le tsa metshameko. Go ikaeletswe eng? Di tshwanetse go dira ga kae? Go tshwanetse ga itebaganngwa le lefelo lefe? Go ikaeletswe eng?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Rulaganya ditirelo le ditshupo tse di ipelelang tse bomme ba di kgonneng le go gwetlha dikakanyo tse di sokameng. Rotloetsa dithulaganyo tse di gwehang dikakanyo tse di sokameng mo mo mehameng yotlhe, go balelwa lelwapa. Ruta batsadi gore bana ba bone ba tshwanetse go godisiwa jang.		A dithulaganyo tsa mofuta oo di teng?	Go ikaeletswe eng? Go ka lekanyediwa njang?		
Go gwetlha tsamaiso ya gore tlhokomelo ya bana ke maikarabelo a bomme le go ruta borre mo maikarabelong a tlhokomelo ya bana.	Nna le dithulaganyo ka ga maikarabelo a kgodiso ya bana mo go bomme le borre.		Are there any awareness programmes or training materials covering parenting responsibilities? If there are, are they gender sensitive?	How will this be measured?		
IV. Ditsamaiso tsa khiro le tikologo						
Go oketsa kemedi ya bomme mo khanseleng.	Amogela tumalano ya SADC ya gore bomme ba tshwanetse go nna 50% mo dikarolong tsotlhe tsa boeteledipele le khiro ka ngwaga wa 2015. Rulaganya ka tatelano tekatekano ya bong mo mananeong a go dira tiro.		Ke dikgato dife tse di tserweng go rulaganya gore tsa tekatekano ya bong di tle pele mo khirong mo khanseleng?	50% ya bomme mo dikarolong tsotlhe tsa khiro ka ngwaga wa 2015.		
	Baakanya go tlhoka tekatekano ya bong mo makalaneng – oketsa dipalo tsa bomme ba ba thapilweng o bo o oketse dipalo tsa bomme mo maamong a a kwa godimo mmo o baakanye fa e leng gore ga go lekalelane teng thata.		Dipalo tsa khiro mo khanseleng tse di tsamaalang le bong ke dife? Dipalo tsa bomme le borre ka di% tse maamong a botsamaisi ke dife? Di kgaogana jang go ya ka maphatana?	Go ikaeletswe palo ya bomme e kae ka di%, ba ba thapilwe ke khansele? Go ikaeletswe koketsego e e kae maemo a botsamaisi le maphatana?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Akaretsadipalo tsa bomme e le selo se se ka se fetolweng ka e le tumalano ya botsamaisi jo bo kwa godimo.		Ke bomang ba ba tlhomamisang gore dipalo tse di ikaeletseng di a fitlhelelwa? A se se supilwe mo ditumalanong tsa bone?	Tumalano		
	Rulaganya lenaneo la dikitso tsa mo tirong go lomagana le la Kgato ya go baakanya dilo.		A go na le tiro nngwe e e kileng ya dirwa mo mhameng o?	Go tlaa lekanyediwa jang?		
	Bona thotloetso ya makgotla a badiri gore go nne le tekatekano e e oketsegileng ya bong mo khirong ya khansela.		A mokgotla a badiri a kile a itsisiwe?	Go tlaa lekanyediwa jang?		
Go tlhomamisa gore tsamaiso ya khiro le go tlhophisa badiri e fa miabaka a a lekaneng mo go bomme.	Dikanamisi tsa ditiro tsothe di tshwanetse go rotloetsa bomme go ikopela ditiro tseo.		Motho ke eng?	Gi ikaeletswe eng?		
	Makgotla a a thapang a tshwanetse go lekalekanya bong.		Makgotla a tsa khiroa bopilwe jang?	Tekatekano ya bong momakgotleng mo makgotleng a khiro.		
	Tlhopho ya badiri e e tsibogelang bong e tshwanetse ya nna teng gongwe le gongwe.		Gi dirwa jang gompiano? A ba tsibogela bong?	Go ikaeletswe eng?		
	Dipotso tsa dipotsolotso ga di a tshwanela go kgetholola bomme ka tsela epe. Maitemogelo le dithutego di tshwanetse gi dirisiwa fa go tlhatlhabiwa gore baikopedi ba siametse ditiro go le kae					
	Tlhama mananeo a a tsepameng a tekatekano mo go tsa khiro.		Ke mofuta ofe wa lenaneo la tekatekano ya khiro le le teng?	Tsamaiso ya tsa badiri le tikologo		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Dirisa mokgwa go seegela ditiro fa thoko go di beela bomme.		Dipalo tsa bomme tse di ikaeletsweng ke dife?	Tsamaiso ya tsa badiri le tikologo		
	Akaretsa bong mo ditsamaisong.		A bong bo kile jwa akarediwa mo ditsamaisong dipe?	Matshego le tsamaiso tse di tsibogelang bong.		
Go tthomamisa gore dithulaganyo tsa dithabololo di tsibogela bong.	Dithulaganyo tsa go tlathlhamale go tlhabolola madiri di tshwanetse go itebaganya le go oketsa dikitso tsa bomme le go ba tlhatlosa maemo.					
	Tlhotlhomisa go bona dithuto le dikitso le go sekaseka badiri ba dikhansele.		A go kile ga dirwa tshekatsheko nngwe ya dikitso mo nakong e e fetileng?	Maduo a pego ya tlhotlhomiso ya dikitso.		
	Tlhamo o bo o diragatse ditsela di le mmalwa tsa gore badiri le makhanselara ba itlhophele mofuta wa kago ya bokgoni.		Dibaka tsa kago ya bokgoni tse di teng ke dife?	Sekai ke eng? Se tlaa lekanyediwa jang?		
	Papetletso ya makhanselara a maša le badiri.		A go kaela makhanselara a maša mo tirong go kile ga dirwa?	Sekai ke eng? Se tlaa lekanyediwa jang?		
	Lemoga dithoko tsa dikitso mo morafeng le dfitlhaelo mo mahameng e e botlhokwa ya itsholelo.		A go kile ga seka sekwa tse di tlhokegang?	Sekai ke eng? Se tlaa lekanyediwa jang?		
	Tlhabolola dithulaganyo tsa dikitso tse di beilweng leitlho.		A tiro eo ya go tlhabolola dikitso e kile ya dirwa?	Sekai ke eng? Se tlaa lekanyediwa jang?		
	Rulaganya gore bomme ba tsena mo mafelong a go tlhabololang dikitso mo go one.		Go dirilwe eng go dira gore bomme ba tsene mo mananeong?	Koketsego e e ikaeletsweng ke bokae ka di% ya palo ya bomme ba ba kgonang go bona dithulaganyo?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
Maemo a tiro le tikologo Go dira gore go nne le tekatekano mo go direng ga bomme mo mafelong a tiro.	Sekaseka tsamaiso ya malatsi a pelegi go tthomamisa gore bomme ba kgona go tsaya dikgweri tse tharo tse di tletseng tsa malatsi a go ya go tshola bana ka seabe sa puso ya dikgaolo le Tshireletsego ya Setšhaba.		<i>Dithulaganyo tse di teng tsa malatsi a go tshola le go tlhokomela ngwana ke dife?</i>	<i>Dikgweri tse tharo tsa botsetse ka seabe sa puso ya dikgaolo le lekgotla la tlhokomelo matshelo.</i>		
	Tlhama le go tsepamisa malatsi tshola a borre le go e tswaka ka go rutuntsha borre ka maikarabelo a go tlhokomela bana. Fa go kgonega akanya ke go tlhakanela malatsi a pelegi ga bomme le borre.		<i>Dithulaganyo tse di teng tsa gore borre le bone ba bone malatsi a go tlhokomela bana ke dife? A go na le dithulaganyo tse di itebagantseng le borangwana jo bo nang le maikarabelo?</i>	<i>Malatsi a tlhokomelo ya bana a a tshwanetseng go fiwa borre a tshwanetse go nna bokae??</i>		
	Dinako tsa diphuthogo di tshwanetsae tsa lebelela dithoko tsa tsa badiri botlhe, di se ka tsa tswela go fitlhlala go n na bosigo.		<i>Tsamaiso ke eng mo dinakong tsa diphuthogo?</i>	<i>Go ikaeletswe eng, mo nakong efe?</i>		
	Direla badiri ba dikhansele ditlamelo tsa tlhokomelo ya bana.		<i>Ditlamelo tsa tlhokomelo ya bana tse di teng ke dife?</i>	<i>Palo ya ditlamelo tsa tlhokomelo ya bana.</i>		
	Dira gore dithulaganyo tsa tiro e nne tse di sa kgameng.		<i>A go na le thulaganyo ya mofuta o o ntseng jalo ka nako e?</i>	<i>Sekai ke eng? Se tlaa kalwa jang?</i>		
	Tseela badiri ba ba sa dueleleng tlhokomelo.		<i>A go kile ga itebaganngwa le kgang e? Jang?</i>	<i>Sekai ke eng? Se tlaa kalwa jang?</i>		
	Dira dithuto tsa maikarabelo a tlhokomelo ya bana.		<i>A go na le mananeo a mofutao?</i>	<i>Sekai ke eng? Se tlaa kalwa jang?</i>		
	Rotloetsa o bo otokafatse dikole tsa bananyana.		<i>Ke ditlamelo dife tsa tlhokomelo ya bananyana tse di teng?</i>	<i>Palo e ikaeletsweeng ya mafelo a tlhokomelo ya bananyana.</i>		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
Go itebaganya le dikgang tsa tsuulolo mo go tsa tlhakanelo dikobo mo khanseleng.	Tlomo le tiragatso ya tsamaiso ya kgokgontsho mo tsa tlhakanelo dikobo.		A go na le tsamaiso ya kgokgontsho mo go tsa tlhakanelo dikobo e e teng?	Tiragatso ya tsamaiso e e kganelang kgokgontse mo go tsa tlhakanelo dikobo. E ka latedisiwa jang?		
	Thuto ya kwa tirong le tsiboso mo go tsa kgokgontsho mo tsa tlhakanelo dikobo.		A go na le tsibogo ya mofuta oo?	Se se ka lekanyediwa jang?		
	Tsamaiso maitsholo go fedisa tiriso ya metlae e amanang le bong/tlhakanelo dikobo		A go na le molawana wa se?	Go ikaeletswe eng?		
V. MEKGWA YA TSAMAIISO YA BONG						
Togamaano						
Go rerisa bomme fa go dirwa maano a khansele.	Betla ponelopele le thomo ya khansele go tlhomamisa gore e tsenya bong.		Kgang ya ponelopele le thomo e e teng, ya reng ka bong?	Go ikaeletswe eng?		
	Dira ditlhlhomiso pele ga ditogamaano go bona ditlhoko tsa bomme le borre.		A ditshekatsheko tsa mofuta o di kile tsa dirwa?	Maduo a tshekatsheko ya tsibogo ka bong.		
	Rerisa bomme le borre pele ga ditogamaano di dirwa.		A ditherisano tsa mofuta o di kile tsa dirwa mo nakong e e fetileng?	Go ikaeletswe eng? Ditherisano di le kae? Go ikaeletswe tlhophisa sefe, bokae?		
	Makala otlhe a lephatana a tshwanetse go akaretse dikai tsa bong mo mananeong a one a kgwebo.		A makalana le maphatana a khansele a dirisa dikai tsa bong mo mananeong a one a tiro?	Go ikaeletswe bokae? Go ikaeletswe eng? Ditshekatsheko di le kae, di dirwa ga kae?		
	Khansele e tshwanetse go dira dipatliso tse di kgaogantsweng ka bong tsa ka fa batho amogela ditirelo tsa bone go le kae.		A go kile ga dirwa ditshekatsheko tsa gore batho ba re ka ditirelo tse ba difiwiwang?			

