

Zvinotungamira Mukusarudza Zvido Zvemadzimai



Bhuku

Rekushandisa

Kudzidzisa

Madzimai

Utungamiri

ZVINOTUNGAMIRIRA MUKUSARUDZA ZVIDO

Utangamiri kugona kuzadzisa zvido zvevanhu

-Mudzidzi pamusangano

Zvinotungamira mukusarudza zvido: Bhuku rekushandisa kudzidzisa madzimai utungamiriri richava chombo chakakosha chekuti vanhukadzi vave nemasimba pasi rose. Kunyange zvazvo richiratidza mazano pamusoro peutungamiri kubva kune zvimwezvinyorwa, rinoabatanidza nemamwe maonero matsva neimwe nzira yakatsarukanainokosha uye inosvikirika kumadzamai. Hapana chimwe chinyorwa saichochi chandakamboona chinogona kushandisika nevanhu vemhando dzose (kusanganisira nevarume), chichitarisawo kusiyanasiyana kwezvavanoda uyewo nepavari. Marerukiro ebhuku iri anoenderana nemhando yeutungamiri hwarinokurudzira.

-Nancy Flowers, munyori nemudzidzisi wezvekodzera dzevanhu

Zvino ndazosvika pakunzwisisa kuti kunyange munhukadzi upi neupi anogona kuva mutungamiriri uye izvi zvinopa simba.

-Mudzidzisi pamusangano wekudzidzisa zveutungamiri kuMorocco.

Kana tikasazviona sevutungamiri uye tisingataurwi sevutungamiri muzvinyorwa, ko zvino vamwe vangationa sei sevutungamiri?

-Mushandi wemumba pamusangano wekudzidziswa zveutungamiri kuJordan.

Mukudzidziswa uku, ndakaona kuti ndine zvipo zveutungamiri zvandaisaziva kuti ndinazvo muhupenyu hwangu hwese.

-Mudzimai wechidiki pamusangano wekudzidziswa zveutungamiri kuPalestine.

Kana vanhu vose vakaona utungamiri nenziri iyi uye kuongorora nekutora mukana nevamwe mukutaurirana kuti utungamiri hungavhura sei kutora mukana nesarudzo ipapa mamwe amatambudziko edu angagadzirisika.

-Murume aivewo panzvimbo yekudzidzisa zveutungamiri kuJordan

Ndakazoona kuti mukati mangu ndaive nezviono zvandaikwanisa uye kuti ndainge ndapiwa simba rekupfuurira mberi kuti zvizadzisike

-Murwi wezvekuzvimirira kwemadzimai pane umwe musangano wezveutungamiriri kuNigeria.

Ndinofunga kuti Zvinotungamira mukusarudza zvido zvevanhukadzi ibhuku renhaurirano richaita mukurumbiro mukuwanisa vanhukadzi masimba nekodzero dzavo... Richabatsira vakadzi vamakore akasiyana-siyana kuti vafunge nekuzviona sevutungamiriri vari munharaunda dzavo uyewo vari mutsika nemagiro avo. Izvi ndizvo zvandinotarisa kubudirira kuita ndichiitira vakadzi nevasikana veAfghan kuburikidza nechirongwa chemusandirapamwe weWLP mu Pakistan....Bhuku rekubatsira reutungamiri rakaitwa neWLP ichibatsirana nemasangano akazvimirira oga (NGOs) kunyika dzichiri kubudirira inzira yakanaka yakupa vanhukadzi mikana yekudzidzira utungamiri uye kugadzira utungamiri hwakasimba.

- Sakena Yacoobi, Muvambi wechikoro chokudzidza kuAfghan.

ZVINOTUNGAMIRA MUKUSARUDZA ZVIDO
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rakapindurwa kubva kuchirungu kupinda mururimi rwechiShona neve:
Women's Self-Promotion Movement (WSPM)

Bhuku rino rakaverengwa nekupepetwa
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KUTENDA

Tine chikwereti chekutenda kumasango mazhinji nevanhu vakawanda vakatibatsira kuti chinyorwa ichi chibudirire. Tinotenda sangano reFord Foundation, veNational Endowment for Democracy, veShaler Adams Foundation neveTides Foundation nerutsigiro rwavo pataitsvaga kugadzira dzekugonesa kuti utungamiri hwevakadzi huonekwe.

Tinotenda vatungamiri vakatipa nyaya dzinokurudzira dzebhuku redu, kunyanya Zaina Anwar, Thais Corral, Ayesha Imam, Ivy Josiah, Asma Khader, naSakena Yacoobi vakangoverana nesu pachavo nyaya dzavo. Tinotenda Nancy Flowers akanyatsoongorora zvinyorwa zvekutanga zvebhuku rino akatipa unyanzvi nemaonero akakosha kwazvo.

VeWomen's Learning Partnership for Rights, Development, and Peace (WLP) (Boka Rezvekudzidza kodzero dzevakadzi, kubudirira kwavo uye runyararo) vakazivisa chirongwa chino musu wa 2 Chikumi 2000 apo takasanganisa boka renyanzvi kuti vaite nhaurirano nesu pamusoro penzira itsva dzemaonero eutungamiri hwevakadzi nezvavanoda panzvimbo nezvakanyanyokosha zvekubudidira kwavo. Tinoda kutenda vanotsigira nemari vakaita kuti kusangana uku kubudirire. Bato guru rinotungamirira hushumiri pasi pose hweUnited Methodist Church (The General Board of Global Ministries of the United Methodist Church, veGlobal Fund for Women (UNIFEM) neUnited Nations Population Fund (UNFPA). Vakauya pamusangano uyu ndeveAlia Arasougholy, shira Balaghi, Janice Broadman, Sylvie Cohen, Thais Corral, Naadia Davis, Nancy Flowers, Leane Grossman, Ayesha Imam, Bushra Jabre Mona Kaidbey, Aamina Lemrini, Vivian Manneh, Pramada Menon, Geeta Misra, Thoray Obaid, Ayo Obe, Aruna Rao, Najat Rochdi, Susan Deller Ross, Rahim Sabir, naSakena Yacoobi, vazhinji venyanzvi idzi vanoshandawo muboka redu rekupa mazano munyika dzakasiyana-siyana (ona Apendikisi E). Tine chikwereti kwavari nekuda kwezvavakaisa nerutsigiro pachinhanho chimwe nechimwe kusvika kupera kwechirongwa chino.

Rutendo rwakafanira kuna Rakhee Goyal, Hanan Khoiyoussy, naSian MacAdam vakapa mazano mazhinji nekubatsira panzvinhanho zvese zvekuitwa kwechinyorwa ichi. Tinotendawo Maureen Donaghy naMegan Brown vakabatsira kuronda misangano yeunyanzvi yakasiyana-siyana, kuungana kwevapi vemazano nekufambisa mashoko pakati pevatsigiri.

Tinopedzisira nekutenda boka remadzimai reWomen's Self Promotion Movement rekuZimbabwe nekupindura bhuku rino kubva muChirungu kupinda muChiShona uye nekurishambadza kuvanhukadzi

vekuZimbabwe, naDr. Douglas Mpondi veku Ohio Univhesiti
nekuverenga nekupepeta bhuku rino.

MATANGIRO EBHUKU

TIRI VANAANI?

Bhuku rekushandisa iri rakaburitswa pakubatirapamwe neve Women's Learning Partnership for Rights, Development, and Peace (WLP) (Boka rekudzidza pamwe chete nezvekodzera dzevakadzi, kubudirira nerunyararo) pamwer chete nesangano re Association Democratique des Femmes du Maroc (ADFM) riri muMorocco, BAOBAB for women's Human rights (BAOBAB remuNigeria ne Women's Affairs Technical Committee (WATC) remuPalestine. Kudenhwa kwehu kwaiva kwekuti tishande mumakondinendi matatu kuti tigadzire bhuku rekushandisa raive nechinangwa nedingindira zvinobvumiranwa zveutungamiri hwavakadzi raitenda pfungwa dzakasiyana-siyana uye raibatandiza pfungwa dzakasiyana-siyana. *Zvinotungamira mukusarudza zvido zvevanhukadzi* rine mazano neunyanzvi hwevanhukadzi vakawanda nevarume nemasangano akawanda asina akazvimirira oga, vatungamiri vemapato ematongwerwa enyika vatongi vanoita zvekubudira munyika dzinodarika gumi neshanu.

WLP yakazivisa nezvechirongwa ichi muGuta re New York musi was 2 Chikumi 2000. Mumwedzi yakatevera, ELP yakaita zvivumirano zvekudyidzana zviri pamutemo ne ADFM, BAOBAB ne WATC – anova masangano ehurumende akazvipira kusimbisa kupiwa masimba kwevakadzi, kutora mukana kwavo uye kutungamira munharaunda dzavo. Rimwe nerimwe remasangano aya rakatarisazve pakare nekuongorora zvakananyanya zvinyorwa zvebhuku iri pachinhanho chimwe nechimwe, vakabatsira pamarongerwo ebhuku iri rekushandisa, manyorerwo, maringe nezvemifananidzo, zvirimo vakaripepeti kuti rive nesimba rishande uye rikwanise kushandisika mutsika nemagariro evanhu.

Zvinotungamira mukusarudza zvido zvevanhukadzi mucherechedzo wekutanga webhuku rekushandisa riri kuitwa kuti rikwanisike kushandiswa panzvimbo mumawekishopu muMorocco, Nigeria ne Palestine. Vanotora mukana mumawekishopi aya inhengo nepamazi emasangano anodyidzana naro uyewo nevana vechikoro, vakadzi vakadzidzira mabsa, vashandi vehurumende, vadzidzisi vezvematongerwo enyika nevamwewo. Chirongwa chekuita *Zvinotungamira mukusarudza zvido zvevanhukadzi* kuti rikwanisike kushandiswa mudzinyika chiri kuitwa nevanoona nezvezviringwa zvekunze vanoti Amina Lemrini na Rabea Naciri we ADFM, Ayesha Imam weBOABAB naSuheir Azzouni weWATC. Vanotungamira urongwa hwekuedza zvinhu panzvimbo, kuongorora kugona kushandisika panzvimbo nekuva nezvinoenderana netsika nemagariro evanhu, uyewo kuita kuti kugadzirwe zvimwezve zvekushandisaa

zvinoshandisika panzvimbo. Bhuku rekushandisa reitungamiri pekupedzisira rinenge rakamirira nyika imwe chete richava nemutauro, tsika nemagariro evanhu venyika iyoyo uye richipa zvombo zvekudzidza zvakafanira zvinogona kushandiswa nevakadzi kuti vagadzire matungamirire.

Tichatarisa kumubatanidzwa weruzivo rwehu, WLP ichadzokorora mucherechedzo wemubatirapamwe wakafana neyu kune dzimwe nyika dzichiri kubudirira.

Pamusoro Pevatsigiri

Women's Learning Partnership for Rights, Development, and Peace

(WLP): WLP isangano risiri pasi pehurumende rinoshanda munyika dzichiri kubudirira rinopa vakadzi simba kuti vafunge patsva nekuronga zvakare mabasa avo mumhuri dzavo, nemunharaunda dzavo. WLP inobudirira pane izvi nekudyidzana nemasangano emadzimai munyika dzakabudirira, vachiita urongwa hwekudzidzisa nezvekudzidzisa nazvo utungamiri uye nekuita kuti vakadzi vave nehekuita pakuburitswa kwemashoko neruzivo. WLP inoburitsa zvombo zvokufambiswa kwemashoko zvakasiyana-siyana zvinoenderana netsika dzakasiyana-siyana dzemagariro evanhu. Zvinoburitswa mumadzangaradzimu, materevizheni, CD-ROM neindaneti zvinosimbisa kutora mukana kwevakadzi neutungamiri zvinosimudzira veruzhinji.

Association Democratique des Femmes du Maroc (ADFM):

ADFM yakavepo muna 1985 sesangano rakazvimirira kurwira nekusimudzira kodzero dzevakadzi uye kuita kuti pave nemitemo isingadzviniriri vanhukadzi. Serimwe remapato makurusa asiri pasi pehurumende muMorocco rinotarisa kodzero dzevakadzi ADFM rakabudirira mukugadzira mibatidzira nemasango ehurumende neeveruzhinji panzvimbo imwe uye pasi rose. ADFM inotarisa kusimudzira kodzera dzevakadzi kuburikidza nekuvamirira, kuvaita kuti vazive, kusimudzira kugona kwavo kunyora nekuverenga nedzidzo. Kunyanya-nyanya ADFM yakagadzira nzvimbo yekusanganira yeitungamiri hwevakadzi inotsvaka kuwedzera kutora mukana kwevakadzi panzvimbo dzese dzekuronga.

BAOBAB for Women's Human rights (BAOBAB):

BAOBAB sangano risinei nezvekutsvaga mari yakawanda risiri pasi pehurumende rinoshandira kodzero dzevakadzi nekutongwa kwavo zvakanaka zvisina udzvanyiriri vari pasi pezvinamato, nemitemo yetsika dzavanhu kunyanya iyo inobata vakadzi vechiMuslim. BAOBAB inoshanda nevanhu vakadzidzira zvemutemo, vanoita mitemo, mapoka anoona nezvekodzera dzavakadzi nedzavanhu vose, mamwe masangano asiri

pasi pedzihurumende (NGOs), nenhengo dzeruzhinji rwevanhu. Zvirongwa zvayo zvinokurudzira dzidziso yekodzero dzevanhu uye kunyanya kodzero dzevanhu vechikadzi. BAOBAB inopa mari yezvirongwa zvedzidzo nekudzidzisa kodzero dzemadzimai nezvinangwa zvekugonesa kuti kodzera dzevanhukadzi dzinzwiswe nechinangwa chekukurudzira mitemo yevanhuwo zvavo neyehurumende.

Women's Affairs Technical Committee (WATC): WATC mubatanidzwa wevakadzi vemumapato mashanu ezvematongerwe enyika muPalestine, nzvimbo nhanhatu dzedzidzo yevakadzi, masangano ezvekodzero dzavanhu munharaunda kana anobata munyika dzakawanda nevakadzi vazhinji vaneruzivo rwezvematongerwe enyika vakazvimirira. WATC, yakavepo muna 1992 inoshandira kubvisa rusarura pakati pevakadzi nevarume mukutsvaga mugariro wakanyatsogadzikana, unoremekedza kodzero dzevanhu. Zvinangwa nezvinotarisirwa neWATC zvinosanganisa kuvaka mikana kwevakadzi pazvinhano zvese mune zvematongerwo enyika, nekupa masimba nekutsigira masangano ekodzero dzevakadzi aripo. WATC inobudirira pazvitarisirwa zvayo kuburikidza nekudzidzisa, kubatirapamwe kwevanhu vari munzvimbo kwemashokoanodzidzisa

Women's Self-Promotion Movement (WSPM) iboka remadzimai anogara munzvimbo imwe chete. Rakavambwa mugore ra2001 mumwedzi waChikumi nevapoteri vehodo vechidzimai nevasikana vemuZimbabwe vanotambudzika. **WSPM** inokurudzira utungamiriri hwechidzimai, kugona kuzviitira nekubudirira paupfumi kuburikidza ekuvamba nekuita misangao yekudzidzisa utungamiriri hwechidzimai. Kuzivisana kodzero dzechidzimai kumirira vamwe nekuzvipira. Zvakare sangano iri riri kuda kudzidzisa nekuparadzira ruzivo nezvekuumba runyararo pasi rose. Rinoda zvakare unyatsotsvagiridza nezvenyaya idzi nekuumba mabasa uyezve nehomwe yemari yekukweretesa vanoshaya vachizodzosa.

WSPM iri kuda kuvhura pekudzidzisa ma Computer ne Internet pekutanga kuti ione kuti zvinoita here. Izvi zvinotarisirwa kuti zvibatsire pamisangano yekudzidzisa nezveutungamiriri hwemadzimai iri kuitwa vanhu vachishandisa nzira dzamazuva ano. Izvi zvinowedzera mukana wemadzimai nevasikana kuti vawane mabasa. **WSPM** iri kuda zvakare kuvhura hofisi inozobatsira kuti vanhu vekunzvimbo dzakasiyana vataurirane neinonzi Liason Office (Bureau de Liason) iri kuKigoma kuTanzania kumabvazuva kweAfrica.

NHANGANYAYA PFUNGWA HURU, ZVINANGWA, ZVATINOTARISIRWA NEMAMIRIRO EBHUKU

Pfungwa Huru

Zvidzidzo zviri mubhuku rino zviripo nekuda kwepfungwa huru dzinoita ina. *Chekutanga ndechekuti munharaunda zhinji, varume vanoonekwa vari pamusoro uye vakadzi vachitorwa sevari pasi pevarume.* Mafungiro aya akati omei nekuti pfungwa dzekuti kuve pamusoro, simba neutungamiri hazvireve zvakafanana mutsika nemagariro evanhu vakasiyana-siyana nenharaunda dzavo. Kunyange mudzinharaunda munhu anemagariro akasiyana. Semuenzaniso kugadzirisa vavakidzani vari kurwisana uchitorova nechibhaka zvakasimba zvinogona kutaridza kune vamwe vanhu kukundikana kwako iwe warova zvakasimba. Kune vamwewo kushandisa simba renyama pane vari pagakava zvinogona kutaridza simba.

Pfungwa yechipiri inoti havasi vakadzi vega vanobatsirikana asi kuti vanhu vese vanobatsirikana pane zvatongerwo, zveupfumi, nezvetsika nemagariro evanhu kuburikidza nekuenzanisa simba pakati pavarume nevakadzi. Kuverenga zvakasiyana-siyana zvakaita sekudzidzwa kwematangiro evanhu netsika dzavo (anthropology) nekusimukira kwenyika zhinji zvinobvumirana nepfungwa iri pamusoro: pane ukama huri pachena hunokonzerwa nekuva nechikuita kwevakadzi muupenyu hwevanhu nekusimbiswa kwetsika, maonero, nemaitiro anoburitsa kusununguka, kuenzanirana nekutendawo vamwe pakugarisana. Kugona kuita budiriro inogona kuenderera mberi isingakuvadzi mamiriro ekunze munyika dziri kusimukira, kana nzvimbo dzisati dzasimukira dziri munyika dzakabudirira kunganetse kana utungamiri kwechikadzi husipo. Nyangwe zvakadaro nzira yekupima simba, kuwanzwa kana kushomekeswa kwesimba uye magoverwo anozoitwa simba pekupedzisira pakati pevarume nevakadzi kunyange mhuri inozviita. Sezvakusinawo nzira imwe chete chete yekubudirira pane zveupfumi kana zvevatongerwo, hakunawo nzira imwe chete yekubidira kwevanhukadzi.

Pfungwa yetatu ndeyekuti utungamiri hwakanaka – utungamiri hunomirira vese vakadzi nevarume, varombo nevapfumi, vane simba nevasina – kusanganisira zvese, nokuita zvido zvevanhu vose, Utungamiri utsva uhu hunoramba kungofungira kuti vamwe vanhu kana zvikwata zvevadungavanhu vanotori nesimba nemvumo yekuzvarwa nayo yekurongera vamwe. Pane kudaro, utungamiri hunofanira kuva hwekutorawo pfungwa neunyanzvi hwevanhu vakawanda kwazvo

hunoenderano nenyaya iripo. Pamusoro paizvozvo unyanzvi hwekutungamira hahugoni kuparadzanisa kubva kuunyanzvi hwekugona kugarisana sezvo kugona nekuita kwemutungamiri kunobva pakuti mukadzi uyu anogarisana nevamwe zvakanaka sei nevanomutsigira, vanotenderana naye kana vanomutevera. Nyangwe pasina zvapo zvingadomeka zvikapedzeka zveunhu namaitiro anotaura kuti mutungamiri akanaka panguva dzose akaita sei, munguva zhinji zvinoda munhumukadzi anogona kuita sarudzo anoona ramangwana uye anoshanda nevamwe kuti pfungwa yematongerwo akanaka nekodzero dzevanhu ibudirire, mutungamiri akanaka nekodzero dzevanhu ibudirire. Mutungamiri akanaka anonzwisisawo kuti nzira – maitiro aanoita zvaanotarisa akakosha sekukosha kwakaita zvacho zvaanotarisa.

Pfungwa yechina ndeyekuti hutungamiri hunosanganisira vanhu vose hwakabatwa nekuvepo kwekufambiswa kwemashoko kwakanaka. Kuti vagari venzvimbo vanotaura sei nevakuru vavo, vabereki vanotaura sei nevana vavo, vafambidzani vanotaura sei nevana vavo– chimwe nechimwe cheizvi mucherechedzo pepaduku unomirira zvikuru zvakanaka wemaitiro eutungamiri. Panguva iyo umbowo chiri chezvime zvezvinhu zvakananyokosha pasi rese, avo vane kugona kukuru kuburitsa nekufambisa mashoko mazano nemaonero pakati pedu nekunyika yose ndivo vane masimba. Kufambisa mashoko kwakanaka, seutungamiri kwakanaka zviri pakuti tinotaurirana sei nevamwe tinoshanda sei uye kuti tinoita sei sarudzo, zvichienda zvakanaka. Apo zvemichina zvivhiramba zvichiwana mukana wekufambisa mashoko pasi rese, mukana nekutonga zvime chimuko kwevakadzi pamichina inofambisa mashoko uye iri yavo zvinozova nechekuita chikuru maringe nekugona kutungamirira kwevakadzi.

