



Kufunika kwa Pangano la za Jendali

Pangano la mayiko a m’bungwe la SADC, pa nkhani za jenda ndi chitukukoli lachulukitsa mphanvu za mfundo za mayiko a m’bungwezi zokhudza jenda ndi chitukuko kuti zikhale zovomerezeka ngati lamulo kuposa mfundo ndi mapangano ena onse a bungwezi. Pokhala ndi zinthu makumi atatu (30) zimene zidzakhale zitakwanitsidwa pofika chaka cha 2015, pangano iti ndi loyamba pa dziko lonse ndipo likuchititsa kuti bungwe la SADC likhale loyamba pokonza njira zatsopano zochititsa mapangano a mayiko onse kukhala a tanthauzo m’mayiko a dera limodzi.



Mabungwe omenyera ufulu wa anthu wamba omwe akugwira ntchito limodzi pa nkhani ya pangano la bungwe la SADC lokhudza Jenda

Mgwirizano wa mabungwe a m’dera lakumwera kwa Africa wa Southern African Gender Protocol Alliance1 omwe ndi opangidwa ndi mabungwe omwe si aboma a m’mayiko komanso a m’dera lakumwera kwa Africa oposa makumi anayi (40) wakhala ukulimbikitsa zakuti pangano la mayiko a m’bungwe la SADC pa nkhani za jenda livomerezedwe ndi kuyamba kugwiritsidwa ntchito kuyambira chaka cha 2005.

- Mgwirizano wa mabungwewu umagwira ntchito zake mogwirizana ndi mtundu wa nkhani zomwe zilipo motsogoleredwa ndi mamembala ake omwensho ali nnu komiti yoyendetsa ntchito za mgwirizanowu. Komiti yoyendetsa ntchito za mgwirizanowu muli mabungwe awa:
- Gender Links - Kuongolera ntchito za mabungwe omwe si aboma: komanso kutsogolera mabungwe omwe siaboma pa nkhani za nkhanza zochitirana chifukwa chakuti munthu ndi wamkazi kapena wamwanuna.
 - Zimbabwe Women Resource Centre and Network - Kutsogolera pa nkhani zokhudza jenda ndi chilungano pa ntchito za chuma.
 - Gender Advocacy Programme - Kutsogolera pa nkhani za jenda ndi uamuliro wabwino.
 - Gender and Media Network of Southern Africa – Kutsogolera pa nkhani za jenda ndi kufalitsa nkhani
 - SAFAIDS - Kutsogolera mabungwe omwe siaboma pa nkhani za umoyo, ufulu wa anthu pa nkhani zogonana ndi uchembere, komanso pa nkhani za HIV ndi EDZI
 - WLSA - Kutsogolera pa nkhani zokhudza ufulu wa anthu m’malumulo oyendetsera dziko ndi ena.

Kuti mudiwe zambiri funsani:Bungwe lomwe ndi membala wa mgwirizano wa mabungwe Southern African Gender Protocol Alliance lomwe lili m’dziko lanu.
www.genderlinks.org.za, alliance@genderlinks.org.za, Tel: 00 27(0)11 622 2877



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PANGANO LA MAYIKO A M’BUNGWE LA SADC PA NKHANI ZA JENDA NDI CHITUKUKO

LOPANGIDWA PA 17 AUGUST 2008



Pangano la mayiko a m’bungwe la SADC pa nkhani za Jenda ndi Chitukuko:

LIKUFUNGATIRA
malonjezo onse amene anaperekedwa m’mayiko a dera la SADC komanso mayiko onse a padziko lapansi othandiza kuti akazi ndi amuna asamasiyantitsidwe pa ntchito zosiyanasiyana komanso mfundo zothandiza kukwaniritsa malonjezowa.

LIKULIMBIKITSA
mfundo zimenezi poyikamo zomwe zinasiyidwa ndikunena zenizeni zake kuti zikwanititsidwe pamene zimenezi sizinanedwe.

PUPITITSA PATSOGOLO
khalidwe losasiyantitsa pakati pa amuna ndi akazi pa ntchito zosiyanasiyana poonetsetsa kuti mayiko onse a m’bungwe la SADC akuvomereza ndi kufotokoza zomwe akuchita pa nkhani za jenda kuphatikizapo kukhala ndi bwalo logawanirana nzeru, kuthandizana komanso kuunikirana zofunika kuchita.





