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University of Reading

Kulemekeza Anthu M'madera M'zitukuko zochita M'maiko Ena: Kumvetsetsa Ziyankhulo ndi Chikhalidwe

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Kulemekeza Anthu M'madera M'zitukuko Zochita M'maiko Ena: Kumvetsetsa Ziyankhulo ndi Chikhalidwe

Nkhani ya zotsatirayi (*report*) ikufotokoza mwatsatanetsatane maganizo ndi malangizo ochokera ku ntchito yomwe inagwiridwa kwa zaka zitatu (2015–2018), ndi thandizo lochokera ku bungwe la Arts and Humanities Research Council (AHRC). Ntchitoyi inali yofuna kudziwa za ntchito yomwe kumvetsetsa ziyankhulo ndi chikhalidwe imagwira m'zitukuko zochita m'maiko ena. Poyambira pa kafukufuku kunali kuona kuti "kumvetsera"ndikofunika pa ubale omwe mabungwe akunja omwe siaboma (INGOs) amafuna kupanga ndi anthu a m'madera osiyanasiyana pa dziko lonse.

Pofuna kufufuza za m'mene ziyankhulo ndi chikhalidwe zimathandizira pa kumvetsetsa, ntchitoyi (yomwe imachitikira ku sukulu za ukachenjede za Reading ndi Portsmouth) inasonkhanitsa anthu ofufuza za zitukuko zochita m'maiko ena (*International Development*), a za ziyankhulo zatsopano ndi amaphunziro a zomasulira (*Modern Languages and Translation Studies*) komanso anzathu ochokera ku INTRAC kuti agwire ntchito ndi ma INGO a ku dziko la UK ndi maNGO ndi anthu ogwira ntchito za chitukuko ku Kyrgyzstan, Malawi ndi Peru.

Kafukufukuyu wathana ndi mafunso atatu ofunika awa:

- Kodi ntchito ya ziyankhulo ndi chani pa ubale ndi mphanvu mu ntchito za chitukuko?
- Pali kuzindikira kochuluka bwanji pa za ziyankhulo/ndondomeko a chiyankhulo?
- Kodi ndi kulumikizitsa kwanji komwe kumaperekedwa pa chiyankhulo/chikhalidwe kuphatikizirapo pa omasulira/otanthauzira?

Nkhani ya zotsatirayi yomwe yalembedwa (mothandizana) ndi a Professor Hilary Footitt, Dr Angela Crack ndi Dr Wine Tesseur yalandira thandizo kuchokera ku akadaulo a ku maNGO osiyanasiyana ndi anthu ogwira ntchito za chiyankhulo. Tikufuna kuthokoza mwapadera a Christian Aid, Oxfam GB, Save the Children UK ndi a Tearfund chifukwa cha thandizo lawo komanso chidwi chawo chosatha pa kafukufukuyu.

Omasulira mu Chichewa nkhaniyi ndi Fareeda Milanzi. Tikuthokoza Michael Chasukwa powerenga nkhaniyi ndikuperekanso maganizo.

Nkhani ya zotsatirayi ikupezeka mu PDF (www.reading.ac.uk/listening-zones-ngos/) m'Chichewa, Chingerezi, Chifaransa (French), Chikyrgyz, Chikwechua (Quechua), Chirasha ndi Chisipanishi. Chonde tilembereni ngati mukufuna kuwerenga nkhaniyi m'ziyankhulo zina.

Kuyamika ojambula

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Chikuto: Ojambula chithunzi ndi a EU-Peru Programme

p. 10: Ojambula chithunzi ndi a Oxfam International

p. 19: Ojambula chithunzi ndi a Neil James Spicer

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Mawu ogwiritsidwa ntchito mu nkhaniyi

Mawu oti **INGO (International NGO)** akutanthauza bungwe la kunja lomwe silaboma lochokera iko ku maiko olemera, lomwe lili ndi nthambi zosiyanasiyana za maubale ndi mabungwe a maiko ena, omwe ali pansi pake, komanso ena omwe lili nawo paubale.

Mawu oti **SNGO (Southern NGO)** akutanthauza bungwe lomwe silaboma lochokera ku limodzi mwa maiko omwe ali mu nkhaniyi. Mawu oti 'm'bale' akuthanthauza SNGO yomwe yalowa mu ubale ovomerezeka ndi INGO, omwe nthawi zambiri umakhuzana ndi kupatsana ndalama.

Pomwe mawu oti 'NGO' agwiritsidwa ntchito mu nkhaniyi, zikuthanthauza onse, ma INGO ndi ma SNGO.

DFID ndi nthambi yoona za zitukuko zochita ku maiko ena la ku dziko la UK.

Nkhani mwachidule

Kafukufukuyu anachitika kuyambira m'mwezi ya Juni (*June*) chaka cha 2015 mpaka m'mwezi wa Juni (*June*) chaka cha 2018 ndipo anachitika motere:

- Kafukufuku ku malo osungira mbiri ya mabungwe a; Christian Aid, Oxfam GB, Save the Children UK ndi mbiri ya anthu omwe anagwira ntchito ku DFID
- Kuunika zikalata za ndondomekoomwe akugwiritsidwa ntchito pakadali pano
- Mafunso okambirana (semi-structured) makumi atatu (30) kwa anthu ogwira ntchito ku INGO m'dziko la UK komanso kunja kwa dziko la UK.
- Mafunso asanu ndi mphambu zinayi (9) kwa akuluakulu ogwira ntchito ku DFID
- Mafunso makumi asanu ndi atatu, mphambu zisanu ndi zitatu (88) komanso kukambirana ndi ogwira ntchito ku maNGO akunja ndi ogwira ntchito ku maSNGO ku Kyrgystan, Malawi ndi Peru.
- Kupanga misonkhano yokambirana zotsatira ndi anthu ogwira ntchito ku maNGO komanso ndi omasulira omwe amagwira ntchito ndi maNGO.
- Ndemanga zochekera kwa anthu omwe anayankha mafunso pa nkhaniyi.
- Ntchitoyi inathana ndi mafunso atatu ofunika awa:
- Kodi ntchito ya ziyankhulo ndi chani pa ubale ndi mphanvu mu ntchito za chitukuko?
- Pali kuzindikira kochuluka bwanji pa za ziyankhulo/ndondomeko a chiyankhulo?
- Kodi ndi kulumikizitsa kwanji komwe kumaperekedwa pa chiyankhulo/chikhalidwe kuphatikizirapo pa omasulira/otanthauzira?

Zotsatira zofunikira mwachidule

Ganizo lonse lokhuzana ndi zotsatira zochokera kwa anthu olandira chithandizo lizaonedwa potengera kutha kumva zotsatira kuchokera kwa anthu olandira chithandizo, moti kuzayerekezedwa kuti pali kutha kutsata ndi kudziwa ziyankhulo zosiyanasiyana.
Wamkulu wa ku DFID woyamba

Ziyankhulo sizimaganiziridwa kuti ndi zofunika pa ntchito ya chitukuko

DFID ndi INGO ku dziko la UK samaganizira za kufunika kwa ziyankhulo pa chitukuko komanso zomwe ziyankhulo zingathandize ku maubale a zachitukuko.
"Timangoganiza kuti ma NGO athana nazo kale zonse zofunika pakhani ya chiyankhulo."
Wamkulu wachiwiri wogwira ntchito ku DFID.

Maganizo ndi okuti anzathu akumusi kwathu mu mndandanda wa zachitukukowu achitapo kanthu pakakhala kuti pakufunika kutero.

Kuzindikira za chikhalidwe kumaonedwa ndi maINGO kuti ndikofunikira pa nthawi yomwe akulemba anthu ntchito

"...muzofunika pa ntchito za chitukuko, mumapeza kuti, Oho, munthu akhale okutha kugwira ntchito ndi anthu ochokera ku zikhalidwe zina", "... koma ndi luso lapadera... ndikuganiza kuti, eya, sizimayankhulidwa momasula bwinobwino koma zikuyenera kumamasulidwa."
Mlangizi wa INGO ku UK
"...ubale omwe ungakhazikitse ndi athu apatali...ndi chinthu chomwe chimanenedwa nthawi zambiri pa nthawi yolemba anthu ntchito, ... kukwanitsa kwa munthu kugwira ntchito ndi anthu osiyanasiyana. Komanso pa malo poti pali zikhalidwe zosiyanasiyana."
Mlangizi wa za ndondomekoku UK

Ndizothandiza kumva zambiri mukayankhulana mu chiyankhulo chimodzi chifukwa uthenga omwe munthu umapeza umakhala wambiri, komanso umatha kumvetsetsa zenizeni zomwe anthu a m'deralo akufuna, kapena mmene akufunira kuti zikhalire, kapenanso kuti ziyende bwanji.
Oyendetsa za kulumikizana kwa SNGO

Ogwira ntchito kunja kwa dziko la UK akunenetsa mosasintha maganizo kuti ziyankhulo ndi zofunika kwambiri pokhazikitsa maubale okhulupirirana

Kuonetsa chidwi pa ziyankhulo kukuoneka kuti kumathandiza pakupambana kwa ntchito zachitukuko, pakuti madera amatha kupeza komanso kupereka uthenga, kumvetsetsa zolinga ndi kutenga ntchito za chitukuko ngati zawo.

"Mmene mungaperekere uthenga, polumikizana, pakuyenera kukhala chikonzero cha ndondomeko ya ndalama za padera zogwira ntchito imeneyi, chifukwa kupanda kutero mumapezeka kuti mkatikati mwa ntchito mwayamba kufunafuna ndalama zoti zigwire ntchito yomasulira ndipo zimavuta; ndiye ndikuganiza kuti izi zizichitika komwe ntchito ikuyambidwa. Chiyankhulo ikhale nkhani ya komwe ntchito ikuyambidwa, kuyambira pomwe ikukonzedwa ndi nthawi yonse yomwe ntchito ikugwiridwa.
Wamkulu waofesi ya m'dziko ya INGO"

"*Opereka chithandizo ochokera kunja amayamba kaye apangitsa msonkhano omwe amadziwitsa anthu za zolinga za ntchito ndi njira zomwe zigwiritsidwe ntchito, ukunso ndikomwe nkhani ya chiyankhulo imanenedwa. Za chiyankhulo ndi mbali yovuta. Nkhani ya chiyankhulo ndi yomwe imalepheretsa mabungwe omwe amafuna kutenga mbali mu ntchito yomwe ikuchitika.*
Wamkulu wa maubale a SNGO"

"*Pa nkhani ya ziphinjo, ndikuganiza kuti Chichewa ndichiyankhulo chabwino koma chili ndi mawu ochepa, moti nthawi zambiri, m'malo mopereka dzina ku ganizo, mwachitsanzo, 'riziliyensi' (resilience – kupilira) umayenera kungowafotokoza. Izi zimatenga nthawi yayitali nthawi zinanso tanthauzo limatha kusintha … ndinenenso kuti Chichewa ngati chiyankhulo sichimodzi chokha, ndikuganiza kuti chili ndi mitundu ina ya Chichewa ndiye munthu ukafuna kumasulira poyesera kuti chikhale chiyankhulo chimodzi zimakhala zovuta.*
Wamkulu wa SNGO"

"*Chiphinjo chomwe ndakhala ndikuchiona kwa nthawi yayitali ndi choti mawu ambiri a Chingerezi – monga pa nkhani yaku Malawi – sungangoamasulira, ngakhale utamasulira molondola, chifukwa amakhala ndi matanthauzo olakwika. Moti m'Chichewa sungafikira kunena kuti "ndabwera kuzakamba zonyengana." Oho? Chifukwa mawu amenewa angapangitse anthu ena kuchokapo.*
Wamkulu yemwe ankagwira ntchito ku ofesi ya INGO ku Malawi"

"Oyimirira anthu operaka chithandizo azilimbikitsidwa kuphunzira ziyankhulo za ku dera komwe akuthandiza … anthu a kuderako azaona kulimbikira kwao ndipo azasintha mmene amaonera zinthu. Pazakhala chikhulupiriro chochuluka chifukwa chiyankhulo chimakhala ngati mlatho wa chikhulupiriro."
Wamkulu wa za kulumikizana kwa SNGO

Kubisika kwa ziyankhulo m'zochitika za chitukuko

Ogwira ntchito ku INGO ku ma ofesi a maiko aku mmwera kapena kutinso osauka ndi ogwira ntchito ku SNGO akunena kuti ziyankhulo sikawirikawiri kuphatikizidwa m'zochitika za chitukuko ngakhalenso kuikidwiratu m'chikonzero cha kayendetsedwe ka chuma mu ndondomeko ya ntchito; yokonza, kukwaniritsa, kuyendera ndi kuunika, ndi pakupeza zotsatira.

"Sindinayambe ndaikamo mu chikonzero cha kayendetsedwe ka chuma ndalama za chimasuliro … zomwe timapanga ndi kungopanga chikonzero cha ndalama za kulumikizana, koma osanena bwinobwino kuti izi ndi za chimasuliro … zikutanthauza kuti sitimazindikira ndipo timazitenga ngati kuti ku Malawi aliyense amayankhula chingerezi, koma tikukhazikitsa (ntchito) ku ma boma omwe boma limodzi limayankhula chiyankhulo chosiyana ndi ma boma awiri enawo. Ndiye kuti ku Nsanje amayankhula Chisena, ku Mchinji kuno amayankhula Chichewa, koma zomwe tapanga ndikungowaika onse gulu limodzi ngati kuti m'Malawi monse muli chiyankhulo chimodzi: Chingerezi."
Wamkulu wa ntchito ku ofesi ya INGO ya kum'mwera kwa dziko

Negative effects on community participation and the establishment of relations of mutual respect

Kulephera kophatikiza ziyankhulo m'zochitika zachitukuko kumapangitsa kuti magulu ena a anthu asiyidwe, akanike kupempha chithandizo komanso kutenga mbali pomwe ntchito ikonzedwa.

"…tikanena za kupeza mwayi wa chithandizo, powonera mavuto a chiyankhulo, kawirikawiri, anthu omwe amayankhula ziyankhulo ndiofunika ku ma bungwe. Mabungwe a m'matauni monga Bishkek, Karakol, Osh, Jalalabad, Batken sangakwanitse kupeza anthu amenewa. Mabungwe omwe alibe anthu omwe amawalipira, ogwira ntchito awo ambiri ndi anthu ongozipereka ndipo ambiri mwaiwo samatha kupeze mwai wopatsidwa ntchito yachitukuko. Anthuwa amayenera kulemba munthu woti awalembere pempho (la ntchito ya chitukuko), koma samatha kuona kuti pempholo lalembedwa bwino kapena ayi. Ndinakumana ndi anthu omwe ananena kuti analandira zotsatira zonena zifukwa zomwe pempho lawo linakanidwa chifukwa mu pempholo munali mavuto ambiri monga munalibe zomwe akufuna kupeza kumapeto kwa ntchito, zolinga, ndondomeko ngakhale kuti m'Chikyrgyz ndi Chirasha zonsezi zinalimo."
Wamkulu wa za kulumikizana kwa SNGO

Kusamasulirika kwa mawu

Mawu ambiri omwe magwiritsidwa ntchito mu nkhani zachitukuko m'maiko angerezi samamasulirika bwinobwino m'ziyankhulo zina: zitsanzo zomwe zimaperekedwa ndi monga mawu oti 'jenda' (gender), 'akauntabilite' (accountability), 'riziliyansi' (resilience), ndi 'sasitenabilite' (sustainability). Anthu ogwira ntchito m'midzi nthawi zambiri samatsogoleredwa za mmene angamasulirire mawu amenewa, mapeto ake amangopanga njira zawozawo zomwe mwina sizingathe kupereka uthenga ochokera ku maINGO moyenerera. Kuyang'ana mbali inayinso, ziyankhulo zimatha kukhala ndi mawu ena omwe omwe sangathe kutanthauzirika m'Chingerezi: zitsanzo ndi mawu monga ' akompanamiyento' (acompanamiento) ndi 'horizontalidadi' (horizontalidad). Kusamasulirika kwa ziyankhuloku kungachititse kukhala kovuta kuti anthu ogwira ntchito ku midzi athe kufotokozera kulikulu kapena athu opereka chithandizo za mmene anthu amazionera zinthu m'madera mwawo komanso kuti anthu amvetsetse mmene ntchito ya chitukuko iliri.