Zvinangwa

Zvinotungamira mukusarudza zvido zvevanhukadzi: Bhuku rekushandisa kudzidzisa madzimai utungamiriri riripo kuti rishande sechombo chekudzidza uye kuti zvive nyore kushandisa pakudzidzisa utungamiri. Musiyano webhuku rino nemamwe anotaura zveutungamiri ndewokuti mamwe anotaura kuti “ungaita sei” kuti ukwikwidze chigaro chezvematongerwo enyika, ungangamira sei kambani kana kuti ungapfeke sei kuti ubudirire asi bhuku rino rekushandisa rinotarisa nyaya dzekupiyasaimba kwamadzimai nenzira dzekufambisanadzo mashoko.

Zvatinotarisa

Chatinotarisa pakuburitsa bhuku rino rekushandisa kugadzirira chombo chinogona kushandisika munharaunda ipi zvayo, chinogonesa kuti vakadzi vatore chikamu neutungamiri munyaya dzakasiyana-siyana

dzemumagariro evanhu nekuita sarudzo. Chinangwa chedu chikuru-kuru kutora chikamu kusvika mamiriro ezvinhu anoita kuti vakadzi nevarume pasi rose vabatwe zvakanaka zvakaenzanirana. Utungamiri hwevakadzi, sekungatora chikamu kwavo, kana kuve nesimba kwavo hazvifaniri kureva kuti varume varasikirwa neutungamiri, kana mukana kana simba. Utungamiri hwechokwadi hunotungamira kusarudzo hombe kumunhu wese.

Mamiriro Ebhuku

Chitsauko chinotevera mubhuku rino rekushandisa – chakanzi “Nzira dzekuvaka Utungamiri: Utungamiri Senzira Yekudzidza kufambisa mashoko zvakanaka” – chinopa mamiriro ezviri mabhuku rekushandisa iri uye chiripo kunyanya kuti chishandiswe nevanotungamira zvirongwa. Chinotarisa hwaro hwemhando itsva yeutungamiri inotora mukana, inoenderana pamwe chete, ine utongi hwegutsarizhinhi uye kunyanyanya kupiwa simba kwevakadzi. Chitsauko ichi chinotevererwa nechinoteverwa nechinoti Mataurirane Atingaite Mumusangano: Matungamirire atingaite”. Tsanangudzo idzi hadzingashandi bedzi pakugonesa zvirongwa zvekudzidzisa utungamiri huri mubhuku rino rekushandisa asi zvinogona kushandiswawonje sechitubu chekufambisa mhando ipi zvayo yemusangano. Zvirongwa gumi nezviviri zvemawekishopu zviri mubhuku rekushandisa zvinobata madingindira ekuvakwa kweutungamiri zvichitangira kumaitiro ekugonese kugona kweutungamiri hwedungamunhu zvichienda kuzvidzidzo zvekusika nekusimbisa tsika kuburikidza nekuita micherechedzo yeutungamiri hwakaenzanirana.

Sezvo kusina tsananguro imwe chete yemamiriro kana zvinotarisirwa pamutungamiri, hapanawo nzira imwe chete yekupa unyanzvi hweutungamiri, Mubhuku *Zvinotungamira mukusarudza zvido zvevanhukadzi* riri pamusoro pezveutungamiri zvirimo, nzira yekudzidza irimo mubhuku pachayo yakaitwa nenzira yekupa simba vanotungamira mawekishopu nevadzidzi. Zvirongwa zvakapiwa mabhuku zvingoripo kutangamira bedzi zvinoshanduka kuti zvikodzere nharaunda yazviri kushandiswa. Semucherechedzo, nhoroondo dzeupenyu hwevanhu nenyaya pamusoro pemasangano akabudirira ingori bedzi mienzaniso yekuti tiwane pekutangira nhaurirano uye inogona kubviswa kuchiiswa nhoroondo dzeupenyu hwevanhu kana nyaya dzinoenderana kana kunzwisika panzvimbo iyoyo.

Zvinangwa zvemubhuku rino rekushandisa zvakaiswa muzvikamu zvitatu. Muchikamu “kuzvigadzirira kuva mutungamiri”, chirongwa chekutanga chinotarisa tsananguro dzakasiyana-siyana, dzinotendwa nedzisingatendwi dzemamiriro emutungamiri. Chirongwa chepiri chinobatsira muverengi kana uyo ari kutora mukana mumusangano kuti

azvionere oga kugona kwake kutungamira. Chirongwa chechitatu chinotarisa kuti vatungamiri vanotanga sei vaine chiono pane ramangwana, zano kana kuzarurirwa kunozoita kuti vazvidenhe pachavo vozozvisandura vozviita.

Chikamu chepiri chakanzi “Kutaurirana nevamwe.” Muchikamu ichi, chirongwa chechina chionoongorora mataurire evamwe vatungamiri sedungamunhu nematauriro evari mumusangano macho. Chirongwa chechishanu chionoongorora kukosha kwebvumirano, kutaurirana kusvika pakubvumirana, uye kutendenawo vadzidzi vane maonero akasiyana, uye chirongwa 6 chinotarisa nzira dzekupa vamwe simba kuitira kuti utungamiri hwemunhu huve nerunziro huru iyo inogara nguva refu.

Chikamu chetatu chakanzi “Kuumba kubatirapamwe pakudzidza” Muchikamu ichi, chirongwa chechinomwe chinotarisa nzira dzingashandiswa nenhengo nemasangano dzekuuya pamwe chete kuti dzive nechinangwa chakafanana. Chirongwa chesere chinoshanda kubirikidza nenzira yekuumba urongwa hwezvemukuita kwesangano, uye chirongwa chechipfumbamwe chinotarisa nzira dzekushandisa zvizere ruzivo rwakasiyana-siyana rwenhengo, vashandi vesangano nemapazi ari musangano. Chirongwa chegumi chinotaura nzira dzinoshandiswa nesangano kuunganidza, kusanganisa nekunyatsotsanangura chinangwa, kuwana vashandi vanokodzera, nekushandisa zviwanikwa zvizere, ipapowo chirongwa chegumi neimwe chinotarisa nzira dzekutsigirana pakudyidzana zvizere mukufamibsa zvekodzera dzemadzimai, uye chirongwa chegumi nepiri chionoongorora nzira dzakasiyana-siyana dzekuronga kudzidza kwakabudirira.

Kubatsira mukuronga misangano inoenderana nezvinotendwa nevanhu, maappendikisi ebhuku rino anopa dzimwe nzira dzezvirongwa dzinoenderana netsika nemagaririo evanhu, mazano nedzimwe nzira dzekudzidzisa nekugonesa, nenzira dzekugonesa nhaurirano pakati pevarimumusangano. Zvimwe zvirongwa zvinogona kushandiswa pane zvakapiwa zvinowanikwa muAppendikisi A zviine kanotsanangudzo kedzimwe nzira dzechirongwa chadziri kutsiva. Appendikisi B inopa chikwata chezvombo zvinoshandiswa nevava kuziva kutungamira kuti vaumbe nhaurirano nechidokwadokwa mumusangano. Vatungamiri vemusangano vanokurudzirwa kukwanisa kushandura urongwa hwemamiriro ekudzidza, vachitora mhindu nezvirongwa zvakananyonakira boka ravo rewekishopu vachisiya mhindhu neurongwa zvisingashandi kwavari. Appendikisi C, yekuterera uchitora mukana, inopa pfungwa dzekuterera kwakanaka nenhaurirano ine zvibereko. Appendikisi D inpoa boka remabhuku akashindiswa ezveutungamiri uye Appendikisi E yakanyorwa masangango asiri pasi pehurumende pasi rose ane urongwa hwekukuridzira dzeInternational

Advisory council (IAC) (Dare rekupa mazano akasiyana-siyana),
maererano netsika nemagaririo nezvinamato zvinoongorora
nekunatsurudza zvemitemo, zvevatongwero neumbowo hwetsika,
magariro nemararamiro evanhu zvakapiwa muurongwa hwe WLP
hweutungamiri.

MAUMBIRWO EMAPAZI EUTUNGAMIRI: UTUNGAMIRI SENZIRA YEKUDZIDZA TICHITAUURIRANA

Mahnaz Afkhami

Bhuku rino rekushandisa riri pamusoro peutungamiri hwevakadzi panguva yeshanduko huru pane zveruzivo nekufambiswa kwemashoko. Tinotarisa vakadzi nekuti (a) ndivo vazhinji pasi rose (b) kazhinji vaisiwa pazvirongwa zvaigadzira mamiriro eupenyu hwedu kare (c) vanofanira kutora mukana wakakura kwazvo muzvirongwa izvi mune ramangwana kana tichida kuzvigadzira nyika iri nani, isu nevana vedu. Tinotarisa zveutungamiri nekuti sevutungamiri vakadzi vanogona kuronzira nekuita kuti ramagwana rive rakanaka izvo tinotsvaga – kusununguka, kuenzanirana utongo kwakanaka mumatare, zvizhinji nerugare kuvanhu vose. Tinotarisa zvemichina yekufamisa mashoko nekuti ndiro simba rinozaira, rinoumba mamiriro uye miganzu yekubudirira kwezveupfumi, kutongwa kwevanhu kwanaka nekusununguka kwedungamunhu mu20th century.

Vanhukadzi, umbowo, nekupihwa masimba

Mukana wevakadzi pakuwana masimba mushoma

Vakadzi vave kutora mikana zvakananyanya pane zvinoitika munharaunda dzavo kwemakumi emakore apfuura, asi vachiri kure nekusvika pavanofanira kuva pane zveupenyu hwavo kana kune veruzhinji. Kutora mukana kwevakadzi muzvinzvimbo zveumaneja, kana zvekuronga kunokarosvika zvikamu makumi matatu nezvitatu kubva muzana munyika dzakabudirira zvikamu gumi nezvishanu kubva muzana muAfrica, zvikamu gumi nezvitatu kubva muzana muAsia nekuPacific¹. MuAfrica, nemuAsia chikamu ichi – neuduku hwacho – chinotaridza kakapetwa kaviri kwaizvozi mumakore makumi maviri apfuura. Kutora mikana kwevakadzi muzvirongwa zveupfumi zvepamusoro kuri pasi-pasi kwazvo, kunyange kunyika dzekumadokero. Pamakambani churu everuzhinji akanyanyokosha mu United States mugore ra2000, matatu oga ane vakadzi maCEO². Munzvimbo zhinji pasi rose, pamabasa pane rusaruro rwekuti uri murume here kana mukadzi. Vakadzi kazhinji vanoita vanamabharani, vatengesi kana vashandi vemumba uye vamwe vachishanda kune zvekugadzira nezvekufambisa. Pasi rose – vakadzi vanoshanda nguva yakareba kudarika varume pavhiki, asi kazhinji basa

¹ United Nations, *The World's Women 2000: Trends and Statistics*, New York, p.130.

² From "A Start-Up of Her Own," by Marci McDonald, *U.S. News & World Report*, May 15, 2000.

ravo haribhadharwi kana kutariswa. Apo vakadzi vanoita basa rakafanana nevamwe, vanobhadarwa mari shoma pane yevarume nezvikamu zviri pakati pemakumi matatu emakumi mana kubva muzana. Mumubatanidzwa wemarudzi (UN), vakadzi vanoshanda mabasa epamusoro ekutonga vanoita zvikamu zvipfumbamwe kubva muzana, vanoita zvikamu makumi maviri nechimwe kubva muzana pamabasa evakuru vanotevera vataurwa pamusoro uye vanoita zvikamu makumi mana nezvisere kubva muzana pamabasa madiki evashandi³. Dzihurumende kusvika parizvino dzataridza kuda zvishomashoma kutarisa zvidiwa zvemabasa zvevakadzi.

Nzira dzekuvaka Utangamiri: Utungamiri Senzira Yekudzidza kufambisa mashoko zvakanaka

Kusaenzanirana pakati pevakadzi nevarume hakubvi pane chimwe chemamirire enhoroondo yakare zvakafanana nemaitiro evanhu, chinamoto, mamiriro ezveupfumi, kana mitemo: asi zvinotobva pazvikonzero zvakanaka. Vakadzi vazhinji vanonyatsoziva kuoma kwemarongerwe evanhu kusina kumira zvakanaka kunovashayisa mukana wekuratidza kugona kwavo zvizere. Zvakadaro vanozviziva kuti inhengo dzeurongwa hwacho. Vakadzi vazhinji zvino voziva kuti dambudziko ravo haringosiri rekukwikwidzana nevarume, asi kutoti vangafunga sei zvakare nekubatsira kusvika mamiriro eupenyu akadzvanyirira vose vakadzi nevarume. Mumakore echimazana makumi maviri nerimwe (21st Century) vakadzi vachapfuurira nekusenga mutoro wekutsanangura sei, uye vagoshanda kuti upenyu hwakanaka uye hwevanhu hunotaridzika sei, uye vagoshanda kuti zvibudirire apo vanova vanotora mukana munyika iri mune dzimwe nzvimbo – semuenzaniso muScandinavia – uko vakadzi vakawanda vakapinda mune zvevatongwerwo enyika⁴ ukama pakati pevarume nevakadzi hwave kuda kuenzana. Kuti vatore mukana wavo zvizere vakadzi kwese-kwese vanofanira kupindira zvakananyanya mune zviri kuitika munzvimbo dzavo. Vakadzi vanofanira kupihwa masimba.

Pane Kubvumirana kuripo kwakatendwa nepasi rese kwekuti vakadzi vanofanira kupiwa masimba.

³ United Nations, *The World's Women 2000: Trends and Statistics*, New York: United Nations, p.167.

⁴ Muna 1995 yenyika yeSweden ndiyo yakatanga kuve nevakadzi vakaenzana nevarume muparamende. Kubva ipapo mashandisirwo emari munyaya dzekugara zvakanaka kwevanhu, dzemamiriro ekunze nezvekudzivirirwa kwenyika zvave kuratidza kuti vakadzi vakawanda vave muparamende.

Zvino tava nekubvirana pasi pese kuti vakadzi vanofanira kupiwa simba. Kubvumirana uku kwakaitwa pamusangano wechina wevakadzi we United Nations (KeBeijing 1995) kunoburitswa mubhuku rinonzi (Beijing Platform for Action) Chinyorwa ichi chinoti:

Mukana wekuita (Platform for Action) inyaya yekupiiwa simba kwevakadzi. Ine chinangwa chekubvisa zvese zvingatadzisa vakadzi kutora mukana zvizere pane zvese zveupenyu hweruzhinji nehwe munhu kuburikidza nekugovana zvizere zvakaenzanirana pane zveupfumi, zvmagiro, zvetsika nemagiro nezvematongerwe izvi zvinoreva kuti maonero ekuti simba neutungamiri zvigovamwe zvinofanira kuvepo pakati pava kadzi nevarume kumba, kumabasa nekune zvimwe zvikuru zve munyika imomo nemunyika dzese. Kuenzanirana pakati pavarume nevakadzi inyaya yekodzero dzevanhu nemukana wekuenzanirana kwe vanhu uye chinhu chakakosha chinotodiwa kuti pave nekuenzanirana, kubudirira nerunyararo.

Kudyidzana kwakasandurwa kukavepo nekuda wekuenzanirana pakati pava kadzi nevarume kunogonesa kubidiro inogara, ine vanhu pamoyo. Kuzvipira kunogara kwenguva refu kunodiwa kuti vakadzi nevarume vashande pamwe vachizvitira ivo pachavo, vana vavo uye vanhuwo zvavo kuti vakwanisa kusangana nezvinetso zve mu 20st century. Mukana wekuita unosimbisa kuti vakadzi vane zvinovanetsa zviri pachena zvinogona kungotariswa nekushandirapamwe vachidyidzana nevarume vaine chinangwa chimwe chekuenzanirana pakati pavarume nevakadzi pasi rese. Kunoremekedza nekukoshesa kusiyana-siyana kwenzvimbo dziri vakadzi nemagiro avo uye kunotenda kuti vakadzi vanotarisa nezvimwe zvinovharidzira kupiwa kwavo samba⁵

Michina yekufambisa mashoko yofambisa mafambiro oita zvinhu pasi rese

Nzira itsva dzekufambiswa kwemashoko dzasandura mamiro emasimba pasi rino. Kufambiswa kwamashoko nemichina koita kuti kutaurirana pasi rese kuve nyore sekutaurirana kwevari panzvimbo imwe, zvichidzidzise pakare kuti vaenderane nezvinodiwa pamakwikwi epasi rese. Nyika dziri kusundwa nekupokana kuripo pakati pezvinodiwa pamakwikwi epasi rese nematongere epanzvimbo. Muenzaniso mutsva, unonyanyanyoda idzwa kuti mubatanidzwa pasi rese, une dzimwe pfungwa itsva dzezveukama nesimba. Hapana anogona kutaura aine

⁵ "Report of the Fourth World Conference on Women," *Covenant for the New Millennium: The Beijing Declaration & Platform for Action* (Beijing, September 4-15), Santa Rosa, California: Free Hand Books, 1996, pp.7-8

chokwadi kuti kushanduka kuti kuitika kune chakanakira here kana chakaipira rudzi rwevanhu. Zvakadaro tinogona kuva nechokwadi kuti kana tikasatora, zvemuchina zviru kusanduka, remangwana rinoratidza kujeka, rinogona kuzoitwika kwatiri rava nerima paruzivo rwedu, zvatinaita kana kubvuma kwedu. Nekuda kwemichina yekufambisa mashoko yechizvino-zvino ine maitiro anopa simba, 20st century ichapa vakadzi mikana mitsva asi bedzi kana vakadzi vakagadzirira kutora mikana yacho.

Michina yekufambisa mashoko inonetsa kunzwisisa uye ine njodzi

Michina inofambisa zveupfumi zvitsva pasi rese inozvifambisa yega, ine mativi akawanda, uye inonetsa kunzwisisa. Inofamba ichidarika miganhu yenyika. Inogona kutaridzika nemamwe mataridzikire uye nekumwe kugona apo inokura, ichisvika mamiriro matsva anoda kushandukawo kunoenderana kubva kudungamunhu, nharaunda, nenyika. Madungavanhu, mapoka, kana nyika vanonyotsonzwisisa mavakirwe emuchina nekusanduka-sanduka kwawo vanenge vari pari nani kuti vakohwe mibayiro yacho. Avo vainganyatsonzwisisi michina yekufambisa mashoko mitsva iyi uye vasingatori mikana pakuishandisa, kuigadzira simba hainei neutera hwevanhu. Hatizokundi utera hwayo nekunyunyuta kana kukumbira. Chatinofanira kuita kuwana mhindu nenzira dzekukwanisa kuenderana nayo kuti titore simba racho ritibatsire. Iri ndiro dambudziko chairo redzidzo. Zvakadaro kuti tiripedze zvakanaka, tinofanira kuritarira nenzira yezvematongerwe nokuti kupa mhando yeutungamiri inounza kutenderana munharaunda kunozounza zviringwa zvenharaunda.

Michina yekufambisa mashoko ine ramangwana riri nane kuvanhu vese

Michina yekufambisa mashoko inogona kutibatsira kuwana ruzivo, utungamiri, nekubvumirana kwatinoda kuti tishandire upenyu hwatiri kutsvaga, Michina yekufambisa mashoko mitsva inogona kuendeswa kunzvimbo dzose dzepasi rose nemitengo iri nani kuti indotsigira mitemo neyepasi rese inobatsira vanhu nenharaunda dzinosiya mikana yakakwana kuti dzitore chikamu pazvibvumirani zvinnobata upenyu hwavo. 20st century yakaunza kubudirira kwakanakisa kwazo mune zvesainzi nezvemichina. Nokuda kwaizvozvo, 20st century ine mukana wekuunza kubudirira kwepamusoro muupenyu hwevanhu kufambira mberi kwesainzi kwakatipa simba rekubvisa zvirwere zvinouraya zvizhinji, kuwedzera makore ekururama, kusandura maitiro emabasa, uye kupa mararamiro akanaka kumunhu wese. Tava zvino kugona kusvika, kuunganidza nekufambisa mashoko neruzivo pasi rose nekukasika uye tichishandisa mari shoma. Tava kugona kusvetuka

matambudziko aivepo pekutanga aitadzisa kuitwa kwezvinhu zvebudiriro kare nekuda kwekunetsa kwekufambiswa mashoko nenguva.

Kudiwa kwenzira dzinopedza kusiyaniwa kwekufambiswa kwemashoko

Zvakadaro tatarisana nekuparadzaniwa kuripo pane zveumbowo – kusiyaniwa kuri pachena kunovepo nekuda kwekushayiwa mukana wakaenzanira kumashoko neruzivo, nemikana isina kuenzanirana yekushandisa mashoko neruzivo kuti tibudirire, uyewo nekuenzana pakati pavarume navakadzi uye nekusununguka. Mune makombiyuta akawanda muUnited States kupfuura pasi rese rasanganiswa⁶. Vakadzi kwese kwese, kunyanya kunyika dziri kusimukira vane mikana mishoma kumichina yazvino pane varume.