PANGANO LA MAYIKO A M'BUNGWE LA SADC PA NKHANI ZA JENDA NDI CHITUKUKO MWACHIDULE

M'FUNDO ZAZIKULU		KODI IZI ZIKUKHUDZA BWANJI DZIKO LA MALAWI
MAGAWO 4 - 8: UFULU OVOKEZEKA NDI MALAMULO OYENDETSERA DZIKO NDI MALAMULO ENA, KUSAMANDIYA CHILUNGAMO		
✓ Portika chaka cha 2015: ✓ Malamulo onse oyendetsera mayiko a m'bungwe la SADC adzakhalile aii ndi mfunundo zachindunji zokhuzda nkhani ya kusasiyanitsa amuna ndi akazi pa ntchito zosiyanasiyana ndikuonetsetsa kuti palibe malamulo kapena zochitika zina zimeze zikutsutsana ndi mfunundo. Izi zikhukhudzanso nkhani ya kusasiyanitsa akazi ndi amuna m'banja. ✓ Mayiko onse adzakhalile atasiya malamulo onse atsankho amene akadalipobe ndikuhetisa mchitidwe wopeputsa ulemenero wa akazi komanso malamulo ena alionse amene amachitisa akazi kuti azidalira abambo awo, amuna awo, ana awo aamuna kapena m'bele wawo wina aliyense wawamuna.		
GAWO 9: ANTHU OLUMALA ✓ Umoyo, chisamaliro ndi ufulu wina onse wa anthu olumala ufunika kulimbikitsidwa komanso kutetezedwa.		
GAWO 10: UFULU WA AKAZI AMENE AMUNA AWO ANAMWALIRA KAPENA WA AMUNA AMENE AKAZI AWO ANAMWALIRA ✓ Pokhapokha ngati khoti litalamula, akazi amene amuna awo anawaitira ayang anire ndi kukhala ndi ana awo, akhale ndi ufulu opitiriza kukhala m'nyumba imene amakhala ndi amuna awo ndikupatsidwa gawo la chuma cha amuna awo mwachilungamo. ✓ Akazi amene mwamuna wake anamwalira adzakhalia ndi ufulu wokwawanso ndi mwamuna yemwe iye akunifuna ndikutetezedwa ku nkhanza za mfunundo wa ulionse. Ufulu unenewu ukikhudzanso amuna amene akazi awo anamwalira		
GAWO 11: MWANA WAMKAZI NDI MWANA WAMWAMUNA ✓ Payerera kukhala ndondomeko mapulogalamu ndi malamulo othandiza kuonetsetsa kuti mwana wamkazi ndi wamwamuna akutetezedwa komanso akukula bwino kuphatikizapo kuhetesa m'chitidwe ulionse wa tsankho m'banja, pamudzi, m'babungwe ndi m'boma. ✓ Maganzizo ndi miyambho yonse yopira iyenera kuhetsecedwa kuphatikizapo nkhanza ndi mchitidwe owagwiritsa ana ntchito mwankhianza potluna kupesa chitolowa. ✓ Ana onse akhale ndi mwayi wofanana pa maphunziro ndi pachisamaliro cha zaumoyo.		
MAGAWO 12-13: ULAMULIRO WABWINO (KUKHALA NDI CHIVERENERO CHOKWANIRA NDI KUTENGA NAWO MBALI) ✓ Portika chaka cha 2015, theka la maudindo akuluakulu m'babungwe omwe si abona komanso a boma m'mayiko a m'bungwe la SADC adzakhalile m'manja mwa akazi (kuphatikizapo kunyumba ya malamulo, maboma aang'ono ndi nduna za boma). ✓ Mayiko a m'bungwe la SADC aonetsetse kuti akazi akutenga nawo mbali mokwanira pa ntchito za zisankho komanso pomanga mfunundo zokhuzda zinthu zoti zichitiche powaphunzitisa, kuwapatsa chithandizo ndikukhazikitsa ndondomeko ndi malamulo olimbikitsa zakuti nkhani ya jenda iziganiziridwa mu zinthu zonse.		
GAWO 14: MAPHUNZIRO ✓ Portika chaka cha 2015: ✓ Akazi ndi amuna adzakhalile ndi mwayi wofanana wopeza ndi kupitiriza maphunziro pa magawo onse a maphunzitiro. ✓ Ndondomeko ndi mfunundo za maphunziro zidzakhalile zitikonzedwa moganzirira nkhani ya jenda ndi cholinga chodimbana ndi mchitidwe wogawa kapena koyenerera ntchito ndi maudindo kukhala a anthu aakazi okhachika kapena a anthu aamuna okhachika komanso kudheta nkhanza m'sukulu zochitirana chifukwa chakuti munthu ndi wamkazi kapena wamwamuna.		
MAGAWO 15-19: CHUMA, KULEMBEDWA NTCHITO NDI KUDZDALIRA PA CHUMA ✓ Portika chaka cha 2015, maboma akuyenera ✓ Kuonetsetsa kuti akazi ndi amuna akutenga mbali mofanana pokonza ndi kuyendetisa ndondomeko zachuma. ✓ Kugawa chuma pogwiritsa ntchito ndondomeko zokonzedwa moganzirira nkhani ya jenda potluna kukwanitisa mofanana zofuna za akazi ndi amuna. ✓ Kuonetsetsa kuti akazi ndi amuna aii ndi mwayi komanso phindu lofanana pa malonda ndi ntchito yogula katundu wa boma.		
		✓ Pali chiyembekezo chakuti nyumba ndi zomangamanga zina zomwe anthu olumala abha kumagwiritsa ntchito mosavuta zidzakhalia zikupereka ✓ Kukonza ndi kugwiritsa ntchito ndondomeko zokhuzda anthu olumala zomwe zidzathandize kutluka mnyoyo ya anthu olumala. ✓ Pali chiyembekezo chakuti ndalama zidzaonjezeredwa potluna kuonetsetsa kuti ntchito zokomera anthu olumala zikukwanitsidwa. ✓ Malamulo okhuzda miyambho adzakhuzidwa kotero kuti khalidwe lanikhanza lidzachepa ✓ Ufulu wa ana udzalimbikitsidwa makamaka nkhani yokhuzda khomo lonwe mwana ayenera kukhala (udindo woyang'anira ana)