"Nkhani monga rights-based approaches (kugwiritsa ntchito njira za maufulu), power (mphamvu), political economy analysis (kuunika za ndale), empowerment (kupatsana mphamvu) – ndi mawu ophweka m'Chingerezi, koma mukafuna kutanthauzira m'Chichewa, ndizozunguza … zomwe zimandisangalatsa ndi nkhani zokhuza za kusintha kwa nyengo,

kupilira (resilience), mawu ngati amenewo, mawu a umisiri, omwe ali ovuta kuwamasulira. Ndiye ndikuona kuti mawu omwe amagwiritsidwa ntchito ku ma NGO ndiovuta kuti munthu wamba awamvetse, makamaka kwa munthu yemwe sali m'gulumo."
Wamkulu wa ku INGO yemwe amagwirira ntchito ku office ya dziko la Malawi

Kumasulira kungakhalenso kovuta kwambiri ngati mawuwo ndiofunika kusamala powatchula kutengera chikhalidwe cha athu. Ogwira ntchito m'midzi satsogoleredwa komanso sathandizidwa ndi a kulikulu za mmene angasinthire mauthenga kuti akhale oyenerera ndi chikhalidwe cha komwe uthenguwo ukupita. Kukana kwa anthu kukamba momasuka nkhani zolawula kukutanthauza kuti ogwira ntchito m'midzi amagwiritsa ntchito zining'a, zomwe zingabweretse kusamvana.

"Sitingayankhule nkhani zolaula momasula chifukwa zingayambitse kupalamula. Timagwiritsa ntchito zifanifani ndi miyambi pofotokoza kugonana ndi zina zotero. Koma umu ndi mmene anthu achikulire amayankhulira, ndiye vuto ndilakuti m'bado watsopano siungathe kumvetsetsa mawu amenewa."
Omasulira nkhani wa SNGO

... mwina pazakhala ndalama zakhuza kulumikizana, ndiye m'ndalamazo tizagwiritsa ntchito ku zomasulira, koma zomwe timakumana nazo nthawi zambiri ndi zoti, timalemba nkhani kapena njira, ndiye anthu a mmadera ena amati " mungatipatseko chimasuliro?" ndipo ife timati "oho, tikufunika ndalama za zimenezo", ndiye zimakhala zinthu zoti timachita kuganiza mwapadera.
Ogwira ntchito ku INGO
ku dziko la UK

Kumasulira ndi kulumikizanitsa pa chiyankhulo zimazaganizidwa mochedwa m'zochitika za chitukuko

Ngakhale kuti zikalata za pamalo ogwirira ntchito zokhuza zovuta kapena maina a INGO zimatanthauzidwa ndi akadaulo omasulira, kufunika kwa kumasulira mu ntchito za chitukuko nthawi zambiri kumaganizidwa mochedwa ndipo nthawi zonse kumangokonzedwa m'dziko momwemo. Zikatero ogwria ntchito omwe amayankhula ziyankhulo zingapo amatha kupatsidwanso chiphinjo cha ntchito yomwe sainali mbali ya zofunika pa ntchito yawo.

"Takhala tikuona ziphinjo ndi nkhani yomasulira tikakhala ndi zikalata zokhuza maganizo a NGO yathu kapena ndondomeko chifukwa nthawi zambiri chikalatachi chimakhala m'Chingerezi ndipo kumasulira kumazachitika patatha nthawi. Nthawi zambiri moti takhala tikumasulira ku ofesi ya kudziko kwathu kuno kapena kungomasulira chidule (zolembedwa pa tsamba la zotsatira zofunika mwachidule) cha zikalatazo ku ofesi ya kudziko kwathu kuti tithe kugawana uthenga ndi anzathu; ndipo zimenezo zakhala chiphinjo ndithu ndipo, eya, nthawi zambiri ndakhala ndikumasulira ndekha."
Ogwira ntchito m'dziko

Zikhonza kukhala zabwino kwambiri mabungwe atamapereka mwai kwa ogwira ntchito ngati ine, wophunzira Chingerezi konkuno kapena kupita kunja kwa miyezi ingapo kukangophunzira Chingerezi. Chifukwa chiyambire sindinaone mwai otere utaperekedwa kwa anthu ogwira ntchito ku maNGO.
Ogwira ntchito m'dziko
wa ku INGO

M'zokambirana zosamala/kuthandiza anthu a m'midzi sikawirikawiri kukambirana zokhazikitsa ndi kusunga chiyankhulo cha m'madera kuti chizathe kuthandiza njira za chitukuko za m'tsogolo

Sizimachitikachitika kuti kupeza maINGO ndi maSNGO akufuna kupanga nkhokwe (ya mawu okhala ndi matanthauzo ake) ya mawu ofunika a m'ziyankhulo za m'madera, omwe angagawidwe m'zochitika za chitukuko m'tsogolo, kapena kuthandiza kusonkhanitsa mawu omwe anthu omasulira amagwiritsa ntchito, kapenanso kusula anthu m'chiyankhulo choyenera kapena kuthandiza anthu kuti athe kuyankhula Chingerezi.

"Muli ndi mabuku ambiri ophunzitsira omwe amalembedwa m'Chingerezi koma tilibe mabuku amenewo omasulilidwa m'ziyankhulo za m'dziko. Ndiye zomwe zimachitika ndi zoti ogwira ntchito m'midzi aliyense amamasulira mmene akumvera ... tingakhaleko ndi chimasuliro cha mawu a akatswiri omwe amapezeka nthawi zambiri, amene timagwiritsa ntchito komanso ndi mmene anthu angafunire kuti akhalire m'chiyankhulo chawo? Likhoza kukhala buku lophweka kugwiritsa ntchito kwa anthu ogwira ntchito m'midzi."
Wamkulu wa INGO wa ku ofesi ya mdziko

Ichi ndi chinthu chomwe ndakhala ndikuchiona m'mabungwe ambiri, chifukwa anthu ena akulephera kupeza ntchito chifukwa samatha kulankhula Chingerezi bwinobwino.
Ogwira ntchito m'dziko
wa ku INGO

Anthu ogwira ntchito ku INGO omwe amagwira ntchito m'dziko komanso abale mu ntchito amaona kuti ali pamavuto pomagwira ntchito m'bungwe loti mbali yaikulu ndi la Chingerezi

Ogwira ntchito omwe Chingerezi anachita chophunzira amaona kuti Chingerezi chawo makamaka pa luso lolemba chimasokoneza kupititsa patsogolo ntchito yawo komanso

… Mfundo iyi yokuti timayankhula ziyankhulo zosiyana ndizachiziwikire kuti ndi chinthu choti sindimachikokomeza… chifukwa ndimaauza ana asukulu za kuika pamwamba maphunziro, koma ndakhala ndisakunena momasula.
Mphunzitsi wa zachitukuko
ku dziko la UK

chimaalepheretsa kufotokoza zinthu zosiyanasiyana zomwe zimachitika m'mudzi kudzera mu njira yopereka zotsatira.

"Zoona zake ndi zokuti timaziyimira patokha. Ndipo ichi ndi chinthu chovuta … timavutika kwambiri kuti tizilembe zotsatira zathu molinganga ndi m'mene zimayenera kukhalira, kusiyana ndi anzathu ochokera ku maiko oti amayankhula Chingerezi. Kutha kupeza maphunziro a Chingerezi kuno ndi kuwalimbikitsa kuti ayankhule Chingerezi ngati angerezi."
Wamkulu wa INGO wa mdziko

Pali zitsanzo za m'chitidwe wochita zinthu mwamakono ku nthambi, zomwe ena atha kuphunzirapo

Zitsanzo (onani pa mutu wa m'chitidwe wochita zinthu mwamakono) ndi monga: kugwiritsa ntchito kumasulira pofuna kupereka mphamvu, kugwiritsa ntchito njira yolumikizirana yomwe iphatikize kuzindikira za ziyankhulo ndi chikhalidwe, kupereka chithandizo cha chiyankhulo ku ntchito mu nthawi yake, pomwe anthu ali m'midzi, pofuna kulimbikitsa kutenga nawo mbali kwa anthu a m'madera.

Maphunziro aukachenjede a zachitukuko samanenapo kanthu za chiyankhulo

Maphunziro akusukulu za ukachenjede a zachitukuko nthawi zambiri samakamba/sakokomeza za ntchito yomwe kumvetsetsa ziyankhulo ndi chikhalidwe imagwira.

"kutengera mbali ya maphunziro: ndikuona kuti tawasiyira ntchito, ntchitoyi a zaziyankhulo ndipo zachidziwikire azifufuza poona za kapangidwe ka mawu ndi ndondomekoachiyankhulo, koma zitakhala kuti mabungwe ndi malo antchito omwe amapanga za mutu wa chitukuko atazindikira za mwai omwe akusemphana nawo, akhoza kuphatikizamo nzeru zawo za chitukuko… mutu wa za ndondomeko a zikhalidwe za m'magulu, ndipo mkatikati mwa ndondomekozi, ndi maphunziro omwe anthu amapanga, muli zambiri za chiyankhulo. Pali mutu yofunika apa."
Ongomaliza kumene sukulu ya ukachenjede, komanso ogwira ntchito ku SNGO

Malangizo

Malangizo kwa maNGO akunja

Kuzindikira za kufunika kwa ziyankhulo m'mabungwe mwao

- Onetsetsani kuti kuchuluka kwa ziyankhulo pa bungwe kukuonedwa ndi anthu ogwira ntchito ngati chinthu chapamwamba pa malo antchitowo komanso kuti ndi chofunikira pofuna kumvetsetsa zochitika za chikhalidwe. Njira imodzi yokwanitsira zimenezi ndi kulimbikitsa kuphunzira luso lowonjezera la chiyankhulo m'mabungwe mommo.
- Zindikirani 'chiphinjo choyankhula ziyankhulo ziwiri' chomwe ena mwa ogwira ntchito m'maINGOs amakhala nacho, monga ntchito yapadera yolumikizitsa chiyankhulo yomwe anthu ogwira ntchito oyankhula ziyankhulo ziwiri/ziyankhulo zambiri amagwira, pamwamba pa ntchito yawo ya nthawi zonse, yomwe sintchito yomwe analembedwera.
- Thanani ndi kusowa mtendere komwe ogwira ntchito ku maINGO amakhala nako pa kutsalira kwao pa nkhani ya Chingerezi, makamaka kulemba chiyankhulo (Chingerezi) komanso maganizo omwe ali nawo oti, kutsalira pa chiyankhulo kukupangitsa kuti mwayi wa anthu ogwira ntchito uzisiyana pa malo a ntchitowo.
- Onetsetsa kuti omasulira ndi olongosola za kumasulira m'mabungwe akudziwika pa tsamba la ogwira ntchito pa intaneti (staff web pages) pofuna kudziwitsa anthu za ntchito yomasulira yomwe imachitika.

Ntchito ikamakonzedwa

- Ganiza za chiyankhulo pa nthawi yomwe ntchito ikukonzedwa. Mvetserani mawu omwe anthu m'mdera amagwiritsa ntchito pa nthawi yomwe mukufufuza zomwe zikufunika.
- Perekani thandizo la chiyankhulo pa nthawi ya zokambirana zoyamba ndi anthu a m'madera, kuthandizira kuyendetsa zokambirana ndi kupanga maubale achikhulupiriro.
- Wonjezerani mu ndondomeko ya chikonzero cha ndalama, ndalama zomasulira ndi kutanthauzira.

Ntchito ikamayambika komanso nthawi yoyendera ndi kuunika

- Masulirani ma pempho a ntchito omwe anapambana m'ziyankhulo za anthu a m'dzikolo kuti abale komanso anthu a m'madera athe kumvetsetsa zomwe zakonzedwa. Izi zithandiza kuti anthu athe kupeza uthenga ndi maphunziro ofunikira kuti apititse patsogolo kutenga nawo mbali ndiponso kuitenga ntchito ngati yawo.
- Apatseni anthu a m'dera zotsatira pafupipafupi pofuna kuona ngati ntchito ikukwaniritsa zomwe zimayembekezekera ndiponso kusintha momwe mukuyenera kusinthidwa.
- Gwirani ntchito ndi anthu otanthauzira pomwe zingatheke kutero ndiponso yesani kukhazikitsa mawu a anthu omasulira ndi otanthuzira omwe akhala akugwira ntchito za chitukuko ndipo akudziwa za chitukuko. Mawu amenewa komanso m'chitidwe wabwino wotanthauzirawu ukhoza kugawidwa kwa abale ndi anthu a m'madera.
- Masulirani nkhani ya zotsatira m'ziyankhulo za anthu m'dziko ndiponso perekani zotsatira kwa abale (a pa ntchito) m'ziyankhulo zawo.

Kuthandiza maSNGO ndi madera potukula ukadaulo wa anthu a m'dziko

- Gwirani ntchito ndi maSNGO kuti mupange nkhokwe ya mawu ofunika m'ziyankhulo za m'madera, yomwe aliyense akhoza kugwiritsa ntchito.
- Gawani maphunziro a pomwe angaike za chiyankhulo pa gawo la za njira zolumikizana ndi maNGO ena, mu ubale omwe ulipo kale wa maNGO.
- Ganizirani zophunzitsa luso m'chiyankhulo chomwe ma SNGO amachiziwa.
- Ganizirani zopereka maphunziro a chiyankhulo cha Chingerezi.

Malangizo kwa opereka thandizo

Opereka thandizo alingalire za mmene angakonzere m'chitidwe omwe ulipowu pofuna kulimbikitsa za kuphatikiza chiyankhulo ndi kulemekeza kwambiri zikhalidwe za anthu a m'dziko.