Hatingodi kungounza mikana kunyika rombo bedzi asi kunyanya kune vamwe vanhu munyika yoga-yoga vasina mikana, uye pakati pavo kunyanya madzimai nevasikana. Tinodawo kuunza mukana wekushandisa indaneti (internet) kuvanhu vepasi rese uye izvi hazvingosanganisiri michina yacho nekudzidza kuishandisa, asi zvinofanira kuenderana netsika nemagariro evanhu, nemitauro yevanhu nezveshandiswa zvinenge zvagadzirwa munharaunda. Vanhu vepasi rese vasingatarisiri vanoiswa kumapeto havafaniri kungova vashandisi vemashoko anoitwa kumwe asi kuva vasiki veruzivo rwavanoshandisa navamwe. Tese tinozopfuma kana tikashandisa njere nekugona kwakasiyana-siyana kwavanhu pasi rese. Tikakwanisa kusvikira vanhu vese nekuve navo vese, tinozova nenyika iyo vanhu vanozowana unhu, upfumi, kuenzanirana nekutonga kwakaruruma, tikakundikana kuita izvi, tinopedzisira togara munyika yatisingagoni kudada nayo.

Utungamiri nevanhu vanodzidza

Vazhinji vedu tinorarama munharaunda dzine urongwa hwemasimba uye dzinoshanda nekurayira. Pekurairira kunogona kuve kumba, munharanuda, kune zvematongerwo, kana kune zveupfumi. Mamiriro ekurayira anoereratsika iwo achirerwawo netsika yekuteerera, inogona pakarepo kuendererera mberi, uye nekuvanza kuzvikudza kuburikidza nekuunza urongwa hwevane mvumo. Basa revane mvumo nderokudzika ukama hwekuraira kuburikidza nekuisa kubvimirana.

Pasina mvumo, munhu weseari muukama hwekuraira uhwu anogona kushandisa masimba ake zvisizvo kana kushandisirwa zvisizvo. Uhu hahungavi ihwo ukama hwakanaka hwatinotsvaga. Tingatotarisa imwe

⁶ United Nations Development Programme (UNDP), *Human Development Report 1999*, New York: Oxford, 199, p.62

mhando yevanhu uko varume nevakadzi vanotarisa, kwete sezvinhu zvekushandisa mune zvinoitika munharaunda apo mumwe anorayira, mumwe oterera asi sevanhu chaizvo vanotaurirana. Tinotarisa kuutungamiri muvanhu vari kudzidza senzira yekurera vanhu chaizvo vanobatsirana kuti vagone kurarama uye kuti kurarama kureve chinhu. Asi kuti tisvike pakuva vanhu vanodzida, tinofanira kutangira patiri.

Kuvazhinji vedu shoko rekuti utungamiri rinomutsa masimba, kushingirira, nesimba rinoshandiswa kuzadzisa chinangwa chakakosha. Munhu mutungamiri kana achikwanisa kuti vanhu vaite zvaanoraira. Netsanangudzo iyi vanhu vari muutungamiri vari pari nane kuti vatungamire. Zvakadaro hazvo, aya haasiwo mamire azvakaita nguva dzese. Tinozviziva kubva pane zvatakaona kuti vanhu vazhinji vari panzvimbo zvatinogona kuona asi tichinzwa kuti vatungamiri nekuti vanorunzira nzvimbo dzavari. Saka Utungamiri chinhu chinogara chiri mumunhu here? Ndechimwe chinhu here chine vamwe vanhu uye vamwe vanhu vasina?

Zvisiri utungamiri

Imwe nzira yekutaura pamusoro peutungamiri kutaura zvahusiri. Ngatitange nezvatinoziva tese. Vazhinji vedu tingabvuma kuti utungamiri hazvina kufanana nekugona kushandisa simba kana kumanikira. Zvinogona kumanikidza vanhu kuita zvatinoda kuti vaite kubiridza nekuvavhundutsira tichiti tinozovashaisa zvimwe zvinhu kana kuvarwadzisa. Baba vanovimbisa mwanakomana nekuti mwanakomana akundikana pane chimwe chidzidzo chake kana kuti arega kuita basa rake remumba. Tinogona kufunga kuti maitiro emhando iyi kushatirwa zvinhu zvaisafanira kuitika dai utungamiri hwainge hwaita basa rahwo. Baba semuenzaniso, zvichida vaisafanira kurwadzisa mwanakomana wavo kana mukuru pabasa, mumwe wake, dai kutaurirana kwakakwana kwakaitwa kuti vanhu vanyatsonzwanana.

Muenzaniso iyi inotiudza utungamiri hazvina kufanana memvumo pane zvekutonga, semvumo yemubereki kumwana kana mune zvechinyakare, sekuti mvumo yemukuru panzvimbo inotongwa neurongwa hweukuru. Baba vanogona kutaurira mwanakomana zvine simba kuita chimwe chinhu uye mwanakomana anogona kuchiita nekuti anofunga kuti baba vane kodzero yokuita izvozvo. Mushandi kazhinji anoita zvaanenge audzwa kuti neaitemukuru wake kana zvaanzi aite zvichiwira pasi nemvumo yekutaura izvozvo. Izvi ndizvo zvatinoreva kazhinji kana tichiti munhu ashandisa mvumo yake zviri pamutemo. Mvumo iri pamutemo yakanakira kuti inoita kuti kushandisa zvechisimba zvishaye basa, asi yakasiyanawo neutungamiri.

Tinoziva kubva pane zvatinosangana nazvo zuva nezuva kuti vamwe vanhu vane imwe mhando yeunhu inongoita kuti varemekedzwe nekuteererwa. Vanorunzira vamwe nesimba rerunziro ravanaro. Zvakadaro, simba rerunziro, rakasiyana neutungamiri. Simba rerunziro rinozvarwa riri mumumunhu, uye vashoma vanaro, rakanyimwa vazhinji. Utungamiri, nerumwe rutivi kugona kutura, kunowanikwa nemunhu wese. Vanhu vazhinji vasina simba rerunziro, zvisieni, vanotaridza kuva vatungamiri vakuru. Utungamiri, hachisiri chisimba, kana zvechinyakare, zveitemo, kana simba rerunziro, nyangwe chimwe nechimwe chezvizi chinogona kuvapo panotungamirwa. Vanhu vari panzvimbo dzekurayira vanogona kuva kana kusava vatungamiri. Utungamiri chailwo, zvino hunofanira kusiyana pachena nezverairo kana mamiriro ezvekungamira.

Utungamiri nekufambisa mashoko

Kutungamira kufambisa mashoko. Kuti utungamiri hwuvepo tinoda vanhu vangaita vaviri avo neimwe nzira vanonzwanana. Hakuna angatungamira pasina vanhu. Mutungamiriro anoita munhu anoenderana nekuti munhu anotaura sei. Musangano rine urongwa hweukuru, nzira yekutaurirana yakarongwa nemutoo wekuti zvinobva pasi zvichikwira. Ndozviri mutungamiri. Mukuru anopa zvinofanira kuitwa oratidza maitirwe azvo, vari pasi voita vozounza zvinenge zvabuda. Nzira iyi ine kakutaridzika kwekuva inoshanda, asi haishandi nekuti inokurudzira mhando yeukama isingadiwi nevazhinji vedu.

Kutaurirana muvanhu vari kudzidza kunoitwa nenzira dzakasiyana-siyana. Hakuna nzira imwe asi mbiri. Nguva dzese kune nzira mbiri. Hakunei nechisimba kana mvumo. Kunoramba urongwa hwemasimba. Nguva dzese kunotaridzwa nenzira yekutaurirana. Munhu wese anotora mukana; munhu wese anodzidza. Urongwa hweutungamiri mumaitire anoaya hunotora nzira yekutaurirana. Munhu pakarepo anogona kuva mutungamiri kana muteveri, kana kuti, munhu wese mutungamiri anoshanda nevamwe vatungamiri kuti vabudirire pakunzwisisana panyaya inenge iripo, zvokusarudza zviripo, nedzimwe sarudzo dzinoda kuitwa. Munhu wese anoshandira kuti zvinhu zvinake kuti kuve nechinangwa muupenyu chinoshanda kumunhu wese.

Maonero aya eutungamiri pakutanga anogona kuratidzika seasina basa, asi handizvo. Zvinogona kutaridzika sezvisingasvikiri nekuti tajairira kutaurirana kuya kune urongwa kweukuru. Kutaurirana kweurongwa hweukuru ndizvo vazhinji vedu takaziva kumba, muchikoro, kubasa nemunzvimbo dzekunamatira. Nekuti ndiwo marererwe atakaita tichikura, tinofanira kushanda nesimba kubvisa tsika dzakare. Kana tangoziva nekutenda kuti tinogona kudzidza nekuronga pamwe chete, tinenge tave munzira yekudyidzana kwakasiyana kunobatsira, kunogadzira ramangwana rakanakisisa.

Utungamiri muvanhu vemunharaunda vari kudzidza

Utungamiri inzira yekurunzira; inyaya yokufamba rwendo. Kufamba rwendo, munhu anoda kuve aine kwaakananga nechinangwa cheramangwana. Saka utungamiri huri pakuva nechinangwa. Chinangwa hakusi kungova netarisiro. Chinosanganisira mufanidzo wezvachanakira, zvakanasisa zvacho, pfungwa yekuti basa ratinoita rinozoratidzika sei kana taripedza. Utungamiri hunogona kushaya chinangwa. Hunofanira kuva nekwahunoenda, hukasadaro hahusi utungamiri. Asi tingazviita sei kuva nechinangwa, kuva negwara, kuzivisa chinangwa nekuchiita, nekuona nzira yatingashandisa kuti tione kana tiri kubudirira? Nzira yacho inofanira here kutevera zviya zveurongwa kubva zasi tichikwira.

Sezvo tichitanga kubva kumagiriro edu ajairira zveukuru, tinoda kuti titaure pamusoro pepfungwa dzepamusoro dzinogona kutibatsira kuti tiite shanduko pautungamiri muvanhu vemunharaunda vari kudzidza.

Kuronga Vanhu Venharaunda Vari Kudzidza

Sezvo utungamiriri chaihwo huri pakupa nekutora, kupedzisira kwazvo kunenge kusina kugadzikana kusvikira nharaunda yevanhu vane chinangwa yavepo. Kupedzisira nenzira yashandiswa zvinogarasanduka uye hapana mhedziso inokosha kana kuyera kusvika pakubvumira nzira dzese dzese. Izvi hazvireve kuti vanatora mukana havabatiri zvakasimba kumafungiro avo kana kusafunga zviri pamusoro pedzimwe mhedziso; asi vanoona nyaya yacho nemamwe maonero akanyatsosiyana kwazvo kubva kune zveurongwa hweukuru. Marongerwo eutungamiri munharaunda dzavanhu vari kudzidza anogona kuva nezvinhu zvinotevera:

Urongwa hunogona kusanduka: Urongwa hwekudzidza hunosanduka uye hunosanduka apo kudzidza kunoendera mberi. Utungamiri hunoonekwa seurongwa nekutaurirana – urongwa huchiva kudzidza uye kudzidza kuchiva urongwa. Kudzidza, muurongwa hwakadai hakungosiri kusanduka kwepfungwa nemaitiro, asiwo kugaroita shanduko dikidiki dzeukama pakati penhengo dzesangano. Munharaunda dzevanhu vari kudzidza, urongwa haasiri mahofisi akawanda akabatanidzwa nevakuru ane mvumo, asi kuti kurarama, nekufarisana kusakarongeka pakati pevanhu chaivo.

Kugoverwa kwesimba zvine urongwa: Kuti tigone kuti urongwa hufanane nekudzidza uye kuti kudzidza kufanane neurongwa, zvakakosha kuti simba ripiwe vanhu vakawanda zvine urongwa. Kubvisa vanhu vakuru-vakuri vemvumo hazvirevi kusarongeka. Zvinongoreva kuti urongwa hunovepo nekusanganisa vanhu vane mafungiro., maonero

neunyanzvi hunofanira kutaurirana, zvichikurudzira nharaunda ine zvainoreva iri pavanhu vanotora mukana vachipawo pfungwa dzavo.

Kuremekedzana: Utungamiri muvanhu vari kudzidza hunobva pakugona kwevari kutora chikamu kutaurirana sevanhu vakazara vakaenzana. Utungamiri chaihwo hunokoshesa vanhu vanotaura nevamwe, vanoremekedza pfungwa dzevamwe – kunyangwe pavanosiyana.

Kubvimirana pachena: Musangano riri kudzidza, mvumo haishaikwi zvachose. Iripo uye yakakoshera kuti chinangwa chibudirire. Zvakadaro iripo nekubvimirana kuri pachena, kwete sechikwata chemitemo kana simba rekuvhundutsira. Haimanikidzirwe, asi inongozovapo apo vanhu vanenge vachitaurirana.

Kubatsirana kufunga: Sangano rinodzidza rinoziva nezveukama huripo pakati penhengo uye ukama huripo pakati penhengo nesangano rese. Rinokurudzira kubatsirana kufunda. Vatori vechikamu vanoziva unhu hwavo nemaitiro avo anozadzisika kana akaonekwa sechikamu chakazara. Kuziva kubatsirana uku kunounza nhaurirano yakarongeka. Kunobatanidza zvinotarisa nezvishandiswa tiri mukati mekusanduka kwenguva nenzvimbo.

Nharaunda dzinodzidza dzinogona kurongwa nenzira dzakati wandei, kusanganisira nemasangano ari pamutemo. Zvirokwazvo vatungamiri vanonyanyobudirira vari mumasangano ari pamutemo vanoshandisa nzira dzokutaura dzinoenderana nezvataurwa pamusoro. Chinangwa kuri kuti tibatinidze nzira dzekutaura dzakanaka nenzira dzinosvitsa pakuti nharaunda dzidzidze.

Unhu hwemutungamiri munharaunda iri kudzidza

Tanguri tabvira kutaura kuti utungamiri hachisi chisimba, mvumo kana kuraira. Chokwadi ndechokuti hunoratidza nzira yekugarisana nekushanda nevamwe pane zvinenge zviripo. Kuti titaridze utungamiri muvanhu vanodzidza, tinoda kuisa urongwa hunoenderana navo. Urongwa hwacho hunozosanganisira izvo zvatataura pamusoro. Zvakadaro, kuisa urongwa hwakadaro kugara tafunga kuti mafungiro, zviito neunhu zvitoripo kare zvinozobatsira kubudisa nekuenderesa mberi urongwa, asi chokwadi chiri chekuti mafungiro, zviito neunhu zvitoripo kare zvinozobatsira kubudisa nekuenderesa mberi urongwa asi chokwadi chiri chekuti mafungiro, zviito neunhu zvitoripo kare zvinozobatsira kubudisa nekuenderesa mberi urongwa, asi chokwadi chiri chekuti mafungiro aya, zviito izvii neunhu uhu zvinofanira kutodzidzwa. Chikamu cheurongwa hwekuronga kudzidza seutungamiri

kana kuti utungamiri sekudzidza: Urongwa uhu nezvahunobudisa zvinonzi “kuita kweutungamiri munharaunda inodzidza”.

Ngatitange nezvakanyoreka zvakaonekwa. Vamwe vanhu vanotenda kuti vanhu pachavo vane usimbe uye kana vakasamanikidzwa kana kushandiswa, havazoshandi kana kuunza zvibereko: Vamwewo vanhu vanotenda kuti vanhu vanofunga uye vanoshanda nesimba uyezve vanoda kushanda. Chavanongoda mamiriro ezvinhu akavanakira pasina zvimhingamupinyi zvinovharidzira kufunga nekugona kwavo. Izvi zvakatosiyana nekungosiyana kuya kwemaitiro. Inzira mbiri dzinopikisana dzekutarisa nadzo nyika. Maonero ekutanga anounza urongwa hwekuraira paorongwa hweukuru huripo. Echipiri anonyanyoshanda munharaunda dzinokurudzira nhaurirano nekufambisa mashoko. Zviri pachena kuti sangano redu riri kudzidza rinofanira kukurudzira zviito zvemunhu zvinozobudisa maonero echipiri kana tichida kusimudzira maitiro akanaka ehutungamiri muvanhu vari kudzidza. Tingakurudzira sei maonero echipiri? Zvinotarisirwa pamaitiro ehutungamiri hwatinotsvaga ndezvipi?

Maonero aanoita vamwe: Maonero atinoita vamwe akakosha. Tinofanira kudzidza kuona vamwe sevanorevesa, vanhu vazere vanofunga kuita zvakanaka. Tinofanira kufunda kuti vanoda kudzidza kuva vanhu vari nani, uye vanoda kushanda, kwete kwemubayiro kana kuonerrwa, asi kuti vakunde pazvinangwa zvavanopiwa nebasa ravo. Kupfuura zvese, vanoshuvawo kuonekwa sevanhu vazere. Maonero edu angasagona kuziva kuti vakaita sei. Asi anogona kuburitsa kuti tiri vanhu vakaitira sei kana vatingada kuva. Tinofanira kupfuura mafungiro edu, kuti tikwanise kugonesa, kuti tizvidukupise, tisvikire, tidzidzise uye tigone kushanduka.

Kuzvipira kuunhu: tinofanira kukudza unhu hwakanaka tigozvipira kwahuri. Neunhu hwakanaka tinoreva zvakanaka zvinotibvisa pakuzvifunda. Tinotenda kuti zvinogoneka kuti tishande pamwe chete kuti tiite nyika ive nzvimbo iri nane kurarama. Kuzvipira kuunhu kunopa upenyu kumushandirapamwe wedu kuti udarike zviripo nguva idzodzo kuburikidza nekubutanadzira zvinobuda pabasa. Zvinotigonesa kumirira zvimwe zvinodarika isusu pachedu.

Kunzwisisa zvinodiwa nevamwe: unhu hwemutungamiri muvanhu vanodzidza hazvingoti tishandire vamwe, asi zvakanakosha kuti tinoda kushandira vamwe. Nedzimwe nguva zvinodaizwa kuti utungamiri

hwekuva muranda.⁷ Asi kungoshuva kushandira vamwe hazvina kukwana. Tinofanira kudzidza kunzwisisa zvinodiwa nevamwe. Tinofanira kuumba kugona kunyanya, kuzviisa mutsoka dzevamwe, tigoona nyika semaonero avo. Kuti tiite izvi tinoda kukunda zvatinofunga pamusoro pavamwe nekusafarira kwedu, torega kutonga kwehasha, todzidza kusangomanikidzira pfungwa dzedu pane vamwe, totenda kusiyana-siyana, toregedza kungotsamwa, totarisa zvakanaka zviri mune vamwe, toona zvipo nekuregerera.

Kupima kubudirira sekukura kwekugona kwemunhu: Unhu hwemutungamiri muvanhu vanodzidza kunosimbisa kushingirira. Munhu haangangoni kudzidza, kudzidzisa kana kuroveredzera vamwe asina moyo murefu. Kuti tive nemafungiro akanaka eutungamiri muvanhu vari kudzidza, tinofanira kudzidza kusangana nezvakaoma kuti tikure kuburikidza nematambudziko. Ushingi, mwoyo murefu, kuzvipira, kutsungirira – izvi ndezvimwe zvezvinotarisirwa kuti munhu ave mutungamiri akanaka.

Kushandirapamwe: Unhu hweutungamiri muvanhu vari kudzidza hunotisingira kushanda, kutaurirana nekukura sechikwata. Kushandirapamwe ndiyo mhando yevanhu vari kudzidza. Kushandirapamwe kunosanganisira kuremekedza vamwe. Kubvuma kusiyana kwavanhu, uye mwoyo wakanaka mudungamunhu, nekugona kugadzirisira kusanzwana, kuunza vanhu nekuvaka zvikwata pachinhanho chezvekuronga. Asi zvinodarika apa kubva muchikwata apo tinodzidza zvinokosha zveutungamiri muvanhu vari kudzidza.