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
Matshego a bong Go tlhoma matshego a a nnang tsamaiso ya bong le go bona maitlamo a batsamaisi bothle.	Khansela e tshwanetse ya nne le molmaganyi wa tsa bong mo ofising mookamedi wa khansela. Thapa batho ba ba lebileng tsa bong. Molomaganyi wa tsa bong o tshwanetse go thusiwa ke bao ba ba dirang le tsa bong. Batsamaisi ba maemo a a kwa godimo ba tshwanetse go tsaya maikarabelo a bofelo ma go akaretseng bong mo bodireding. Bong bo tshwanetse jwa kwalwa mo dithalosong tsa tiro le mo ditumalanong tsa go dira tiro tsa batsamaisi jwa maemo a a kwa godimo le bao ba ba lebaganeng le tsa bong. Bong bo tshwanetse go nna bo nna teng mo lenaneong la diphuthago tsa batsamaisi. Tlhama komiti ya bong e e akaretsang makhanselara le banaleseabe ba bangwe go tlhomamisa gore go nna le tlhokomelo ya sepolotiki mabapi le kakaretso ya bong mo tirong ya puso ya dikgaolo.		A go kile ga dirwa tiro nngwe mabapi le go thoma makalana? A go thapilwe maitseanape wa tsa bong? A go dirilwe tiro nngwe mabapi le go tlhoma makalang? Ke mang yo o nang le maikarabelo mo go tsa bong? A bong bo tsentswe mo ditumalanong tsa batsamaisi ba maemo a a kwa godimo le bao ba ba lebaganeng le tsa bong? A go na le kgang ya mofuta o mo lenaneong la komiti ya batsamaisi? A go na le komiti e e itebagantseng le bong mo khanseleng?	Ditsamaiso tsa bong, di file taolo maano le meamuso. Khiro ya badiredi ke baitseanape. Botsamaisi jwa bong bo tlhongwa, bo fiwa dithata, maano le meamuso. GMS established, vested with authority, strategy, plan and resources. Maikarabelo mo tsa bong ka (PAs?). Go ikaeletswe eng? Dikomiti tsa tekano ya bong.		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Bopa lekgotla la bomme la diphathi tsothe.		A go na le lekgotla le le ka kopanyang makhanselara a bomme go kopanela kgang e e ba tshwenyang ka go tswana?	Makgotla a bomme a tlhongwa.		
	Tlhama dikaedi tsa tsamaiso ya bong, le go tlhalosa ditsela tsa go bega.		A makgotlana a a itebagantseng le bong a tlhomilwe mo maphataneng othe? A barutuntshi ba barutuntshi ba akareditswe?	Makgotlana a tsa bong a tlhongwa ; thutuntsho ya barutuntshi ba makgotlana a a tsamaisang tsa bong.		
	Anamisa tlhomo ya tsamaiso ya bong.		A lekgotla la ditsamaiso tsa bong le a itsiwe, a le itsisitswe ka botlalo?	Sekai ke eng? Se tlaa lekanyediwa jang?		
	Tsamaiso ya bong e tlaa rulaganya mananeo a bone.		A lekgotla le le na le lenaneo?	Leano le lenaneo la tseokgato le amogelwa,		
	Tlhoma ditomagano le ditsamaiso tsa bong tsa dikhansele tse dingwe.		A go dirilwe tomagano nngwe?	Tsamaiso ya bong e lomaganngwa.		
Madi, tatediso le tshekatsheko						
Go dirisa dipalo tse di kgaogantsweng ka bong mo tatedisong,	Phutha dipalo tse di kgaogantsweng ka bong.		A kitso e e kgaogantsweng ka bong e teng? A e a dirisiwa?	Dipalo tsothe di kgaogantswe ka bong.		
tshekatshekong le kabo ya meamoso e e ikaegileng ka tse di tlang pele tsa bong.	Dikai tsa bong di tshwanetse go tlhamiwa mo lekananeng/thulaganyo nngwe le nngwe le lekalana la tsa badiri.		A go na le (diKPI?) tsa bong mo karateng ya maduo ya toropokgolo?	Di(KPI?) tsa bong di akareditswe mo karateng ya maduo ya motsemogolo.		
	Tlhomamisam gore bomme le borre tsenya letsogo ka go lekana ditherisanong tsa setshaba mo ditogamaanong le kabo ya madi.		Ke mofuta ofe wa therisano o o diragalang mo nakong eno? A bomme le borre ba tsentse letsogo?	Go ikaeletswe eng? Se ka lekanyediwa jang?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
	Dira tshakatsheko ya bong mo khanselengle thulaganyo ya bong go tthomamisa gore tiriso ya madi e iteganya ka tekatekano le dithoko tsa bomme le borre.		A go na le kabo ya madi e e tthamaletseng kgotsa e sa tthamalalang e e rotloetsang tekatekano ya bong??	Sdekai ke eng? Se ka lekanyediwa jang?		
	Rotloetsa kabo ya meamuso (dintlha tsa tiriso ya madi) mo mananeong a a rotloetsang tekatekano ya bong, go balelwa le go lwantsha kgokgontsho ya bong le HIV/AIDS.		A go kile ga sekasekwa gore tiro eo e ka lopa bokae?	Tekanyetso ya madi a lenaneo le.		
	Tthomamisa gore makalan a aba meamuso go itebaganya le tse di tlang pele mo go tsa bong.		A maphata a aba meamuso go tsewedisa bong?	Sekai ke eng? Se tlaa lekanydiwa jang?		
Kago ya bokgoni						
Go tthomamisa gore thutuntsho e di rwa go ruta badiri le dithlopha tsa morafe mo go tsa bong.	Baakanyetsa thuto ya tthabololo ya dikitso ya badiri ba tsamaiso ya bong.		Dithuto tse setseng di dirilwe ke dife?	Go tlaa nna le dithutopuisano di le kae? Baithuti ba le kae?		
	Dirisana le bantshi ba ditirelo, go tthama dithulaganyo tsa thutunshop.		Dithuto tse di setseng di dirilwe ke dife?	Sekai ke eng? Se ka lekanyediwa jang?		
	Baakanya dithulaganyotsa katiso tsa makhanselara, badiredi le dithlopha ta merafe.		Dithuto tse di setse di dirilwe ke dife?	Palo ya makhanselara le badiredi le makgotla a merafe ba ba rutuntshitsweng?		
	Dithulaganyo tse di tsewetseng tsa basupatsela le thotloetso ka ditomaganano le makgotla a merafe.		A mananeo a mofuta oo a teng?	Palo e e ikaeletseng ya makhanselara le badiredi ba ba nang le seabe mo thulaganyong.		
	Kanoka seabe sa katiso.		Dithuto tse di setseng di dirilwe ke dife?	Sekai ke eng? Se ka lekanyediwa jang?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	MANG	MADI
Go oketsa tsibogo mo dikgannye tsa bong.	Katiso/thutuntsho e e tsibogelang bong ya makhanselara a borre le bomme.		Dithuto tse di setseng di dirilwe ke dife?	Palo ya makhanselara, badiredi le le ditlhopha tsa merafe tse di rutuntshitsweng?		
	Thutuntsh ya makhanselara le badiredi e e itebagantseng le tshekatsheko ya bong e na le maikarabelo a kakaretso ya bong.		Dithuto tse di setseng di dirilwe ke dife?	Palo e e ikaeletseng ya makhanselara, badiredi le ditlhopha tsa merafe tse di rutuntshitsweng?		
	Rulaganya lenaneo la ditiro tsa bong tse di faphegileng, Inaakanye le ditiro go godisa seemo Letsatsi la bomme; Malatsi a 16 a Kgaratlho		Khanselele e nnile le seabe mo ditiragalong dife tse di faphegileng tsa bong? Tsiboso e e dirilweng ke efe?	Sekai ke eng? Se tlaa lekanyediwa jang Sekai ke eng? Seka lekanyediwa jang?		
	Kwala dipampiri, dipapatso, dikapetla, letshwao, jalo jalo.		A go na le tiri nngwe e e dirilwe mo kgaolong e?	Sekai ke eng? Se ka lekanyediwa jang?		
	Dira dikgaisano, ditiro tsa metshameko tse di gwetlhang dikakanyo tse di sokameng.		A ditiro tsa mofuta o di kile tsa dirwa mo nakong e e fetileng?	Sekai ke eng? Se kalekanyediwa jang?		

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DINTLHA TSA MOTSAMAIISA DITHUTO:

Ithutuntsho 1: Go tlhaloganya maikaelelo a tsamaiso

Nako: Metsotso e 10

Dintlha: Go bothokwa gore batsenelela dithuto ba ne ba ntse ba lebelela bokana ya maano ka ke yone e fang tlhaloso ya semolao ya lenaneo. Le fa go ntse jalo, motsamaisa dithuto o tshwanetse go lemotsha batsenelela dithuto dintlha tse di botlhokwa, fa go kgonega a dirisa boranyane jwa *power point*.

Ithutuntsho 2: Go tlhama lenaneo la bong la magae

Nako: Dioura tse 3

Didiriswa: Dilaptop tse 6 fa go kgonega (setlhophu sengwe le sengwe se dirisa e le nngwe); Didiriswa tsa go ntsifatsa.

Dintlha: Se ke sone pelo ya dithutopuisano. Se tshwanetse ga dirwa ka ditlhophu tse dinnyennyane, di kgaogana go ya ka dikitso tsa maikarabelo a bone. Go ya ka fa go ka kgonegang ka teng, badiredi le makhanselara ba tshwanetse go akarediwa, go tlhomamisa gore go nna kitso e e ikanyegang le batho ba ba lebaneng. Fa go kgonega, sethophu sengwe le sengwe se tshwanetse go nna le *laptop*, se kwale lenaneo la sone se dirisa motheo o o setseng o le mo teng, fa se ntse se tsweletse. Tiro e e dirwa mo tshokologong ya letsatsi la bobedi la dithutopuisano gore pego ya ditlhophu tsotlhe e ka kwalwa ke setlhophu se sebotlana phirimaneng eo. Pego eo e ka neelwa ditlhophu fa di kopane mo mosong o o latelang gore setlhophu se segolo gore lenaneo le le tshole megopolo gotswa mo bontsing ka fa go ka kgonegang ka teng pele ga dithoto di fela.

[illegible]

365 Days of Action
against gender violence

16 days
for
life



EQUALITY IS KEY

MOTHAMA 6 KHUTLISO YA KGOKGONTSHO YA BONG, KGATOKGOLO YA DIKHANSELE

Maitlamo

Maitlamo a mothama o ke go dirisa thuto ya methama e e fetileng ka go:

- Tlhoma tsela ya khutlisa ya go fedisa kgokgontsho ya bong kwa magaeng.
- Abalana maitemogelo le go itebaganya le dikgwetlho tsa go lwantsha kgokgontsho ya bong.
- Aga bokgoni jwa makhanselara le badiredi botswerere jwa go buisana.
- Itsise batsena dithuto ka Bosiamisi jwa Bong jwa Kgaolo ya Aforika e e Borwa le Phuthego ya Tsamaiso Puso.