Pa nthawi yomwe mukufunsa anthu kuti apemphe thandizo

- Onetsetsani kuti chiyankhulo chomwe chikugwiritsidwa ntchito ndi ndondomeko ya zikalata zopemphera thandizo ndi zophweka komanso zosavuta kuzimvetsa.
- Lorani anthu alembe pempho m'chiyankhulo chawo kapena m'chiyankhulo chomwe chimagwiritsidwa ntchito ndi anthu ambiri chomwe akuchidziwa.
- Masulirani zikalata zofunsira anthu kuti apemphe thandizo ndi zikalata zandondomeko akapemphedwe m'ziyankhulo za anthu a m'dziko komanso perekani nkhokwe ya mawu ofunikra.
- Bwezani ndalama zomwe zagwiritsidwa ntchito pomasulira za opempha thandizo omwe apambana.
- Nenani momasula kuti anthu omwe akupempha thandizo awonetse mmene azapangire poonetsetsa kuti pali kulumikizana ndi anthu a m'madera.
- Lolani opempha thandizo kuti aphatikizepo ndondomeko ya chikonzero cha ndalama zomwe zidzafunike pomasulira mu ndondomeka ya ndalama zomwe zizafunike.
- Onani momasuka zoperewera zomwe zilipo pa kulumikizana ndi anthu a m'madera komanso kuwalemekeza pa chikhalidwe chawo m'zotsatira (zomwe muwapatse) kwa opempha omwe pempho lawo lakanidwa.

Posankha ntchito ndi pa nthawi yoyendera ndi kuunika (Monitoring & Evaluation – M&E)

- Afunseni mabungwe kuti aonetse ndondomekoawo a za chiyankhulo ndi chikhalidwe ndipo akondeni maNGO omwe angathe kufotokoza ndondomekoamenewa.
-
- Perekani zofunika zoti agwiritse ntchito poyesereratu zipangizo zomwe azizagwiritsa ntchito polumikizana, pogwiritsa ntchito chiyankhulo choyenera.
- Onetsetsani kuti ndondomeko zoyendera ndi kaunika zimalimbikitsa maNGO kulingalira za momwe nkhani za chiyankhulo zingakhuzire zotsatira za ntchito.
- Limbikitsani maINGO kumasulira m'ziyankhulo za m'dziko ma pempho a ntchito yachitukuko omwe apambana kuti maSNGO ndi anthu m'madera athe kumvetsetsa za zomwe zakonzedwa.
- Perekani mwayi kwa mabungwe omwe akukwaniritsa ntchito kuti apereka m'chiyankhulo chawo zotsatira zofotokoza ngati ntchitozo zikubweretsa zotsatira zomwe zimayembekedwa.

Kuthandiza kusula akadaulo m'mdziko ndi chilimbikitso

- Perekani zofunikira zoti maSNGO omwe alibe anthu odziwa Chingerezi amasulire uthenga wa bungwe lawo m'Chingerezi kuti athe kugwana maphunziro ndi ntchito. Izi zingathandize ma SNGO kuti athe kumveka ndi kubweretsa kusintha.
- Ganizani zopereka chithandizo kwa magulu oyimira anthu kuti akonze maphunziro a chiyankhulo cha Chingerezi kwa ma SNGO.

Malangizo kwa maphunziro aukachenjede

- Maphunziro a sukulu za ukachenjede a zachitukuko azitsindika za ku kumvetsetsa chiyankhulo ndi chikhalidwe.

Pa nthawi yomwe ndondomeko ya maphunziro ikuunikidwa

- Onani za kufunika kwa kudziwa ziyankhulo ndi chikhalidwe pogwira ntchito zomwe zili zolemekeza anthu a m'madera, potengera zitsanzo zomwe zaperekedwa mu ntchito ino.
- Fufuzani ngati kuli kotheka kupanga nthambi/ubale ndi ana a sukulu ozipereka omwe akhoza kumagwira ntchito ndi ma SNGO kwa ka nthawi kochepa pofuna kuwathandiza mu zofunika zawo pa chiyankhulo komanso kumasulira.

Chiyambi

Kodi maNGO akufunika ndondomeko la za chiyankhulo?

Chiyambi cha ntchito chinali msonkhano omwe unachitika ndi anthu ogwrira ntchito, omwe mutu wake unali oti, kodi ma NGO akufunika ndondomeko la chiyankhulo? Omwe unachitikira ku sukulu ya ukachenjede ya Reading pa 20 Januale chaka cha 2014 (http://www.reading.ac.uk/web/files/modern-languages-and-european-studies/DO-NGOs-Need-a-Languages-Policy-Workshop-Report-Feb.2014.pdf). Mfundo yaikulu ya zokambirana inali ya udindo waukulu wa chiyankhulo pomwe mphamvu zikugwiritsidwa ntchito ndiponso m'maganizo a zonenedwa zomwe zimatengedwa kuti zingamveredwa. Ziyankhulo zinaonedwa kuti ndi zofunika pomwe ma NGO akuonetsa ngati achita chilungamo ku madera komwe agwirako ntchito. Ngakhale pa kulimbikira mu nthambi za mabungwe, ogwira ntchito mma NGO anaona kuti pali kuzindikira kochepa pa za kufunika kosamala zachikhalidwe ndiponso pali kuzindikira kochepa pa za momwe kusiyana mphamvu kungakule kudzera m'ziyankhulo.

Ogwira ntchito ananena kuti pachitike izi:

- kafukufuku owonetsa zotsatira yemwe angabweretse kuzindikira kwa nkhanizi ndiponso kuthandiza kusintha ndondomeko.
- zitsanzo zogwirizana ndi machitidwe ndiponso zokumana nazo zomwe zikhoza kugawidwa ku nthambi za mabungwe zonse.

Zolinga za kafukufuku

Cholinga cha kafukufukuyu chinali kufufuza za udindo omwe kuzindikira ziyankhulo ndi chikhalidwe uli nawo m'ndondomeko ndi machitidwe a ma NGO achitukuko, pounika mafunso atatu awa:

- kodi ntchito ya ziyankhulo ndi chani pa ubale ndi mphanvu mu ntchito za chitukuko?
- pali kuzindikira kochuluka bwanji pa za ziyankhulo/ndondomekoa chiyankhulo?
- kodi ndi kulumikizitsa kwanji komwe kumaperekedwa pa chiyankhulo/chikhalidwe kuphatikizirapo pa omasulira/otanthauzira?

Njira yomwe inatsatidwa

Ntchitoyi inaphatikiza njira zambiri:

- Kufufuza mbiri (mbiri ya Christain Aid, Oxfarm GB, Save the Children UK, ndi mbiri ya omwe anagwirako ntchito ku DFID)
- Kuunika zikalata za ndondomekozomwe zikugwiritsidwa ntchito padakali pano, mafunso (mafunso makumi atatu [30] kwa ma INGO, theka la mafunso linafunsidwa kwa anthu omwe amagwira ntchito kunja kwa dziko la UK; mafunso asanu ndi mphambu zinayi [9] anafunsidwa kwa ogwira ntchito ku DFID)
- Kupita ku madera atatu osiyana (Kyrgyzstan, Malawi ndi Peru) omwe anasankhidwa potengera mmene chiyankhulo cha Chingerezi chikudziwidwira komanso mmene ma NGO amapezekera m'madera amenewa (mafunso makumi asanu ndi atatu ndi mphambu zisanu ndi zitatu (88) ndi kukambirana ndi anthu ogwira ntchito ku maSNGO komanso anthu ogwira ntchito ku maINGO ogwirira ku ma ofesi a m'dziko)
- Mafunso ndi zokambirana zinachitika m'Chingerezi ku Malawi, m'Chisipanishi (Spanish) ku Peru ndi m'Chingerezi kapena m'Chikyrgyz (Kyrgyz)/Chirasha mothandizidwa ndi otanthauzira monga ku Kyrgyzstan.
- Kulandirabe zotsatira ndi maganizo kuchokera kwa anthu ogwira ntchito ku maNGO (pa msonkhano wotchedwa: Language , Power and Inclusion, 2 November 2016: http://www.reading.ac.uk/web/files/modern-languages-and-european-studies/LZ_workshop_report_SOAS_-_final.pdf) ndinso kuchokera kwa omasulira omwe amagwira ndi maNGOs (pa msonkhano wotchedwa: Translating Development, 12 October 2017: http://www.reading.ac.uk/web/files/modern-languages-and-european-studies/ITI_report_translating_development.pdf)
- Ndemanga zochokera kwa anthu omwe anayankha mafunso pa zolembedwa zoyamba za nkhaniyi.

Maganizo a ma INGO

M'zaka za 2016 ndi 2017, anthu makumi asanu ndi atatu (30) ogwira ntchito ku INGO anafunsidwa mafunso, anthu khumi ndi mphambu zisanu ndi zitatu (18) omwe pakadali pano akugwira ntchito m'dziko la UK, khumi ndi awiri (12) akugwira kunja kwa dziko la UK (anafunsidwa kudzera ku lamya yotchedwa sikayipi (skype) omwe ali m'madera osiyanasiyana pa dziko lonse), akazi khumi, mphambu zisanu ndi ziwiri (17), amuna khumi ndi atatu (13).

Anthuwa anali ndi maudindo osiyanasiyana m'mabungwemo kuphatikizirapo; wamkulu oyang'anira, mlangizi, wamkulu wa za malamulo, wamkulu woyang'anira ntchito m'dziko ndi wamkulu wa zomasulira, omwe akhala akugwira ntchito mu nthambi za mabungwe kuyambira chaka mpaka zaka makumi atatu (30). Ogwira ntchito anaitanidwa kuzapereka ndemanga pa zotsatira zomwe zimapezeka, ku misonkhano mu Novembala (*November*) chaka cha 2016 ndi mu Okotobala (*October*) chaka cha 2017.

> *Ndimaona, chiyankhulo sichitengedwa kuti ndichofunika kunjako... chiyankhulo ndi chovuta ndipo chimafunika kuchitenga kuti ndichofunika, koma mu ntchito za tsiku ndi tsiku za ma NGO, sizimakokomezedwa*
> Wamkulu wa INGO wogwira ntchito m'dziko

> *Chiyankhulo chimagwira ntchito yaikulu popanga ma ubale.*
> Wamkulu wa INGO wogwira ntchito mdziko

> *"...mmene zimakhalira m'maiko osiyanasiyana ...ndizofunika kwa ine kudziwa mmene anthu amamvera m'malo omwe ndi oopsa kwambiri ... osakhala nkhani zokhazo za umisiri zokhuza ntchito.*
> Wamkulu wa INGO wogwira ntchito mdziko

1. Nthawi zambiri, ziyankhulo sizimaonedwa ngati zinthu zofunika m'malo a ntchito

Anthu ogwira ntchito akuganiza kuti ziyankhulo sizionedwa zofunika m'zochitika za tsiku ndi tsiku za maINGO ndipo kuyesera kuzitenga kuti n'zofunika kumatengera chidwi cha munthu.

"nthawi yomwe ndinkapereka chithandizo ku mofesi a m'dziko, sindinafunsidweko ndi abwana anga kugwiritsa ntchito chiyankhulo china, ineyo ndiamene ndimazipereka ku maiko..." "onani ndikhozatu kukuphunzitsani m'chiyankhulo chanu ngati mukufuna" "... koma ngati sindimafuna kutero, palibe akanandikakamiza."
Wamkulu wa zandondomeko ku INGO m'dziko la UK

2. Kutengera ndi komwe ogwira ntchito ali, ziyankhulo zikhoza kuonedwa ngati chinthu chabwino kapena choyipa m'chitukuko

Ogwira ntchito ku dziko la UK amakonda kuonetsa ngati kuchuluka kwa ziyankhulo m'madera omwe kukuchitika chitukuko ndikovuta, ngati kuti ndi chifukwa cholepheretsa kukwaniritsa ntchito, zomwe zimasinthitsa ubwino wa uthenga ndi mmene zotsatira zimaonekera.

Ogwira ntchito kunja kwa dziko la UK amanena mosasintha za ziyankhulo mwabwino, potsindika za udindo omwe zimaoneka kuti zili nawo pokhazikitsa ubale wa chikhulupiriro.

"... ndizofunika kuyankhula chiyankhulo kuti pakhale chikhulupiriro... kuyankhula chiyakhulo kumachotsa zolepheretsa zomwe kumasulira sikungathe kuchotsa."
Wamkulu wa INGO wogwira ntchito m'dziko

3. Kudziwa chikhalidwe kumaonedwa kuti ndikofunika kwa anthu omwe akugwira ntchito kunja kwa dziko la UK

Pomwe ogwira ntchito nthawi zambiri amaona zakuvuta kwa chikhalidwe pa ubale wawo omvana ndi anthu a m'madera, ogwira ntchito kunja kwa dziko la UK amatsindika za kufunika kwa chikhalidwe mmene chilili m'dera pa kupambana kwa ntchito yawo.

" ndiye pomwe bungwe lili la chifundo lochokera ku Buliteni (Britain) ... kukhala ndi chiphaso cha ku Buliteni ... likuyenera kuzionetsera ku dziko lonse ... ndipo ndikuganiza kuti umenewu ndi udindo ofunika kwambiri makamaka kwa ifeyo kupeza chithandizo chofunika kuchigawo; ndipo ndi chifukwa choti timaonedwa kuti timadziwa kwambiri mmene anthu amakhalira."
Wamkulu wa INGO wogwira ntchito m'dziko

Ndikuganiza kuti pali maganizo oti anthu a ku Tanzania kapena Kenya aziyankhula chizungu bwinobwino ngati munthu ochokera ku dziko la UK…
Wamkulu wogwirira ntchito mdziko wa bungwe la INGO

Tikanakhala kuti tilibe ndalama, munthu wina wa ku ofesi ya m'dziko akanapezeka kuti akumasulira …ndimaafunsa anthu akumaofesi a m'dziko kuti "muli ndi munthu oti angamasulire?
Mlangizi wa bungwe la INGO ku dziko la UK

4. Chingerezi pokhala chiyankhulo cha m'mabungwe zimabweretsa mavuto kwa anthu akunja kwa dziko la UK omwe Chingerezi anachita chophunzira

Kwa amena amagwirira ntchito ku dziko la UK, chiyankhulo cha chingerezi mwachizolowezi samachiona ngati vuto, ndi chinthu chomwe anachivomereza kuti m'mene zimakhalira munthu ukamagwira ntchito ku mabungwe a kunja, kukwera mpaka kukhala wamkulu m'bungwe la INGO, kupempha zithandizo zikuluzikulu ndi kumalumikizana ndi opereka thandizo.

Ogwira ntchito kunja kwa dziko la UK amaonetsa kusowa mtendere ndi kuchuluka kwa angerezi m'malo ogwira ntchito, kuchiona ngati ndi chinthu chowaletsa kupita patsogolo pa ntchito yawo; ndikuona kuti ndi choletsa kuonetsa zosiyanasiyana ndi ubwino wa ntchito za chitukuko za m'dziko.

"pali maganizo oti aliyense amatha kuyankhula Chingerezi bwinobwino, pomwe zinthu sizili choncho … ndiye timanyasidwa ndi kukhumudwa ndi anthu omwe amabweretsa nkhani za zotsatira koma… akanatha kulemba zomwe mukufuna akanakhala kuti akulemba m'chiyankhulo chawo."
Wamkulu wa INGO woyang'anira ntchito ku dziko la UK

5. Kulumikizitsa chiyankhulo kumaonedwa ngati chinthu chongowonjezera m'bungwe

Ndi ogwira ntchito ochepa omwe amadziwa ndondomekola chiyakhulo mu INGO yawo.