Kudzidza sechikwata: Chakakosha kudzidza sechikwata kumasangano ari kudzidza kubatsira vanotora mukana ave nemafungiro chaizvo akanaka anovabatsira kuva nechikonzero chimwe kuburikidza nekushanda sechikwata. Micherechedzo yemifungo “mifananidzo, zvinofungirwa, nenyaya dzatinadzo mumifungo yedu pachedu, vamwe vanhu, masangano nezvese zvenyika⁸. Izvi zvinoshanda semagirazi

7 Ona Larry C. Spears, ed., *Insights on Leadership: Service, Rewardship, Spirit and Servant Leadership*, New York: John Wiley 1998

8. Pete M. Senge, AA Kleiner, Charlotte Roberts, Richard B. Ross and Bryan J. Smith *The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organisation*, New York: Currency Doubleday, 1994 p.235. For a Fuller Discussion, also see Warren Berson and Joan Goldsmith, *Synchronicity: The Inner Path of Leadership* by Joseph Jaworski, San Francisco: Barrett Koehler, 1998, and *Learning to lead: A workbook on Becoming a Leader*, Cambridge: Persus, 1997.

atinoona nawo nyika. Ndizvo hwaro hwemaonero edu etsika nemagaririo evanhu zvinobatanidza zviripo zvatinoziva, unhu nezvatindoa. Nekuti tiri zvibereko zvetsika namagariro zvange zviine urongwa hweukuru, vazhinji vedu tine mamwe mafungiro asina ushamwari nezvagara zvichisungwa nemasangano ari kudzidza. Saka tinoda kuumba, uye panofanira kuti tisandure maonero aya. Zvakadaro, kusandura mamiriro emifungo hazvisi nyore nekuti zvakanyanyopinda mukati-kati memaonero edu uye hazvichagari zvifungwa kana kunongororwa. Mushandirapamwe wakanaka unofanira kutibatsira kuzvibvisa pane zvakahwanda tozwiisa pachena patinozvifunga kuti tigozviongorora uye kana zvafanira tozvisandura kana kugadzirisa panoda kugadziriswa. Kudzidza sechikwata kunosanganisa mhando yenhaurirano inobatsira kuburitsa kurongeka – ndokuti urongwa, kubatana, nemaitiro emushandirapamwe kunozoita kuti sangano rese rikure kudarika mubatanidzwa wezvidimbu zvesangano. Kurongeka hazvirezvi kuti munhu wese anotenderana nezvese. Zvinoreva kuti nhengo dzadzidza kukoshesana nekuremekedza, vanogona kubatsira kuumba mhedziso yekuti munhu wese anoyemura kuita seyake.

Marongerwo angaitwa utungamiri muvanhu vari kudzidza

Zvataurwa kusvika zvino zvinogona kupiwa nepaduku semuenzaniso wekuburitsa utungamiri muvanhu vari kudzidza. Utungamiri sekudzidza ku:

Sanganisa Varume nevakadzi: Zvakanakisisa nekuti varume nevakadzi vanova vadyidzani pakutsanangura, kushandira pamwe nekubudirira pazvinangwa zvinobatsira munhu wese. Chinangwa chebhuku iri rekushandisa kuratidza kuti kudyidzana kwakadai kunongoneka uye kunofanira kuedzwa kana tichida kugona kuburitsa muenzaniso wemagiri, zveupfumi nezvematongerwo zvinotabatsira kusvika kuzvinangwa zveupenyu hwakanaka, hunosanduka hune zvibereko. Zvinotiratidzawo kuti munhu wese anogona kuva mutungamiri kana izvi zvaitwa nemutoo unovaka. Saka nyangwe zvazvo bhuku rekushandisa iri richitarisa vakadzi, rinobatsirawo kuvarume. Zvirokwazvo ringazonanyobudirira kana varume vatora mukana wekupa bhuku maonera akanaka.

Kutaurirana: Vanhu vanotaurirana pamusoro penyaya dzavanoona dzakakosha. Kutaurirana kwakadai kune zvakunoreva. Munhu wese ane chekutura uye pese paanotaura unova mucherezhedzo weutungamiri. Chinangwa chebhuku rino rekushandisa kutaridza kuti zvinogoneka kusandura ungano risina zvarinoreva kune vanhu vanotaura kuburikidzanekuisa unhu mariri uye kuti chirongwa chakadai chinotsanangura nekusarudza zvinoratidza utungamiri.

Rine Chinangwa: Basa guru renharaunda inotaurirana kutsanangura nekutatamura chinangwa. Kutsanangura nekutatamura chinangwa kuzviisa muurongwa hwekudzidza. Panguva imwe cheteyo, kubatanidza pakutaridza simba. Mamiriro anoita urongwa hwekutsanangura chinangwa anotitaurira zvizhinji maringe nemamirire akaita matongerewe enharaunda iyi. Anotitaurira kuti mune gutsaruzhinji here kana kuti udzvanyiriri, munoremekedza kodzero dzevanhu here kana dzevakuru-vakuru vashoma. Chinangwa chebhuku rino rekushandisa kusiyanisa zviri pachena nzira mbiri dzinotsanangura chinangwa.

Utongi hwakanaka hunoremekedza kodzero dzeruzhinji: Muvahu vanotaurirana, vanotora mukana, vatori vemikana vanoremekdzana uye vanokoshesana sevanhu chaivo vazere. Urongwa uhu, ruremekedzo rwevanhu kune vamwe vavo hunonyatsotsanangura zvakare mhando nemamiriro ehutungamiri. Chimwe chinangwa chebhuku rino rekushandisa kutibatsira kuti tisvike pagwara regutsaruzhinji nekuremekedza kwekodzero dzevanhu senzira dzekutsanangura zvinangwa zvedu, kunyangwe zvavo tsika nemagiriro edu dzichinyanyoda kutaridza avo vanozviisa pamusoro nezveudzvanyiriri.

Kutarisawo nzira dzinoshandiswa: “mhedziso haikosheswi kudarika nzira yashandiswa: mafungiro anonyanyozivikanwa pasi rese ehunhu hwakanaka. Pfungwa iyi inoreva kuti vanhu vane unhu havashandisi nzira dzisina unhu kuti vabudirire pazvinangwa, zvisinei nekukosha kwazo kana kuda kukurumidzirwa kwazo. Nerumwe rutivi ushamwari hwepedyo huripo pakati pemhedziso nenzira, zvinangwa zvine musoro hazvigoni kusarudzwa pasinawo kutarisawo zvizere nokurevesa vanhu kana zvekushandisa zviripo kana zvinogona kuwanikwa kuti zvinangwa zvibudirire. Tikasatarisa zvizere nekurevesa kwenzira dzatinogona kushandisa dziripo zvinozoita kuti tive nezvinangwa zvisingabviri.

Zvese zvinogona “munharaunda inodzidza”: Hatisi kunyanyoda kutsanangura chaizvo-izvo kuti chii chinonzi “nharaunda iri kudzidza mubhuku rino rekushandisa. Tinogona kuti, neimwewo nzira, kuti nharaunda iri kudzidza mucherechedzo wekuburitsa “utungamiri sekudzidza”, uye nepaduku, hune maitiro atataura pamusoro, Kuti maitiro aya anorongwa sei zvinobva zvikuru patsika nemagaririo evanhu vacho umo kuburitsa nekutaridza utungamiri hwakadaro zvinoedzwa.

Rimwe basa guru rebhuku rino rekushandisa ndero kutikoka kuti titarisise zvine kuvaka kuutungamiri sekudzidza nezvinogoneka zvazvinopa kuvakadzi. Mafungire aya eutungamiri zvichienderana nekudzidza zvinorukirwa muzvirongwa zvedu zviri mubhuku rino rese.

Zvinotungamirira Mukusarudza Zvido: Bhuku Rekushandisa Kudzidzisa Madzimai
Utungamiri

MATAURIRANE ATINGAITA MUMUSANGANO:

ZVINOTARISIRWA KUITWA PAKUTUNGAMIRIRA

Mitemo iyi iripo kukubatsirai, iwe mutungamiri mufambisi wemusangano kuti ugobudirira pazvinangwa zvako, zvekutungamira nhaurirano nezviitwa. Semutungamiri, une basa rekuongorora nekufambisa urongwa hwekudzidza muchirongwa chega chega. Kusiya kwako nemudzidzisi wakare, iwe basa rako harisi rekutungamirira boka kusvika kumhedziso kana kunzwisisa kupi zvako. Basa rako chairo nderokugadzira nzvimbo yewekishopu yavo vanotora chikamu umo munogona kudzidza kubva kupfungwa nezvakasananwa nazvo nevamwe, mozobvumirana asi mamiriro ezvinhu akangonaka, moshanda pamwe kuti musvike pakubvumirana. Unozogadzira nzvimbo iyiyo kuburikidza nokufanogadzira, nzvimbo iyoyo kuburikidza nokufanogadzira, nzvimbo nekurongedzera zvokushandisa, uye nekuita zvidobi zveutungamiri zvinokurudzira kuremekedzana, nhaurirano ine kufunga, nemamiriro ezvinhu anokurudzira kubatirapamwe.

Zvinangwa zvekudzidza

Kusanganisira zvese, utungamiri hwekutora chikamu utungamiri chaihwo huri pakugona kushandisa zvimwe zvidobi zveutungamiri, pamusoro pazvese: Kutaurirana, kuterera, kuunza kutenderana, kuvaka kutenderana pane zviripo, nekuvaka kudyidzana pakudzidza. Zvidobi izvi zviri pakati peizvo zvinotaurwa muzvirongwa. Panzvimbo dzakasiyana-siyana panguva yemusangano unogona kusuwa kutaurirana zvine udzamu kukosha nezvinorehwa nezvinhu.

Kutaurirana: Utungamiri hwose hunotanga nekutaurirana kwepamusoro. Vatungamiri vanofanira kune neunyanzvi pakufambisa pfungwa dzavo nezvinangwa zvavo kune vamwe. Vatungamiri vakanaka vanogona kunyatsoona, kuterera kutaura, nekufambisa mashoko nechikonzero ichi, zvirongwa zvese zvemisangano zvinosimbisa uyanzvi hwekutaurirana. Chirongwa chekutanga chinotarisa pakugona kwedungamunhu kutaura, uye zvirongwa zvinozotevera zvinozotarisa nhaurirano pakati pezvkwata nemasangano.

Kuteerera: Vatungamiri vanosimbiswa nekuterera kumaonero nemafungiro evamwe. Kuterera hakusi bedzi kungonzwa zvinotaurwa neanutungamira, mumwe wako kana mukwikwidzi, asi kunosanganisira kukoshesa nekushandisawo zvafungwa nevamwe kana mazano avo.

Mutereri akakwana, semutungamiri ndeanodzidza kubva kune zvaanonzwa.

Kuunza kubvumirana: Kuva nekubvimirana urongwa hwakakosha hwekusarudza hunoshandiswa nevatungamiri vakabudirira kuburikidza nenhaurirano, vanhu vanowanikwa muzvikwata, kana masangano makuru vanozosvika pakunzwisisa pane izvo zvinogona kusarudzwa kana kuitwa. Kana paita kusiyana kwepfungwa hapana zvinoitwa neboka rese. Nyangwe pane dzimwe nguva kuvaka tenderano kuchigona kushatirisa uye kuchitora nguva, kunosvitsa pasarudzo dzinenge dzabvumiranwa dzinogona kutsigirwa nekutevera nemunhu wese.

Kuunza Zano rine kunzwana: Zvikwata zvidiki nemapoka mahombe anogona kubatsikana kana pakava nepfungwa inobvumiranwa. Kuburikidza nenhaurirano, kuvaka tenderano, nekubvimirana, panozogadzirika chikwata chezvinotendwa nemitemo yakavepo nekuti munhu wese akatora mukana pakuti ivepo, saka munhu wese ane mugove. Kubvumirana nzira inotoreka uye inoshandurika yekuisa zvinangwa inorunzirwa nevanhu veboka nekufamba kwenguva. Kana boka raunza kunzwana, nhengo yega-yega inoshanda mukati meurongwa umo ane chakewo uye aine chekuita.

Kuumba kudyidzana pakudzidza: Zvinobuda pakudyidzana zvinotaridza mafungiro nezviitwa zvevanotora chikamu. Sangano rine vanhu vanoita zvavatumwa nekugona uye nekukurumidza hakusiri kudyidzana pakudzidza kana vanotora chikamu vasingabvunzi chakakoshera zvavari kuita, vasingaongororiwo kugona kwairo kuwedzera kana kugovana zvidzidzo zvavanenge vadzidza. Kuvaka kudyidzana pakudzidza inzira inotarisa zvekukati mekudzidza pamwechete zvinozobudirisa sangano. Kunosanganisira kuzviziva, nekufungisisa sedungamunhu, pamwe chete nekuzviziva uye kufungisisa seboka kwedungamunhu iri kuita zvido nezviitwa zvekudyidzana. Naizvozvo kudyidzana ndeuko apo kugarisana kwavatori vechikamu kunozosvitsa pakufungisa, kuongorora neruzivo runogonesa kana kukurumidzisa kusvika pazvinangwa zvekudyidzana. Udydzani pakudzidza hunounza mamiriro ezvinhu pabasa anogona kusanduka, kutorwa kwechikamu nekubudirira kwepamusoro apo munhu wese anowana ruzivo apo anenge achidzidza kuwedzera kugona kwavo nekwedyidzana.⁹

⁹ For a fuller discussion, see Peter M Senge, Art Kleiner, Charlotterichard B. and Bryan J. Smith, *The Fifth Discipline Fieldbook. Strategies and Tools for building a learning organisation*, New York: Currency Doubleday, 1994

Basa remufambisi wechidzidzo

Mutungamiri anogona anoterera nekudzidza pamwe chete naavo vari mumusangano. Basa rako nderekuronga misangano nekutungamirira vadzidzi pazviitwa zvemumusangano. Hazvinyanyoda kuti uve nyanzvi pautungamiri kana kuziva mhinduro dzese. Nhaurirano dzinobudirira dzinovepo nezvinotaurwa nenhengo dzese dzeboka.

Kufambisa/Nhaurirana: Dzimwe nguva ungasuwa kuti nhaurirano yeboka iende nerumwe rutivi kuburikidza nekubvunza wafungisisa. Basa rako harisi rekutungamira zvinozobuda panhaurirano asi kungofambisa rutivi runoenda nenhaurirano nguva imwe chete uchiyeuka kuti hakuna mafungiro akanaka kukunda ose kana ane musoro kukunda ese. Nemaitiro aya unogona kuva nechokwadi kuti munhu wese apawo pfungwa dzake pakudzidza nekugovana zivo. Mufambisi wakanaka anounza mamiriro ezvinhu ane kuvimbana, kugadzikana zvekuti munhu wese anonzwa kugadzikana kuti ataure zvaanofunga pasina kutongwa kana kurwiswa. Izvi zvinosanganisira kubatsira vatori vechikamu kuti vanzwe kugadzikana kuti vataure zvavanofunga pasina kutongwa kana kurwiswa. Izvi zvinosanganisira kwakakwana zvekutosvika pakuvakavana nevamwe nenzira ine kufunga nekuremekedzana. Usave nehanya kana pava nenguva refu yerunyararo mushure mokunge mumwe ataura. Idzi nguva inguva apo vadzidzi vanombomira vachifungisisa uye vachitsvaga ushingi hwekutaura.

Kumutsa havi yenhaurirano: Muzvirongwa zvese zvebhuku rino rekushandisa, mibvunzo yakaiswa kuti havi yenhaurirano negakava ivepo. Mibvunzo ingoripo kutungamirira boka kuti riongorore madingindira eutungamiri akasiyana-siyana. Bedzi-bedzi boka riri kuita nhaurirano ine musoro yakakosha, unofanira kusununguka kuregera nhaurirano ichimbobva pane mibvunzo yakabvunzwa. Unogona zvakare kufunga kushandisa mhinh dzakasiyana-siyana dzekuita chironzwa kana zvidobi zvekubvunza mibvunzo zvisingori mubhuku rino (kutanga ugowana dzimwe pfungwa tarisa Appendix B). Kana waona vamwe vadzidzi vanogona kunyora kana kushaya chivindi chekutaura, unogoma kuisawo pfungwa yako, wobvunza mumwe wavo kuti anofungei nezvawataura. Bedzi-bedzi ukaramba uchichenjererawo zvinodiwa nedungamunhu riri kutora chikamu neizvo zveboka, uine uyanzvi uchibvumiranawo, uyewo uchiratidza kuda kudzidza, uri kunyatsogona kufambisa kwakanaka.

Kurambira padingidira: Pane dzimwe nguva, mufambisi anogona kutungamira nhaurirano zvakanaka nekugona kuchengetedza nguva nekueyeuchidza boka musoro wechironzwa. Kunyange zvazvo hukuru hwemapoka emusangano huchisiyana-siyana zvakananyonaka nguva

dzese kukurudzira vatori vechikamu kuti vape pfungwa dzavo nepaduku, kwete kuregedza munhu mumwe kana vashoma vachitungamirira nhaurirano. Izvi zvinonyanyokosha pazvirongwa izvo zvinosanganisira kumbopindirwa kana kutaurwa kwerungano nyaya kubva kumunhu wese ari kutora chikamu. Nzira yakahwanda yekuyeuchidza vatori vechikamu kuti pfungwa dzavo nerayiro kuboka rese pane kutora dungamunhu. Uyewo rangarira kukurudzira vatori vechikamu kuteera zvinotaurwa nevamwe uye kuti vakakayare kubva pane zvambotaruwa pamashure.

Kugovana zvekuita: Nyangwe zvazvo riri basa rako rekufambisa chirongwa chemusangano umwe neumwe kusvika yopera, haufaniri kutonga chose chose chinotwa kana kufambisa nhaurirano dzese-dzese. Kugovana zvekuita kunogona kuva uye chikamu chekuronga urongwa hwewekishopu. Chinhu chiri nyore kungokurudzira kuzvipira kutora zvinyorwa zveboka, kuverenga rairo neizwi riri pamusoro kana dzimwe nyaya dziri mubhuku rekushandisa kuti ufambise nhaurirano. Kusimbaradza mutori wechikamu kuti haafaniri kunetseka pamusoro pezviperengo apo anonyora rairo, kana mataurire aanoita kana achiverengesa, zvinogona kubatsira zvikuru pakumuita kuti agadzikane uye zvinokurudzira vamwe kuzvipira.

Kupindirawo: Zviri kwauri kuti unoda here kupindira munhaurirano. Zvisinei yeuka kuti ndiwe uri kuronga urongwa hwega-hwega uye neimwe nzira “ndiwe uri kutonga,” vatori vechikamu vanogona kupa udzamu kumafungiro ako nezvawataura. Naizvozvo zvakakosha kuti kupindira kwako kuve kushoma, uye kuti kana wataura pfungwa yako unotsanangura uchiti angori maonero ako uye haasiwo maonero oga.¹⁰

Kuzvinakidza: Rangarira kuti uriwo kutora chikamu mumusangano kuti uwane ruzivo uye kuti unakirwe. Nakirwa chose!

Basa revari kutora chikamu

Vanotora chikamu vanouya nezvikonzero zvakasiyana-siyana, aine zvakanwanda zvavanofungira nekutarisira pane zvichaitika. Zvisinei nepavasvika neruzivo uye kuti vakasvika papi nekudzidzira basa, basa reanotora chikamu nderekuva zvinhu zviviri, mudzidzi nemudzidzisi, kudzidza pamwe chete nekugovana ruzivo. Zvirongwa zvekusangano zvinonyanyobudirira kana vanotora chikamu, vachitereresa, vachibvunza mibvunzo, uyewo vachipikisa zvinotorwa saizvo kuburikidza nekufunga. Vatori vechikamu vanosungirwa kupawo zvavanofunga nunhaurirano, vachishandirapamwe mukudyidzana kana sechikamu chechikwata

¹⁰ Kana muchida kuziva kuti kudzidzisa kwakanaka kwakaita sei kana kuti kwakaipa chii, onai “Part 1: Facilitating Learning,” in *Our Own Words*, by Nancy Flowers, Bethesda: Sisterhood Is Global Institute, 1999.

chikuru, vachiongorora mafambiro nekubudirira kwezviringwa. Wese anatora chikamu mumusangano anozobatsira nekubatsira kuti pave nemweya wakanaka nekuremekedzeka apo wekishopu iri kupfuurira.

Kurongedzera misangano

Zvakakosha kuti uuye kumisangano wakagadzirira. Ongorora zvakare zvishandiswa zvinozoshandiswa mumusangano usati watanga kuti uve nechokwadi chekuti unonzwisisa zvinotarisirwa nebhuku rekushandisa, nezvaunotarisirawo mumusangano uye muchirongwa choga-choga. Sarudza zvaunozoda kushandisa, wova nechokwadi kuti waronga kuisa nezvese zvakanakwana. Zviringwa zvinogona kuitirwa muhofisi, nzvimbo inoshandiswa neruzhinji, mumba mevanhu, kana kupi zvako kwakanyarara uye kwakahwanda, uye uko vari muchirongwa vanonzwa kugadzikana.

Unogona kurayira vatori vechikamu kuti vauye nezvenyoreso nemapapa zvavo, kana unogona kuvapa pachako. Zvichibva nenzvimbo uye kuvepo hwezbekushandisa panzvimbo inoitirwa musangano, unogona kuda kuuya nechoko (chalk) yekunyoresa pachidziro kana mamaka anoyora zvinooneka ekunyoresa pafiripi chati.

Unogonawo kuuyisa mapapa mahombe nezvekunamirisa kuti ugoanamira kuchidziro. Bhodhi rekunyorera nechoko, firipi chati kana mapapa anobatsira kunyora manotsi uri pamberi penhengo dzeboka kuitira kuti mazano avo nemaonero avo zvirambe zvichi shandiswa kusvikira chiringwa chopera. Kunyora zvabuda munhaurirano zvinonyanyobatsira nekuti unogona kuchengetedza manotsi akanyorwa kuti uzoashandisa pane ramangwana, wotarisa zveshure zvakataurwa neboka kuti zvibatsire muzviringwa zvinotevera.

Pakati pezviitwa zviri mubhuku rino rekushandisa, mune zvimwe zviitwa apo boka rinonzi ripatsanurane kuita zvipoka-zvipoka kuti vaite zvimwe zviitwa. Kana vasi vose vari mumusangano vane bhuku iri, unogona kusarudza kuita mafotokopi emirairo yechikwata choga-choga. Unogonawo kunyora mirairo nemavara mahombe pabepa wonamira pamadziro kuti munhu wese agone kuona.