Maitlamo a Aforika e e Borwa a Bong le Ditlhabololo jaaka motheo wa go lwantsha kgokgontsho ya bong

Matseno

Maitlamo a mafatshe a a mo borwa jwa Aforika (SADC) a bong le ditlhabololo a a amogetsweng ka Phatwe ka 2008 a kopanya ditshetla tsa kgaolo tse di ntseng di le teng tsa go fitlhelela tekatekano ya bong a bo a tlhoma maikaelelo a le 23 a go dira jalo.

A le maratara a maikaelelo a a amana le Kgokgontsho ya Bong. Ditshetla di nonotsha tlaleletso ya maikemisetso a SADC a Bong le Ditlhabololo a go khutlisa kgokgontsho ya Bomme le Bana e e saennweng ka 1998. Maikaelelomagolo ke go fokotsa bogolo jwa kgokgontsho ya bong ka bogare ka ngwaga wa 2015.



Ithutuntsho 1: Go senola ditshetla tse di botlhokwa mo Maitlamong a SADC a Bong le Ditlhabololo

- Rulaganya dintlha tse di botlhokwa tsakgaolo le tsa mafatshefatshe tsa bong tse o di itseng.
- Ke batho ba le kae ba ba utwileng ka Maitlamo a SADC a Bong le Ditlhabololo?
- Wena o utlwile ka one leng, kae?
- Ke eng fa kgokgontsho ya bong e le kgang ya moruthutha mo twelong tekatekano ya bong?
- Ke dikgato dife tsa setšhaba tse di tlhomilweng tse o di itseng tse di ikaelelang go lwantsha kgokgontsho ya bong kwa Aforika Borwa?
- Puso ya dikgaolo e ka dira eng go nna le seabe mo go fitlheleng maikaelelo a go fokota ka sephatlo dipalo tsa gompiano tsa kgokgontsho ya bong ka ngwaga wa 2015 le tse dingwe tse di ikaeletsweng?

LETLOLE LA DINTLHA

Maikaelelo a a botlhokwa a kgokgontsho ya bong

Semolao

Ka ngwaga wa 2015 ,makala a puso a tlaa:

- ✓ Sekaseka a bo a tokafatsa melao ya one ya borukutlhi le ditsamaiso tse di amanang le melato ya tlhakanelo dikobo le kgokgontsho ya bong.
- ✓ Tlhoma a bo a diragatsa melao e e itsang mefuta yotlhe ya kgokgontsho ya bong.
- ✓ Tlhoma a bo a amogela ditshetla tse di papametseng tsa molao go kganela phuduso ya batho le go tliša ditirelo tse di tletseng mo ba ba amegileng ka maikaelelo a go ba busetsa gape mo setšhabeng, fa go buiwa di se kae fela.
- ✓ Tloma ditshetla tsa molao, go amogela le go diragatsa ditsamaiso , mananeo le dithulaganyo tse di tlhalosang dib o di itsa tsuulolo mo go tsa tlhakanelo dikobo mo dintlheng tsotlhe, le go tla ka metlhala ya go kganela bao ba ba lemilweng ke go tsuulola mo go tsa tlhakanelo dikobo.

Ditsamaiso tsa Matshelo, Itsholelo, Ngwao le Sepolotiki

Makala a puso a tlaa :

- ✓ Sekaseka a bo a fedisa ditsamaiso tsa tlhago, go balelwa le tsa matshelo, itsholelo, ngwao le ditsamaiso tsa sepolotiki le ditumelo, tse di tshwanedisang di bo di tsewedfisa gon nna teng le go itshokela kgokgontsho ya bong.

Tliša dib-o di rotloetsa mo mehameng yotlhe, tsibogo ka bong le dithulaganyo tsa go tlhaba setšhaba podimatseba, maikaelelo e le go fetola maitsholo le go fedisa kgokgontsho ya bong.

Tsuulolo mo go tsa tlhakanelo dikobo

Makala a puso a tlaa:

Tlhomamisa kemedi e e lekanang ya bomme le borre mo mkgotleng a a tsereganyang a a reetsang dikgang tsa tsuulolo mo tsa tlhakanelo dikobo.

Ditirelo tsa thotloetso

Makala a puso a tlaa:

- ✓ Fa kitso e e kgonang go bonwa ke botlhe mo ditirelong tse di teng tse di ka bonwang ke ba ba amilweng ke kgokgontsho ya bong.
- ✓ Ntsha sepodisi se se tsibogang ka bonako se kgona go thusa botlhe, bosekisi,botsogo,tlhokomelo ya setšhaba l;e ditirelo tse dingwe go lwantsha dikgang tsa kgokgontsho ya bong.
- ✓ Ntsha ditlamelo tse di lebaneng. Go balelwa le tsa thotloetso/tshidilo maikutlo go ba ba amilweng ke kgokgontsho ya bong.
- ✓ Ntsha dithulaganyo tse di manontlhlho tsa kagoseša le go busetsa gape mo setšhabeng/mo go ba masika mo go bao ba ba dirang kgokgontaho ya bong.

Thutuntsh o ya baabi ba ditirelo

Makala a puso a tlaa simolola, a rotloetsa a bo a a fa:

- ✓ Thuto le katiso mo go tsa bong go baabi ba ditirelo ba ba tshwaraganeng le twantsho ya kgokgontsho ya bong, go balelwa le sepodisi, tsa bosimisi, botsogo le bnadiredi ba tsa matshelo a batho.

Dithulaganyo tsa tsiboso ya morafe ka ga ditirelo le ditsompelo tse di teng tse di ka dirisiwang ke ba ba amilweng ke kgokgontsho ya bong.

Dithulaganyo tse di kopaneng le tatediso le tshekatsheko

Ka ngwaga wa 2015, maka;la a puso a tlaa:

[illegible]

Thulaganyo e e ikaeletseng go tlisa diphetogo ya puso ya dikgaolo ya kgokgontsho ya bong

Matseno

Puso ya dikgaolo e ka lwantsha kgokgontsho ya bong e le kgang e e kwa godimo ya ntsho ya ditirelo ka ditsela tse dintsi. Fa tlase ke thulaganyo ya tse di ka dirwang go tlisa phetogo, e e ka thusang bommassepala go ka simolola go tlhama mananeo a mo gae a go khutlisa kgokgontsho ya bong kgotsa go bona gore a lenaneo la bone le itebagantse le matshwenyego a magolo.



Ithutuntsho 2: Kgokgontsho ya bong e le kgang ya konokono ya ntsho ya ditirelo

- A kgokgontsho ya bong ke kgang mo khanseleng ya gaeno?
- Ke dithulaganyo dife tse di kileng tsa dirwa go lwantsha kgokgontsho ya bong?
- A merafe e itse ka dithulaganyo tse?
- Lebelela dithulaganyo tsa kgokgontsho ya bong ya puso ya dikgaolo. A go na le ditlhaelo mo lenaneong la lona/dithulaganyo tsa kgokgontsho ya bong? Ditlhaelo tse di ka baakanngwa jang?
- Mananeo a a ka lebagannngwa sentle jang le ditshetla tsa botlhokwa tsa kgokgontsho ya bong mo Maitlamong a SADC a Bong le Ditlhabololo??

Thulaganyo ya Phetogo ya Puso ya Dikgaolo

Thibelo

Tshireketsego ya Bomme

Dira tlhotlhomiso ya tshireletsego ya bong o bo o bitse phuthego ya Setlhophla se se itebagantseng le tshekatsheko ya Tshireletsego ya Bomme.

Dira ditokafatso tsa tshireletsego mo mabatleng, maemelo a dipalangwa, mafelo a itloso bodutu, mekhukhu ya barekisi ba mo mekgwatheng, dikago tse di sa dirisiweng, mafelo a bojang bo sa kgaolwang teng, le mo mafelong a mangwe a a ka nnang diphatsa.

- ✓ Tlhama o bo o diragatse lenaneolegolo la khansela la go tsenya dipone, go tlhokomela lenaneo go tshwanetse ga nna teng, ditsela tsa tatediso le nako ya go wetsa.
- ✓ Fa mebila maina ka botlalo gore mapodisi le ba ditirelo tse dingwe tsa tshoganetso ba gone go goroga kwa banning ka motlhofo fa go na le diemo tsa tshoganetso. Mo mafelong a ditakana/mekkhukhu mmasepala mkongwe le mongwe o dire matshwao fa fatshe a a kaelang.
- ✓ Dirang dithulaganyo tsa go tsibosa lo bo lo tlhome ditlhophla tsa go baya leitlho go balelwa le makgotla otlhe a merrote, sekai, mapodisi a merafe, jalo jalo.
- ✓ Akaretsa barekisi ba mo mekgwatheng mo ditirong tsa go baya borukutlhi leitlho.

Ditiro tsa Tsiboso ya Morafe

- ✓ Ka tshwaragano le Makgotla a a Ikemetseng, atolosa ditiro tsa Malatsi a le 16 a twantsho gore a nne ngwaga yotlhe..
- ✓ Dira ditwantsho tsa maemo a a kwa godimo tsa go busa dikgaolo tse di sa tsholeng di sireletsegile.
- ✓ Rotloetsa kakaretso ya borre le basimane mo go fediseng kgokgontsho ya bong.
- ✓ Latedisa o bo o sekaseke seabe sa ditiro tse tsa tsiboso ya setšhaba.
- ✓ Tsenelela ditiro tsa "Dira gore maranyane a IT a dirisiwe go tlisa Tshiamo ya Bong" jaaka puisano ka maranyane a segompiano.

Tsibogo

- ✓ Tlhomamisa gore go nna le lekgotla la sepodisi sa morafe se se manontlhotlho.
- ✓ Nonotsha le go rotloetsa tomagano ya nonotsho ya bantshi ba ditirelo ba ba kileng ba amiwa ke kgokgontsho ya bong.
- ✓ Tlhama le go tsweladisa go nna le kitso e e ikanyegang ya ditirelo le ditlamelo tse dk bonwang ke ba ba kileng ba amiwa, le ba ba amilweng ke kgokgontsho ya bong. Nonotsha ba ba kileng ba amiwa ke kgokgontsho ya bong ka dikitsi tsa go ikemela mo botshelong, o bo o thotloetso e e tswelatseng ka tshwaragano le makgotla a a farologaneng a merafe.
- ✓ Rotloetsa gore ba ba kileng ba amiwa ke kgokgontsho ya bong le ba e ba amileng ba nna le yob a lebileng mo go ene jaaka mosupatsela.
- ✓ Tlhoma mafelo a bong le mafelo a bamalwapa a ditirelo tsa bogakolodi, a le mo mafelong a batho, a na le ditsompelo tse di tshwanetseng.
- ✓ Tlhomamisa gore dikokelwana le ditlamelo tsa botsogo tse di tsamaisiwang ke puso ya dikgaolo di nonotsha di nonotsha bokgoni jwa merafe go tlhgaloganya tomagano fag are ga kgokgontsho ya bong le HIV le AIDS.
- ✓ Dira gore go nne le ditirelo le ditlamelo tse di tsepameng sentle e bile di lomaganngwa ka botswerere tsa tshidilo maikutlo tsa morago kgokgontsho (tomaganyo ya tlamelo ya bongaka, bogakolodo le ditirelo tsa tshidilo tse di tswelatseng).
- ✓ Fokotsa morwalo wa tlhokomelelo kwa magaeng o o rwelweng gantsi thata ke bomme.