Pomwe zikalata zokhuzana ndi kuunika za chiopsezo kapena kuzipatsa dzina kwa INGO zimaperekedwa kwa akadaulo omasulira, kufunika kwa kulumikizitsa chiyankhulo mu mndandanda wa ntchito nthawi zambiri siuganiziridwa m'chikonzero cha ndalama.

Kumasulira nthawi zonse kumachita kuganizidwa mwapadera mongakonza pa nthawi yomwe kukufunika m'dziko mom'mo. Zikatero, ogwira ntchito omwe mayankhula ziyankhulo ziwiri kapena zambiri akhoza amapatsidwa chipsinjo chomasulira.

"Mumafuna m'bale pa ntchito kapena ogwira ntchito omwe amayankhula chiyankhulo cha m'dziko kuti akhale ngati otanthauzira … sizimakhala kuti ndi ntchito yomwe kwenikweni; ndiyongowonjezera. Ndiye ena amakhala mwachibadwidwe amatha koma ena samatha kwenikweni ndiye sivuto lawo, nthawi zina imakhala kuti sintchito yomwe timawalembera, si mbali ya ntchito yawo zimangokakhala kuti iwowo ndiamene akulondolera anthu ogwira ntchito omwe achokera kunja ndiye amaitanidwa kuti amasulire…koma sichifukwa chomwe analembedwera … si mbali ya ntchito yawo."
Woyang'anira bungwe la INGO ku dziko la UK

Maganizo a bungwe la DFID

M'zaka za 2016 ndi 2017, akuluakulu asanu ndi anayi (9) a bungwe la DFID (akazi asanu [5] ndi amuna anayi [4]) anavomera kufunsidwa mafunso pa m'gwirizano oti asatchulidwe. Anthuwa ndi akuluakulu atatu oti akugwirabe ntchito ndi oti anasiya kugwira ntchito ku a ma ofesi a m'dziko, alangizi atatu a zachitukuko, ochita kafukufuku m'modzi ndi m'modzi okhuzana ndi za ndondomeko ndi ntchito.

Onse kupatula m'modzi akhala akugwira ntchito ku bungwe la DFID kwa zaka zambiri.

Mafunso ake anali ochita mokambirana omwe anachitika pa maso ndi pa maso kapena pa lamya. Oyankha mafunsowa amayankhula mwa iwo wokha osakhala oyimirira bungwe la DFID.

Zotsatira zochokera kwa anthu olandira thandizo 'choyambirira, ndi mbali imodzi ya chitukuko chabwino.' Wamkulu wa bungwe la DFID wa ofesi ya m'dziko

Maganizo anga ndi akuti ma NGO a kunja ali ndi anthu ogwira ntchito oyenera pa nkhani ya chiyankhulo. Wamkulu wa bungwe la DFID wa ofesi ya m'dziko

Tidzifunsa mafunso, zoona, chifukwa ma NGO ena amachita bwino kuposa anzawo. Wamkulu wa ku bungwe la DFID

Chiphinjo cha ma NGO ndi kuganiza za zinthu zomwe zili zabwino ndi zomwe zingatheke mu ndalama zochepa zomwe zilipo. Wamkulu wa bungwe la DFID wa ofesi ya m'dziko

1. Kumvetsera kumamvetsetsedwa m'bungwe la DFID ku mbali yolandira zotsatira kuchokera kwa anthu omwe alandira chithandizo

Komabe bungwe la DFID sikuti limamva kuchokera kwa anthu olandira chithandizo enieniwo koma kudzera mu anthu omwe amakwaniritsa ntchito. Iwowa amadalira ma NGO kuti awapatse zotsatira zochokera ku madera.
"kuwamvetsera anthu olandira thandizo ndi mbali imodzi yozitsatsa malonda ngati NGO, sichoncho?" Wamkulu wogwira ntchito ku DFID

2. Bungwe la DFID limangoganiza kuti ma NGO ali ndi akadaulo a za chiyankhulo oyenera owagwirira ntchito yawo

Bungwe la DFID silikonda kufunsa ma NGO mafunso a mmene amamvetserera makamaka pa zakagwiritsidwe ntchito ka chiyankhulo ndi olumikiza pa chiyankhulo.
"Mmodzi mwa ogwira ntchito ku DFID yemwe amakhala nawo pa gulu la anthu osankha ma pempho kufotokoza mmene amaunikira ma pempho: 'zimakhala zoti "kodi mukukwaniritsa chani ndipo muzakwaniritsa bwanji izi?" m'malo moti afunsidwe kuti anagwiritsa ntchito njira zanji popeza uthenga wawowo... ndikuganiza kuti maganizo ndi kuti anthu akumvetsera ndi kukambirana ndi anthu a m'madera – ngati zingatheke ndiye kuti ndizimene akuyenera kuchita..." Wamkulu ogwira ntchito ku bungwe la DFID

3. Ogwira ntchito akuganiza kuti pali mwayi wotha kusintha momwe a bungwe la DFID limaunikira udindo wa chiyankhulo m'zachitukuko komanso mmene ma NGO amamvetsera zonena za anthu m'madera

"Mmene ndikuziwira, palibe ndondomeko yoti ingatsatidwe pounika za kulongosoka kwa kamvetseredwe. Zimachitika mwachibwana ndi mopanda dongosolo (mwa nthawi yomweyo)." Wamkulu wa bungwe la DFID ku ofesi ya mdziko

4. Pali chidandaulo choti chidwi cha bungwe la DFID chomwe chimakhala pa kusamala ndalama chimapangitsa kuti asakhale ndi chidwi pa zakufunika kwa kumvetsera

"Ndikuganiza kuti vuto ndi loti kumvetsera – kulimbikitsa maphunziro ndi kumvetsetsa anthu a m'madera – ndi ziinthu zovuta kuziyeza. Ndizovuta kuonetsa kuti kumvetsera kumathandiza ku mphamvu za ndalama." Gwira ntchito ku DFID

5. Pali kuzindikira kuti kukwanitsa kwa ma NGO kupeza nthawi yopanga zokhuza chiyankhulo ndi kumvetsera kumakanika chifukwa cha kufinyika komwe kumabwera ndi ndondomekoovuta omwe amabwera ndi chithandizo komanso kufupika kwa nthawi yogwirira ntchito.

"Pamakhala changu – makamaka ntchito zopangidwa ndi anthu opereka thandizo – pamakhala changu kuti zotsatira ziperekedwe mu nthawi yomwe inanenedwa ... nthawi zina nthawi yoikidwa kuti ntchito igwiridwe yovuta kwambiri, ndikuvomereza ... ndipo zofunika pomasulira sizigwiritsidwa ntchito pofuna kulemba zotsatirazo m'Chingerezi."
Ogwira ntchito ku bungwe la DFID.

Maganizo a anthu ogwira ntchito yomasulira omwe amagwira ntchito m'maINGO

M'zaka za 2016 ndi 2017 m'malo okwana asanu ndi atatu, mafunso anafunsidwa kwa akuluakulu omasulira ndi a zakulumikizitsa komanso anthu ogwira ku ma bungwe a INGO (akazi asanu ndi m'modzi [6], amuna awiri). Omasulira komanso ogwira ntchito ku ma INGO komanso omasulira ogwira ntchito pawokha ndi otanthauzira ogwira ntchito ku nthambi ya za chitukuko anaitanidwa kuti azaikepo ndemanga pa ziphinjo zomwe zilipo, pa msonkhano omwe mutu wake unali '*Translating Development*'.

Chiyankhulo chovomereka ndi boma ndi ndondomeko omasulilira

Ma INGO ena akwaniritsa ndondomekola chiyankhulo ndi kumasulira lomwe chidwi chake chilli pa ziyankhulo zovomerezeka kapena ziyankhulo zochita kuzisankha ndi cholinga monga Chingerezi, Chifaransa (*French*), Chisipanishi, Chiarabu (*Arabic*) nthawi zina Chipwitikizi (*Portuguese*). Ma INGO monga Oxfam GB, Save the Children UK ndi Tearfund ali ndi omasulira awoawo omwe amamasulira m'ziyankhulo zanenedwazi pomwe Chingerezi chimakhala manthu wa komwe kumachokera uthenga omasuliridwawo. M'maINGO ena, ntchitoyi imagwiridwa ndi nthambi yapadera moti ntchito yomasulirayi imagwiridwa ndi anthu apadera omwe ntchito yawo ndi yomasulira. Ma INGO omwe alibe anthu omasulira amapita ku mabungwe omwe amamasulira pomwe afuna akadaulo omasulira. Kumasulira kwa ukadaulo kuchitika ku misonkhano ya ma bwana, mwachitsanzo, pomwe anthu a ku INGO akukumana ndi akuluakulu aboma kapena ali ndi msonkhano wapachaka.

Ziphinjo zomasulira zomwe akukumana kulikulu ku dziko la UK

1. Ogwira ntchito ku INGO samvetsa bwinobwino za ukadaulo wa ntchito zomasulira

> *...mbali imodzi yowauza anthu za mmene kumasulira kumayendere ndi kuwapatsa nthawi yokwanira kuti athe kugwira ntchito yabwino komanso kukwanitsa kwapatsa zofuna zawo, eya.*
> Wamkulu wa omasulira ku INGO

Nthawi yomwe imafunika pakumasulira kwa ukadaulo ndi chifukwa chomwe ukadaulo wa ntchito za chiyankhulo uli ofunika umaonedwa ndi anthu omasulira a m'mabungwe komanso anthu opanga dongosolo la zomasulira kuti ndi nkhani zoti anzawo samazimvetsetsa, chinthu chomwe chimapereka chiphinjo pofuna kupereka chithandizo choyenera pa zachiyankhulo. Pa chifukwa ichi, kudziwitsa anzako za ndondomeko yomasulira imaoneka kuti ndi mbali yofunika pa udindo wa omasulira.

"Aliyense amene amagwira ndi gulu langa, ngati tigwirire limodzi kwa ka nthawi, timakumana ndi kukhala pansi (mwina kwa theka la ola) ndikufotokoza mmene zonse zimayendera ndi zomwe tikufuna kuti azichita kuti tigwire ntchito bwino ndi kukwaniritsa zofuna zawo."
Wamkulu wa omasulira ku INGO

2. Kumasulira sikumawerengeredwa m'chikonzero choyendetsera ndalama komanso pokonza ndondomeko ya ntchito

Ma INGO sinthawi zambiri zomwe amakhala ndi chikonzero choyendetsera ndalama zomasulira, ndiye kuti magulu ena mu INGO amayenera kukonza ndondomeko ya zofunika pa ntchito yawo yomasulira. Kumasulira nthawi zambiri kumachita kuganizidwa

Nthawi zina kumasulira kumaikidwa mowoneka m'mapempho a ntchito ya chitukuko, koma sikumafotokozedwa bwinobwino. Ndi ntchito yoti imangotulukira mwadzidzidzi.
Wamkulu wa omasulira ku INGO

mwapadera. Pomwe kumasulira kwaphatikizidwa m'chikonzero cha ndalama komanso nthawi yomwe kumasulirako kudzafunike sikumanenedwa bwinobwino. Kuphatikizira apo, kumasulira kumachotsedwa m'chikonzero cha ndalama, ndalama zogwiria ntchito zikakhala zochepa.

"....ndiye kenako amangonena kuti (kuchokera ku ofesi ya INGO ku UK) 'tikufuna izi zimasuliridwe m'ziyankhulo za anthu omwe akuyimira maiko'. Ndiye ndi zinthu zoti sizinalembedwe ndi maganizo oti zizamasuliridwa; ndiye zomwe ndikufuna kuona ndi zokuti anakonzekera kale kuti azamasulira ndipo amazindikira za mavuto akumasulira."
Wamkulu wa omasulira ku INGO

3. Kumasulira kumachotsedwa mu nkhani ya zotsatira

Ndondomeko ya zotsatira zokhuza kumasulira ndi kutanthauzira zomwe amapanga anthu ogwira ntchito za chiyankhulo ku ma INGO ndizosakhazikika bwinobwino.

"... sitimalandira zotsatira zambiri, zabwino kapena zoipa pa nkhani ya kumasulira."
Wamkulu wa omasulira ku INGO

4. Ogwira ntchito yomasulira ena amafuna kulumikizana ndi anthu a ku madera

M'maINGO mwina, omasulira amaona kuti udindo wawo ukhoza kulimbikistidwa atakhala kuti akumalumikizana ndi anthu aku madera ndi anthu omwe amagwiritsa ntchito zomwe amasulirazo.

"pamakhala kusiya ndi mmene zinthu zilili ku madera. Zikhoza kukhala bwino patakhala kulumikizana ndi anthu akumadera ndi anthu omwe akugwiritsa ntchito zomwe zamasuliridwazo."
Wamkulu wa omasulira ku INGO

Maganizo ochokera ku maiko atatu

Kumayambiriro kwa chaka ka 2018, anthu akafukufuku anagwira ntchito m'maiko atatu awa; Kyrgystan, Malawi ndi Peru. Maikowa anasankhidwa pa zifukwa izi; a) ndi maiko omwe kagwiritsidwe ntchito ka chiyankhulo cha Chingerezi kamasiyana; monga kwina, Chingerezi ndi chiyankhulo chomwe chimagwiritsidwa ntchito m'zintchito, kwina ndi chiyankhulo chakunja chomwe chimaphunzitsidwa kwambiri, komanso kwina Chingerezi ndi chiyankhulo choti chimayankhulidwa mwapatalipatali b)ndi maiko oti kapezekedwe ndi kagwiridwe ntchito ka ma INGO ochokera ku dziko la UK kamasiyana.

Mmene chiyankhulo chilili

Ku Malawi, Chingerezi ndi chiyankhulo chomwe chimagwiritsidwa ntchito m'malo a ntchito za boma ndipo Chichewa ndi chiyankhulo cha fuko. Pali ubale pakati pa chiyankhulo ndi mtundu wa anthu. Kuli ziyankhulo zina zing'onozing'ono mwa zina ndi: Chinyanja, Chiyao, Chitumbuka, Nyakyusa-Ngonde ndi Chisena.

Ku Peru, Chingerezi sichigwiritsidwa ntchito m'malo a ntchito za boma koma ndi chiyankhulo chimodzi cha kunja chomwe chimaphunzitsidwa kwambiri. Chiyankhulo chomwe chimagwiritsidwa ntchito m'malo a ntchito za boma ndi Chisipanishi. Chikwechua (Quechua) ndi Chiayimara (Aymara) ndi ziyankhulo zomwe zimagwiritsidwa ntchito ku madera omwe zimayankhulidwa kwambiri. Kuphatikizira apo, kuli ziyankhulo zopitirira makumi anayi kuchigawo chimenechi chomwe chimatchedwa Amazoni (Amazon).

Ku Kyrgyzstan, Chingerezi chimayankhulidwa ndi anthu ochepa kwambiri (1%). Chikyrgyz ndi chiyankhulo cha fuko, pomwe Chirasha ndi chiyankhulo chomwe chimagwiritsidwa m'malo a ntchito za boma. M'zaka zingapo zapitazo kwakhala kukukambidwa zoti Chikyrgyz chidzigwiritsidwanso ntchito m'malo a ntchito za boma. Chikyrgyz chimayankhulidwa kwambiri m'madera a kumidzi ndipo kuyambiri m'chaka cha 2010, chiyankhulochi chikuyembekezereka kuti chidziyankhulidwanso m'malo a ntchito za boma. Ngakhale zili choncho, Chirashani chikupitirira kukhala chiyankhulo choyankhulidwa kwambiri kulikulu la dziko ndipo chimayankhulidwanso ku madera ambiri a kumidzi a kumpoto kwa dzikolo.