Zviringwa zvizhinji zvinofanirwa kuitwa kwenguva ino pakati pemaawa maviri nechidimbu kusvika kumaawa matatu. Unogona kuda kupa zvinwiwa kana kakudya kadiki kuti vonotora mikana vanzwe kugadzikana. Chimwe chaunogona kuita kubvunza vatori vechikamu pachavo kuti vazvipire kuuya nezvikafu zvishoma. Zviri kwauri kuti unofunga kuti ndezvipi zvakanaka. Kana usina chokwadi chekuti vatori vechikamu vangada chii kana kuti vanotaririra chii, vabvunze

Zvinotungamirira Mukusarudza Zvido: Bhuku Rekushandisa Kudzidzisa Madzimai
Utungamiri

zvavanofarira pachirongwa chekutanga. Chakanyanyokosha ronga
zvemberi kuti ugoziva zvemberi zvingadiwa uye kuti zviringwa
zvinozorongwa sei.

CHIRONGWA CHEMUSANGANO WEKUTANGA

Kana Wasvika

Kurumidza kusvika pachirongwa chekutanga kuti uve nenguva yekuve nechokwadi kuti kamuri yakarongedzerwa nenzira yaunoda. Ona kuti mune chiedza chakakwana here, kudziya ne/kana mhopo yakanaka. Ona kuti zvigaro zvakarongwa zvinokufadza here. Nyange zvazvo zvisingamanikidzirwi, kugara tiri mudenderedzwa kazhinji ndiyo nzira yakanakisisa yekuronga nhaurirano yemusangano. Urongwa hwedenderedzwa hunotendera munhu wese mukana wakaenzanirana wekuona vamwe wese veboka nemukana wakanakisa wekuonekwa nekunzwikwa nevamwe.

Kana Vatori Vechikamu Vasvika

Kana vatori vechikamu vatanga kusvika ita kuti vanzwe kugamuchirwa. Izvi zvakananyokosha kana vatori vechikamu vasingatozivani nechakare. Kana vagara vasingazivani, iva nechokwadi kuti wazvizivisa kwavari ugotsanangura kuti ndiwe anoronga wekishopu. Kana paine twudyiwa, ita kuti vazvibatsire kana vachida uye wochitsvaga chigaro pedyo nemumwewo uye ngavazvizivise kwauri.

Kuzvizivisa: Kana munhu wese asvika, kazhinji chinhu chakanaka kufamba-famba mukati meboka rese kuti munhu azvizivise zviri pamutemo. Kana vanotora chikamu vagara vachizivana, ungogona kuvakumbira nepaduku kuti vatsanangure chikonzero chavo chekuuya kana zvavanotarisa pawekishopu. Unofanira kutorawo mukana muzviitwa zvekutanga izvi. Chikonzero chekuita izvi kubatsira nhengo dzeboka kuti vazivane uye kuti vasununguke kutaura.

Zvimwe Zvaungada

- | | |
|-----------------------------------|-------------------------------|
| - Zvinyoreso (bhiro kana penzura) | - zvinwiwa nezvekudya |
| - choko | - zvekunamirisa |
| - mapepa | - zvisoma |
| - mapepa okunyora mirairo | - firipi chati |
| - bepa hombe rekunyorera | - zvekudya pamunenge mazorora |
| - chiringazuva chihombe | - mamaka anonyora zvakasiana |
| - makapu, ndiro nemicheka | - siyana yekupukutira |

Zvitsanangurwa: Chirongwa chokutanga, tanga nekutsanangura nepaduku varipo kuti chii chichazotaurwa nekudzidzwa panguva yemusangano, memamiriro akaita chirongwa choga-choga (tarisa

pazasi). Unogona kuona zvichibatsira kuti utsanangure zvinangwa zvekudzidza zvambotaurwa kwekutanga. Kutaurirana, kuterera, kutenderana, kuunza nyaya inobvumiranwa nekuumba kudyidzana pakudzidza. Kana kuti unogona kuti izvi zvinhu zvinorevei kuboka. Pakuwedzera, unogona kusarudza ku:

- Taura kuti chironzwa chemusanganano umwe-neumwe chareba maawa maviri nechidimbu kusvika matatu.
- Tsanangudza kuti chironzwa chinotwa sei kusanganisa nekuti zororo rinovapo riinhi.
- Tsanangura kuti vanozvipira vanozodiwa kazhinji kuti vabatsire nekunyora manotsi, kuchengetedza nguva, keverenga kubva mubhuku rekushandisa, nekufambisa nhaurirano, pakati pezvimwe zviitwa.

Mamirire echironzwa:

Zvironzwa zviri mabhuku rekushandisa zvapakatsanurwa kuita zvitatu; kuzvigadzirira kuva mutungamiri (Chikamu chekutanga); kutaurirana nevamwe (Chikamu chepiri) nekuumba kudyidzana pakudzidza (Chikamu chechitatu). Zvironzwa zveutungamiri zvinotanga pakuumba dungamunhu kuenda pakuumba boka kana chikwata, kusvika pakugonesa utungamiri hwakanaka pasanganano. Pakutanga kwechikamu choga-choga, pane nhanganyaya pfupi netsanangudzo yezvinotarisirwa nechironzwa. Zvinogona kubatsira kutanga chironzwa chekutanga nekuverenga kana kupa pfupiso yenhangananyaya yechikamu chekutanga. Mushure mazvo, iva nechokwadi kuti wabvunza kana pane ane mibvunzo.

Mibvunzo inowanikwa Muboka:

Mibvunzo inowanikwa muboka inofanirwa kupirwa kuna vose varimo. Chinangwa ndechekuda kuwana maonero akasiyana-siyana kana zvakanbosanganikwa nazvo nevamwe veboka maringe nenyaya yacho. Nyange zvazvo mabvunziro aya achinyanyoshanda kana munhu wese akatora chikamu zvakanakosha kuti utsanangure kuti munhu wese anogona ku “pasa” kunyange asingade kutaura. Pane zvikonzero zvinofanira kuremekedzwa. Zvakadaro ukaona kuti imwe nhengo yechikwata haitombopindiri kazhinji pahaurirano, uye achitaridza kusada kutora chikamu pazviitwa, unofanira kuzomutsvaga ava ega ugotaure naye. Iva nechokwadi chekuti anzwe kuti mazano ake akanakosha, uye kuti ari kuwana ruzivo kuburikidza nekuva mumusanganano. Kana asiri kubatsirikana, edza kuziva kuti sei ugotsvaga kuti angabatsirikana sei muzvironzwa zveumusanganano. Hapana mutori wechikamu

anomanikidzirwa kupfurira nezvirongwa kana achinzwa kuti haasi kufadzwa kana kubatsirika nezvirongwa.

Basa Reboka:

Muzvirongwa zvizhinji mune zviitwa zveboka. Izvi zvakasiyana zviri pachena nezvimwewo zviitwa seboka rimwe. Zviitwa zveboka zviripo kuumba unyanzvi panhaurirano, kuterera, kuunza kubvumirana, kutaaurirana kusvika pakubvumirana, nekudyidzana pakudzidza muurongwa hwesangano. Kune vamwe vanotora chikamu, kushanda sezvikwata zvidiki. Kune vamwe zviitwa zveboka rese ndizvo zvinonyanyonetsa. Panguva yezviitwa zveboka, mufambisi anotora chikamu chakakosha chekuti boka rishande pamwe padambudziko riripo. Rangarira kuti vamwe vanozvipira kufambisa nhaurirano pakati pezviitwa zveboka. Kana mudzidzi ari kuzofambisa, iwewe unofanira kutora chikamu senhengo yeboka.

Zvingaonekwa:

Mibvunzo yezvingaonekwa iripo kumutsa nhaurirano pamusoro penguva dzekudzidza chirongwa memamiriro acho. Mibvunzo inopa vatori vechikamu mukana wekutsanangura kuti vainzwa sei munguva yechiitwa, uye zvigobatsira mufambisi wechirongwa kuona kuti ndeipi mhando yechiitwa yakanyanyobatsira boka.

Mibvunzo yekuongorora zvange zviri mumusangano:

Pazvinhanho zvitatu panguva yemusangano- muchirongwa chekutanga, chechinomwe nehekupedzisira, pane ongororo yezvange zviri mumusangano, uye mhando nhatu dzemibvunzo yezvange zviri muwekishopu. Mhando nhatu dzemibvunzo dzinorambodzoka dzinobata tarisiko nepfungwa dzevatori vechikamu munguva yewekishopu, chimiro nezviri muchirongwa.

Zvikamu zveongororo iyi zviripo kukubatsira, mufambisi kuti uzive zvitarisirwa zvevatori vechikamu uye kuti iwe neboka mungaita sei kuti muzadzise zvitarisirwa zvacho. Dzimwe nguva zvinogona kunaka kutsanangura zviri muwekishopu kuti pashayikwe kusanzwisisa pane zvichaitwa muzvirongwa. Zvakanyanya kukosha kutsangarira kuti panguva yeongororo base rako kuteerera, kunyoka manotsi ezvinofungwa navatori vechikamu nezvavanotaura nekuedza kuzvipinzawo pakati, kuti uone kuti ungazotungamira sei zvirongwa zvinotevera. Kuva nepfungwa dzakazaruka, kuva munhu anoseka-seka, nekushandisa nzira dzakasiyana-siyana pawekishopu zvinozokubatsira

iwe nevatori vechikamu kuti mubatsirikane zvizhinji panguva yeongororo.

Rayiro Yechirongwa Chinotevera:

Dzimwe nguva panoperera chirongwa panenge paine rayiro yechirongwa chinotevera. “Basa rekuita” riripo harisi rekuremedza vanhu uye rinogona kubatsira mukugadzirira vatori vechikamu chiitwa chechirongwa nenhaurirano zvinotevera. Zvisinei sarudzo yekupa rairo iri kwauri. Kana wafunga kusapa rairo, iva nechokwadi kusiya nguva imwe yakakwana pakutanga kwechirongwa chinotevera navo.

Kupedzisa musangano :

Zvichienderana nechikwata, vatori vechikamu vanogona kupedzisa musangano nakamutambo kasina kunyanyorongerwa kana chimwe chiitwa cheboka. Muchirongwa chepfumbamwe kana chechigumi, unogona kuda kubvunza boka kuti ritange kufunga kuti ringade kuita chii kuratidza kupedza chirongwa. Zvakakosha kasanoronga zvemberi kuti vatori vechikamu vanozobva pawekishopu vachinzwa kuti zvidiwa nezvitarisira zvavo zvatariswa. Vatori vechikamu vasati vabva mushure mekupera kwechirongwa chekupedzisira, vakumbire kuti vanyore mafomu eongororo yemusangano akapiwa panoperera bhuku rino. Fomu iri rakanyanyokosha pakubatsira kusandura nekugadzira panoda kugadziriswa pazvirongwa zveumusangano anotevera. Zvakakosha kutsanangura chinagwa chefomu uye kuvimbisa vadzidzi kuti pfungwa dzavanopa hadzizoburitswi pachena. Rangarira kutora mafomu ose kubva kuvatori vechikamu vese vasati vaparadzana.

Kuvaka utungamiri chirongwa yeupenyu hwese uye vatori vechikamu vanoenderera mberi vachisimbisa, vachigadzirira kuti zvienderane nezviripo, kana kugadzurudza zvidobi zvavo zvekutaura iyo wekishopu yakapoterera kare. Dzimwe nguva vatori vechikamu vangada kuronga kuzosanganazve kuita chimwe chirongwa chekuteverera papera mwedzi yakati-kuti kuitira vangazvishandisa sei. Kazhinji ushamwari hunovepo panguva yezvirongwa uye vatori vechikamu vanogamuchira mukana wekuonanazve uyewo kusimbisa mubatanidzwa mutsva uyu.

Zvinhanho zvinotevera zviri kuvatori vechikamu pachavo.

ZVIKAMU ZVEMUSANGANO

CHIKAMU CHEKUTANGA:

Kuzviumba kuva Mutungamiri

Pfungwa dzevakadzi kazhinji hadzitauro kana kunzwikwa kunyange kana vakadzi varipo panguva dzenhaurirano kana dzekutora sarudzo. Munharaunda, paungano dzevashandi, kana ungano dzemhuri, vakadzi vanogona kutora chikamu asi ivo vasingaonekwi. Sei zvakadai? Chokwadi zvikonzero zvakasiyana-siyana zviripo zvetsika nemagariro evanhu, zvenhoroondo, nezvedungamunhu pacharo. Vamwe vakadzi vane chipo chekuzvarwa nacho chekuita kuti pfungwa dzavo dzinzwikwe, maonero avo atariswe nemazano avo kuti ashandiswe. Tinogona kudzidza kubva pavakadzi ava, tichinhonga nekusarudza maitiro atingada kuva. Zviitwa zviri muchikamu musangano. Hadzisi nhaurirano dzese dzinodzova chibatsiro kuvatori vechikamu vese. Mumwe nemumwe unogona kunhonga nekusarudza unhu neunyanzvi hwemutungamiri waanonzwa kuva akanaka pamamiriro ezvinhu anenge aripo. Chinangwa chechikamu chino ndechokuti vatori vechikamu vakwanise kuongorora marongero eutungamiri avanonyanyoda nekuona ayo anonyanyovaitira.

Chiitwa chekudzidza chiri muchikamu chakaitwa nenzira yekuti vatori vechikamu vazviongorore vari muboka, nekuona kuti vanotaudzana sei nevamwe, uye kuti ndezvipi zvinounza nhaurirano yakawanda kana shoma. Nyangwe zvazvo pane dzimwe nguva mhinduro dzichizobva kuboka rese kuburikidza nekutenderera muboka sezvakangoita zviitwa zvese zviri mubhuku rino rekushandisa, mhunhu anogona “kunyarara” kana achiziva kuti haana ana nechimwe chekutura kana kuti asingangodi zvake kutaura panguva iyoyo.

Kuti tive nemafungiro akanaka kuutungamiri muvanhu vari kudzidza

tinofanira kudzidza nenguva dzakaoma

nekukura kuburikidza nematambudziko.

Ushingi, moyo murefu, kuzvipira, kutsungirira-

izvi ndizvo zvezvimwe zvinodiwa kuti ubudirire semutungamiri

“Nzira Dzinovaka Utungamiriri”

Chidzidzo Chekutanga:

Mutungamiri Ndiani?

Zvinangwa zvechirongwa:

- Kuongorora tsanangudzo dzeutungamiri nemamiriro emutungamiri akanaka
- Kukudza maonero eboka pamusoro pekuti mutungamiri ndiani uye kuti anogona kuva mutungamiri.
- Kutaurirana nekuongorora nzira dzekudzidza nadzo pamusangano.
- Kugovana zvinotarisirwa nevatori vechikamu nezvinangwa zvemuasangano pazvirongwa II zviri kutevera.

Musati Matanga: Chikamu chekuti “ kutaurirana kana muri musangano chinopa pfungwa dzezvekuita kana wasvika pachirongwa chemuasangano chekutanga, zvekuita kana vatori vechikamu vasvika, nezvishandiswa zvaungada apo munenge muri musangano kusvika pakupedzisira. Semufambisi anogona, basa rako kutungamira nhaurirano, kuramba muri pamusoro wenyaya, kugovera basa kuvatori vechikamu nekupindira munhaurirano. Nyatsofara- rangarira kuti uri kutora mukana musangano kuti uvane ruzivo nekuti unakidzwe.

Zvaungaita pakufambisa

Verenga neizwi riri pamusoro rungano runotovera rwakataurwa naAsma Khader. Tauriranai tsanangudzo yake yemutungamiri nezvakaita mutungamiri. Mibvunzo inotevera inogona kubatsira kutungamira nanhaurirano yeboka. Munhu mumwe mufambisi kana anozvipira-vanogona kunyora pabhodhi kana pafiripi chati zvakanyonyokosha.

Nzira yekufambisa yemibvunzo nemhinduro inoshanda chaizvo apa. Mufambisi anogona kubvunza mimwewo mibvunzo ingangopindurwa nenzira ipi zvayo inotangira mibvunzo yenhaurirano iri pazasi kuti nhaurirano ifambe (Ona Appendikisi B kuti uwone zvimwe pachibodi ichi chekufambisa).

Mukadzi Mumwe Chete Anogona Kusandura Zvinhu

Asma Khader: Mumiriri wekodzero Dzevanhu:

“Handina chokwadi kuti ndiri mutungamiri here kana kwete, asi ndinoziva kuti kuva mutungamiri kuona chimbi-chimbi inodiwa kugadzirisa dambudziko- zvekuti unonzwa kuti pane nzvimbo inoda kuzadzwa kuburikidza nekutanga zviitwa, kumirira kuunza

zvibereko nezvirongwa zvinoongorora nyaya dziri kunetsa. Kana vanhu vemunharaunda yako vakanyatso tenda kuti zvirokwazvo uri pachinzvimbo cheutungamiri. Kana vanhu vachivimba newe, vanotarisa kwauri kuvabatsira kuti vazadzikise zvinangwa zvavo.

Makore angangoita gumi apfuura, mukadzi ainge azere nekutya uye ari mukusuwa kukuru akauya kuhofisi yangu achikumbira rubatsiro. Akanditsanangurira maurayire ainge aita murume wake mwanasikana wavo wemakore gumi nemashanu ainge aita pamuviri mushure mokubatwa chibharo. Murume ainge atongerwa mwedzi mitanhatu yega sezvo ainzi ainge auraya musikana uyu kuitira kurwira zita remhuri kubva kunyadzi. Asi, mukadzi uye aine shungu dzekurwira rangariro yemwanasikana wake kubva kunyadzi, akaburitsa chokwadi kwandiri- kuti murume wake aive bhinya racho (mubati wechibharo wacho), uye kuti aimufungidzira kuti akaponda mwanasikana wavo nekuti nhumbu yacho yainge yoratidza. Dare rakamhanyirira kutenda murume wake uye harina kuita hanya nekuongorora mhosva yacho.

Nyangwe zvazvo mukadzi uya akauya kamwe kuhofisi kwangu akabva anyangarika, rutendo kwaari ndakadzidza zvizhinji pamusoro pekutanbudzika kwevakadzi nevasikana nekuda kwemimwe mitemo. Ndakaona kuti handizovi munhu wezvemitemo (roya) ane runziro kana ndaisaita nekugona kwangu kwose kuti ndisandure mitemo inovharidzira kana kutokurudzira mhosva dzinoitirwa vakadzi. Mukadzi uyu akandidenha kuti ndigadzirise dambudziko raisaita kuti ndingorega- mhosva dzekurwira rukudzo rwemunhu.

Uye zvakaitika kuti ndakave mumwe wavatungamiri pakurwisa kubvisa mhosva dzekurwira rukudzo rwemunhu. Asi ndinofunga kuti mukadzi uyu akavimba neni, akashinga kwazvo kuti ashanyire hofisi yangu kuti anditaurire chokwadi ichi. Iye ndiye aive mutungamiri. Akakunda kutya kwake kuti aburitse pachena mhosva yemurume wake nekutsvaga rubatsiro rwangu. Vanhu vakaita saye vanotidenha kuti tiongorere nyaya dzatainge tisati tambotarisa shure kwese. Tinofanira kutevera vanhu vakadaro tigoedza kushumira”¹¹

Asma Khader, igweta, mumiriri wokodzero dzevanhu uye akambova mutungamiri wekubatana kwevakadzi veJordanian

¹¹ Kubva kuVhidhiyo yakaitwa na Asma Khader musi wa 1 Chikumi, 2000 neboka reWomen’s learning Partnership.

Women's Union, akatungamira hondo yekurwisa kubvisa mhosva dzekurwira rukudzo rwezita, nekushandisa chisimba chinokuvadza vakadzi nevasikana muJordan.

Mibvunzo Yenhairirano

- Asma Khader anotsanangura sei hutungamiriri?
- Ndezvipi zvakanaka nezvidodi zvaanazvo zvinomuita mutungamiri?
- Asma Khader anova mutungamiri sei? Utungamiri hwake hunobva pahunhu hwake here? Kana kubva pamamiriro ezvinhu aakatarisana nawo? kana zvose? Chii chinokurudzira mai ava kushanyira hofisi yaAsma Khader?
- Ndechipi chinhu chakaitwa namai ava muupenyu hwaAsma Khader?
- Asma Khader ndiye here mutungamiri ega munyaya iyi? Sei uchibvuma kana kuramba?
- Mutungamiri anongonawo here kuva muteveri?

Mibvunzo Inobva Muboka

Taurira nhengo imwe neimwe yeboka kuti ipe nyaya nechidimbu:

Unotsanangura utungamiri sei?

Mutungamiri ane unhu akamira sei?

Zvinoonekwa

- Wanzwa sei patafamba neboka rese tichibvunza munhu ega-ega zvaanofunga ?
- Wanga wakagadzikana here kutaura nenzira iyoyo?
- Washamisika here nezvimwe zvawanzwa?
- Ko kunyora pasi zvataurwa nguva yenhaurwa zvakubatsira here kana kuti zvatokuvhundutsa?
- Dai uri kufambisa nhaurirano yanhasi waizoita sei kuti ukurudzire kuita chikamu kwenhengo dzese?