Thotloetso

- ✓ Dira tlhotlhomiso ya matlo a a sireletsegileng.
- ✓ Dirisa meamuso ya khansela go nonotsha le go tlhomamisa tsweladiso ya mafelo a tshiletsego a a teng le go tlhoma a mangwe ka a seong teng.
- ✓ Simolodisa mafelo a bagodi ba ka tlho komelelwong teng a sireletsegile.
- ✓ Tlhomamisa gore bomme ba nonotshiwa mogotsaitsholelo gore ba seke batswa setlhabelo sakgokgo ntsho.

Tomaganyo

- ✓ Tlhoma matshego a mefama e mentsi e e lomaganyang go itebaganya le kgokgontsho ya bong.
- ✓ Nonotshang botsala le diofisi tsa mapodisi lo bo tlhomamisa gore dikgang tse di amang kgokgontsho ya bong di lwantshiwa ka botlalo le bofefo.

Bana, ditlhophha tse di tshelang makgwakgwa, tse di sa ratweng ke setšaba

Maiteko otlhe a a lwantshang kgokgontsho ya bong di tshwanetse tsa itebaganya thata le ditlhoko tsa bana le ditlhophha tsa batho ba ba sa itireng sepe jaaka bagolo, batho ba ba tshelang ka bogole le batho ba bas a ratweng ke setšhaba jaaka batho ba ba tlhakanelang dikobo e le ba bong jo bo tshwanang.

Tatediso le tshakatsheko

Tlhoma tse di ikaeletsweng le dikai go kala tswelelopele le go tlhomamisa gore tse di akarediwa mo Ditogamaanong tsa ditlhabololo tse di Akareditsweng.

Tomaganyo

Maitlamo a SADC a Bong le Ditlhabololo a ikuela mo mebusong go amogela maiteko a a kopaneng a go lwantsha kgokgontsho ya bong.

Dinoutsis:



Itlhutuntsho 3: Go tlhama lenaneo la go khutlisa kgokgontsho ya bong
Ela Tlhoko: Tsweetswee ela tlhoko thata ditiro tse di ka abelwang madi

TIRO YA MAEMO A A KWA GODIMO - KHUTLISO YA KGOKGONTSHO YA BONG						
MAITLAMO A A POPOTA	KGATO	BOMANG	MOTHEO	MAIKAELELO/DIKAI	LENG	MADI
Thibelo						
Tshireletsego ya bomme Go dira gore setšhaba se sireletsege ka go loga maano le go tokafatsa tshireletsego mo mafelong a setšhaba	Dira ditlhotlhomiso tsa tshireletsego ya bong le go akanya maitlamo a a tsepameng a go fokotsa kgokgontsho ya bong.		Dipalo tse di teng ke dife mo dikhanseleng, tse di amanang le kgokgontsho ya bong?	Tse di ikaeletsweng ke eng?		
	Dira ditlhotlhomiso tsa tshireletsego ya bong le go bitsa phuthego ya setlhopha se se tlathlobang tshireletsego ya bomme.		A go kile ga nna le ditlthlhomisom tsa mofuta oo tse di dirilweng mo nakong e e fetileng?	Maduo a ditlhotlhomiso Lekgotla la bomme le sekasekang tshireletsego le tlhomiwa.		
	Dira le merafe go tlhomamisa gore mafelo otlhe a setšhaba jaaka mafelo boitapoloso, mabitla le tikologo yotlhe/boagisani jotlhe bo sireletsegile bon a le dipone tse di lekaneng.		Seemo sa dipone tsa mekgwatha se ntse jang mo khanseleng?	Tokafatso e e dirilweng mo diponeng tsa mekgwatha e kana kang ka di%? Phokotsego e e diragetseng mo dikgannye tsa tsuulolo mo go tsa tlhakanelo dikobo e kana kang ka di%? Se se ka kalwa jang? Dipalo tsa mapodisi?		
	Go tlhama le go diragatsa lenaneolegolo la go tsenya dipone la khansela, lenaneo la paakanyo dipone, ditsela tsa tatediso le nako ya go fetsa.		A go na le lenaneo legolo la go tsenya dipone?	Lernaneo legolo la go tsenya dipone el na le maikaelelo le dikai.		

MAITLAMO A A POPOTA	KGATO	BOMANG	MOTHEO	MAIKAELELO/DIKAI	LENG	MADI
	Fa ditsela tsothe maina ka tihamalalo gore mapodisi le baabi ba bangwe ba ditiro tsa tshoganetso ba goroga kwa baaging motlhofo. Mo mafelong a bomaipaafela/ ditakana, mmasepala mongwe le mongwe a dire matshwao.		Go na ditsela di le kae ka di% tse di filweng maina/tse di sa fiwang maina?	Go ikaeletswe di le kae, sekai, go ikaeletswe go fiwa dipone di le kae maina, leng?		
	Dira dithulaganyo tsa tsiboso ka tshireletsego le go tlhama lekgotla la tlhokomelo go balelwa le makala a merafe, jaaka makgotla a sepodi sa merafe.		Go na le makgotla a le kae a sepodisi sa morafe le mafelo a tshireletsego? A a itebagantse le kgokgontsho ya bong?	Go ikaeletswe a le makae, makgotla a le makae mo kgaolong?		
	Akaretse barekisi ba mo mekgwatheng mo ditirong tsa twantsho borukutlhi.		A barekisi ba mo mekgwatheng ba akareditswe mo ditirong tsa tshireletsego?	Maikaelelo ke bokae?		
Dikgato tsa tsiboso setšhaba						
Go ruta merafe go gwetlha le go fedisa kgokgontsho ya bong.	Ka tirisano le makgotla a a ikemetseng ka nosi taolosa Twantsho ya Malatsi a a 16 go nna ngwaga.		A go na le dithulaganyo mo khanseleng tse di itebagantseng le kgokgontsho ya bong?	Go ikaeletswe di le kae? Se se tlaa kalwa jang?		
	Dira maiteko a tsiboso; tsaya seemo sa maemo a a kwa godimo sa sepolotiki kgatlanong le kgokgontsho ya bong. Rulaganyetsa o bo o nne le seabe mo Tlhabantshong ya Malatsi a le 16 o bo o rulaganyetsa malatsi a le 365.		Mo nakong e e fetileng, khansele e tsentswe letsogo go le kae mo ditirong tsa tsiboso? A khansele e kile ya tsenya letsogo ka botlalo le go rotloetsa Kgaratho ya Malatsi a 16 mo nakong e e fetileng?	Go ikaeletswe bokae? Se se tlaa kalwa jang?		
	Dira maiteko a maemo a a kwa godimo a go busa lefatshe le le sa tlholeng le sireletsegile.		Khansele e tsentswe letsogo go le kae mo kgarathong ya "Bosa Bosigo" mo nakong e e fetileng?	Go ikaeletswe go le kana kang?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	LENG	MADI
	Rotloetsa kakaretso ya borre le basimane mo go fediseng kgokgontsho ya bong.		A go ne go ikaeletswe borre le basimane mo kgarathong ya go fedisa kgokgontsho ya bong?	Go ikaeletswe eng? Se se ka kalwa jang?		
	Latedisa le kanoka seabe se se tlisitsweng ke maiteko a otlhe a tsiboso.		A dikgaratho tsa tsiboso din e tsa latedisiwa le go sekasekwa?	Go ikaeletswe eng? Se se tlaa kalwa jang?		
	Tsenelela maiteko a "Dira gore maranyane a IT a solegele molemo Bosiamisi jwa Bong" jaaka go buisana ka boitseanape jwa ditlhaeletsano.		A khansela e kile ya tsenya letsogo mo ditirong tseo?	Go ikaeletswe eng? Se se ka kalwa jang?		
Ditiro tse di manonthlotlo						
Go supa ditiro tse di manonthlotlo fedisa kgokgontsho ya bong.	Kokoanya o bo tlise ditiro tse di botswere tse di dirwang ke dikhansele go fedisa kgokgontsho ya bong.		A go na le ditsela tse di bobebe tsa go dira dilo – di kwadilwe jang?	Go tshwanetse ga phuthwa ditsela di le kae tsa go dira ka botswere?		
Tseo kgato						
Go tsaya dikgato tse di manonthlotlo mo go itebaganyeng le kgokgontsho ya bong mo khanseleng ya lona.	Tlhomamisa gore go nna le makgotla a manonthlotlo a sepodisi sa morafe.		Ke dikgato dife tse di tsewang go tlhomamisa gore (diCPF?) di dira ka bottalo?	Go tshwanetse go tsewa dikgato dife?		
	Nonotsha le go ema nokeng mafelo a boroko le tshireletsego a batho ba ba amilweng ke kgokgontsho ya bong ke tirisano le makgotla a ikemetseng ka nosi.		Go na mafelo a lekae a tshireletsego le tlhokomelo?	Go ikaeletswe go oketsa mafelo a tshireletsego le tlhokomelo ka bokae?		

MAITLAMO A A POPOTA	KGATO	BOMANG	MOTHEO	MAIKAELELO/DIKAI	LENG	MADI
Dira o bo o nne le motlobo wa kitso o ikanyegang ya ditirelo le ditlamelo tse di fiwang ba ba kileng ba amiwa le ba ba amilweng ke kgokgontsho ya bong. Nonotsha bao ba ba kileng ba amiwa ke kgokgontsho ya bong ka dikitso o bo o nne o ba eme nokeng nako e ntse e tswetse o tshwaragane le makgotla a morafe a a farologaneng. Rotloetsa go nna le batho ba e leng gore ba ba kileng ba amiwa ke kgokgontsho ba ka tsaya malebela mo go bone. Tlhomea makalana a bong le mafelo malwapa a ditirelo tsa bogakolodi mo mafelong a batho a a nang le ditsompelo tse di lebaneng. Tlhomea gore dikokelwana le ditlamelo tsa botsogo tse di tsamaisiwang ke puso ya dikgaolo di nonotsha bokgoni jwa merafe go tshaloganya kgolagano fag are ga kgokgontsho ya bong le HIV le AIDS. Dira gore go nne le ditirelo ditlamelo tsa morago ga kgokgontsho tse di tsepameng, di rulagantswe sentle di fiwa ke banaleseabe botho.	Dira o bo o nne le motlobo wa kitso o ikanyegang ya ditirelo le ditlamelo tse di fiwang ba ba kileng ba amiwa le ba ba amilweng ke kgokgontsho ya bong. Nonotsha bao ba ba kileng ba amiwa ke kgokgontsho ya bong ka dikitso o bo o nne o ba eme nokeng nako e ntse e tswetse o tshwaragane le makgotla a morafe a a farologaneng. Rotloetsa go nna le batho ba e leng gore ba ba kileng ba amiwa ke kgokgontsho ba ka tsaya malebela mo go bone. Tlhomea makalana a bong le mafelo malwapa a ditirelo tsa bogakolodi mo mafelong a batho a a nang le ditsompelo tse di lebaneng. Tlhomea gore dikokelwana le ditlamelo tsa botsogo tse di tsamaisiwang ke puso ya dikgaolo di nonotsha bokgoni jwa merafe go tshaloganya kgolagano fag are ga kgokgontsho ya bong le HIV le AIDS. Dira gore go nne le ditirelo ditlamelo tsa morago ga kgokgontsho tse di tsepameng, di rulagantswe sentle di fiwa ke banaleseabe botho.		A go na le motlobo wa kitso wa mofuta oo mo bogompienong? A go na le thulaganyo yo go tsaya malebela gompieno? A go na le makalana a go nna jalo le ditirelo? A dikokelwana di tshalosa kgolagano fag are ga HIV le AIDS le kgokgontsho ya bong? Go na le ditlamelo tsa bogakolodi di le kae mo khanseleng?	Ditirelo le ditlamelo tsa motlobo wa kitso. Go ikaeletswe eng? Se se tlaa kalwa jang? Go ikaeletswe a le kae? Se se ka kalwa jang? Go ikaeletswe eng? Se se tlaa kalwa jang? Go tla tlisiwa di le kae gape?		