Nthambi ya NGO

Maiko atatu womwe anasankhidwawa amaonetsa mbiri yosiyana ya nthambi ya ma NGO.

Kutengera ku mbiri ya dziko, chilandilireni ufulu wodzilamulira wokha m'chaka cha 1964, ma NGOs akhala ofunikira ku ntchito za chitukuko ku Malawi. Dziko la Malawi lili m'gulu la maiko omwe ali ndi anthu ambiri komanso ndiosauka.

Chithandizo chochokera ku maiko a kunja chimathandiza pa ntchito za boma chifukwa cha kuchepa kwa ndalama zomwe zimatoloredwa ku misonkho komanso kufooka kwa dziko pa khani yopereka zofunika kwa anthu a m'dziko komanso zofuna za maiko a kunja. Maiko ambiri akufuna kwabwino mogwirizana akhala akupereka pafupifupi theka la ndalama zomwe zimafunika kugwiritsidwa ntchito pa ntchito za boma kwa zaka makumi apitawa, ngakhale kuti chithandizo cha za chitukuko chatsika m'zaka zapanozi. Ma NGO ndi amene amalandira chithandizo chochulukirapo ndipo alipo ambiri ku Malawi. Ma

NGO a m'dziko amalandira theka (8.8%) la ndalama zomwe ma NGO akunja amalandira (17.8%). Ubale wa pakati pa ma NGO ndi boma wakhala wosakhala bwino makamaka pomwe ma bungwe akhala akutengedwa kuti amapanga nkhanza kwa anthu a boma. Boma lomwe llili pano likuyesera kukonza ndondomeko lokhuza ma NGO lomwe liwonjezere anthu ogwira ntchito zounika kuti aziunika ntchito za ma NGO komanso kukweza mtengo wa ndalama zolembetsera. Maganizo amenewa akanidwa ndi anthu ogwira ntchito zo oyimirira anthu m'dzikomo komanso ku kunja. Pali chidandaulo choti ndondomeko amenewa akhoza kubweretsa mavuto kwa ma bungwe owona za ufulu wa anthu.

Ku Kyrgystan, ma NGO aakuluakulu kunayamba kugwira ntchito mochedwerako, pambuyo pa kutha kwa ubale wa maiko wotchedwa *Soviet Union*; komanso, kukhazikitsadwa kwa zitukuko zazikuluzikulu za anthu a kunja opereka chithandizo cha zachitukuko kwapititsa patsogolo chitukuko cha anthu m'zaka za m'ma 1990. Anthu opereka chithandizo anasintha zinthu zomwe amazitenga kuti n'zofunika m'zaka za m'ma 2000, ndipo m'dziko la Kyrgyzstan, ntchito zambiri zokhuza moyo wa anthu zikutsekedwa komanso zithandizo zinachepetsedwa. Anthu akhala akudandaula zokhuza kulimbikitsika kwa nthambi yoona za umoyo wa anthu chifukwa chakuchepetsa chithandizo ndi kusowa kwa chithandizo cha boma chifukwa cha ziphuphu komanso kusakaza chuma. Pakadali pano mabungwe ambiri oona zaumoyo ku Kyrgyz amadalira chithandizo chochepa chomwe chilipo chomwe chimachokera kunja, zomwe zikubweretsa mpikisano m'dziko ku nkhani ya ntchito. Kuphatikiza apo, kulimbikira kuika ziletso pa chithandizo chochoka kunja kwachepetsa malo ogwira ntchito a ma NGO. Mwachitsanzo, potengera ndondomeko lokhuza anthu ogwira ntchito a kunja la ku Rasha (*Russia*), aphungu a kunyumba ya ndondomeko a ku Kyrgyz alimbikitsa kupambanitsa ndondomeko ngati limeneli ku Kyrgyzstan. Ngakhali izi sizinatheke, ma NGO ambiri anafotokoza kuti nthawi zambiri anthu m'madera sakumaakhulupirira ndipo amafunsa ngati ali ndi zolinga zinazake zobisika ('munthu angachitirenji china chake popanda kalikonse?'). Ngakhale pali zovuta zimenezi, nthambi yoona za umoyo wa anthu ku Kyrgyzstan imatengedwa kuti ndiyamphamvu ku chigawo cha pakati ku Asia.

Ku Peru, mmene zinthu zili ndimosiyana, kupezeka kwa ma INGO ochokera ku dziko la UK kwakhala kukuchepetsedwa kwa zaka khumi zapitazo. Kukwera kwa chuma ku dera la *Latin America* kwapangitsa kuti maiko ake ambiri azitchedwa kuti ndi a 'chuma chapakatikati' ndiye zotsatira zake ndi kuchotsedwa kwa chithandizo cha chitukuko ndi chithandizo chopita ku ma NGO. Chiwerengero chochokera ku OECD chakuonetsa kuti pomwe panali kuchuluka kokwana 37% kwa chithandizo chochokera ku ma NGO kupita ku *Latin America* m'zaka za 2005 mpaka 2008, kuchuluka kumeneku kunali kochepa, kokwana 3% m'zaka ka 2008 mpaka 2011 ndipo kuchulukaku kukunka kuchepera.

Pomwe ntchitoyi imachitika, maganizo awiri anaperekedwa ndi a SNGO ku Peru okhuza za zotsatira zokhuza 'chuma chapakatikati.'

Mbali inayi, kusowa ka ma INGO kwapangitsa kuti mavuto apite patsogolo m'madera. Ntchito za m'maNGO zagwedezeka, kwangotsala ntchito zochepa ndipo anthu ogwira bwino ntchito akupita ku ma bungwe a boma. Koma boma silinapeze ntchito zolowa m'malo mwa zomwe ma INGO amachita m'madera osaukirapo (ku Andes ndi ku madera a ku jango) ndipo pali chidandaulo pa za mmene boma limagwirira ntchito makamaka ndi katangale wandale ndi m'chitidwe wa boma womangokonza zinthu mwachanguchangu popanda m'chitidwe oti anthu a m'madera azitenga mbali kapena kufunsa kaye, zinthu zomwe ma INGO amalimbikitsa.

Mbali inanso, kuchoka kwa ma INGO aakulu ochokera ku dziko la UK kwabweretsa mwayi watsopano oti kukhoza kubwera chithandizo kuchokera ku maiko ena, komanso pali mwayi ochita zinthu mmene akufunira, kukhazikitsa chomwe akuchitchula kuti *espacio de encuentro* chomwe ndi maganizo a anthu a ku Peru, chomwe chingakhale ngati chitsanzo kwa maiko ena akunja kwa *Latin America*.

Maganizo ochokera ku Kyrgyzstan

Kuyenda m'madera kunachitika mu Januale chaka cha 2018 ku likulu la dziko ku Bishkek komanso ku Osh, tauni yachiwiri yaku Kyrgyzstan. Zokambirana komanso mafunso makumi atatu ndi atatu (33) anachitika ndi ma SNGO, INGO, olongosola za nthambi za m'dziko, ogwira ntchito za chitukuko, ndi anthu olumikizitsa chiyankhulo (akazi makumi awiri ndi atatu [23], ndi amuna khumi [10]). Mafunso khumi, mphambu zisani ndi ziwiri (17) anachitika m'Chingerezi, pomwe khumi mphambu zisanu ndi chimodzi (16) anachitika mothandizidwa ndi otanthauzira: khumi ndi atatu (13) m'Chirashani ndipo atatu (3) m'Chikyrgyz. Ma SNGO omwe anali omwe amakhuzidwa ndi zolimbikitsa (ufulu wa anthu, ufulu wa amayi ndi atsikana), okhazikitsa mtendere, maubale a m'madera, zaumoyo ndi anthu olumala, ndi anthu othandiza pa umoyo wa anthu.

Kumvetsetsa ziyankhulo ndi chikhalidwe

Kulumikizana ndi opereka chithandizo a Chingerezi

1. Kulemba ma pempho m'Chingerezi ndi chiphinjo chachikulu. Ma SNGO ambiri amagwiritsa ntchito upangiri otchedwa Google Translation pomasulira ma pempho awo m'Chingerezi.

   "Ndizoona kuti opereka chithandizo samalipira kumasulira. Ngati tingakwanitse, ndiye timalemba omasulira, koma ngati sitingakwanitsa ndiye timangomasulira m'njira yopepera yomwe ndi yogwiritsa ntchito Google translation. Ndipo si bungwe langa lokhali. Mabungwe ambiri mangopanga Google translation."
   Wamkulu wa SNGO

2. Ma SNGO aonetsa kukhumudwa kwao ndi zoti samapatsidwa za zotsatira za ntchito zochokera kunja. Nkhani ya zotsatira yomaliza ndi zotsatira za kuunika ntchito zachitukukozi sizimamasulilidwa m'ziyankhulo za a nthu m'dziko mwao zomwe sizingathandize posula akadaulo a m'dziko.

   "Anthu onse oyendera ndi kuunika ochokera kunja ...chiyankhulo chawo chogwirira ntchito ndi Chingerezi. Nkhani ya zotsatira ya anthu owunika ntchito a m'dziko mom'muno imamasulilidwa m'Chingerezi. Si nkhani za zotsatira zomaliza zonse zolembedwa, anthu akayendera ntchito, zomwe zimamasulilidwa [m'Chirasha kapena m'Chikyrgyz]. Anthu ambiri samapeza nkhanizi. Sitimamvetsetsa kwenikweni za zomwe zikuchitika kumeneko."
   Wamkulu wa ma ubale a SNGO a m'dziko

3. Polemba anthu ogwira ntchito ku INGO ku Kyrgyzstan, kudziwa chiyankhulo cha Chingerezi kumatchulidwa kuti ndi chifukwa chimodzi chokhacho chomwe anthu amasankhidwira. Ogwira ntchito ku ma SNGO anachiona ichi ngati chithu chobweretsa zotsatira zosakhala bwino pa ukadaulo wa anthu ogwira ntchito ku ma NGO komanso popititsa patsogolo ntchito yawo. Zinabweretsa kusiyana pakati pa anthu aku ma ofesi a INGO ndi zoona zenieni zomwe zimachitika ku zitukuko za kumidzi.

   "Ukapita ku ma ofesi a mabungwe a kunja, unakhala ngati uli ku dziko lina. Nthawi zina chinthu chokhacho chomwe chimafunika kwa anthu omwe akufuna kulembedwa ntchito ndi chiyankhulo cha Chingerezi."
   Wamkulu wa wa SNGO

   "Timalemba anthu oyankhula Chingerezi m'bungwe lathuli, koma amangotha zaka ziwiri kapena zitatu m'bungwe lathuli. Timaapanga kukhala akadaulo, kenako amachoka kukagwira ntchito ndi anthu opereka chithandizo. Ndipo kunena zoona, sindimamvetsa ndondomeko la anthu opereka chithandizo. Kuti amachitiranji zimenezi, kuti amakoperanji ogwira ntchito athu. Zoona zake ndi zokuti, mabungwe oona za umoyo wa anthu amasulira ma bungwe opereka chithandizo a kunja, anthu ogwira ntchito."
   Ogwira ntchito ku SNGO

4. Ogwira ntchito m'maSNGO aonetsa kuti amafuna kuphunzira Chingerezi, pakuti izi zingawathandize kutha kupeza uthenga, nzeru ndi chithandizo cha ndalama komanso zialola kugawana zomwe aphunzira ndi anzawo akunja. Kutengapo mbali pa misonkhano ya kunja ikhoza kuchitika kudzera mwa anthu omasulilira, koma anthu oyankha mafunso anenetsa kuti izi zimachepetsa ukadaulo wawo potenga mbali.

   "... tikakhala ndi zokambirana m'magulu (pa misonkhano ya kunja), pomwe otanthauzira akumasulira, pomwe ndikuganizira zomwe zanenedwazo ndipo mwachitsanzo, ndikufuna kunenapo kanthu, koma panthawi yomwe ndikufuna kuyankhula, munthu wina amene amayankhula Chingerezi, amapezeka kuti akuyankhula zomwe ndimafuna kunena ndipo zomwe ndimayenera kuchita ndi kungoti ndikugwirizana nazo zomwe zanenedwa."
   Wamkulu wa SNGO

> *[Opereka thandizo] mwachitsazo amafuna kulemba katswiri ochokera ku NGO, koma amafuna kuti munthuyu akhale oyankhula Chingerezi chabwino kwambiri... ndili ndi luso lina lonse lomwe opereka chithandizo amafuna pa ntchito ina yake, koma chifukwa choti sindiyankhula Chingerezi, sindine oyenera pa ntchito zina. Ndiye mmene zilimu pali kusiyana pakati pa opereka chithandizo a kunja ndi ma NGO a m'dziko.*
> Wogwira tchito ku SNGO

> *... Mnyumba zathu zosungira mabuku [ku ma NGO], tili ndi ma buku abwino m'Chingerezi ... ndipo ndi chifukwa chakenso ndinayamba kuwerenga Chingerezi. Kunali kulimbikira kwanga ndi kuyesetsa, kufunitsitsa ndi chilimbikitso, chifukwa ndi chikhumbokhumbo ndithu kuti ndipeze nzeru, zimandipangitsa kupita patsogolo ... umayamba kuona kuti ndi chiyankhulo cha kunja, sungamangoyankhula Chirasha kapena Chikyrgyz, ukuyenera kuyesera.*
> Wogwira tchito ku SNGO

Kulumikizana ndi anthu oyankhula Chikyrgyz ndi Chiuzebeki m'madera: Zomwe amakumana nazo magulu a anthu oyankhula Chirashani

1. Ku Kyrgyzstan, ogwira ntchito m'maNGO omwe amakhala m'matauni monga Bishkek amakonda kuyankhula Chirashani ndipo nthawi zina amayankhula Chikyrgyz pang'ono. Nthawi yomweyo kufunika kogwira ntchito m'Chikyrgyz kukupitirira makamaka ku madera a kumidzi. Kupeza akadaulo ophunzitsa oti ali ndi luso la chiyankhulo cha Chikyrgyz kumafotokozedwa kuti ndikovuta.
   "… Timazungira dziko lathu lonse, tikapita m'zigawo, ndizofunika kukambira, kuphunzitsana m'Chikyrgyz. Koma vuto lathu ndi lakuti si aphunzitsi ambiri omwe angaphunzitse maphunziro athu m'Chikyrgyz. Alipo m'modzi, awiri, atatu basi ndipo nthawi zina amakhala otanganidwa chifukwa kwa zaka zambiri m'gwirizano wa Soviet ndiponso kuphwasuka kwa m'gwirizano wa Soviet, chiyankhulo chinali Chirashani basi ndi chifukwa chake Chikyrgyz...mukhoza kukumana ndi ambiri a ku Kyrgyz omwe samachidziwa Chikyrgyz, kuno [ku Bishkek], ndi zosemphana, koma zili chonchi."
   Wogwira ntchito ku SNGO