Mibvunzo Yekuongorora Wekishopu

- Mufambisi kana anenge azvipira anofanira kunyora manotsi pabhodhi kana pafiripi chati panhaurirano dzeboka dzinotevera.
- Chii chaunoda kubudirira kuita panoperera zvirongwa zvewekishopu?
- Une mibvunzo here kana zvimwewo zvekuti zvirongwa zvewekishopu zvingamiswe sei?
- Kazhinji zvinokuitira nyore here kana kukuomera kutora chikamu munhaurirano dzeboka?
- Pane here nzira dzingashandiswa nemufambisi kana anenge azvipira dzingabatsira boka rese kuti rinzwwe kusununguka kutaure?
- Ndedzipi nyaya dzine chokuita neutungamiri dzinodzoda kutaurwa nezvadzo pazvirongwa 12 zvinotevera?
- **Zvaungaita:** unogona kutaurira vatori vechikamu kuti vaunze pfungwa dzavo pafiripi chati. Mhinduro idzi dzinofanira kuzodzoswa kuvatori vechikamu apo vanochoongorora wekishopu pakupera kwezvirongwa 12 kuti vagoona kuti manzwisisire avo eutungamiri asanduka sei panguva yezvirongwa.

Rayiro kuchirongwa Chinotevera

Pavhiki rinotevera, funga pamusoro pemukadzi waunoti mutungamiri. Mukadzi uyu anogona kuva mutungamiri wevanhu vazhinji semumiriri webato rezvematongerwe kana kungovawo munhu ne-mumwewo akangoona dambudziko hombe muupenyu hwake kana hwevanhu venharaunda yake akatsvaga kurigadzirisa. Nekumwe kutaura unogona kuona kuti uyu haasiri mutungamiri wevanhu vazhinji uyu inhengo yemhuri yako kana imwe yeshamwari dzako. Gadzirira kupa pfupiso diki (kwemaminitsi matatu kana mashanu) yenyaya yemutungamiri uyu pachirongwa chinotevera. Tarisa pazvinetso zvakatariwa nemutungamiri uyu uye neunhu neunyanzvi hwaakataridza pakugadzirisa matambudziko.

Utungamiri ku:

Sanganisa zvido zvevarume pamwe nezvevakadzi: Zvinotarisirwa varume nevakadzi vanove vadyidzani pakutsanangura, kushandira, nekubudirira pazvinangwa zvinobatsira munhu wese.

Taurirana: Munhu wese ane chekutura uye pese-pese paanotaura, unova mucherechedzo weutungamiri.

Kuva nechinangwa: Kutsanangura nekudonongora chinangwa kuzviisa pachitiko chekudzidza. Nguva imwe cheteyo kuzviisa pakutaridza simba.

Kutonga kwegutsaruzhinji nekuremekedza kodzero dzevanhu: Munharaunda inotaurirana, inotora chikamu, vatori vechikamu vanoremekedzana nekukoshesana sevanhu vazere.

Kuchenjerera nzira dzekushandisa: “Zvinozobuda hazvipembedzi nzira yashandiswa” Ichokwadi chemaitiro ehunhu evanhu pasi rese. Chokwadi ichi chinoreva kuti vazadzikise zvinangwa zvisinei nekukosha kwazo kana kuda kukurumidzirwa kwazo

“Nzira Dzinovaka Utungamiri”

Chidzidzo Chechipiri:

Ndiri Mutungamiri Sei Muupenyu Hwangu?

ZVITARISIRWA ZVECHIRONGWA

- Kuongorora nhando dzemamiriro ezvinhu kana zviitiko zvinokurudzira utungamiri.
- Kuongorora unhu hwemutungamiri akanaka nezvinhu zvinotaridza mugarire unokudzwa wemutungamiri. Kuti titarise kukosha kwekuva navakadzi nevarume mumutungamirire nezvinangwa zvemutungamiri.
- Kuvanhvu vazhinji ukadzi kana urume (sex) ungori musiyano wemusikirwe pakati pevakadzi nevarume asi kuti mukadzi kana kuti murume (gender) zvinotaura maitiro, tsika namagariro kana mafungiro anoitwa nekuiswa nevanhu achinzi ndeemurume kana emukadzi.
- Kugovana kuti ndirinhi uye sei apo vatori vechikamu musangano vakataridza utungamiri pachavo.

Zvinangwa Pakufambisa

Pakaperera chirongwa chokutanga, wakabvunza kuti ufunge nezvemukadzi waunoti mutungamiri. Muchirongwa chino vatori vechikamu vanofanira kugoverana nyaya dzavo dzemutungamiri vechikadzi wavanoyemura. Vatungamiri vacho vanogona kuva vatungamiri veruzhinji semumiriri wezvematongerwo enyika, kana vakadzi vaunogaroona muupenyu hwemazuva ese.- mumhuri, shamwari kana vaunongozivana navo. Taura zvakananyanya pane zvakaoma zvakagadziriswa nemukadzi uyu uyeyo nezviito neunhu zvaakataridza pakugadziriswa matambudziko aya. Kuita nyaya pfupi kunopa nguva yakakwana yemibvunzo yenhaurirano inotevera pachitwa chakanzi “Vatungamiri Vanoyemurika”

Kupatsanura boka muzvikwata zvidiki kana kutoshanda vari vaviri-vaviri ingatova nzira yakanyanyonaka yekufambisa chirongwa (ona Appendikisi B kuti uwane zvimwe). Apo vatori vechikamu vanenge vari kutaura nyaya dzavo dzeutungamiri, munhu anozvipira kana vanozvipira vanogona kunyora pabhodhi kana pachati zvounhu neunyanzvi hwakaratidza nemutungamiri iyeye. Mhando dzevaimubatsira (muenzaniso mhuri, shamwari, vavakidzani, vekuziva) vangadaro vakamuronzira kana kubatsira vatungamiri kushandira zvinangwa zvazvo.

Muchiitwa chechipiri “kuti mukadzi kana murume (gender) zvine musiyano wazvinopa here?” Nhaurirano mbiri dzakada kufanana dzinoitika, yekutanga pakati pavakadzi vana uye yechipiri pakati pevarume vana. Chinangwa chechiitwa ichi kuda kufananidza mhinduro dzevatori vechikamu pamusoro penhaurirano nekuongorora kuti murume kana mudzimai kunorunzira sei maonero avo ezvesimba neutungamiri mumhuri nemunharaunda.

Basa Rokuita: Vatungamiri vatingatevedzere mukudzidza nezveutungamiri

Ipa nguva ingasvika awa rimwe chete kuchiitwa ichi.

Mushure mokunge mutori wechikamu oga oga apawo nyaya yake yemutungamiri waanoyemura, tarisai mibvunzo inotevera.

- Pane here madingindira, mamiriro ezvinhu uye kuti nyaya yacho yakaitika sei zvakafamba zviri kuramba zvichidzoka munyaya zhinji? Zvii zvakaitika zvakaita kuti vakadzi vaite zvavakaita?
- Ndezvipi zveutungamiri kana unyanzvi zvakafanana zvataridza kuvepo pavakadzi ava?
- Unhu hweutungamiri uhu hwakazvitaridza here nekuda kwezvainge zvatarisana nemadzimai aya? Kana kuti vakadzi ava vainge vagara here vaine unhu hweutungamiri uhu?
- Ko ndezvipi zvakaitwa nevabatsiri, masangano mapoka kana vanhuwo kubatsira vatungamiri vechikadzi ava kuti vabudirire pazvinangwa zvavo?
- Unorangerira here kuti wakambogadzirisa sei dambudziko muupenyu hwako? Zvipi zveunhu neunyanzvi zvawakashandisa kuti ukurire dambudziko iroro? Ndezvipi zvakaitwa nevatsigiri mukukubatsira padambudziko rako? Ndezvipi zvinhanho zvawakatora?
- Zvinhanho zvese zvaunotora kugadzirisa dambudziko, rako kana reruzhinji zvinoda here kutsigirwa kunaka kwazo? Zvinhanho zvinotorwa nemutungamiri zvinofanira here kutaridza “hunhu hwepamusoro”, kana kuti dambudziko riri kugadziriswa richikodzera zvinhanhozvo?
- Ndeupi unhu hwemutungamiri hwaunonzwa kuti unahwo? Ndezvipi zvimwe zveunhu hwemutungamiri zvaunosuwa kuti dai unazvo?

- Pane here kusungikana kubva kumhuri kana zvinotarisirwa nenharaunda zvinokutadzisa kunyatsozadzisa kugona kwako samutungamiri?
- Ndaapi mamwe marongerero aungashandisa kuti asabatwa nezvitarisirwa izvi?
- Ndezvipi zvinhanho zvaungatora kuzvikurudzira kana kukurudzira vamwe (shamwari, vaunoshandana navo, nhengo dzemhuri) kuti urere unhu hweutungamiri?
- Unonzwa here mukati mako mutoro wekugadzirisa dambudziko ripi zvaro remunharaunda?
- Ungazvione semutungamiri here? Sei uchiti hongu kana kwete?
- Vamwe vangakuone semutungamiri here?

Muvhiki rinotevera, rangarira unhu huya hwemutungamiri hwaunosuwa kuti huvepo uye edza kuzviita zvichida kamwe chete.

Basa Rokuita: Kuva Mureme Kana Mukadzi Kune Musiyano Wakunopa Here?

Tendera maminitisi angaita makumi mana nemashanu pachitwa ichi.

Tsvaga vanozvipira kubva muboka kune mumwe nomumwe wavo averenge basa romunhu muzvionwa zviri pasi. Tauriranai zvakakoshera kuti murume kana mukadzi manzwisisiro ako ebasa ravatambi ava munharaunda, unhu hwavo nesimba ravo. Mibvunzo ichatevera ingangotungamira panhaurirano yenyu.

Chionwa Chekutanga

Vatambi: Almaz, Insaf, Lena, Farah, nemutauri.

Mutauri: *Izuva rinodziya repakati pevhiki mudhorobha. Vakadzi vana vakagara vese mubvute remuti. Insaf ndiye mukuru kuna vese. Mhasi ibhavhadhi rake remakore makumi matanhatu uye mwana wemunin'ina wake Lena, amushanyira. Farah anoshandira Insaf muchitoro chake uye Almaz, uyo ane chekuita nezvematongerwo panzvimbo iyoyo, uye akasarudzwa kuva mudare redhorobha iroro ishamwari yake yepamwoyo. Vakadzi ava vari kudya, kudya kwavo kwemasikati uye vari kutaura.*

Almaz: *Insaf, mwana wemunin'ina wako akazochena uye anoyevedza. Haumbonetseki here nekusava nemhuri kwako?*

Insaf: *Hurrrumph. Haana kunyanyochena! Uye handisati ndanyanyochembera zvekusava nemhuri. Ingobvunza Farah. Madzimai nemadzibaba vanouya kuchoto changu nguva dzose vachikumbira kuti ndisongane nevanakomana vavo... zvichingodaro. Ndinosarudza kusaroorwa uye ndinozvida zvakadaro!*

Lena: *A-ah musadaro vatete. Machemberesa kuti muroorwe zvino. Ani nani anozokudai anenge akashata uye achembera zvakadaro.*

Almaz: *Hachisi chokwadi Lena. Vatete vako mukadzi akabudirira. Ndinoziva varume vazhinji vangatofa kwazvo kuva navo semudzimai wavo. Irombo rakanaka kuzivikanwa zvakadaro.*

Lena: *Ndinotyira, asi ndakanyanyoita satete vangu. Handidi kuroorwawo futi. Varume ibasa rakawandisa uye vanongodya nekudya nekushandisa mari nekushandisa. Vanoda vana vakawandisa. Ndinoda kusununguka kwangu. Uyezve, zvinozondiomera kupfuurira mberi nechikoro changu kana kuti ndinofanira kuchengeta murume nevana.*

Farah: *Lena, uri musikana akachenjera zvirokwazvo. Dzidzo yako kutanga. Nditarise ini. Ndinofanira kuchengeta murume wangu anorwara. Ndinoshanda nesimba zuva nezuva muchitoro chatete vako uye ndinofunga ndinoita basa zvakanaka.*

Insaf: *Zviri pachena unoita.*

Farah: *Asi handina nzira yekuzvibudiririsa nedzidzo yangu shoma nyange ndichigona kuverenga nekunyora kuti ndikwanise kushanda muchitoro, ndinofanira kugutsikana nepandiri. Uye ndinotenda kwazvo Insaf nekupinda basa, uye nokunzwisisa apo ndinoshanda nguva shoma pazuva kana ndarovha basa kuti ndichengetedze murume wangu.*

Almaz: *Veduwe, veduwe, veduwe. Ndizvo zvega zvandinonzwa kwamuri madzimai pamusoro pevarume nebasa. Ndinoda murume wangu. Ndinoyemura vanasikana vangu vaviri vese. Kuva nemhuri uye nekuichengetedza zvakanaka ndizvo zvinofanira kuva upenyu.*

Farah: A-ah Almaz, unotaura izvozvo nekuti vanasikana vako vachiri vadiki. Asi mirira kusvikira vakurisa kusvika pakuroorwa vobva paimba. Havazovipo kuti vakuchengete kana wave chembere. Vanezenge vachichengeta varume vavo nevana vavowo. Mwanakomana wangu! Chipu.

Almaz: Vanasikana vangu zvipo kwandiri! Vanobatsira zvakananyanya mumba uye vanogona kwazvo kufadza vakuru-vakuru vekwedu vandinoudza kuti titaurirane zvevatongerwe kana varume wangu ashanyira vabereki vake.

Lena: Ha ha! Uri kuvadzidzisa kuti vafambe nenzira yako vazotsvaga zvinzvimbo zvevatongerwe?

Almaz: Zvinongoneka... (anofema zvakadzama). Asi unoziva, zvevatongerwe zvinogona kumboshata. Handina chokwadi chekuti ndingada kuti vabatwe semabatirwe andakapinda nemaari mubasa rangu rezvevatongerwe. Dare redhorobha harina kunyanyonakira vakadzi.

Insaf: Almaz uri kurota zvisinei. Vanasikana vako havambozowana mavhoti kuti vave mudare redhorobha. Ndiani angavavhotera? Wakangowana mavhoti akawanda nekuti baba vako vaive gamba muhondo. Varume havazovavhoteri, uye vakadzi vanozovhota sezvavanoudzwa nevarume vavo.

Almaz: Une chinyakare chakawandisa muchembere. Nguva iri kuchinja. Uchazviona. Pane mukana mahombe wekuti vanasikana vangu vavewo nechekutia mune zvevatongerwe. Vazere namazano enzira dzekunatsa dhorobha, kunyanya vezvemabhizimisi!

Farah: Almaz shamwari yangu, zvino wava kushaya ruremekedzo kumudzimai akachenjera anoshamisa. Zvakwana zvatataurirana. Huyai, ngatisuwire Insaf bhavadhi rakanaka, nemufaro muzhinji nekubudirira kuzhinji mugore riri kutevera.

Lena, Farah, naAlmaz: Hongu, hongu, hongu!

Chionwa II

Vatambi: Muhammed, Adnan, Amir, Faisal nemutauri.

Mutauri: Zuva rinodziya repakati pevhiki mudhorobha. Varume vana vakagara vese mubvute remuti. Adnan ndiye mukuru kuna vese. Nhasi ibhavadhi rake remakore makumi matanhatu uye mwana wemunin'ina wake Amir amushanyira. Faisal

anoshandira Adnan muchitoro chake uye Muhammed, uyo ane chekuita pane zvevatongerwo enyika panzvimbo iyoyo, uye akasarudzwa kuva mudare redhoronha, ishamwari yaFaisal yepamwoyo. Varume ava vari kudya kudya kwemasikati uye vari kutura.

Muhammed: *Adnan, mwana wemunin'ina wako akazochena uye anoyevedza. Haumbonetseki here nekusava nemhuri kwako?*

Adnan: *Hmmm. Haana kunyanyochena! Uye handisati ndanyanyokura zvekusava nemhuri. Ingobvunza Faisal. Vanababa nanamai vanouya kuchitoro changu nguva dzese vachikumbira kuti ndisangane nevanasikana vavo... zvichingodaro. Ndinosarudza kusaroora uye ndinozvida zvakadaro.*

Amir: *Aaa-ah musadaro babamukuru. Machemberesa kuti muroore zvino. Anani anozokudai anenge akashata uye ave mukadzi achembera zvakadaro.*

Muhammed: *Hachisi chokwadi Amir. Babamukuru vako murume akabudirira. Ndinoziva vakadzi vangafara kwazvo kuva navo semurume wavo. Irombo rakanaka kuzivikanwa. Handidiwo kuroora futi. Vakadzi ibasa guru uye vanongodya nokudya nekushandisa mari nekushandisa. Vanoda vana vakawandisa. Uyezve zvinozondiomera kupfuurira mberi nedzidzo yangu kuri kuti ndinofanira kuchengetedza mukadzi nevana.*

Faisal: *Amir, uri mukomana akachenjera zvirokwazvo. Dzidzo yako kutanga. Nditarisde inini. Ndinofanira kuchengetsa mudzimai wangu anorwara. Ndinoshandira zvane simba zuva nezuva muchitoro chababamukuru vako uye ndinofunga ndinoita basa rakanaka.*

Adnan: *Zviri pachena unoita.*

Faisal: *Asi handina nzira yekuzviburisa nedzidzo yangu shoma. Nyange zvangu ndichigona kunyora nekuverenga kuti ndikwanise kushanda muchitoro, ndinofanira kugutsikana nepandiri. Uye ndinotenda kwazvo Adam nekundipa basa, uye nekunyatsonzwisisa kwakadaro apo ndinoshandira nguva shoma pazuva kana kusatouya kubasa kuti ndichengete mukadzi wangu.*

Muhammed: *Veduwe, veduwe, veduwe, ndizvo zvega zvandinonzwa kwamuri varume zvevakadzi nebasa. Ndinoda mudzimai wangu. Ndinoyemura vanasikana vangu. Kuva*

nemhuri uye nekuichengete zvakanaka ndizvo zvinofanira kuva upenyu.

Faisal: *Ah Muhammed, unotaura izvozvo zvino apo vanasikana vako vari vadiki. Asi mirira kusvikira vakura zvekuroorwa vagobva pamusha pako. Havazovipo kuti vakuchengete wachembera. Vanenge vachichengeta varume vavo nevana vavo. Mwanakomana wangu? Chipu.*

Muhammed: *Vanasikana vangu zvipo kwandiri. Vanozobatsira kwazvo mumba, uye vanogona kufadza kwazvo vakuru-vakuru vekwedu vandinounza kuti titaurirane zvatongerwe kana mudzimai wangu ashanyira vabereki vake.*

Amir: *Ha ha! Uri kuvadzidzisa kutevera nemakwara ako kuti vazotsvaga zvinzvimbo zvatongerwe?*

Muhammed: *Hazvizogoneki... (Anofemera zvakadzama) Asi unoziva zvatongerwe enyika zvinogona kushata chaizvo. Handina chokwadi kuti ndingazoda kuti vabatwe semabatirwe andakaita inini mubasa rangu rezvatongerwe enyika. Dare redhorobha haisi nzvimbo yakanyanyonakira vakadzi.*

Adnan: *Muhammed uri kurota zvisinei. Vanasikana vako havazombofa vakawana mavhoti kuti vave mudare redhorobha. Ndiani anozovavhotera? Iwe wakangokunda pasarudzo nekuti baba vako vaive gamba panguva yehondo. Varume havazovavhoteri, uye vakadzi vanozovhota sezvavanoudzwa navarume vavo.*

Muhammed: *Une chinyakare chakawandisa mudhara. Nguva dziri kushanduka. Uchaona. Pane mukana mukuru wekuti vanasikana vangu vane chekuitawo mune zvatongerwe enyika. Vazere nemazano enzira dzekunatsa dhorobha, uye kunyanya nezvemabhizimisi.*

Faisal: *Muhammed shamwari yangu, zvino wave kushaya remekedzo kumudhara akachenjera uye anoshamisa. Zvakwana zvenhaurirano iyi. Huyai ngatishuvire Adnan bhavhadhi tiine mufaro, nemufaro mukuru nekubudirira mugore rinotevera.*

Amir, Faisal naMuhammed: *Hongu, hongu, hongu!*

Mibunzo Yenhairirano

- Ko nhaurirano dziri muzvionwa chekutanga nechechipiri dzinotendeseke here? Ndezvipi zvenhairirano zvisingatendeseke uye sei?
- Unofunga here kuti mukadzi mukuru, Insaf aizogona kuroorwa? Sei uchiti kwete kana hongu? Unofunga murume mudhara Adnan, aizogona kuroora? Sei uchiti kwete kana hongu? Ko mazera avo, mari yavo ne/kana musiyano nevarume nemukadzi zvine zvazvinokonzera here? Zvine basa here kuti Insaf adarika zera rekubasa?
- Ndeipi kurudziro yaungapa Lena, mwana wemunin'ina waInsaf, naAmir mwana wemunin'ina waAdnan pamusoro peupenyu hwekufana kubata wanano/mhuri dzidzo/basa? Kurudziro yako inozosiyana here kune mumwe nomumwe wavo. Sei ichisiyana kana kusasiyana?
- Dai waive Almaz, mudzimai wepanzvimbo wezvematongerwe enyika, ndedzipi nzira dzawaizoshandisa kuva munhu anoyemurika kuvanasikana vake? Waizovapa mazano akaita sei ekuva zvese vatungamiri vane runziro uye kuva vakadzi vane gwara?
- Dai waive Muhammed, murume wepanzvimbo wezvematongerwe enyika ndedzipi nzira dzawaizoshandisa kuva munhu anoyemurika kuvanasikana vake. Pane here zvidzidzo zvakasiyana nemienzaniso inofanira kupiwa kuvanasikana kana vanakomana?
- Ko vakadzi nevarume vanoratidza here tsika kana maitiro eutungamiri akasiyana? Izvi zvakanakira papi uye zvakaipira zvipi? Pane nzira here dzinoratidza vakadzi kuva vatungamiri vari nane kudarika varume? Panewo here nzira dzinoita dzinoratidza varume kuva vatungamiri vakanaka kudarika vakadzi?
- Ko zvakasanganikwa nazvo namadzimai muupenyu hwavo zvingarunzira sei unhu nezvinangwa zvavanoratidza muutungamiri hwavo? Ko zvakasanganikwa nazvo nevarume muupenyu hwavo zvingarunzira sei unhu nezvinangwa zvavanotaridza muutungamiri hwavo?
- Unosarudza kushanda here uri pasi pevarume kana vakadzi? Zvine musiyano here? Unofunga here kuti mamaneja kana vakuru vechikadzi vanotozogadzirisira chete nyaya dzemadzimai nezvisuwo zvawo? Sei uchidaro kana kuramba?
- Ungatsigira here mukwikwidzi wezvematongerwe enyika ari mukadzi munharaunda menyu? Sei uchimutsigira kana kusamutsigira? Unofunga here kuti vakadzi wezvematongerwe

vanozogadzirisa nyaya nezvisuwo zvemadzimai? Sei uchidaro kana kusadaro?