MAANO A MAITLAMO	KGATO	BOMANG	MOTHEO	MAIKAELELO	LENG	MADI
	Fokotsa morwalo wa tlhokomelelo ya balwetse kwa lwapeng o gantsi o rwalwang ke bomme.		Dipalo tsa tlhokomelelo kwa malwapeng ke dife mo bathing ba ba kileng ba amiwa ke kgokgontsho ya bong?	Go ikaeletswe bokae? Se se ka kalwa jang?		
	Bereka le mapodisi le merafe mo go tlhomamiseng gore melato ya kgokgontsho ya bong e a begwa e bo e lwantshiwa.		Dipalo tsa gompiano ke dife mo kgokgontshong ya bong mo khanseleng?	Go ikaeletswe bokae? Kgokgontsho ya bong e tshwanetse go fokotsega ka bokae, mo nakong e e kae?		
	Lomagana thata le mapodisi; tlhomisa gore ntlwana ya sephiri/lekalana la nonotsho ya batho ba ba amilweng ke kgokgontsho e tlhomiwa mo diofising tsa mapodisi; tokafatsa ditirelo tse di fiwang ke mapodisi.		A nngwe ya diofisi tsa mapodisi mo khanseleng e na le ditlamelo (ntlwana ya sephiri, mapodisi a bomme) go itebaganya le melato ya kgokgontsho ya bong?	Go ikaeletswe koketsego e e kae ka di% ya melato ya kgokgontsho ya bong e e begelweng le go atholwa? Se se tlaa kalwa jang? Dipalo tsa mapodisi?		
Thotloetso						
Go diragatsa lenaneo le dikgato tse di emang nokeng ba ba amilweng ke kgokgontsho ya bong.	Dira tlhotlhomiso ya matlo a tshireletso.		A ditlhotlhomiso tsa go nna jalo di kile tsa dirwa?	Maduo a ditlhotlhomiso.		
	Tshwaela ditsompelo tsa khansela go nonotsha le go tlhomamisa tswalediso ya mafelo a a teng a tshireletsego le go tlhoma a mangwe mo mafelong a a seong teng.		A khansela e tshwaetse ditsompelo dingwe go thusa ba ba kileng ba amiwa ke kgokgontsho ya bong?	Kabo ya madi/ditsompelo.		
	Tlhomamisa mafelo a tlhokomelo a bagodi go tlhomamisa tshireletsego ya bone.		A mafelo a go nna jalo a tlhokomelo a teng?	Go tshwanetse ga tlhongwa gab o ga tlhokomelwa mafelo a le kae?		
	Tlhomamisa gore bomme ba a nonotshiwa mo go tsa itsholelo go fokotsa go tshabelelwa ga bone ke kgokgontsho ya bong.		A khansela e dirile maiteko mangwe go itebaganya le kgang e?	Ke dithulaganyo dife tse go tlaa itebaganngwang le tsone?		

MAITLAMO A A POPOTA	KGATO	BOMANG	MOTHEO	MAIKAELELO/DIKAI	LENG	MADI
Tomaganyo						
Go tthomamisa gore maiteko a go lwantsha kgokgontsho ya bong di lomaganngwa ka mokgwa o o tlhamaletseng.	Tlthoma makala a mafama e mentsi a tomaganyo go lwantsha kgokgontsho ya bong. Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.		A go tthomilwe komiti ya mofuta oo? Seemo sa kamano le bana-le-seabe ba ba farologaneng ke eng?	Tlthomo ya komiti e e dirilweng ke mafama e e farologaneng. Go ikaeletswe eng? Se se tlaa kalwa jang?		
Kabo ya madi						
Go tthomamisa gore dikhansele di aba madi le ditsompelo go lwantsha kgokgontsho ya bong.	Aba madi le ditsompelo go lwantsha kgokgontsho ya bong.		A gompieno jaana go na le madi a a tshwaetsweng go lwantsha kgokgontsho ya bong?	Kabo ya madi a a riling. Lenaneo le le abetswe madi.		
Tatediso le tshekatsheko						
Go tthomamisa gore maiteko go lwantha kgokgontsho ya bong di latedisiwa dib o di sekasekwa	Tlthama tse di ikaeletsweeng le dikai go kala tselelopele le go tthomamisa gore dilo tse di akarediwa mo mananeong a ditlhabololo.		A go tthamilwe tse di ikaeletsweeng tsa bo tsa akarediwa mo ditogamaanong?	Tse di ikaeletsweeng le dikai.		

[illegible]

Go anamisa lenaneo la mo gae la kgokgontsho ya bong

Go anamisa dikgang tsa kgokgontsho ya bong mo merafeng go bokete. Se ke ka ntlha ya maitsholo a a medileng medi le dikakanyo tsa borukutlhi jwa bong tse di bopilweng ke ka fa batho ba godisitsweng ka teng go tswa bonnyeng. Se se bo se nna le tlhotlheletso ka fa botho ba ba tshwanetseng go amogelang le go dirisa molaetsa ba o amogelang ka teng. Ka jalo, go botlhokwa gore badiredi ba puso ya dikgaolo le makhanselara ba fetisetse melaetsa ya bone ya kgokgontsho kwa merafeng ka tsela e e bobebe, e e manontlhotlho.

Fa o tla ka ditsela tsa go buisana le merafe, go a patelesega gore o dire tshekatsheko ya seemo se se teng, tsela ya go buisana le maitsholo a bao ba ba tlaa bong ba amogela molaetsa. Go botlhokwa gape gore o ipaakanyetse ka fa o yang go kala phetolo ya bone ka teng.



Ithutuntsho 4: Go anamisa mananeo a kgokgontsho ya bong

- A o ntse o anamisa dikgang tsa kgokgontsho ya bong mo merafeng ya gaeno?
- A mekgwa e o neng o e dirisa e ne e na le maduo? O kadile se jang?
- O ka anamisa lenaneo la gago jang?
- Lebelelang moalo wa go kwala melaetsa le maitlamo (mo tsebe 19). Mo ditlhopheng, kwalang melaetsa e megolo le maitlamo e e ikaeletseng e o ka e dirisang ka kgokgontshom ya bong.
- Ke malatsi afe, fa o labile malatsi a Botswana a o ka a dirisang go anamisa melaetsa ya kgokgontsho ya bong. Melaetsa e e tlaa nna eng? Dirisa moalo o o filweng.

Go simolola go tlhama leano la gago la go anamisa molaetsa, gdipotso di le mmalwa di tshwanetse go bodiwa:

- Ke dintlha dife tsa lenaneo la kgokgontsho ya bong tse o batlang di itsise batho kgotsa go di bulela, ka goring?
- O ikaelela go bua le bomang?
- O batla go fitlhelela eng?
- Ke mangy o o seemong se sentle sa go dira mo dintlheng tse di farologaneng tsa lenaneo. Lebelela gape moalo wa go tlhama lenaneo la go anamisa lenaneo go tlhomamisa gore o akaretsa dikarolo tsotlhe.

Go lemoga dintlha tsa lenaneo la mo gae tse o botlang go itsise batho ka tsone

Batsenadithuto ba tshwanetse go lemoga gore ke dintlha dife tsa lenaneo tse batho ba tshwanetseng go di itsisiwe. Dikgang tsa botlhokwa ke dife, ke ebg se se tshwanetseng go anamisiwa, melaetsa ya botlhokwa, go dirisiwa eng?

Go ikaeletswe go buisiwa bomang?

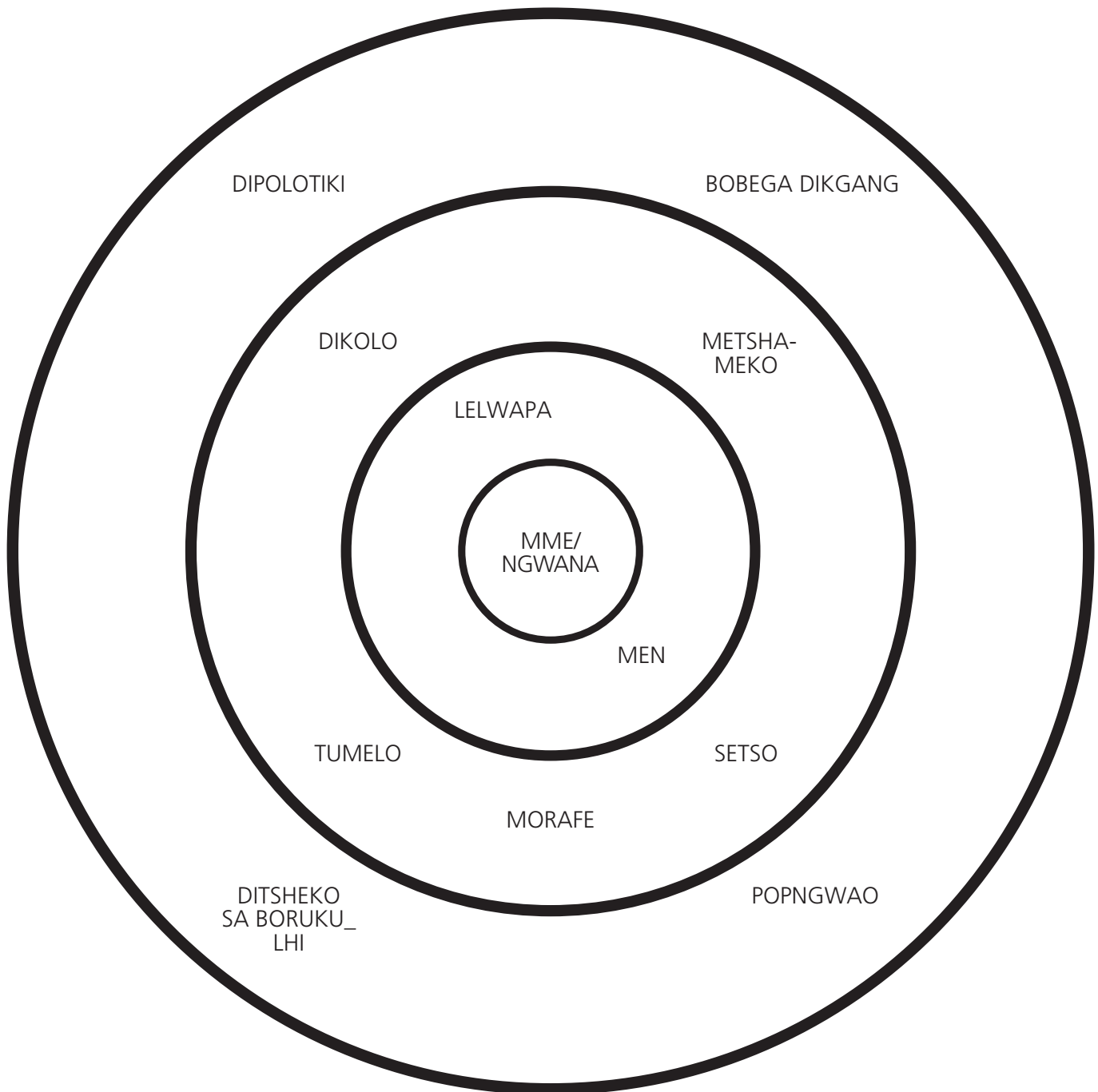
Leotwana la ga Mmatshilo Motsei le thusa mo go lemogeng gore go itebagantswe le bomang. Le bopetswe mo mogopolong wa gore mananeo a thibelo ya kgokgontsho ya bong a tshwanetse go akaretsa motseltsele wa ditiro tse di fitlhelwang mo mafelong a mantis a tikologo ya motho, jaaka, Motho ka boene, lelwapa, morafe le setšhaba

Ditiro tse di tshwanetse tsa bo lene go ka tlabolola mme e bile di dirwa mo botshelong ja motho jotlhe. Motlhala o mo seemong se sentle sa go ka tsewedisa maiteko a thibelo mo tsewelelong ya nako, go na le maiteko a mangwefela.