2. Chimodzi mwa ziphinjo zomwe zimakhalapo pomasulira zipangizo zophunzitsira, mabuku ndi ndondomeko yophunzitsira m'Chikyrgyz, zomwe m'madera akhoza kugwiritsa ntchito, ndi zakuti Chikyrgyz chilli ndi ziyankhulo zina (ana a ziyankhulo zochokera m'Chikyrgyz) zomwe zimayankhulidwa m'madera osiyanasiyana.
   "tinatulutsa malamulo apadera a apolisi mu ntchito imeneyi ndipo tinayamba kuphunzitsa m'zigawo zonse za m'dziko lino ndipo tinamasulira zophunzitsa zathu m'Chikyrgyz … aphunzitsi athu anali ochokera ku Bishkek … ndipo tikapita ku zigawo, anthu amati akamvetsera ndi kumvetsera amati 'anamasulira izi ndani?' anali okwiya kwambiri, chifukwa m'dziko mwathu tili ndi zigawo zisani ndi ziwiri (7) ndipo tinganene kuti tili ziyankhulo zina za Chikyrgyz zisanu ndi ziwiri, ndipo amanene kuti 'sitikumvetsetsa'."
   Wamkulu wa SNGO

> *Ndiye anthu omwe amakondedwa ndi omwe amayankhula ziyankhulo zitatu, Chikyrgyz, Chirasha ndi Chingerezi ndipo ngati ungathe kuyankhula [ku Osh] ziyankhulo zinayi, Chiuzibeki, ndiye kuti ndi munthu wokwanira pa ntchito.*
> Wogwira ntchito ku INGO

3. Chiphinjo china chokhuzana ndi kuphunzitsa ku misonkhano m'madera ndi chokuti pali uthenga wina womwe anthu sakuudziwa kapena amautenga kuti ndi wa kumaiko angerezi makamaka mbali ya za umoyo zokhuza kugonana ndi ufulu wa anthu.
   "Tiyeni tingotenga mawu ophweka oti ufulu wa anthu. Ndiye kuti ufulu wa anthu wa angerezi … anaphunzira tanthauzo la ufulu wa anthu ku sukulu kuyambira ali achichepere … koma mawu awiri omwewo m'Chirasha ndi Chikyrgyz, kwa anthu ambiri m'dziko muno, ukanena ufulu wa anthu, mawu awiri amenewa ndiopanda pake kwa iwowo. Ndipo mmene zimakhalira … amaganiza kuti kulibeko zili kwina kwake ndipo anthu ena manena: "oho, ufulu wa anthu, ulipo! Izi ndi zomwe angerezi amazikonda." Ndiye kayekaye uthenga monga wa ufulu ogonana kapena ufulu wobereka … ndiye ngati ukufuna kukambirana ndi munthu wina wake zokhuza zimenezi ndiye kuti ukuyenera kutambasula bwinobwino mawu amenewa kwa munthuyo. Ukuyenera kufotokoza mwa mvemvemve tanthauzo la zimenezo."
   Wamkulu wa SNGO

4. Makamaka kwa ma NGO akunja ndi a ku m'mwera ku Osh, kukhala munthu oyankhula ziyankhulo zambiri kumaoneka kuti ndikofunika. Kudziwa Chirasha ndi Chikyrgyz kumatengedwa kuti ndipoyambira chabe. Maphunziro a Chingerezi ndi Chiuzibeki amaganizidwa pambuyo koma amavuta kuwapeza. Pomwe Chingerezi ndichofunika ku ntchito za kunja, Chiuzibek chimafunika pokhazikitsa ubale ndi anthu a m'madera oyakhula Chiuzibeki.
   "Ukamayankhula nawo [madera a anthu oyankhula Chiuzibekeki ku m'mwera] ku Uzbek kapena kuwamvetsetsa akamayankhula Chiuzibekeki, amakhala omasuka kwambiri kuyankhula nawe."
   Wamkulu oyendetsa ntchito wa ku INGO

Maganizo ochokera ku Malawi

Mabungwe anayenderedwa ku Lilongwe, Blantyre ndi Zomba m'Disembala (*December*) chaka cha 2017 ndi Januale (*January*) chaka cha 2018. mafunso okwana makumi atatu ndi asanu (35) anachitika m'Chingerezi kwa akulu akulu ndi anthu ogwira ntchito m'midzi ochokera ku ma INGO ndi ma SNGO; olumikiza chiyankhulo ndi ogwira nthito ku nthambi za opereka chithandizo omwe ali ndi ukadaulo wa munthambi za NGO (amuna makumi awiri mphambu zisanu ndi zinayi [29], akazi asanu ndi m'modzi [6]) ma SNGO anali omwe amakhuzana ndi za umoyo okhuza kugonana ndi uchembere, ufulu wa anthu, ulimi, kuphunzitsa anthu ndi zolumikizana.

Kumvetsetsa ziyankhulo ndi chikhalidwe

Kulumikizana ndi opereka thandizo a Chingerezi

1. Opereka chithandizo ku Malawi samafuna anthu kuti atumize zikalata za mapempho awo m'Chichewa kapena m'ziyankhulo zina za ku Malawi ndiye ma bungwe omwe alibe anthu odziwa Chingerezi samatha kupeze mwai wa chithandizo cha ndalama.

> *…nkhani yoti mawu ena ndi oletsedwa m'ziyankhulo za m'dziko – ndakuna nazo kwambiri ndipo nthawi zina zimasokoneza kupambana kwa ntchito …timapanga zinthu zina zake osati chifukwa choti timazikhulupirira koma chifukwa tinazilemba mu pempho lathu ndipo tinanena kuti zichitike.*
> Mmodzi mwa anthu omwe anagwirako ntchito yoyang'anira ku INGO

> *Chikonzero cha kayendetsedwe ka ndalama chizitheka kusintha. Pali nthawi zomwe opereka chithandizo amanena kuti 'mwaika ichi chifukwa chani? mwaika ichi chifukwa chani? mwaika ichi chifukwa chani? Ichi chisakhalepo …' mukudziwa? Pomwe zoona zake, ife ngati okakwaniritsa, timadziwa kuti kuika chimenecho kukhala kwabwino pokagwira ntchitoyo ndi zotsatira zomwe opereka chithandizo akuyembekezera. Ndiye, kulolera kusintha pang'ono moteromo, ngati kwapemphedwa ndi munthu wopempha, kunena kuti 'tikufuna ndalama za omasulira, ndi zina zotero' zimenezo zizitha kuganiziridwa, ngati zifukwa zokwanira zaperekedwa.*
> Oyendetsa ntchito wa ku INGO

"Umatha kupeza bungwe la m'dera lomwe lili ndi maganizo a anzeru. Ndiye umawamvetsera m'chiyankhulo chawo chomwe akugwiritsa ntchito pokuuza zomwe angapange kuti azitukule. Koma chifukwa choti sangathe kunena zomwe akufotokozazo m'Chingerezi, sangapatsidwe chithandizo cha ndalama. Anthu samapatsidwa mwai wa ndalama. Chifukwa sangathe kupeza munthu ngati ine yemwe angawalembere m'Chingerezi, kuti angathe kupereka pempho lawo m'Chingerezi."
Mmodzi mwa anthu omwe anagwirako ntchito ku bungwe la opereka thandizo

2. Ma NGO amafotokoza zolinga za ntchito motsatira zomwe amafuna anthu opereka chithandizo. Koma, zotsatira za ntchito zikhoza kusokonezeka moipa ngati anthu m'madera sakumvetsetsa zofuna za opereka chithandizozi chifukwa sangathe tenga nawo mbali moti mungathandize. Ma NGO kawirikawiri chidwi chawo chimakhala pokondweretsa opereka chithandizo ndiye amapewa kuyang'anitsitsa zinthu zimenezi.

   "Ndalama zayamba kuvuta ndipo ma NGO akumayenera kufunafuna ndalama zoti apangire ntchito za chitukuko. Ndiye mpanipani omwe ma NGO ali nawo – moti chidwi chawo ndi chochepa pa zinthu zing'ono zing'ono ngati izi kapena ziyankhulo; ndiye aliyense akufunitsitsa ku …kuwamvetsetsa opereka chithandizo ndi zomwe opereka chithandizo akufuna. Ndiye, 'osamawauza opereka chithandizo zambiri za momwe mumaonetsetsera kuti anthu m'madera akutenga mbali koma auzeni zomwe mwakwaniritsa ndi zomwe mungathe kukwaniritsa ndi ndalama zomwe akupatsani'."
   Oyendetsa ntchito wa ku INGO

3. Opereka thandizo ena salola kusintha zokhuza mmene ntchito igwiridwire komanso mmene kalembedwe ka nkhani ya zotsatira imayenera kukhalira, zomwe zimapangitsa kuti ma NGO akhale ndi mpata ochepa oti akonza za mavuto achiyankhulo/ chikhalidwe omwe amabwera ndi kusokoneza kagwiridwe ka ntchito ya chitukuko.

   "[Opereka thandizo ena] samayembekezera kuti mungathe kuganiza. Ndiye, anthu ngati ine amene nzeru zathu zili zotsekuka, ndikanakonda tikanamakambirana, mukuyenera kukumana ndi kunena, "izi sizingatheke"… ambiri a ife amene timagwira ntchito m'mabungwe a kunja ndi kumalandira chithandizo kuchokera ku ntchito zimenezi, imakukanikitsa kupita patsogolo – ngati ukupanga chilungamo kwambiri, kumatsatira chilichonse chomwe anganene – imachepetsa mmene ungaganizire … zimakhala bwino kutsatira zomwe akufuna, komanso opereka chithandizo aziyembekezera kuti zinthu zimasintha mukamakwaniritsa ntchito . Ngati mukuwaziwitsa kuti pali kusitha komwe tikuyenera kuchita, akuyenera kukupatsani mpata oti mukonze kuti muthe kugwira ntchito bwino."
   Wamkulu wa za ntchito za chitukuko wa ku INGO

Kulumikizana ndi anthu oyankhula Chichewa ndi anthu oyankhula ziyankhulo zina m'madera: Zomwe ma NGO a anthu oyankhula Chingerezi amakumana nazo

1. Ambiri mwa mawu omwe amagwiritsidwa ntchito m'maNGO, omwe amatengedwa ngati ndiosavuta m'Chingerezi, alibe mawu ofanana nawo m'Chichewa ngakhalenso m'ziyankhulo zina za m'dziko. Anthu ogwira ntchito m'madera amaziona zovuta kuti afotokoze mawu mosunga matanthauzo ake. Kutanthauzira komwe kungagwire kudera limodzi sikungagwire ku dera lina chifukwa chakusiyana ziyankhulo za Chichewa komanso chikhalidwe.

   "Chichewa cha ku Blantyre si Chichewa cha ku Zomba ndipo si Chichewa cha ku chigawo chapakati si Chichewa ku Lilongwe si Chichewa cha ku Dedza … mawu omwe amagwiritsidwa mu nkhani za chitukuko ndi a Chingerezi kwambiri ndipo kumasulira m'Chichewa zimakhala zovuta kwambiri ndipo timayesetsa kupeza mawu ofanana nawo ndipo nthawi zambiri tanthauzo lake limasokonekera."
   Wamkulu wa SNGO

2. Kumvetsera mawu omwe anthu m'madera amagwiritsa ntchito pofotokoza nkhani zolawula zimaonedwa kuti ndizofunika kwambiri pa nthawi yofufuza zofunika, tikamakonza ntchito yomwe ili yofunika kusamala za chikhalidwe.

"Yambani ndi mmene anthuwo amamvetsetsera. Ndili ndi chikhulupiriro kuti anthu ali kuzindikira kwa mmene zinthu zina zake zingathe kumvetsetsedwera mosavuta. Mawu omwe timavutika nawo, omwe amakhuzana ndi zolawula, mwina tikanakhala kuti tinaafunsa anthu a m'madera, za momwe akufunira kuti tiziauzira mosavuta, omwe ali ogwirizana ndi chikhalidwe, tikanatha kutenga amenewo ndikuwagwiritsa ntchito muzikalata zathu za ntchito ya chitukoko. Izi zimathandiza kuti tikapitanso kwa iwowo amazazilandira mosavuta."
Oyendetsa ntchito wa ku INGO

> *Pali madera ena omwe ngati ukukamba nkhani zokhuza uchembere, mwachitsanzo, ukuyenera kuzindikira kwambiri za chikhalidwe ndipo osagwiritsa ntchito mawu oti uwalakwira ndipo uwononga uthenga omwe ukuyesera kuwathandiza. Kuwauza za njira zolera za chilengedwe, mwachitsanzo, zimaoneka kuti ndizosavuta ndi zopepuka kunena mawu amenewa m'Chingerezi. Ndi opanda mbali. Koma tikafika ku chiyankhulo, pa nkhani ya kusiyana kwa amuna ndi akazi, zimazafunika kukhala osamala kwambiri pa zomwe ukunena. Chifukwa mawu omwe ndiopanda mbali m'Chingerezi, akapita m'Chichewa, umapeza kuti ukuyenera kugwiritsa ntchito mawu osiyana kwa amuna ndi kwa akazi.*
> Mlembi wa m'dziko wa ku INGO

3. Kagwiridwe ka ntchito kakhoza kuponderezedwa ngati chidwi sichinaperekedwe ku kulongosoka kwa kulumikizana pakati pa NGO ndi madera mu nthawi yonse yomwe ntchito ikugwiridwa.

   "Nkhani ya kusalumikizana pakati pa zomwe tikupanga ndi zomwe anthu m'madera akuganiza kuti tikupanga ndiyaikulu kwambiri … sindinagwireko ntchito yomwe timaunika ngati anthu m'madera amvetsetsa zomwe tikupanga …ndi mbali ya nkhani ya chiyankhulo … mawu ofunikira ndi ati, kodi anthu m'madera akumafotokoza ndi kumvetsetsa bwanji mawu amenewo? … nthawi zina timangoganiza kuti anthu akumvetsetsa; panali nthawi ina yomwe tinali ndi ntchito ina yake ndipo tinazindikira kuti theka la anthu ogwira ntchito pa malo pano samaimvetsetsa ndipo anali otanganidwa kuthamangathamanga, kalikiliki, kalikiliki nthawi zonse ndipo kenako tinazindikira kuti anthu amenewa sankaziwa chenicheni chomwe ntchito imachita. Ndiye madera akuyenera kuunikidwa kwa miyezi iwiri, itatu kapena inayi, ntchito ikayambika za mmene anthu akuimvetsetsera ntchitoyo."
   Wa pampando wa SNGO

4. Kumalangizidwa kuti tizisiyanitsa abambo ndi amayi tikamakambirana nkhani zolawula zokhuza kugonana ndiponso kukonza uthenga oliyenera gulu lililonse.

5. Chingerezi chimaonetsa kuti munthu ndi wapamwamba. Anthu ogwira ntchito m'midzi aganize mofatsa pa zotsatira zoyankhula Chingerezi m'midzi asanatero chifukwa akhoza kupangitsa kuti pabwere kugawikana pakati pa iwo ndi anthu a m'mudzi ngati zikuoneka ngati sakupereka ulemu.