- Ko uwandu hwevakadzi mudare rinotungamira, semuenzaniso dare rechikoro, kana pakati pevatungamiri vezveupfumi, kana padare repanzvimbo kungarunzira here hurumende yavo? Zvinoda vakadzi vangani kuti runziro yavo inzwike? Ko zvikamu zviviri kubva muzana zvine chazvingaita here? Ko gumi, makumi matatu nenhatu, makumi mashanu... kana chimwewo chikamu? Sei uchibvuma kana kuramba?

Chiono zvakasiyana nekungoita chinangwa

Zvinosanganisa mufananidzo wezvakanaka,

zvinobvumwa kuva zvakanaka,

pfungwa yekuti basa ratinoita rinozotaridzika sei dai tairiita zvakanaka.

“Nzira Dzokuvaka Utungamiri ”

Chidzidzo Chechitatu:

Chinangwa Changu Ndechei?

Zvinotarisirwa muchirongwa

- Kutsanangura chinangwa changu semunhu.
- Kutarisa kuti chiroto kana chiona chemunhu chingamukurudzira sei kuva mutungamiriri.
- Kutsvaga nekuwana simba rekuvaka mashoko kana chinangwa zvakasimba zvinotsanangura chinangwa chemunhu.
- Kuongorora kuti munhu angaita sei chinangwa chake chive mashoko kana chiitwa.

Zvingaitwa pakufambisa.

Verenga neizwi riri pamusoro rungano runotevera rwechinangwa/chaMuhammed Yunus chekurunzira kutonga zvakanaka pane zvemagariro nezveupfumi muBangladesh kuburikidza nezvikwereti zvidiki kubva kumabhanga. Itai nhaurirano seboka matambudziko emari akaona muvarombo, uye kunyanya pavakadzi nechinangwa chaaiva nacho kuzvigadzirisa. Kana boka razopedza mibvunzo inotevera rungano rwa Muhammed Yunus, ita kuti vatori vechikamu vagoverewo chiono chavo chekuunza shanduko. Chiitwa ichi chakaitwa nemutso wekubatsira vatori vechikamu kuti vaumbewo chiona chavo.

Kuita vatori vechikamu vaviri-vaviri panguva yechiitwa kunogona kuvabatsira kuti vanyanyogadzikana vachigovana zviono zvavo nepaduku. (ona Appendikisi B kuti uwane zvimwe pachidobi ichi chekufambisa)

Handioni Chikonzero Chekuti Munhu Upi Zvake Ari Pasi Pano Ave Murombo

Muhammed Yunus: Anoona Nezveupfumi

MUHAMMED Yunus akadzoka kuBangladesh achibva kuUnited States mwedzi mipfumbamwe mushure mokunge nyika yake yawana kuzvitonga kuzere muna 1971. Apo ainge achidzidzisa zvekuwanikwa nekushandiswa kwezviwanikwa (Economics) payunivhesiti ye-Chittagong, vamwe vekunyika kwake vainge vari kutambudzika nehondo nenzara – zvinhu zviri pachena zvakamupa kutenda kuti angapedze matambudziko ari muchikoro. Akaronga kutaura nevanhu vemusha waive pedyo neyunivhesiti kuti vanzwisise kuedzwa kwavo nekutambudzika kwavo.

Yunus akasangana nemukadzi aigadzira zvituro nemushenjere zvakaita kuti azonyatsoongorora zvakare zvinokonzero urombo. Mukadzi uyu ainge asina mari yekutenga mushenjere, uye aitofanira kukwereta kubva kumutengesesi, uyo aizotengawo zvituro zvake nemutengo waaizvisarudzira. Yunus akambofunga kupa mukadzi uyu masendi makumi maviri aaida kuti atenge mushenjere, asi akazoronga rimwe zano guru, achibvunza mwana wechikoro kuti anyore vanhu vese vemumusha umu vaida mari. Akatoshamisika kuona kuti vanhu makumi mana nevaviri vaishanda nesimba vaingoda mari inosvika madhora makumi maviri nemanomwe kuti vakwanise kutengesa zvinhu zvavo nemutengo uri nani. Yunus akavakweretesa mari iyi, achivatendera kuzoidzora pose pavaigonera, uye akafunga kuti angavabatsira sei zvakare. Akatsvanga kuti bhanga raiva payunivhesiti ritenderane naye kuti rikweretese mari kuvanhu ava, asi maneja webhanga akaramba nekuti akaona vanhu varombo, kunyanya vakadzi varombo sevaisakodzera kupiwa chikwereti.

Yunus haana kupedzwa simba asi akaita bhanga rinonzi Grameen pachake muna 1983 achitsigirwa pakutanga uye abvumirwa nehurumende. Bhanga reGrameen rakatanga kupa zvikwereti zvebhizimisi kuvarombo, kunyanya vakadzi. Kuvanyengetedza kuti vatore zvikwereti zvaidiwa zvaida kushingirira; murume aisafanira kutaura nemukadzi pachena. Pekutanga vakadzi ava vaiti vainge vasina pfungwa nezvebhizimisi, uye kuti bhanga raifanira kupa varume vavo mari yacho. Zvishoma-nezvishoma Yunus akakwanisa kuvanyengetedza kuti vakwerete mari vari muzvikwata zvevashanu kuti vatangewo mabhizimisi avowo madiki. Vakadzi ava vakazokurudzira shamwari dzavo kutambira zvikwereti izvi. Apo vakadzi vaidzosa zvikwereti, vakaona kuti vaigona kuzvichengeta pachavo pamwe nemhuri dzavo.

Kunyange zvazvo vezvirongwa zverubatsiro nezvemasangano asiri pasi pehurumende vekumwe vakayemura nokutevedzera Grameen, Yunus anorangaridza vasingatendi kuti “urombo hahusikwe navarombo ... (asi) neizvo zvakatikomberedza zvatakaumba. Tinofanira kudzokera patakatangira kuti tigotanga kugadzira patsva zviumbwe izvi kuti zvisataridza sarudzo kuvarombo sezvazvinoita zvino.” Chinangwa chaYunus chekubvisa urombo chakura zvino kuzadza pasi rese. Anoti “Ibasa revanhu vese kuve nechokwadi chekuremekedzwa kwenhengo yese yenharaunda iyoyo ... Tinotaura zvekodzera dzavanhu, asi hatibatanidzi kodzero neurombo... Kana tikaita zviumbwa zvinokwanisa kupa zvikereti zvebhizimisi kuvarombo kuti vazvishandire vanozova nekubudirira sezvakaita kuBangladesh. Handioni pane chikonzero kuti munhu ave murombo pasi rino.”¹²

Muhammed Yunus ndiye akatanga Bhangi reGrameen. Nhasi, Grameen inoshanda mumisha zviuru makumi matatu nezvitanhatu (36 000), ine vanokwereta mamirioni maviri nezana nezvuru (2,1 million), uye inoshandirwa nevanhu zvuru gumi nezviviri. Zvirongwa zveGrameen zvave kuwanikwa munyika makumi mashanu nenhanhatu. Kubva kuma 1990 Grameen yakaita mamwe mapazi asiri ezvemabhanga anosanganisira kuisa magetsi, kupa zvekufambisa mashoko nekombiyuta, nezvekufambisa mashoko kuburikidza nemaraidzo sechamu chavo chokuedza kubatsira vanhu vemumaraini emuBangladesh.

Mibvunzo yenhaurirano

- Ndeapi mamiriro ezvinhu akakurudzira Muhammed Yunus kuti afunge chiono/chinangwa chake? Dambudziko rakanyanya rinobata varombo raaida kugadzirisa nderipi?
- Mhinduro yaakawana ndeipi? ndezvipi zveutungamiri zvinotaridzwa naYunus pachinangwa chake chekupedza urombo? Unofunga akataridza utungamiri hwakarongeka here?
- Mukadzi aigonawo here kubudirira pazvirongwa zvakanana nezvaYunus? Sei aigona kana kukonewa? Ukatarisana nemamiriro ezvinhu akadai ungaita sei?
- Pane zvinotaurwa naYunus pamusoro pane/here mutsara unoburitsa zvakanjeka dambudziko, mapedzerwe aro nebasa rake pane

¹² The information on Muhammed Yunus and the Grameen Bank is taken from “Muhammed Yunus, Grameen Bank,” in Michael Collopy and Jason Gardner, ed, *Architects of Peace: visions of Hope in Words and Images*, Navato, CA: New World Library, 2000, p77 and <http://www.grameen.org/>.

zvaanosarudza? Izvi zvine here kutaura kunogutsa kwechinangwa?
Sei uchibvuma kana kuramba?

- Chiono chaYunus chakasanduka nekufamba kwemakore zvainge zvakakosha here kuti chisanduke?
- Unofunga here kuti chiona chaYunus chinongoshanda chete kuvakadzi? Sei uchibvuma kana kuramba.
- Ndeupi unyanzvi hwevanhukadzi huri kurehwa pamaitiro ebhanga reGrameen? Unyanzvi uhu hunobatsira here vakadzi kubva pamabasa kana ruzivo rwavo rwechinyakare?
- Imhandoi yemutoo wezvikereti ungabatsira kusimba, kwete chete kugona kwevakadzi pane zveupfumi asiwo kubatsira kuvapa simba nekusimbisa basa ravo mhunharaunda?
- Ko kutaura kwechiona chaYunus kwakabatsira here kuburitsa zvinangwa zvake.
- Ko shoko rekuti chiono rinorevei kwauri?
- Sei kutaurwa kwechiona kwakakosha?

Basa Rokuita: Kugadzira pfungwa nemaonero ekusandura/kuchinja zvinhu

Tendera maminitisi angangoita mana nemeshanu pachitwa ichi

1. Putsa boka rive muzvikwata – zvikwata zvevaviri kana vatatu kuti vaite nhaurirano pachavo pane zvinotevera: Vona mamiriro eimwe nyaya, dambudziko mumhuri kana munharaunda zvainoshuva kuti unogona kushandura. Ndedzipi shanduko dzaunoda kuona kunatsa mamiriro enyaya uye mamiriro ezvinhu kana matambudziko?
2. Mumwe nomumwe wechikwata anotaurira vaanavo muchikwata muminiti rimwe kana maviri kuti anoisa sei kuti afambise kana kutora chikamu mukuita nzira dzokupedza matambudziko dzaatsanangura.
3. Nhengo imwe neimwe inogadzira chitaurwa muchinyorwa-matsara mumwe miviri- inotsanangura chiono chayo chebasa rayo rekuitasanduko idzi dzaaona.

4. Boka rese remusangano rinosangana zvakare mudenderedzwa kutanga nemufambisi, munhu woga woga anoverengera zvaanyora kuboka.

Panoperera chiita ichi, mufambisi anofanira kutora chinyorwa chemunhu woga-woga. Iva nechokwadi kuti munhu wese anyora zita rake pachinyorwa chake nekuti zvinoshandiswa zvakare muchirongwa 7.

Zvaonekwa

- Zvainge zvakaoma here kuita chinyorwa chako?
- Ko kugadzira chinyorwa chako kunokubatsira here kunyatsoburitsa zvitarisirwa zvako?
- Unofunga here kuti chiono chako chinogona kusanduka nenguva? Sei uchifunga kudaro kana kusafunga kudaro?
- Wanzwa sei uchinzwwa zvinyorwa zvevamwe veboka?
- Zvakakoshera chii kunyora chiona kana kutsanangura chiono chako kune vamwe uchitarisa?

CHIKAMU CHEPIRI:

Kutaurirana nevamwe

Muzvirongwa zvapfuura, takaona chimwe chinhu chakakosha chekutungamira; kugona kwemunhu zvakanaka shoko kana chiono. Mukadzi akauya kuhofisi yaAsma Khader kuzotsvaga rubatsiro akanyatsotaura zvaimunetsa zvemhuri yake, uye kunyange zvazvo Khader asina kuzoona mukadzi uyu zvakare, mashoko ake akakurudzira Khader kuti aite basa guru pakubatsira kushandura mitemo yenyika yake kuti ichengetedze vakadzi zviru nani. Kubudirira kwaMuhammed Yunus pazvirongwa zveupfumi kwakanyanyosimbiswa nekugona kwake kuendesa pfungwa dzake kavanhu vakasiyana-siyana. Yunus aitofanira kuita kuti chiono chake chinzwisiswe nekuyemurwa nevakadzi vari mumamisha pamwe chetepe nevakuruvakuru vehurumende.

Zviitwa zviru muchikamu zvinoongorora zvinhu zvekutaura kwakanaka, kunyengetedzana kusvika pakubvumirano, nekuteerera kunogonesa kugona kwemunhu kutungamira. Kushandira-pamwe, kutsigirana, nekudyidzana zvese zvinoda kutaura kune unyanzvi pakati peavo vari kutora chikamu. Nyaya nemibvunzo zvinotevera zvinotaridza kuti kuterera kwakanaka, kunyengetedzana kusvika pakuwirirana, nekutenderana nevamwe zvinosanganisira kugona kunzwisia kusiyana kuripo nekuwanda kwezvekuita nenzira dzinobatsira kutungamira kutaurirana.

Kutungamira kufambisa mashoko zvakanaka

Kuti utungamiri huvepo, tinoda vanhu vangangoita vaviri avo neimwe
nzira vanofambidzana. Hakuna anodzidza ari ega.

Utungamiri naizvozvo ndeimwe nzira yekutaurirana kuti munhu
anotungamira sei zvinobva nekuti anotaura sei.

Matungamiriro anoita munhu anoonekwa nemafambisiro aanoita
mashoko kuvanhu vaari kutungamira.

“Nzira Dzinovaka Utungamiri”

Chirongwa Chechina:

Tinofanira Kutura Sei?

Zvitarisirwa zvechirongwa

- Kutaridza kukosha kwekutura kuti utungamiri hunyatsoshanda.
- Kuona kuti tinganyengetedze sei apo tinenge tichikurudzira, tichidzidzisa kana kunyengetedzana nevamwe.
- Kutura mhando yekutenderawo zvevamwe – kana kutsvaga patinotenderana tese – kusanganisa nezvazvinobatsira kana zvazvakaipira.
- Kuongorora nzira dzekutura dzinoshandiswa neari kutora chikamu.

Zvingaitwa pakufambisa

Verenga nezwi repamusoro chidimbu chinotevera Chakanyorwa naMirian Wright Edelman. Tarisa urongwa hwaanoshandisa kunyengetedza vaverengi vake kuti vapindire vabatsire zvinangwa zvekuchengetedza vana muUnited States. Kutevedza mibvunzo chiitwa chakaitirwa kuongorora nzira dzekutura dzedangamunhu.

Unogona kuda kuputsa boka kuti rive zvikwata zvidiki kuti ukurudzire nhaurirano dzemusoro wenyaya (Ona Appendikisi B kuti uwane ruzivo rwakakwana rwenzirayekufambisa).

Ndine Hanya Uye Ndine Chido Chekushandira Vamwe

Marian Wright Edelman: Mumiriri wekodzero dzavana

Kuvaka chikonzero chimwe kunogozhesesa. Zvinopedza simba. Hazvizivikanwi. Zvinoda kutsungirira kukuru. Ushingi hwemunhu wemukati hwakadzama. Kuzvipira kusingadzokeri shure kuchiona chinonzwika muhana. Kunyatsoanzwa kudanwa kunokodzera kurwirwa kana kutozwiisa panjodzi nokuda kwako. Zvinoda kuva netsika, chinangwa nekuronga zvenguva refu, asi kudawo kuita nekukurumidza¹³, nekutora chikonzero nechisima, nekugona kurarama nezvinhu zvinoreva zviviri nezvinonetsa kunzwisisa.

Kuvakira vana chikonzero kunoda kubuda pachena kumhando dzakawanda dzevanhu vakasiyana-siyana usingarasikirwe nechinangwa chikuru chacho: kusasiya mwana upi zvake kumashure. Zvinoda kunzwa kuita chinhu, nekuda kwakasimba kuti urambe uchifambira mberi apo vamwe vanodanidzira kuti mira uye vachiita zvinhu zvekukumisa zvakanwanda, vachikweva tsoka dzako, kana kuramba vachiti zvatinaita hazvitendeseki maringe nezvamatongerwe.

Zvikonzera zvinotsigirwa hazvingogadzirwi nezva rimwe. Zvinotora nguva kuti zvizovepo. Zvinoputika kubva kumhodzi dzakanwanda dzakadzvarwa munzvimbo dzakanwanda nevanhu vakawanda munguva refu uye kubva mukuchema-chema kunovira zvishoma, kuchizoburitsa uma (steam) kozovira kusvika pakuneta mushure mokusatariswa kana kusagadziriswa zvakanwanda.

Kuvaka chikonzero chinotsigirwa chevana kunoda vanhu vanoongorora vanogona vanoita sevutungamiri varanda vemazera ose, kutenda kwakasiyana-siyana, nevanoita mabasa akasiyana-siyana vachiita mabasa avo – mumwe nemumwe wedu achiedza kuzadzisa kwete kungodzosa vhiri rakadaro kana kuda kugadzirazwe vhiri iroro kutsigira kwete kukwikwidzana; kushandira vana kwete kungozvishandira isusu nemasango edu nezvatinofarira pane zvematongerwe.

Tinofanira kuzviona isu nevamwe tichizodavira pane zvinenge zvaitika. Hatifaniri kurega kuti amirire zviito kana mashizha emuonde¹⁴ kumirira mitemo inokuvadza vana. Vanhu vanovimbisa “kushaya mwana wavanosiya kumashure” asi vasingaiti basa, kana vanotsigira mitemo nezvirongwa zvemari. Chatingaedza nacho¹⁵ woga-woga anovimbisa kusasiya kana mwana zvake kumashure kutarisa kana mukana uripo

¹³ Vara iri rinoreva kuti ita nekukurumidza

¹⁴ Shizha remuonde rakamirira kuvhara nyadzi

¹⁵ Ritimasi testi mapipi anosara chinhu chimwe chete.

pakati pevapfumi nevarombo uye pakati pevasina simba nevane simba uchizovharwa pane kuti ukudzwe.

Vana havangadyi kana kugariswa mudzimba kana kudzidziswa nezvivimbiso. Vana vane nzara, vasina misha, vachiedza kudzidza muzvikero zvave kuparara uye vachida rubatsiro rwevana neutano vanofanira kuchengetedzwa. Tinofanira kutaura chokwadi kunyange tichida kupinda pasimba mumapato ose ezvematongerwe enyika nepazvinhanho zvese zvehurumende nepabazi ripi neripi reAmerica kusvikira vechidiki vedu vese vakwanisa kukura vane utano, vasina zvekuparadza, vachikudza, vakadzidza uye vakachengeteka.

Mwana anozvarirwa muurombo pamasekondi makumi mana nemana oga-oga; anozvarwa asina inishuwarenze yeutano paminiti roga-roga; anosiyiwa kana kubatwa chibharo pamaminitsi gumi nerimwe oga-oga uye anourayiwa nekupfurwa nepfuti pamaawa maviri ane maminitsi makumi maviri oga-oga. Zvinhu izvi hukisi kuita kwaMwari. Isarudzo dzedu serudzi nevagari vemunyika dzezvakanaka nezvakaipa uye nezvematongerwe. Tinofanira kushandura zvinhu izvi nekukurumidza kukura nemwoyo unoda kushingirira.