“Tomagano fag are gat se di bakang kgokgontsho le ditlamogrago tsa mefuta yotlhe ya kgokgontsho kgatlanong le bomme e tshwanetse go gatelelwa ka botlalo ... Sedirisiwa sengwe se se botlhokwa mo seemong se ke go lebelela kgokgontsho ya bomme jaaka tsewediso mo dintlheng tse di mmalwa – kgokgontsho ya bomme, fa go letlhelwa dipharologano mo se e se raying Ir ditlhaloso tsa ngwao” (UNDAW 2005:6).

Leotwana la Mmatshilo Motsei

E ke paakanyo ya ga Mmatshilo Motsei ya sekai sa tomagano mafelo a tiro.



Kgolokwe e e simolola ka mme yo o se nang dithata, kgotsa ngwana yo dikologilweng ke dibata tse di farologaneng. Gantsi bothata bo simolola mo lelwapeng ka bolone, ka tsala ya mmatota. Bomatsale le masika a a gaufi ba bolelela mosadi gore go tshwanetse go bo go na le sengwe se se sa siamang ka ene; o tshwanetse a boele morago go ya go baakanya dilo.

Melaetsa e nonotshiwa ke ngwao, setso le tumelo; le dikolo tota. Setšhaba ka bophara ge se ka ke sa thusa ka sepe. Tsamaiso ya bosekisi jwa borukutlhi le bobegadikgang bo tletse go nna kgalhanong le bomme. Mapolotiki gab a tsee kgokgontsho ya bong e kang nngwe ya sepolotiki.

Fela jaaka nngwe le nngwe ya dithuto tse e Inonotsha kgokgontsho ya bong, nngwe le nngwe ya tsong, fa e menolwa, e na le bokgoni jwa go nna sediriswa se se nonofileng sa thibela kgokgontsho ya bong. Leano lengwe le lengwe la setšaba le tshwanetse go akaretsa nngwe le nngwe ya dikarolo tse. Mananeo a a twantsho e ka nna a nako e khutshwane, mme a tshwanetse a nna le tebelopele ya nako e e fag are le e telele. Sekai,

- Lefelo la botshabelo le fa botshabelo le dikitso tsa botshelo tsa nakwana (nako e khutshwane) mme e ka thusa bomme go bona legae la bobedi mme e re nako e ntse e tsamaya ba nonofe mo go tsa itsholelo go ka ikemela ka nosi.
- Mananeo a go akaretsa borre kwa tshimologong a ka ikaelela go emisa tshuulolo, mme mo nakong e telele e nne go a dire gore batsuulodi ba tsene mo makgotleng mme e re nako e ntse e tswelletse ba etelele pele twantsho.
- Makgotla a bodumedi a tlhoka go anamisa lefoko(jaaka ba tshela ba dira mo Malatsing a a 16 a Twantsho). Mme ba tshwanetse go leba mo teng, mo dithutong le ditsamaiso tsa bone, gore ba kuketsa tsuulolo ya bong ka tthamalalo kgotsa e seng ka tthamalalo, go balelwa le tswelediso dikakanyo tse di sokameng.
- Baokamedi ba dikolo ba tshwanetse go tla ka maano a a bofebo a go fedisa kgokgontsho mo dikolong, go balelwa le go tseela barutabana dikgato. Mme mo nakong e e fag are le e telele ba a le tiro e ba tshwanetseng go e dira ya go gwetlha dikakanyo tse di sokameng tse di kuketsa kgokgontsho ya bong ka mananeo-thuto a bone le ditsamaiso tsa mo sekolong.
- Baeteledipele ba merafe ba tlhoka thutuntsho gore ba kgone go akaretsa kgokgontsho ya bong mo tirong ya bone tsereganyo le go fedisa dikgotlhang. Mo nakong e e fag are le e telele ba tlhoka go lebisisa seša ditlamauso tsa tlholego tse di utlwisang botlhoko, ba bo ne bone ba ba di gogang kwa pele mo go lwantsheng ditsamaiso tse go lebilwe tlhotlheletso e ba nang nayo mo magaeng.
- Merafe e ka tsiboga lantlha go dira mafelo a a sireletsegileng (maemelo a dithekisi jaaka go umakilwe fa godimo) le fa go ntse jalo ditiro tseo di tshwanetse tsa godisiwa go nna tthabantsho ya ngwaga otthe e kwa bofelong e tlaa gogelang kwa maitsholong a sa beeng sebete gotlhelele kgokgontsho ya bong.
- Maitlamo a nanakwana a go dirisa bobega dikgang ke gore go nne le dipego tse di tseneletseng mo dipampiring, mme mo nakong e telele, maitlamo e tshwanetse go nna dipego tse di masisi tse di lebang bobega dikgang e le bontlha bongwe jwa maano a thibelo.
- Mananeo a metshameko a ka simolola ka motshameki mongwe le mongwe a nna le fa a emeng teng. Ba tlhoka go tswelera go fitlha kwa goreng kgokgontsho ya bong e akarediwe mo ditirong tse dikgolo tsa metshameko le gore kwa bofelong thutuntsho ya tsibogo ya bong di akarediwe mo metshamekong.
- Melao e e bogale e e tlhomilweng ke bosekisi jwa melato ya borukutlhi e tlaa nna sekgoreletsi sa nakwana sa kgokgontsho. Mme e siame fela fa e le gore bodiredi bo fiwa thutuntsho mo dikgannye tse di masisi tsa bong ba bo simolola go bona tiro ya bone, e senf fela jaaka batima molelo, mme bat la ka ditsamaiso tsa go tlhomamisa gore melelo ga e tlhole e tshubega, e le kgato ya ntlha.
- Baeteledipele ba sepolotiki ba ka simolola ka ditwantsho tse di gapang leitlho la bobega dikgang mo ditiragalong tsew di tshwanang le Malatsi a a 16 a Twantsho. Ba tshwanetse go tswelera go fitlha kwa kakaretsong ya kgokgontsho ya bong mo dipuong tsa bone le setšaba e le bontlha bongwe jwa go tlhomamisa gore kgokgontsho ya bong e tsenngwa ka botlalo mo lenaneong la sepolotiki.
- Go botlhokwa gape go botsa gore bana-le-seabe ke bomang, ditomagano tse di teng ke dife go kgona go fitlhelela mongwe le mongwe.
- O tlaa akaretsa bomang mo dikgatong dingwe?
- O tlaa batla go akaretsa mang gape?
- Pharologano fag are ga go lomagana le go nna le seabe;
- Go lemoga badiragatsi ba diphetogo mo morafeng;
- Ditomagano tse di tlhamaletseng le tse di sa tlhamalang;

- Tshwaragano e e manontlhotlho;
- Dipoelamorago dingwe tsa tshwaragano ke dife; ka fa o ka fokotsang dikgotlhang ka teng ka go tsenelela Tumalano ya go Tlhaloganyana go tswa kwa tshimologong, e e papamatsang ditro le maikarabelo a mongwe le mongwe wa lona.

Go tlhoma lenaneo la go buisana le la go tsaya kgato

Mo godimo ga letsatsi la go tlhoma, maiteko a tshwanetse go nwela mo malatsing a mangwe a a botlhokwa mo ngwageng e le bontlha bongwe jwa mananeo a a tsweletseng. Gakololanang ka malatsi otlhe a a botlhokwa a bong a a mo thulaganyong ya malatsi, go balelwa a mangwe a e leng a dikgaolo le a e leng a lefatshe.

Malatsi a mangwe ke a a a dirang gore lo tswelele:

- 8 Mopitlo: Letsatsi la Boditšabatšhaba la Bomme.
- 25 Motsheganong: Letsatsi la Aforika.
- 25 Ngwanatseler: Letsatsi la Ditšhaba la Go se nang Kgokgontsho ya Bomme .
- 1 Moruler: Letsatsi la lefatshe la AIDS.
- 10 Morule: Letsatsi la Mafatshfatshe la Ditshwanelo tsa Setho.
- 25 Ngwanatseler-10 Morule: Malatsi a a 16 a Twantsho ya Kgokgontsho ya Bong.

Go botlhokwa go akaretsa malatsi a a botlhokwa mo gae jaaka letsatsi la setšhaba. A ke malatsi a a botlhokwa a mo go one o ka ntshang ntlha ya botlhokwa ya gore tekatekano ya bong ke matshwenyego a setšhaba, e seng fela a bomme.