M'FUNDO ZAZIKULU

KODI IZI ZIKUKHUDZA BWANJI DZIKO LA MALAWI

✓ Kujokanzaso bwino ndondomeko ndi malamulo onse ofotokoza za mwayi, mphamvu pa zinthu zimeze akazi angapeze pa chuma kuphatikizapo malo ndi madzi ✓ Kuonetsetsa kuti akazi ndi amuna aii ndi mwayi ofanana olembedwa ntchito iliyouse.		✓ Pali chiyembekezo zomwe amapereka kwa akazi ✓ Pali chiyembekezo chakuti ndalama zambiri zidzaperecedwa potluna kulimbikitsa akazi pa ntchito zachuma
MAGAWO 20-25: NKHANZA ZOCHITIRANA CHIFUKWA CHAKUTI MUNTHU ✓ Portika chaka cha 2015 maboma ayenera:- ✓ Kuonetsetsa kuti malamulo amene akukhazikitsidwa kapena kugwiritsidwa ntchito akutsetsa mchitidwe wochitirana nkhanza chifukwa chakuti munthu ndi wamkazi kapena wamwamuna komanso kuti munthu wina aliyense wokhuzidwa ndi nkhanza zimezezi akuzengezeka mandu ku makhoti oyenera. ✓ Kukhazikitsa njira zoleisa makhalidwe ndi mnyambho imene inayomereza kapena kulimbikitsa nkhanza zochitirana chifukwa chakuti munthu ndi wamkazi kapena wamwamuna. ✓ Kuonetsetsa kuti malamulo okhuzda nkhanza zochitirana chifukwa chakuti munthu ndi wamkazi kapena wamwamuna aii ndi gawo lofotokoza za kupima, kupereka chithandizo cha mankhwalu komanso chisamaliro chokwanira kwa anthu amene achitiridwa nkhanza zokhuzda kugonana. ✓ Kukhala ndi njira zowathandizira m'makhalidwe komanso m'maganizo anthu amene akuchitira anzawo nkhanza chifukwa chakuti enawo ndi aakazi kapena aamuna. ✓ Kukhazikitsa malamulo oletsa kunyengerera kapena kuzembetsa anthu n'kumakagwiritsa ntchito zosiyenera ndikupereka chithandizo chonse chimene chinatufikira kwa anthu amene apulumuka ku mchitidwe. ✓ Kukhala ndi malamulo komanso ndondomeko zothetisa khalidwe lochitika kapena kunena mwano kapenanso kuchita nkhanza, mwachindunji kapena mokuluwika, pa nkhani zokhuzda kugonana ✓ Kupereka thandizo lokwanira ku magulu ndi babungwe onse amene amagwira ntchito zosiyanasiyana zothandiza anthu kuphatikizapo mautthenga ndi maphunziro okomera akazi ndi amuna. ✓ Kudheta, ndi theka nkhanza zochitirana chifukwa chakuti munthu ndi wamkazi kapena wamwamuna.		
GAWO 26: ZAUMYO ✓ Kudheta imfa zomwe zimachitika chifukwa cha ulembere ndi 75%.		
GAWO 27: HIV NDI EDZI ✓ Portika chaka cha 2015, maboma akuyembekezeke:- ✓ Kukonza njira zokomera akazi ndi amuna potluna kupesa kufala kwa HIV ndi Edzi. ✓ Kuonetsetsa kuti aliyense, abambo, amayi, anyanatala kapena mtiskiana aii ndi mwayi olalandira thandizo la mankhwalu a HIV ndi Edzi. ✓ Kukhala ndi mapulogalamu abwino komanso achangu okhuzda ntchito ya anthu osanalira odwala m'ndawo awo ndikupereka zipangizo ndi thandizo losamalira moyo wa anthu osanalira odwalawo. ✓ Amuna akuyenera kulimbikitsidwa kuti azikhala ndi gawo lawo pa ntchito yosamalira odwala.		