   "Kuyang'ana mbali ya ubwino wake, Chingerezi chimabweretsa upamwamba wina wake. Anthu amakhulupirira munthu yemwe amayankhula Chingerezi bwino, ndipo akapita m'dera amamukhulupirira munthu chifukwa, amanena: 'ndikuganiza kuti akudziwa chomwe akuchita. Akuoneka kuti ndiwophunzira chifukwa amayankhula Chingerezi ngati m'ngerezi.' Mbali inanso, ngati oyang'anira ntchito apita ku malo a ntchito ndipo mbali ina ya zokambirana ndi anthu a m'dera zikhale ndi mawu a Chingerezi, anthu a m'dera akhoza kuziona ngati ndi njira yowawalira, ndipo kuti iwo akunyozedwa. Ndiye, zimenezo ndi mbali ziwiri za Chingerezi."
   Oyendera ndi kuunika wa ku INGO

6. Kulemba omasulira a m'dziko mom'mo ndi kupanga nawo ma ubale osatha ndi kofunika kwambiri. Amadziwa mmene zimakhalira tsiku ndi tsiku komanso chikhalidwe cha m'madera ndipo akhoza kulangiza za mmene uthenga ungakonzedwere mogwirizana ndi mmene dera lilili.

   "Timayesetsa, ngati simukudziwa chiyankhulo cha dera lina lake – kuphunzitsa munthu m'modzi, awiri kapena atatu m'deramo amene angathe kuphunzitsa zomwezo, nkhani yake yomweyo kuderako pogwiritsa ntchito chiyankhulo chawocho. Zimenezo ndi zomwe timapanga nthawi zambiri. Mwachitsanzo, ngati tikupita kumpoto komwe anthu amayankhula Chitumbuka, nthawi zambiri timakhala ndi anthu oyankhula Chitumbuka m'deramo omwe timawaphunzitsa. Ndipo amene timawaphunzitsa ndi amene amazakhala ofotokoza zinthu bwino kwa anzawo. Popanda zimenezi ndikovuta kuti muthe kukwaniritsa ntchito chifukwa simumadziwa – chiyankhulo ndi chikhalidwe."
   Oyang'anira za ntchito wa ku INGO

Maganizo ochokera ku Peru

Mabungwe anayenderedwa ku Lima, Arequipa ndi Cusco mu Januale (*January*)/Febuluwale (*February*) m'chaka cha 2018. Zokambirana ndi mafunso (20) anachitika m'Chispanishi ndi ma SNGO. Ogwira ntchito zolumikiza nthambi za m'dziko, ogwira ntchito zachitukuko, abale a pa ntchito akale a ma INGO a ku dziko la UK, ndi akadaulo a za chikhalidwe (akazi khumi ndi asanu [15], amuna asanu [5]). Ma SNGO anali omwe amakhuzana ndi zolimbikitsa (zoti pasakhale kusiyana pakati pa amayi ndi abambo/ kuteteza ana) kugwirira ntchito limodzi ndi magulu a anthu ovutika m'matauni ndi madera aku midzi, kutukula za zomangamanga, ndi kuthandiza zikhalidwe za m'madera.

Kumvetsetsa ziyankhulo ndi chikhalidwe

Kulumikizana ndi opereka thandizo achingerezi

1. Ma SNGO ndi abale awo pa ntchito amakumana ndi mavuto pa kulumikizana ndi opereka chithandizo a Chingerezi. Kumasulira ndi kokwera mtengo moti magulu amadalira anthu ongozipereka.

"Sitimayankhula Chingerezi ndipo chimenecho ndiye chokanikitsa chathu, chifukwa ngati mukuyankhula Chingerezi, mukhoza kufotokoza moti anthu atha kukhutira, mukhoza kuwauza za ntchito yanu, koma ngati simukuyankhula Chingerezi zimakukanikitsani."
Wamkulu wa SNGO

"Tapempha chithandizo cha ndalama pomwe pempho likuyenera kukhala m'Chingerezi … chilichonse m'Chingerezi. Ndiye zikakhala choncho, timayenera kusaka thandizo, tapangapo ndi mwana wanga wamwamuna kapena mwana wamwamuna wa ena chifukwa amadziwako Chingerezi pang'ono ndipo anatithandiza kumasulira."
Wamkulu wa SNGO

2. Pali vuto ndi zingerezi – mawu a Chingerezi osiyanasiyana a zachitukuko kutengera ndi bungwe, zomwe zingapangitsa kuti ma SNGO azigwiritsa ntchito mawu a Chingerezi ndi kungowaika m'mitengera mawu popanda kumvetsetsa kwenikweni kwa matanthauzo a mawuwo.

   "Vuto la chiyankhulo sikungotanthauzira liwu kokha, ndi mmene bungwe lililonse limalimvetsetsera. Bungwe lililonse liri ndi gulu la mawu awoawo … ndi zoona kuti zimasokoneza …mukuyenera kuphunzira liwu lililonse … zokambirana zonse zomwe takhala nazo pofuna kumvetsetsa kuti liwu loti "output" (zotsatira) likutanthauzanji kwa aliwonse mwa opereka chithandizo."
   Ogwira ntchito ku SNGO

> *Zochitika ndi zokhumudwitsa zili mbali yaife kwambiri kusiyana ndi mbali ya amene akuyenera kuzolowera ndi kuphunzira Chisipanishi.*
> Wamkulu wa SNGO

3. Vuto la chiyankhulo likhoza kubweretsa kusiyana mu ubale, ndi kusowa chikhulupiriro ndi maganizo oti mwina opereka chithandizo akhoza kumabisa zolinga zawo zenizeni.

   "Timazitchula kuti 'zolinga zobisika' kapena zolinga zobisala kuseli kwa zomwe akunena."
   Wamkulu woyang'anira nthambi za m'dziko za SNGO

4. Kusamasulirika kwa mawu ofunikira kumanenedwa kuti ndi nkhani yaikulu, mbali zonse, kuchokera ku Chingerezi kupita ku Chisipanishi, mwachitsanzo, *empowerment*, *agency* ndipo kuchokera ku Chisipanishi kupita ku Chingerezi; mwachitsanzo, *acompanamiento*, *horizontalidad*.

   "Ku Peru ndikudziwa achinyamata omwe akuphunzira kuti azakhale omasulira, ndipo ndimaafunsa: 'mumamasulira bwanji mawu oti acompanamiento?' Ndipo amanena kuti kulibe, m'Chingerezi mulibe."
   Wogwira ntchito ku SNGO

5. Opereka chithandizo omwe siachingerezi amaoneka kuti ali ololera komanso amatha kuyankhula Chisipanishi.

   "Zoona mukhoza kunena kuti (osakhala aangerezi) mabungwe a kumaiko a aluya amakhala a ulemu kwambiri pa za chiyankhulo …mabungwe omwe timakumana nawo amayankhula Chisipanishi bwinobwino."
   Wamkulu wa SNGO

> *Ndikuona kuti kuyesetsa pa chitukuko ndikofooka ku madera a ku Jango (tchire) chifukwa chopambana chachikulu chomwe madera amenewa ali nacho kupatula malo ndi madzi ndi chiyankhulo chawo ndipo … ntchito za chitukuko zimatsala pang'ono kulephereka ku madera a kumajango makamaka ku jango.*
> Wogwira ntchito ku SNGO

Kulumikizana ndi anthu oyankhula Chikwechua ndi Chiayimara m'madera: Zomwe ma SNGO a anthu oyankhula Chisipanishi amakumana nazo

1. Ubale wa chiyankhulo ndiofunika pa kupambana kwa ntchito.

   "Ndikuganiza kuti tikuyenera kulimbikitsa ntchito yathu pa chikhalidwe cha anthu m'madera ndipo momwemonso chiyankhulo ndi chofunika. N'kudzera m'chiyankhulo momwe timayankhulana, ndiye tikamagwira ntchito tikuyenera tiziganizira za izi."
   Wogwira ntchito ku SNGO

2. Nthawi zambiri pamakhala ziphinjo ziwiri: choyamba, kumasulira mawu a chitukuko a Chingerezi kupita ku Chisipanishi kenako kuchoka m'Chisipanishi kupita ku Chikwechua/Chiayimara.

   "ndiye mwachitsanzo, umanena "contextualise" (kutengera mmene zinthu zilili m'madera) ndipo ndi liwu lovuta kwambiri kapena "transversalism" (kupingasa) mawu oti ukawamasulira m'Chikwechua, sungapeze liwu lofanana nalo. Ndiye zomwe ukuyenera kuchita ngati kadaulo yemwe amayankhula Chikwechua … ndi kupeza zitsanzo ndi zinthu zomwe zili pafupi koma ndizoyenera kuti anthu athe kumvetsetsa zomwe tikufuna kunena kapena zomwe tikunena."
   Wogwira ntchito ku SNGO

> *Pali zokamba zambiri zokhuza chitukuko cha m'dziko, zokhuza chitukuko chofunika, koma palibe amene amaganiza zokhuza chikhalidwe.*
> Wamkulu wa SNGO

Maganizo a mmene tingathananirane nazo: kuphunzitsa anthu ogwira ntchito m'maSNGO m'ziyankhulozo, kulemba munthu wa m'mderamo (ngakhale pali madandaulo okhuza zowayenereza pa ntchito ngati zili chonchi), n'kugawana zipangizo za ziyankhulo m'mabungwe monse.

"Ogwira ntchito athu [ku Andes] amayankhula Chikwechua. Koma sikophweka kuwalemba ntchito chifukwa kulibe akadaulo ambiri omwe amayankhula Chikwechua."
Wamkulu wa SNGO

"Palibe nkhokwe ya mawu, palibe chotithandiza pa ntchito ... ndipo zingakhale zabwino titakhala ndi mabuku a ndondomeko m'Chikwechua. Chifukwa? Chabwino, tingamagwiritse ntchito kenako tikhoza kuwatsindikiza pa intaneti ndipo m'malo ena a ntchito akhoza kumagwiritsa ntchito."
Wogwira ntchito ku SNGO

3. Maubale a chitukuko amasokonezeka osakhala chifukwa cha chiyankhulo chokha komanso mmene zinthu zimaoneredwa pa chikhalidwe, mmene dziko amalionera anthu oyankhula Chikwechua ndi Chiayimara.

   "Ndi vuto la kusiyana zikhalidwe, sivuto loti umayankhula chiyankhulo kapena ayi, ndi lokuti kodi umalimvetsetsa dziko mmene akuyankhuliramo ndipo ngati amamvetsetsa dziko mmene ukuyankhuliramo ... sikuti maphunziro a sayansi (science) ndiopambana, koma kuti ndi mitundu ya maphunziro, za chiyambi ndi zomangamanga zomwe zili zosiyana."
   Wogwira ntchito za chitukuko ku m'mwera

4. Anthu ena ogwira ntchito amanene kuti maphunziro a za m'dziko mom'mo samaonedwa ngati akupereka kusiyana kothandiza ndi njira zofunika ukadaulo wopangira chitukuko.

   "Ndiye mu NGO, muli ndi ntchito, mmene zinthu zikhalire ndipo amene akagwire ntchito amapita ndi nzeru, zipangizo, ndi mmene azikagwirira ntchito ... zokonda kumanena kuti "ndikuphunzitsani, chifukwa simukudziwa," usanamvetsere n'komwe nzeru zomwe a mbali yinawo ali nazo."
   Anagwirako ntchito ku SNGO

M'chitidwe wobweretsa zinthu za makono

Masomphenya ndi njira za mabungwe

Kumasulira ngati njira yopereka mphamvu

Ma INGO ena ngati Tearfund ali ndi njira yoonera za chiyankhulo yomwe ili yolumikizana ndi masomphenya a bungwe lawo ngati chinthu chimodzi. Mbali imodzi ya njira yomwe a Tearfund amagwiritsa ntchito pa za chiyankhulo ndi kumasulira, yakhala yogwiritsa ntchito anthu a m'midzi pa nthito yomasulira. M'malo mowamasulirila, misonkhano ndi maphunziro amapangidwa m'zaka zikupitazi omasulira ena mwa mabuku ofunikira a Tearfund, monga Pillars, pamodzi ndi anthu aku madera.

"Ndondomeka ya "Pillars" siimagwiritsa ntchito anthu omasulira ... nthawi zonse ndondomeko inali yokuti ... anthu amasulira okha, ndipo mumakhala ndi malo atatu owunika, chabwino, tingati mwina malo anayi oyikidwa kale. Mumakhala ndi anthu omwe amagwira ntchito awiriawiri kapena atatuatatu m'misonkhano; chimenecho chinali chinthu choyamba nthawi zonse. Kenako ntchito yawo imaunikidwa ndi kagulu kena. Kenako pa msonkhano mumatenga omwe anagwira ntchito bwino, omwe luso lawo lolemba lili labwino ndi kagwiritsidwe ka chiyankhulo, omwe akhale kagulu kounika, ndiye amaunika zolembedwa zomaliza. Ndiye pamakhala munthu wina wapadera amene amaunikanso. Ndiye munali ndi malo onsewo owunika zomwe zachitika."

Ndondomeko imeneyi inaonedwa kuti ndiyopereka mphamvu.

"Chidwi ndi mphamvu zomwe anthu angaone, mukaonetsa kuti kachiyankhulo kawo komwe sikamasamalidwa, ndi kofunika, ndipo anatha kukamasulira, mukudziwa, ndi chinthu chopereka mphamvu kwa anthu. Ndikutanthauza kuti zimenezo siziyankhulo za kunja ... ziyankhulo zina zoyambirira zomwe zinamasuliridwa, anthu sankakhulupirira kuti kunali kotheka kuti iwowo a) amasulira mwaiwo wokha pomwe ndi chinthu chomwe zinali zolinga za "Pillars" ndi b) kuti zimenezi zikhoza kupezeka, zinali, eya, zogwira mtima ndithu."

Ngakhale kuchepa kwa ndalama kwapangitsa kuti kupanga kwa misonkhano ngati imeneyi kukhale kovuta, Tearfund yakhala yothandiza madera kumasulira mabuku awo ndipo amayesetsa kupanga ntchito imeneyi kukhala yopezeka kwa anthu ena kudzera m'njira ya intaneti (http://learn.tearfund.org), pomwe ali ndi mabuku otsindikizidwa m' ziyankhulo kuyambira Chialibaniyani (Albanian) mpaka Chiyaka (Yaka).

Kukonza ndondomeko ya kalumikizanidwe

M'modzi mwa ogwira ntchito ku Kyrgyzstan anafotokoza mmene INGO yawo imagwiritsira ntchito ndondomeko ya kalumikizanidwe akamagwira ntchito ndi anthu a m'dziko ndiponso momwe ndondomekozi zimaphatikizapo zofunika pa chiyankhulo pa nthawi yomwe akuunika zofunika, pempho la ntchito lisanakonzedwe.

"Ndiye tikapeza kuti chiyankhulo ndilo vuto timalikonza, timayesetsa kulikonza. Ngati akufuna chiyankhulo cha Chitajiki (Tajik), ngati pali anthu a Chitajiki timayesetsa kutero. Chifukwa amasalidwako m'dzikoli, ndiye timayesetsa kucheza m'Chitajiki, ndi kumasulira m'Chitajiki, kupereka timabuku, ndi kukhala ndi tsamba limodzi la uthenga m'chiyankhulo cha Chitajiki."