[illegible]

Thulaganyo ya go dira lenaneo la popota la dipuisano

Dikgato	Thulaganyo
1. Temogo ya Mathata	- A o bone tse di tiholang mathata? - A o bone ditlamorago? - A o buisantse kang e le morafe?
2. Rulaganya ka tatelano	- A o rulagantse tse di bakang mathata le ditlamorago ka tatelano? - O dirisa ditsela jaaka: - Ditsompelo - Bonnye/bogolo- a ke kang ya mo gae kgotsa mafatshe? - Bokgoni jwa Boitseanape - Ditlhokego tsa matshelo le ngwao - Ditshetla tsa ditirelo (jaaka, kokelwana ya botsogo, go nna teng ga melemo) - A o new a akaretsa morafe? - A ke tse di tlang pele mo go wean kgotsa mo morafeng?
3. Netefatso	- Ditlhaelo ke dife fa gare ga se eleliwang le se se sa eleliweng mo go tsa Tsibogo, Kitso, Mekgwa le Ditsamaiso? - A go na le dikitso dingwe tse di tlhokegang go bona (AKAP?)? - Ke dibaka dife tse di teng tsa go bona kemonokeng ga morafe? Sekai batlisa diphetogo ba ba botlhokwa.
4. Ba ba ikaeletseng	A o dirile dipatlisiso tsa batho ba o ba ikaeletseng, sekai, seemo, letso, puo, dingwaga, thutego, dipalo, tumelo?
5. Molaetsa	- A o kile wa bua le morafe ka go kwala molaetsa konokono? - A o bone ditlhaka, ditshwantsho le medumo, maele a morafe o a amanyang le kang? - A o na le molaetsa wa konokono le molaetsa o o itebagantseng le karolo? - A molaetsa wag ago wa konokono le e e itebagantseng le dikarolo e dira sentle mmogo? - A batho ba ka ikamanya le molaetsa wa gago?
6. Mofuta	- O ya go dirisa motlhala ofe? Sekai, thelebišene, seromamowa, jalo jalo, kgotsa o ya go dirisa ditsompelo tsa gago? - A o tlamile ditsompelo tsa hago tsa puisano? - O tlaa bo o dirisa mofuta ofe? - A o dirile patlisiso mo mofuteng o o o tlhophileng: a o na le dipoelo, A o tlhamaletse, A o kgona go bonwa ke batho? - A o tlhatlhobile dipoelo le ditatlhegelo tsa go tlhopha mofuta.
7. Go dira matshwao	- A go dira matshwao gag ago go a tsamaalana? - A o akantse gore ke tota yo e leng mong wa kang? - O dirisitse letshwao jang go fa kang ya gago se e ka ipitsang ka sone le ponalo?
8. Ditomagano le ditshwaragano	- A o bone ditomagano le ditshwaragano tsa mmatota? - A go na le kgaoganyo ya maikarabelo e e tlhapileng?
9. Go aga bokgoni	- A o kile wa dira tlhatlhobo ya dikitso ya lekgotla go bona gore ke dikitso dife tsa go buisana tse di tshwanetseng go dirwa? - A o kgonne go bona bantshi ba ditirelo? - A o seegetse fa thoko madi a bantshi ba ditirelo?
10. Tatediso le tshkatsheko	- A o dirile dikai tse di ka rurifadiwang mo nakong e khutshwane le tsa nako e telele - A o seegetse fa thoko nako le ditsompelo tse di lekaneng tsa go tlhomamisa gore tatediso ya nako le nako e a diragala?
11. Kabo ya Madi	- A o lemogile gore ditsompelo tse o nang le tsone le tse o tlaa nnang le tsone ke dife (badiri le madi)? - A o tlhophile o labile gore a madi a teng? - A o tlhomamisitse gore a madi a tlaa nna teng?


Ithutuntsho 5: Go kwala melaetsa le maikemisetso a se se ikaeletsweng

Lefelo la tiro	Se se tshwanetseng go bolelelwa ditlhophah/ go bolelwa ke ditlhophah	Maikemisetso	Go tshwanetswe ga dirisiwa sediriswa sefe sa puisano
Motho ka bongwel			
Mme kgotsa rre yo o tsuulotsweng			
Ngwana yo o tsuulotsweng			
Borre ba ba tsuulolang			
Lelwapa/Ba lelwapa			
Mme, rre, motlhokomedi			
Go dira botsadi	Go nna motsadigo o mosola		
Morafe			
Morafe	Lethoko la go tsibosa merafe go dira mafelo a a sireletsegileng.		
Dikolo			

Lefelo la tiro	Se se tshwanetseng go bolelelwa dithopha/go bolelwa ke dithopha	Maikemisetso	Go tshwanetswe ga dirisiwa sediriswa sefe sa puisano
KGWEDI	MOONO	MALATSI A FAPHEGILENG	MAIKEMISETSO
Firikgong		1	Letsatsi la Ngwaga oMoša
Tlhakole		14	Letsatsi la Baratani
Mopitlo		Kgwedi yotlhe	Kgwedi ya Baša Kgathanong le AIDS
		8	Letsatsi la Mafatshefathse la Bomme
Moranang			
Motsheganong		1	Letsatsi la Badiiri
		3	Letsatsi la Mafatshe la Kgololesego ya bobegadikgang
		25	Letsatsi la Aforika
Seetebosigo		16	Letsatsi la ngwana wa Moaforika

Lefelo la tiro	Se se tshwanetseng go bolelelwa ditlhopha/go bolelwa ke ditlhopha	Maikemisetso	Go tshwanetswe ga dirisiwa sediriswa sefe sa puisano
Tumelo	Anamisa lefoko		
Metshameko			
Setšhaba			
Boetelelpele jwa sepolotiki			
Bosekisi jwa melato ya borukuthi			
Bobegadikgang			
Ngwao			

Lefelo la tiro	Se se tshwanetseng go bolelelwa dithopha/go bolelwa ke dithopha	Maikemisetso	Go tshwanetswe ga dirisiwa sediriswa sefe sa puisano
KGWEDI	MOONO	MALATSI A FAPHEGILENG	MAIKEMISETSO
Phukwi		18	Letsatsi la ngwao
Phatwe			
Lwetse		30	Letsatsi la Boipuso
		Kgwedi yotlhe	Kgwedi ya Thapelo Kgathlanong le HIV le AIDS
Phalaner			
Ngwanatsele		25	Letsatsi la Mafatshefatshe la Go se nang Kgokgontsho ya Bomme
Morule		1	Letsatsi la Mafatshe la AIDS
		3	Letsatsi la Mafatshefatshe la Bana-le-Bogole
		6	Letsatsi la Kganyaolo ya Monteal
		10	Letsatsi la mafatshefatshe la Dithswanelo tsa Setho

[illegible]

GO YA PELE



Ithutuntsho 6: Se o se tsayang le se o se tlogelang

O tlaa fiwa dipampiri di le nne. Kwala dilo di le nne tse o tlaa eletsang go tsamaya ka tsone (maikutlo/kakanyo e e molemo) le tse pedi tse o tlaa eletsang go di tlogela (maikutlo/kakanyo e e seng molemo). Batsena dithuto ba latlele mo mmankind wa matlakala tseo tse ba eletsang go di tlogela, ba tsenye mo potomenteng tse ba eletsang go tsamaya ka tsone.



Baithaopi ba le babedi ba bale tse di mo matlakaleng le tse di mo potomenteng. Mo go itebaganyeng le tse batsena dithuto ba eletsang go tsamaya ka tsone, motsamaisadithuto o tlaa etelela dipuisano pele ka mo go ka tswedisang lenaneo pele ka teng jaana:

- Tsamaiso ya khansale ya go dira gore lenaneo le amogelwe ke efe?
- Ke maikarabelo a ga mang a go dira gore lenaneo le amogelwe?
- Nako e e beilweng ke efe?

[illegible]

DINTLHA TSA MOTSAMAIISA DITHUTO:

Ithutuntsho 6: Se se ka tsewang le se se ka tlogelwang

Nako: Oura e le nngwe

Didsiriswa: Potomente/suitcase le mmanki wa matlakala (di beilwe mo ntlwaneng di kaotgane ka dimithara tse pedi kgotsa tse tharo), *flipchart*, dipene, pampiri e e se nang ditsela.

Nako: Metsotso e 60

Mokgwa wa go dira

1. Batsena dithuto ba eme ba dirile lesakana ba akanya gore mo bokopanong joo go akanya ka bong go tshwana le go fuduga: o tlaa tlogela mo mmanking wa matlakala dikakanyo tsotlhe tse di saiamang mabapi le go itebaganya le dikgang tsa bong, mme o tsenya mo potomenteng dikakanyo tsotlhe tse di siameng tse di tshwanetseng go ya kwa ntlong
2. Motsena dithuto mongwe le mongwe o tlaa nna le dipampiri di le nne. Kwala dilo di le pedi tse o tlaa tlisang mo ntlong (maikutlo/megopolo e e siameng) le dilo di le pedi tse o tlaa di tlogelang (maikutlo/dikakanyo tse di sa siamang).
3. Batsena dithuto ba tsenye mo mmanking wa matlakala pampiri ya bone e e sa siamang, ba tlhalosetsa setlhopha gore ke eng le gore ke eng ba akanya jalo. Jaanong dira jalo ka maikutlo a a siameng.
4. Motsamaiisa dithuto a kwale mafoko a a botlhokwa a a tswang mo ditlhalosong.
5. Soboka dikgang ka go nankola maikutlo a a siameng le a a sa siamang e ditlhopha di nang le yone ka bong.

Dintlha: E ke tsela e e ntshang bodutu, e e matlhagatlhaga ya go wetsa dithutopuisano le go soboka tse di ithutilweng. Ke tsholofelo gore dintlha tse di mo potomenteng di tlaa itebaganya le dikgato tse di latelang di bo di fa motheo o o o tlhokang go konatelela tsamaiso morago ga dithutopuisano.

DIKAKGOLO

**GO BO O WEDITSE LENANEO LA TSAMAIISO
YA BONG LA KHANSELE YA GAENO!**

JANONG LE BAAKANYETSE MADI O BO O LE DIRAGATSE !!



Makhuva drums

Setshwantsho: GCIS

DITLHALOSO

Tswakanyo – e raya gore motho mongwe le mongwe o tliša mo dithutipuisanong boleng jwa gagwe jaaka ‘mmala’, bong, letso, tumelo, dingwaga, bogole jwa mmele, mokgwa wa gagwe wa tša thobalo, morafe, puo, le biitseanape. Gore re kgone go dirisa tswakanyo ka botlalo. Lekgotla ga le a tshwanela go lemoga, tsamaisa le go amogela fela dipharologano tse di mo bathong. Lekgotla le tshwanetse go rotloetsa le go rata tswakano.

Bong- bo tlhalosa dipharologano tša borre le bomme, tse di ka nna tša fetoga fa nako e ntse e tsweletse, mme e bile di farilogana go ya ka merafe. Gore re ba bong bofe, ke gone go laolang gore re lebiwa jang le gore go solofelwa gore re itsee jang re le borre le bomme. Jalo he, e re le fa ntlha ya gore bomme ba tshola bana e dirilwe ke tlhologo, ntlha ya gore ba dira bontsi jwa ditiro tša mo malwapeng, ba ba bantsi mo mhameng o mmotlana kwa gi iphtaphatelwang teng le mo ditirong tse di duelang kwa tlase tša ‘thokomelo’ mo mhameng o mogolo, e dirilwe ke batho. Se se tlhokang go gatelelwa ke gore ditsalano tša bong ga di a ema golo go le gongwefela. Di bopilwe mo ditsong tša go tsalana le go dirisana ga batho. Di nna di fetoga fa nako e ntse e tsweletse le gore batho ba fa kae le fa gare ga ditlhophā tša batho. Gape di ka nna tša amiwa ke mabaka a mangwe, jaaka letso setlhophā, morafe le bogole.