GAWO 28: KULIMBIKITSA BATA NDI KUTHESETA KUSIYANA MAGANIZO ✓ Portika chaka cha 2015, njira zidzakhalia zitaikhazikitsidwa potluna kuonetsetsa kuti chiverengero cha akazi ndi amuna ndi chofanana pa ntchito zothetisa kusiyana kwa maganzizo ndi kulimbikitsa bata kuphatikizapo kulowetsa nkhani ya jenda m'ntchito yothetisa kusiyana kwa maganzizo m'dera lino la Africa.		
✓ Ntchito zomwe zikuchitika kale zidzalimbikitsidwa ✓ Kupereka ndalama zambiri ku ntchito zina osati za HIV ndi Edzi zokha zomwe panopa zikutenga ndalama zambiri		
GAWO 29-31: KULEMBA, KUFALITSA NKHANI NDI KUTUMIZA MAUTHENGA ✓ Portika chaka cha 2015: ✓ Malamulo ndi ndondomeko zonse zokhuzda kulemba, kufalitsa nkhani ndi kutumiza mautthenga zidzakhalia zokonzedwa moganzirira jenda. ✓ Chiverengero cha akazi ndi cha amuna chidzakhalia chofanana m'ntchito zonse zokhuzda kulemba, kufalitsa nkhani ndi kutumiza mautthenga. ✓ Akazi ndi amuna adzakhalia ndi mwayi wofanana wofotokoza zomwe zikuwakhuzda kudwera m'njira zosiyanasiyana zofalitsira nkhani. ✓ Mapulogalamu okhuzda akazi, okonzedwa ndi akazi komanso okamba nkhani za akazi adzachulukika ndipo mchitidwe wogawa kapena kuyenerera ntchito ndi maudindo kukhala a anthu aakazi kapena aamuna okhachika udzatsutsidwa kudwera m'njira zosiyanasiyana zofalitsira nkhani.		
✓ Zidzakhuzda chiverengero cha akazi ogwira ntchito m'nyumba zofalitsira nkhani ndi kutumiza mautthenga (chiverengero cha akazi chidzakwera m'nyumbazi) ✓ Zidzakhuzda kafalitsidwe koyenera ka nkhani zokhuzda akazi m'nyumba zofalitsira nkhani ndi kutumiza mautthenga (akazi sadzanyazitsidwa m'nikhani ndi m'mauthenga ofalitsidwa m'nyumbazi)		
GAWO 32-35: KUGWIRITSA NTCHITO, KUCHITA KALONDOLONDO NDI KOMITSA ✓ Komiti ya nduna zoyang'anira za jenda/amayi, akuluakulu a m'maunduna oyang'anira za jenda/amayi ndi a kulikulu la bungwe la SADC ndi amene adzachithe kalondolondo wa m'mene panganozi likugwiritsidwa ntchito ✓ Kukhazikitsidwa kwa ndondomeko za ntchito zimeze dziko lililione palotla lakonza potluna kukwanitsa zomwe panganozi likunena ✓ Kusokhikitsa mfunundo zothandiza pa ntchito ya kalondolondo ndi kawumika kwa panganozi ✓ Panganozi likukakamiza mayiko omwe ndi namembala a bungwe la SADC kuti, zaka ziwiri zitlonse, azitumiza ku likulu la bungwe, malipoti ofotokoza zomwe achita pokwanitsa mfunundo za m'panganozi.		
✓ Kaawiridwe ka ntchitoyi kadzalimbikitsidwa (pali chiyembekezo chakuti padzakhalia mfunundo zachindunji komanso mfunundo zina zokhuzda magawo osiyanasiyana zomwe zidzatsidwe pogwiritsa ntchito panganozi) ✓ Mchitidwe wochitika zinthu mosabisa udzalimbikitsidwa popeza ntchito yopereka malipoti a momeze zinthu zikuyenera idzalimbikitsidwanso potluna kukwanitsa zomwe ndondomekoyi ikunena		