Zofunika za ziyankhulo ngati zimenezi ndi mmene tithanirane nazo, zimaikadwa mu ndondomeko ya kalumikizanidwe.

"Tikabwera ku nkhani ya kalumikizanidwe, nthawi onse timakonza ndondomeko ya kalumikizanidwe ndi abale a m'dziko, yomwe tonse timasaina kenako timayamba ubale wathu. Kuti ndi munthu uti amene azifunsidwa, m'chiyankhulo chanji, mmene aziperekera zotsatira makamaka nkhani ndi zotsatira za ndalama, ndiye timafotokoza kumayambiriro, ndiye ... akatifunsa kuti tipange m'Chikyrgyz, timamasulira m'Chikyrgyz."

Zotsatira zomaliza zimamasuliridwa m'Chingerezi ndi a INGO kuti zikaperekedwe. INGO ino yomwe ili ndi ogwira ntchito a Chingerezi, Chirasha, Chikyrgyz, Chitajiki ndi Chiuzibeki, nthawi zambiri amakhala ngati ogwira ntchito za chiyankhulo kwa abale awo a m'dziko ndiponso ngati olumikizitsa chiyankhulo pakati pa anthu akunja, m'dziko ndi m'madera.

Kupereka thandizo la chiyankhulo ku midzi kuti pakhale maubale olemekezana momvana ndi kupititsa patsogolo kugwira bwino ntchito

Zitsanzozi zatengedwa kuchokera ku mafunso omwe anafunsidwa ku UK, Kyrgyzstan, Malawi ndi Peru ndi ma INGO komanso ma SNGO.

Kukambirana za mawu

Ntchito ikamakonzedwa, wamkulu yang'ananira ntchito wa ku INGO ku UK anafotokoza za ndondomeko yokambirana matanthauzo a mawu ofunikira a Chingerezi okhuzana kwambiri ndi ntchito; yomwe inaonetsetsa kuti aliyense yemwe akukhuzidwa ndi ntchitoyo azitanthauzira mawuwa chimodzimodzi; mwachitsanzo chapadera ichi, amodzi mwa abale athu pa ntchito oyankhula Chiarabu (Arabic) analemba pempho la ntchito m'Chingerezi momwe amakamba zokonza 'safe space' (malo a bwino).

"Sitimadziwa kuti akutanthauzanji pa zomwe ananenazo. Chifukwa ndi mawu omwe anthu ochita za umunthu ayamba kugwiritsa ntchito. Ndiye tikuganiza kuti anangowatenga mawuwa ndipo sitikudziwa ngati zomwe akutanthauza ponena kuti … – ndiye "safe space" (malo abwino) ikhoza kugwira ntchito kwa amayi opulumuka ku nkhanza zochitiridwa chifukwa choti munthu ndi wa mkazi kapena wa mwamuna(gender-based violence). Mawu ngati amenewo amagwiritsidwa ntchito pafupipafupi mu …mtundu wa ntchito ngati umenewo … koma mmene zinthu zililimo, kodi mawu oti "safe space" akutanthauzanji?"

Kuthana ndi zimenezi, wamkulu wogwirira ntchito ku UK amayankhulana m'Chiarabu kudzera pa lamya ya "Skype" kuti akambirane za tanthauzo la mawuwa, ndikuona ngati mawu a Chingerezi akuyenera kugwiritsidwa ntchito kapena mawu asinthidwe kutengera mmene ku derako kulili.

"Ndiye timayenera kuwatanthauziranso ku ziyankhulo zomwe ma NGO ena amayankhula ndipo zimapezeka kuti akunenabe kuti "safe space"… koma timatha kudziwa tanthauzo lake."

Anthu ongozipereka kugawana ndi anthu a m'madera za maphunziro awo a zinthu

Wamkulu ogwiria ntchito ku SNGO anafotokoza ndondomeko ya momwe kuphunzira chiyankhulo kumagawidwa pakati pa anthu ozipereka omwe akugwira ndi anthu m'madera osiyanasiyana.

"Choyamba, mumayamba ndi anthu ozipereka eni ake, anthu oziperekawa akaphunzitidwa za mawu omwe tikuwabweretsa amatipatsanso zotsatira, amapatsidwa nthawi yambiri yowadziwa mawuwa, kudziwana okhaokha, kudziwana ndi akadaulo. Bungwe lathu limayankhula kwambiri ndi anthu othandiza pa ntchito, ndiye anthu othandizawa amabwera, amadziwana ndi akuluakulu komanso anthu ozipereka, ndiye pang'ono pang'ono mawu amapita patsogolo, nthawi ikamadutsa kenaka amakhazikika. Ndiye ndi zimene zakhala zikuchitika kwa zakazi, ndi mawu ambiri omwe bungwe lathuli limagwiritsa ntchito. Ndiye chimodzimodzinso, poonetsetsa kuti anthu akulimvetsetsa bungwe lathuli, anthu ozipereka amatolera mawu kuchokera ku m'madera omwe amagwirako ntchito. Ndiye mwachitsanzo, ngati atapita ku mudzi wina wake, amakamba zokhuza udindo wa ma khansala ndi a phungu a kunyumba ya malamulo, kusiyana kwao ndi kotani, amagwira ntchito limodzi m'malo ati ndi zina zotero. Ndiye amamvera mawu omwe anthu akugwiritsa ntchito ku mudzi kuja; akapita ku mudzi wina amayeseranso kugwirtsa ntchito mawu omwe aja omwe anthu ku dera lina kuja amagwiritsa ntchito, ndipo ngati anthu kumeneko amamvetsetsa zinthu mosiyana, amatenganso mawu ena kumeneko ndiye kenako mabwana amabweretsa kusiyana kumeneko mu mndandanda wa misonkhano ndipo amapeza mawu oti onse agwirizana. Ndiye nthawi iliyonse yomwe pali mawu atsopano omwe akuyambitsidwa, amadutsa mu ndondomeko yonga imeneyi."

Kugwira ntchito ndi anthu ongozipereka popititsa patsogolo kuphunzira chiyankhulo ndi kupeza maphunziro

Ku Kyrgyzstan, mabungwe atatu amanena za mmene amagwiritsira ntchito anthu ongozipereka, makamaka ozipereka a Peace Corps, mmene anathandizira bungwe lawo ndi nthambi yonse kuphunzira Chingerezi ndiponso kupeza uthenga ndi maphunziro.

"Pazikhala mwai woziwa Chingerezi ndipo ndikuganiza kuti pali kusintha, koma makamaka ku ma tauni aakulu … kupita patsogolo pa nkhani yophunzira Chingerezi kunachitika kudzera mwa anthu ozipereka a Peace Corps. Akhala ali kuno kwa zaka zoposera makumi awiri … zakhala zabwino, ndikuganiza kuti zimenezo zinapangitsa kusintha kwakukulu, makamaka ku zigawo, chifukwa akhala akugwira ku madera aku midzi kwambiri, ozipereka kumeneko, zimenezo zinapangitsa kusintha kwa anthu kuchokera ku madera aku midzi kwambiri ndi kukaphunzira kunja kapena ku sukulu zabwino kunoko, m'sukulu za ukachenjede zabwino."
Oyendetsa za ntchito ku INGO

"Tikuthokoza mabungwe akunja ndi anthu opereka chithandizo pa chithandizo chawo chonse. Popanda chithandizo chawo, sitikanatha kugwira ntchito.… koma … pali kulekanitsa kwa chiyankhulo pakati pa ife ndi opereka chithandizo ochokera kunja. Kumayambiriro tinagwira ntchito ndi anthu ozipereka a Peace Corps. Mmaofesi mwathu tinali ndi anthu ozipereka anayi a Peace Corps ndipo zikomo kwa iwowonso, tinatukuka kwambiri. Timatha kuyankhula Chirasha ndi anthu ozipereka a Peace Corps chifukwa amati akafika amapatsidwa maphunziro a chiyankhulo."
Wamkulu wa SNGO

"Chiyankhulo chogwirira ntchito ndi Chirasha ku bungwe lino. Timawalimbikitsa ogwira ntchito athu kuphunzira zonse, Chingerezi ndi Chikyrgyz. N'chifukwa chake timagwira ntchito ndi anthu ozipereka a Peace Corps. Tinali ndi anthu zipereka a Peace Corps mu ena mwa ma ofesi athu a m'zigawo, ndipo zikomo kwa anthu ozipereka a Peace Corps, ena mwa ogwira ntchito ku Karakol anaphunzira Chingerezi."
Wamkulu wa nthambi za m'dziko

Kukonza nkhokwe ya mawu yofotokoza matanthauzo

Mlangizi wa INGO wa za malamulo anafotokoza mmene anayambira kukonza nkhokwe ya mawu ngati mbali imodzi ya ziphinjo za chiyankhulo zokumana nazo mu ntchito yomwe yangochitika kumene m'dziko la Kenya. Pomwe gulu logwira ntchito ndi anthu otolera mawu omwe analembedwa kuti agwire ntchito imeneyi linali loyankhula Chingerezi ngati angerezi, izi sizinali choncho kwa anthu olandira chithandizo. Zipangizo zonse zimayenereka kuzitanthuzira m'Chisomali (Somali), chiyankhulo chenicheni chomwe chimayankhulidwa ku derako ndipo gululi linaganiza kuti otorera mawu asayambe kutanthauzira pompopompo chifukwa,

"… Zinali zongoyesera m'malo owerengeka, ndiye zinali zadongosolo kwambiri, timafuna kuonetsetsa kuti amafunsa mafunso mofanana ndendende, osati, matanthuzo ongopanga a zomwe timafuna kudziwa kuchokera kwa iwowo."

Ndiye gululi linaganza zotanthauzira kafukufukuyu m'chiyankhulocho. Koma sizinali zophweka ngati mmene zimayembekezeredwa.

"Chisomali, mbali imeneyo ya dziko, ndi chiyakhulo choti sichimalembedwa, chimangoyankhulidwa. Moti tinali ndi mikumano yosatha kuyesera ku chilemba Chisomali potengera mmene mawu akumvekera ndi kulipanga gulu lotorera mawuli ndi anthu ogwira ntchito kuti agwirizane za mmene angalembere zinthu ndi mmene angaonetsere mawu m'mamvekedwe ake … kuti mpaka kumapeto kwa kafukufukuyu, Chisomali chinalembedwa komanso Chingerezi kuonetsetsa kuti anthu onse azifunsa mafunso mofanana … ndiye tipanga nkhokwe ya mawu okhala ndi matanthauzo ake. Tinazipezera mawu ofunika monga '' simungamasulire mawu awa kapena chiganizo ichi kapena zonena izi m'njira ina iliyonse; umu ndi mmene mumamasulira."

M'chitidwe wokonza nkhokwe ya mawu unagwiritsidwanso ntchito ku Bhutan, anthu omwe NGO imagwira nawo ntchito ankayankhula ziyankhulo zosiyana zisanu (za chiyankhulo chimodzi). Ndiye kumeneku panalibe nthawi kapena ndalama zomasulirira ntchito yonse ya kafukufuku m'ziyankhulo zonsezi, koma gulu lomwe limagwira ntchitoyi linapeza mawu ofunika ndipo anapanga,

"Tsamba la nkhokwe ya mawu lomwe linali ndi mndandanda wosiyana wa ziyankhulo zosiyanasiyana kuphatikizirapo mawu awa. Zina zonse, amamasulira pompopompo. Koma tinaaphunzitsa kwambiri, kuti athe kuona anthu awiri otorera mawu omwe amayankhula mtundu umodzi wa chiyankhulo, amafunsa mafunso ndi kusinthana udindo …munthu mmodzi amakhala ali tcheru akumvetsera kuti aone ngati amamasulira zinthu molondola ndiye amanena zotsatira … kuonetsetsa kuti asamasinthesinthe akamamasulira."

Kumasuliranso kubwerera m'chiyankhulo choyamba

Wamkulu wa SNGO ku Kyrgyzstan anafotokoza za mmene bungwe lakunja lomwe anagwira nalo ntchito linawapempha kuti amasulirenso ena mwa mabuku awo, kubwerera ku chiyankhulo choyamba pofuna kuonetsetsa kuti palibe kusiyana. SNGOyi inatenga nawo mbali mu ntchito ya kafukufuku ya kunja ndipo anapatsidwa zipangizo zina zogwirira ntchito, kuphatikizirapo zikalata za mafunso (questionnaire) zomwe zinali m'Chingerezi ndipo amayenera kumasulira mafunsowa m'Chirasha ndi Chikyrgyz kwa anthu okayankha mafunsowa. Bungwe la kunjali linaafunsa kuti aonetsetse kuti chilichonse chilli bwinobwino pomasulira,

"…kuchoka m'Chikyrgyz kupita m'Chingerezi, kuchoka m'Chirasha kupita m'Chingerezi … zili ngati zayenda katatu. Kuonetsetsa kuti zilidi bwino."

Ndondomeko yomasuliranso kubwerera ku chiyankhulo choyamba, zinali zofuna za bungwe la kunja. SNGO inali ndi ufulu wogwiritsa ntchito zipangizozo koma amayenera kutsatira ndondomekoyi kuti pasakhale kusiyana. Anagwiritsa ntchito njira yomasuliranso kubwerera ku chiyankhulo choyamba pofuna kuonetsetsa kuti zolemba m'zikalata za mafunsozo zili bwinobwino komanso tsatanetsatane wa zotsatira ali bwinobwino.

Kupanga mabuku m'ziyankhulo za m'dziko

M'modzi mwa ogwira ntchito ku INGO ku Kyrgyzstan anafotokoza za mmene INGO inatulutsira ndondomeko ya mmene a mpalamatabwa ku Kyrgyz akuyenera kugwirira ntchito, kutsatira chivomerezi chomwe chinachitika mu limodzi mwa maboma omwe amagiwirako ntchito. Bukuli linali zokhuza (za chitetezo) mmene anthu amamangira zinthu komanso mmene anthu angachitire pa nthawi yangozi. Bukuli linali loyamba kupezeka m'chiyankhulo cha Chikyrgyz ndipo linaoneka ngati ndi buku lofunika, popanga kuti maphunziro amenewa apezeka kwa anthu a ku Kyrgyz. Opereka chithandizo akunja kenako anafunsa kuti bukuli lilembedwenso m'Chirasha chifukwa kunali kovuta kupeza buku ngati limeneli m'chiyankhulochi.

Wogwira ntchito ku INGO anafotokoza kuti,

"… mabuku onse analembedwa, poyamba tinalembera a anthu olandira chithandizo, kuti ntchito yathu imvetsetsedwe bwino, ndipo ngati likufunikanso kwa gulu lina la anthu olandira thandizo, omwe akulifuna m'Chirasha; ndiye tikakhala ndi ndalama za zimenezo, timalemba omasulira ndipo timaliunika eni ake, ndipo timalipanga m'chiyankhulo cha Chirasha. Kenako timalimasulira m'Chingerezi."

Ntchito ngati iyi, moti imafuna kutulutsa maphunziro m'ziyankhulo za m'dziko, zophatikizika m'chikhalidwe ndi mmene zinthu zilili, ndipo imathandiza kupanga mawu a mitu yofunika yachitukuko m'ziyankhulo za m'dziko.

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