Tshekatsheko ya bong e raya tshekatsheko ya botsalano fa gare ga bomme le borre mo morafeng, ka bongwe ka bongwe, ditlhophā le mo makgotleng/marutelong. E lemoga e bo e tlhologanya boammaaruri jwa matshelo, ngwao le itsholelo, ditlhoko le dikgatlhago tša bomme le borre le go sa lekalekaneng ga botsalano jwa bone. Ke sediriswa se se bothokwa sa go lemoga dikgoreletsi le dibaka tša tokafatsa bomme le go fokotsa go tlhoka tekatekano ga bong. Maikaelelo a yone ke go lemoga dikarolwana tša mathata tse di amanang le bong, tse di sa ntseng di akanyediwa, di ka ne di le mo seemong sa mafatshefatshe kgota sa setšhaba kgotsa e le tša maemo a mabotlana tsereganyo. Go lemoga mathata goo go tlaa dirisiwa go supa tsela mo go tllhameng mananeo, e le mo tsamaisong kgotsa dithulaganyo kgotsa mokgwa wa tatediso. Tshekatsheko ya bong e tsibosa modirisi ka dipotso tse di ka nna tena gape, tse di tlhokang go bodiwa, le dikgang tse go tshwanetsweng ga itebaganngwa natso. Tshekatsheko ya bong e siame e dirisiwa le didiriswa tse dingwe tša tshekatsheko ya matshelo go tlhomamisa gore mefuta yotlhe ya batsalano jwa matshelo jo nang le seabe go tlhokeng tekatekano e a akanyediwa le gore botsalano jwa bong ga bo lebiwe bo le nosi.

Ditsamaiso tse di tsibogang ka bong di lemoga gore bomme le borre ba na seabe se segolo se ba se dirang mo setšhabeng; gore mofuta wa go tsenya letsogo ga bomme go laolwa ke go tsamaalana ga bong, mo go dirang gore go nna le seabe ga bone go nne pharologano, gantsi go sa lekane; le gore kwa bofelong bomme ba nna le ditlhoko tse di farologaneng, dikgatlhago le tse di tlang pele, tse e leng gore nako nngwe di ka kgoreletsana le tša borre.

Ditsamaiso tse di senang sepe le bong ga di bone pharologano epe mo gare bonna le bosadi. Di akanya ka phoso gore borre le boleng jwa borre di emetse boleng jwa batho botlhe. Ka ntlha ya se, di tsenya ditshekamelo tse di tsamaalanang le botsalano jo bo teng jwa bong, ka jalo di kgaphelang bomme kwa thoko. Sekai, e re le fa go se na tsamaiso epe ya (**DTI?**) e maikaelelo a yone e leng go kgetholola bomme, ntlha ya gore ditsamaiso tse di palelwa ke go supa ka botlalo diphitlhelelo tša meamuso tse di farologaneng tse bomme le borre ba nang le tsone, di di dira maiteko a go fokotsa go tlhoka tekatekano, go tlaa gogela kwa goreng seemo sa gompiano se nne se tswelele.

Go baakanytsa bong: Ka ntlha ya mafelo a a farologaneng a borre le bomme mo setšhabeng le mo itsholelong, go na kabo epe ya madi e e sa tseng lethakore lepe. Tshekatsheko ya bong e akaretsa tshekatsheko ya dikabo tša madi fa gare ga mehama (jaaka kabelo ithireletso kgatllhanong le kabelo tša matshelo) le mo gare ga mehama go bona gore bokete ja teng bo kae.

Dipalo tse di kgaogantsweng ka bong: E ke kitso e e tlang ka dipalo e e kgaoganyang kitso e e kwa motheong e direla tiro e e sekasekwang ka go ntsha dipalo tsa borre le bomme ba ba amegang.

Teakatekano ya bong: Bomme le borre ba tlotlwa ba bo ba amogelwa jaaka balekane. Se se raya gore dipharologano dingwe le dingwe tse di ka neng di le teng fa gare ga bomme le borre ga di dirisiwe go rurifatsa tlhomagano ya dinonofo e e amogelang setlhopho se sengwe, e seng se sengwe. Se se tlaa tlhoka:

- Ditshwetso di ikaege ka ditlhoko kgotsa dikgatlhago tsa bomme le borre
- Kemedi e e lekalekang le tsenyo letsogo ya bomme le borre mo ditsamaisong le taolo
- Kabo seša ya dithata le kanamiso ya meamuso di ntshiwe mo go borre di ye kwa go bomme.

Gore tekatekano ya bong e nne yone mo go bomme botlhe le borre botlhe, go tlhoka tekatekano gotlhe ga matshelo go tswanetse ga lwantshiwa.

Tsamaiso ya Bong: ke tomagano yotlhe ya matshego le ditsamaiso tse di tlhomilweng mko motheong o o teng wa lekgotla, go kaela, go loga maano, go latedisa le go tlhatlhoba tlhamalatso/kakaretso ya bong mo ditirong tsotlhe tsa lekgotla gore go nne le tekatekano e e bonalang ya bong le tekatekano mo ntlheng ya ditlhabololo tsa sennelaruri. Tsamaiso ya bong e tshwanetse go tlhongwa gongwe le gongwe mo pusong, kgotsa mo makgotleng jaaka diunibesiti, makgotla a a tlhakanetsweng kgotsa a e seng a puso le a a ikemetse ka nosi kgotsa makgotla a badiri. Maikaelelo a Mokgwa wa Tsamaiso ya Bong ka go rotloetsa tekatekano ya bong kla rotloetsa maitlamo a sepolotiki, go tlisa go dira mmogo ga banaleseabe, go balelwa puso, mhama o o ikemetseng ka nosi la makgotla a setšhaba, go aga bokgoni le go abalana mokgwa o o manontlhtlo wa go dira dilo. (Commonwealth Secretariat, Gender Management System Handbook, June 1999).

Tlhamalatso ya bong: ke tshoboko ya metlhala yotlhe e e fa godimo, e tlhositswe ke Lekgotla la Ditšhaba e le: “Go akanyetsa matshwenygo a tekatekano ya bong mo tsamaisong yotlhe, dithulaganyo, bodiredi le tsa madi le mo ditsamaisong tsa lekgotla, ka jalo go dira gore go tla go nne le phetogo e e bonalang”.

Tsamaiso ya bong – Gantsi e tlhomilwe ka makgotla a a rileng go tlisa motheo le leano le le kaelang le maikaelelo a lone e leng go kgoreletsa ditsamaiso tse di teng tsa go tsenya bong mabapi le tiro ya lekgotla.

Tsa itsholelo e e kwa tlase: E tlhalosa mokgwa wa go dira madi o o sa laolweng ke makgotla a madi, mo seemo sa semolao le matshelo tse mo go tsone ditiro tsa mofuta oo di laolwang.

Dikgoreletsi tsa tsamaiso e raya ditsela tse mo go tsone melao, ditlwaello le ditiro tsa makgotla di ka dirang kgotsa tsa tswaledisa go sa lekalekaneng. E ka nna tsa semolao – sekai, molao o o reng bomme gab a tshwanela go ja lefatshe boswa mo leineng la bone kgotsa gore o ka bona kadimo ta madi fela fa o na le lefatshe le o ka le dirisang go beeletsa ka lone. Gape di ka ikaega ka tsamaiso di akaretse maitshwaro a matshelo le setho tse di itsang bomme go dirisa dibaka tse di teng. Sekai, Lekgotla le le solofelang gore badiri ba lona ban e ba dira nako ya tlaleletso le tlaa kgetholola batsadi ba ba nang le bana ba ba tlhokang tlhokomelo.

Ditlhoko tsa bong tsa malatsi otlhe ke ditlhoko tse bomme ba dilemogang mo ditirong tsa bone tse di amogelwang ke setšhaba. Ditlhoko tsa malatsi otlhe ga di gwetlhe ditiro tse abiwand ka bong kgotsa maemo a bomme a a kwa tlase mo setšhabeng, le di tswa mo go tsone. Ditlhoko tsa bong tsa letsatsi di tswa mo go go tlhokegeng go go akanngwang, mo go lemogilweng mo seemong se rileng. Ka tlhologo ketsa gale, gantsintsi di ietebagantse le go sa lekaneng ga mabaka a matshelo jaaka go nna teng ga metsi, botsogo le khiro, Sekai, fa bomme ba ba humanegileng ba kopiwa go itlhophela go ka adingwa madi ba bo ba itlhophela metšhine e e rokanng go na le go reka lefatshe go simolola kgwebo ya temo, e kgotsofatsa letlhoko la gale/

la letsatsi le letsatsi la go dira madi mo nakong e khutshwane. Mme ga e gwetlhe seemo se se teng kgotsa ga e simolole go itebaganya le ditlhoko tsa phetogo tsa bomme tsa go simolola go nna le seabe mo go laoleng meamuso ya itsholelo e ka nako yotlhe e ntseng e le mo diatleng tsa borre tse e leng gore ke tsone di rweleng khumo yotlhe. (Moser, 1995).

Bonna/bosadi bo tlhalosa phetogo ya tlholego e e fa gare borre le bomme. Borre ba ntsha peo; fa bomme bone ba itsholofela, ba tshola ba bo ba anyisa bana.

Ditlhoko tsa bong tsa phetogo ke ditlhoko tse bomme ba di lemogang ka ntlha ya seemo sa bone se se kwa tlase fa ba bapisiwa le borre mo setšhabeng sa bone. Ditlhoko tsa phetogo di a farologana go ya ka maemom a a rileng. Di amana le go kgaogana ditiro go lebilwe bong, nonofo le taolo, mme gape di ka akaretsa dilo tse di tshwanang le ditshwanelo tsa semolao, kgokgontsho ya mo malwapeng, dituelo tse di lekanang, le taolo ya bomme mo mebeleng ya bone. Fa bomme ba kgotsofatsa ditlhoko tsa phetogo, ba kgo go bona tekatekano e e bonalang. Go bile go fetola ditiro tse di teng ka jalo gi gwetlha maemo a a kwa tlase a bomme (Moser, 1995)

Tsalano e e sa lekaneng- Tsalano e mo go yone letlhakore le lengwe (setlhopha kgotsa batho ka bongwe ka bongwe) ka ntlha ya maemo mo setšhabeng se nnang le taolo e e boitshegang, maemo, ditshwanelo go feta se sengwe. Fa e le motho ka bongwe, o ka nna a nna le lesika ntlheng tsotlhe go bo go raya gorte kamano ya gagwe le thulaganyo ya nonofo e ka nna matswakabele. Sekai, mo tirong, 'mme wa mosweu wa moeteledipele' o ka nna a nna le taolo e e fetang ya 'modiri wa rre yo montsho'. Mme fa go buiwa ka thubetso 'rre yo montsho' o ka nna le nonofo go feta 'mme yo mosweu'.

Matshego a a sa lekalekaneng: Go sa lekaneng mo setšhabeng go ikaegile ka fa setšhaba se agilweng ka teng go go ama ditlhopha tse dikgolo tsa batho. Sekai, mo setšhabeng (jaaka puso ya kgethololo ya Aforika Borwa) kwa go neng go tlhomilwe molao gore ke batho basweu fela ba ba tshwanetseng go nna baeteledipele ba sepolotiki, go ne go sa kgathalesege go mothoyo montsho o rutegile go le kae, ba ne ba se kitla ba lekalekana. Fa melaoya itsholelo le tiragatso di akanya gore ditiro tse di ka fang motho madi di botlhokwa go gaisa tse di se keng di mo fe madi, mme tsotlhe di botlhokwa mo go nneng teng ga setšhaba, ga go na potso gore batho ba ba dirang ditiro tse di sa busetseng ga ba lekane le ba ba dirang ditiro tse di duelang

Dibuka tse di dirisitswebg mo ditlhalosong di akaretsa:

Bennett, (2000); Elson (1998), Friedman (1999), Klugman (2000a), Meer (1999), Preston-Whyte E and Rogerson C (1991)

Dinouts:



At the Coalface

Gender and Local Government in Botswana

Edited by Pamela Mhlana, Susan Tolmay and Colleen Lowe Morna