Zuva roga-roga ratinononoka nderimwe zuva apo pfuti dzinouraya vana gumi, vana zana nemakumi masere nevatanzhatu vasosungwa nekuda kwemhosva dzine kukuvadza, uye vana zvuru zviviri nemazana mapfumbamwe ane gumi neumwe vanosiya chikoro.

Muzvinadzidzo King naGandhi havasi kuzodzoka kuti vativakire zvikonzero zvinotsigira kodzero dzevana vedu. Iwewe neni tinofanira kuzviita. Tinogona uye tichazviita. Uye tikaita zvakananyonakisa, Mwari anozopedzisa zvese.¹⁶

Mirian Wright Edelman, mukadzi mutema wekutanga wekuAmerica kubvumidzwa kupinda mubhawa reMississippi, akatanga basa rake muna – 1960 semutungamiri wekodzero dzevashandi akabatana King nevamwe. Ndiye akavamba nekuva mukuru weMari yekurwira Vana (Children's Defence Fund), sangano rakazvipira kuva nechokwadi chekuti mwana woga-woga ane utano, kuchengeteka, zvakaenzanirana nematangiro rwevabereki nevanhu venharaunda vane hanya.

Mibunzo Yenhairirano

- Unofunga kuti chinangwa chaMarian Wright Edelman pakunyora nyaya iyi ndechei?

¹⁶ Mirian Wright Edelman, "Hold My Hand: Prayers for Building a Movement to Leave No Child Behind." Reprinted by permission.

- Unofunga anogona here zvakasimba kufambisa mashoko?Sei uchibvuma kana kuramba?
- Ungashandisa nzira dzipi kufambisa mashoko mamwewo kune vamwe?
- Ungafunga here kamutsara kapfupi, sirogani, kana nhauro yaunoona inopa simba kana kukurudzira?
- Ko muchina yamazuva ano yakaita sefakisi, email kana Webhisati ingabatsire here kufambisa nyaya yacho kuanhu vazhinji? Kana zvirizvo ko iwe chingava chirongwa chako chekusvikira vari kure ndechipi?

Chiitwa: Kutaudzana Kunyange Pane Misiyano

Tendera maminitisi makumi mana nemashanu pachitwa ichi.

Sadunhu muSudan odzika mutemo unodzivirira vakadzi kuti vasashandira munzvimbo dzoruzhinji

Muna Gunyana 2000, Sadunhu weKhartoum Majzoub al Khalifa akaisa mutemo unorambidza vakadzi kuti vasashandira munzvimbo zhinji dzeruzhinji, achiti kurambidza uku kunozosimudzira mutemo wechimoziremu we-Sharia nekuchengeta rukudzo rwemadzimai. Mutemo uyu wange wakanyanya kutarisana nevakadzi vanoshanda munzvimbo dzinotengeswa mweya (gas), mahokia nenzvimbo dzekudyira.¹⁷

Zvakazoitika: Mukadzi anorwisa zvekodzero dzemadzimai anogara muKhartoum anogumburwa nemutemo uya obva afunga kuti anofanira kutaura achipikisa izvi. Kuburikidza neshamwari yake anoita kuti agokwanisa kusangana nemumwe mutevedzeri wepamusoro-soro weGurukota rezvekushanda nekushandurwa kwezvinhu zvine chekuita neruzhinji. Mukadzi uyu anoronga kuti ayedze kumunyengedza kuti amutsigire kuti apikisane nekutaura uku. Mutevedzeri uyu asvika pakati-nepakati peupenyu hwake, akaroora, uye ane vanasikana vezera rechidiki vaviri. Iyewo pachake ane hanya nekodzero dzavakadzi nekuchengetedzwa nekuchengeteka kwevanasikana vake pavanozotanga kushanda.

Anoda vanasikana vake kuti vakwanise kusarudza dzidzo nebasa asi bedzi muvanhu vane mitemo inotsigira *kuti vanasikana vake vachengetedze zvikuru chiIslam.*

¹⁷ Izvi zvinhu zvakaikita muhupenyu. Onai
<http://www.cnn.com/2000?WORLD/africa/09/05/sudan.women.ap/>

1. Boka remusangano rinopatsanurwa kuita zvikwata zvevatatu-vatatu. Nhengo dzechikwata dzinosarudza achazoita basa remutevedzeri uye kuti ndiyani achazova mumiriri. Nhengo yechitatu inozoongorora nhaurirano pakati penhengo dzechikwata chake nekunyora pasi zvaanoona.
2. Vachitora mabasa avo akasiyana, mutevedzi nemumiriri vanosangana
3. Vava nenhaurirano kwamaminiti mashanu kana gumi panguva iyo apo mumiriri anopira nyaya yake uye oedza kunyengetedza mutevedzeri uyu kuti atsure achipesana nemutemo uya. Panguva yenhaurirano, uya ari kuongorora anonyora manotsi enhaurirano yenhengo dzechikwata chake. Zvaanoona zvinogona kusanganisira:
 - *Ndeupi unyanzvi hwavanoshandisa pakutaurirana?*
 - *Ndedzipi nzira dzekukakavara dzavanoshandisa?*
 - *Mumwe ari kuteerera mumwe zvakanaka sei?*
 - *Mumwe nomumwe ari kudavira mibvunzo yomumwe zvakanaka sei?*
 - *Vari kukwanisa kuwirirana here?*
4. Boka rese remusangano rinounganazve vari denderedzwa. Muoni kubva kuboka rega-rega anozogovera zvaainazvo. Kana nguva ikatendera, kumbira mapoka evaviri-vaviri mashanu kuti vadzokorera kutamba kwavo pamberi peboka rese, vachisandura basa ravo, zvichienderana nezvavadzidza kubva muchiitwa nemunhaurirano.

Mibunzo Yenhaurirano

- Kuvamiriri nevatevendzeri: Zvainge zvakaoma here kutsigira nyaya yenyu? Sei zvaoma kana kureruka?
- Muchikwata chako, ko mumiriri kana mutevedzeri vanyatsoterera kana kunzwa zvaitaurwa nomumwe?
- Ndezvipi zvekungofungira kana zvinongotendwa pamusoro pemumwe-nomumwe zvingadai zvarunzira mhinduro kune mumwe, mutevedzeri nemumiriri?
- Ko mumiriri kana mutevedzeri vemuchikwata chako vamboyedza kudzidzisa mumwe pamusoro pezvinoyemurika zvechinzvimbo

chake? Ko “kudzidzisa” kwakambosiyana here nekukakavadzana?
Sei kwakasiyana kana kufanana?

- Kutaura rudzii kune zvibodzwa zvingabatsira mumiriri kuva nekubudirira mukutaura kwake?
- Ndirini kungazoda mutungamiri “Kudzidzisa vamwe? Une mienzaniso here yaunogona kufunga nezvayo apo vatungamiri vakashandisa nzira iyi zvinovaka?
- Ko mutevedzeri nemumiriri vainge vari kure nakure here pazvinangwa zvavo? Ndezvipi zinangwa zavainge vakafanana kana zviripo?
- Pane nyaya here apo mumiriri nemutevedzeri nemumiriri kuti wawirane? Sei zviine musoro kana kushaya?
- Ko kutsvaga pamungawirirana chingava chinangwa here chemutungamiri akanaka? Zvinogona here ngava dzese kuwana pamunowirirana? Zvinorumbidzwa nguva dzese here? Sei uchibvuma kana kuramba?
- Zvisinei nebasa rawainge uri kuita panguva yechiitwa, dzezvipi zvangataure kana kuita zvino uchiita mabasa aya kuti ukwanise kunyengetedza?

Zvaonekwa

- Wanzwa sei kuita uchitevedzera zvakaitwa nemutambi? Chii chamakwanisa kudzidza kubva pakutedzera zvinoita nemutambi?
- Wanga uchinzwwa sei kungova “muoni” uchinyora manotsi panguva yechiitwa?
- Washamisika here nechimwe chawanzwa?

Utungamiri hwakanaka hunoremekedza vanhu vanaotaurirana
vachiremekedzana nekuremekedza zvinofungwa nevamwe kunyange
vachisiyana

Tinofanira kukurira zvatakagara tichifunga zvakaipa pamusoro pavamwe
nezvatisingafariri, kuregedza kutonga kune ukasha,

kudzidza kungoisa pfungwa dzedu pamusoro mevamwe. Kuzvidzora
pakutsamwa, Kutora zvakanaka zviri mune vamwe, kuona zvipo
aramwe, nekuregerera.

“Nzira Dzinovaka Utungamiriri”

Chidzidzo Chechishanu:

Tingamiririra Sei Zvakasiyana-Siyana Zvinodiwa Nevanhukadzi?

Zvinotarisirwa pachirongwa

- Kuongorora musiyano uripo pakubvumawo kusiyana kwevanhu nekukugamuchira.
- Kutaurirana simba revanhu vakasiyana-siyana nevanhu nerezvematongerwe vakabatanidzwa nechinangwa chimwe.
- Kuongorora kuti vanhu vakasiyana pane zvedzidzo, zveupfumi kana zvetsika nemagariro vangashanda sei pamwe pakumirira chimwe chinhu uyewo zvakaipirawo kuita izvozvo.

Zvingaitwa pakufambisa chirongwa

Verenga neizwi riri pamusoro nyaya iri pazasi yekutsvaga kuunza kunyarara kwa Mairead Corrigan Maguire na Betty Williams Ku Northern Ireland. Itai nhaurirano seboka kubvumirana kunogona kuvepo, nhaurirano nezvinhanho zvingatorwa kubatanidza maonera akasiyana anogonesa utungamiriri hwavo kubudirira.

Uyu musoro wakakura uye wakakosha. Chidobi chekuredza mudhishi senzira yekufambisa chinogona kunyanyoshanda kuti nhaurirano ifambire mberi. Iva nechikwata chidiki chenzvipira kuti vaite nhaurirano ine simba pamusoro uyu. Zvototevedzwa nenhaurirano yeboka rakati kurei yechirongwa (Ona/Appendikisi B kuti uwane ruzivo)

Kukohwa zvibereko zverunyararo nekutonga kwakanaka

Mairead Corrigan Maguire naBetty Williams: Vamiriri vezverunyararo

Hondo yerusununguko yeIreland yakatanga mazana emakore akati kuti akapfuura, apo yakakundwa nekuzova pasi pevarungu. Utongo hwavo pamusoro pemakaturike anova ruzhinji rweIreland hwainge huine kungofungira zvakaipa, rusarura, nekushaya hanya, zvakazounza urombo nenzara. Muna 1921 vaida shanduko izere vechiIrish vakati fambei apo vakawana chikamu cherusununguko kuburikidza nekunyora chibvumirano. Pasi pezvutenderano zvechibvumirano, matunhu matanhatu akatsauka kubva mukaturike eruzhinji ekumaodzanyemba akakamurwa nepakati kuti arambe ari chikamu cheBritain. Zvisinei neruzhinji rwavo vakabva muchikatorike vaitsigira utongi hwemaBritish, kumaodzanyemba kweIreland, nyika yakasununguka itsva yechiIrish yakapfurira mberi ichiona zviri pamutemo kukamurwa uku sechinhu chaingozovapo kwenguva dikidiki sezvaingoita vachikatorike vazhinji vaigara kumaodzanyemba. Mumakore azvino-zvino, nekuda kwenhamo dzekuti nzvimbo iyi yakamira sei, kurwisana kwemapoka anoona zvakasiyana pane zvekunamata aya pakati pevaKatorike nevatsauki kuMaodzanyemba kweIreland kwasvitsa kurufu rwavanhu zvuru zvitatu munyika ine vanhu vasingasvike mamirioni matatu.

Paine namiro ezvakaitika kare aya, Mairead Corrigan Maguire naBetty Williams vakaunzwa pamwe chete nekurwisa kunosuwisa kwakazosandura upenyu hwavo zvachose. Musi wa 10 Nyamavhuvhu 1976, vana vemukoma waMaguire vaviri nemwana wehanzvadzi yake vakauriwa pakona yomumugwagwa wemuBelfast apo hondo yechiBritish yainge iri pakufamba ichiongorora yakapfura muzvinapfuti weboka ravarwi reIrishi (Irish Republican Army) zvakaite kuti mota yake ibve mumugwagwa.

Maguire nenhamo iyi, Maguire mukatorike akabuda paterevizheni achishora zvekurwisa zvevarwi veboka rechiIrish. William mukadzi akabva kuzvinamato zvakasangana ainge anona njodzi yacho ichitika, saka chiriporipotyo akafambisa chikumbiro. Paine vanhu zvuru zvitanzhatu vakasaina vachinyunyuta kufa kwevana ava, akaita chikumbiro ichi paterevizheni mumashure memazuva maviri. Pakuvigwa kwevana, Maguire naWilliams vachichema uye vaneta nekushandisa chisimba kusina musoro uku, vakabatana, vabvumirana kuti vamire kuti pave nerunyararo. Vakavamba sangano rinonzi Vakadzi veRugare (Women for Peace), rakazopiwa rimwe zita rekuti sangano reVanhu VeRugara (The Peace People Organisation).

Pasina kana mwedzi, sangano iri rakaunganidza vakadzi zvuru makumi matatu, maKatorike nemapurotesitendi kuti vafambe mumugwagwa yeBelfast nyange zvazvo vakapomerwa mhosva yekushandirapamwe nemuvengi uye nekutovhundutsirwa nevanhu, Maguire naWilliams Havana kumira kufamba nemigwagwa, saka vakatowana vateveri vakawanda. Vatsigiri vavo vakakwezva nekuti kwekutsvaga rugare uku nekuda kwezviningwa zvavo zvakafanana. Vatori vechikamu vakataura kuti vaisangowirirana nekuda kwechidokwadokwa chekupedza zvechisimba, asi kuti vanhu vemativi maviri ose ainetsana vange vakatarisana nenzara, kushayikwa kwekuzvitonga zvizere, nekusungikana kwevanhu kwainge kwangoisa zvechisimba nekuda kwemuto yechimbichimbi.

Maguire naWilliams vakazivikanwa pasi rese nebasa ravo vakawana mubairo werunyararo weNobel (Nobel Peace Prize) muna Gumiguru 1977. Williams nekufamba kwenguva akazosiya Belfast oenda kuUnited States, asi Maguire akaenderera mberi nebasa rake rekudzidzisa patsva vanhu vokuchamhembe kweIreland vaigarorwa, uye kuvaunza kunhaurirano muna 1980 nemuna 1990 achirambwa nevanhu avo vaifunga kuti zvehasha ndiko koga kuita kwanaka kana watadzirwa, akapfuurira mberi, achitsanagura nyaya yake yekusashandisa chisimba kwenguva apo chibvumirano cherunyararo chakazoitwa muna 1998.

Sematsanangurire akaita Maguire “Ndinotenda kuti tariro mune ramangwana zvinoda mumwe nomumwe wedu kuti atore kusashandisa chisimba oisa mumwoyo make nemupfungwa dzake uye ogadzira zvisikwa. Zvatinofunga zvitsva zvisiri zvekushandisa chisimba uye zvinopa upenyu kuvanhu vese. Vamwe vanhu vangaite nharo dzekuti izvi ndezvekungofunga chete. Ndinotetenda kuti zvinonyatsobvira. Ndine kutenda kuti rudzi rwevanhu rwuri kushanduka nokukurumidza ruchienda pakunzwisisa kwepamusoro. Kune avo vanoti hazvigoneki, ngatiyeuke vanhu vakadzidza kupedza zvachose zveuranda. Basa redu harina kumbosiyana nekupedza zvachose zvechisimba nezvehondo ...” Zvirokwazvo anoramba achitenda kuti tikohwe zvibereko zverunyararo nokutonga kwakanaka mune ramangwana, tinoda tese kuti tikushe mhodzi dzekusashandisa chisimba, pano napano ranhasi.¹⁸

¹⁸ Umbowo uhu hwakatorwa kubva muchinyorwa chiri pa:
http://www.wagingpeace.org/articles/peaceheroes/mairead_corrigan_maguire.html
sematorerwo azvakaitwa kubva mubhuku Mairead Corrigan Maguire with John Dear, S.J., *The Vision of Peace, Faith and Hope in Northern Ireland*, Maryknoll, NY:Orbis, 1999.

Mibunzo Yen'haurirano

- Ndezvipi zviitiko zvakarunzira Mairead Corrigan Maguire na Betty Williams kuti vatsvage kupedza kunetsana kwaive kuchamhembe kwe Ireland?
- Ndedzipi nzira dzavakashandisa mushungu dzavo dzekupedza kunetsana uku? Sei vakasarudza nzira idzi?
- Ndeupi unhu hwaunoono mumhando yeutungamiriri yakataridzwa na Maguire na Williams? Unofunga sei kuti kuva vakadzi kwakavabatsira kana kuvadzivisa?
- Ndezvipi zvinangwa zvainge zvakafanana pakati pemakatorike nema Purotesitendi ekuchamhembe kwe Ireland? Kushandirapamwe kwakabatsirei pakugona kwavo kubudirira pazvinangwa izvi?
- Ndezvipi zvitendwa zvakakurudzira Maguire kuti apfuurire mukutsvaga kwake runyararo kuchamhembe kwe Ireland uye nepasi rese akatarisana nezvinhu zvaitaridzika kusakundika?
- Ko kuva nechinangwa chimwe kunogona here kupedza kusiyana kuri pavanhu? Sei uchibvuma kana kuramba?
- Wakamboshanda, purojekiti nemunhu kana vanhu vawainge une zvakawanda zvamaisiyana? Kana zvirizvo, wakaita sei kuti upfuure kana kunyenyeredza misiyano iyi?
- Unosarudza kuziva nekutenda here misiyano pakati pako nevamwe kana unongoita seisipo kana kunyarara nekuda kwemisiyano iyi? Sei uchodaro kana kusadaro?
- Ko mazwi ekuti kusiyana-siyana na “kutaurirana”. Anorevei kwauri?

Basa Reboka: Kugamuchira Zvido Zvakasiyana-Siyana

Tendera nguva ingangoita awa pachiiwa ichi

- Pamwechete tsvagai chirongwa chamungada kuita seboka.
- Itai nhaurirano mugosvika pakubvumirana kuita “nharaunda yevanhu” (semuenzaniso, nharaunda yevanhu vakadzidzira mabasa, kana nhengo dzinobva kutsika nemagariro akasiyana-siyana, venazera nerudzi (mukadzi/murume) zvakasiyana.) ine nhengo dzemusangano dzisina pakawanda pavanombosangana kana dzine pakafanana pashoma-shoma.

- Tarisai nzira dzingaita kuti kutora chikamu kwe “nharaunda yevanhu” iyi kungabatsira chironzwa cheboka iri sei.
- Tsvagai nzira dzekuisawo “nharaunda yevanhu” muchironzwa cheboka nenzira dzinogona kunzwisana. Boka ringaumba sei mamiriro anobata munhu wese zvakanaka, anokoshesa kusimba kwevamwe uye vachishandirapamwe?

Tinofanira kudzidza kuona vamwe sevanorevesa,
vanhu vakazara vane shungu dzekuita zvakanaka.

Tinofanira kufunga kuti vanoda kudzidza kuva vanhu vari nane,
uye vanoda kushandira kwete mubairo kana mbiri,

asi kuti vabudirire pachiono chinorunzirwa nebasa ravo.

Zvakanakisa, varume nevakadzi vanova vadyidzani mukutsanangura,

kushandira nekubudirira pazvinangwa zvakanakira munhu wese
Kudyidzana kwemhando kunogoneka uye kunofanira kuedzwa kana
tichida kubudirira pane zvemagariro,

zveupfumi nezvematongerwo zvakanaka zvinotibatsira kusvika
pazvinangwa zveupenyu hwakanaka,

hunoshanduka uye hune zvibereko.

“Nzira Dzokuvaka Utungamiri”

Chidzidzo Chechitanhatu:

Ko Tingapana Masimba Sei?

Zvinangwa Zvechirongwa

- Kuongorora kuti kupana simba zvinorevei?
- Kuita nhaurirano yezvakanakira kupana masimba nokufamba kwenguva.
- Kuongorora kuti mutungamiri anogona kupa simba sei.
- Kugona nzira dzekupana simba dzevatori vechikamu.

Zvingaitwa pakudzidzisa

Verenga neizvi riri pamusoro rungano runotevera pamusoro peshungu dzekudzidzisa, kudzidzisa chimwe chidobi, nekupa simba kwaSakena Yacoobi kune vamwe vake veAfghan vaiva muupoteri muPakistani. Tauriranai muboka menyu nzira dzake dzekubudiririsa shungu dzake dzekuve nerunziro huru uye inogara kwenguva refu. Chiitwa cheboka chakagadzirirwa kuongorora simba rekuva neshungu dzekuita zvakanaka nekutaurirana vanhu vari muboka rinotevera.

Nzira yekufambisa yemubvunzo nemhinduro inzira yakanak pachirongwa ichi. Nekunyanyotarisa mibvunzo mitatu-mina yekupedzisira inotevera nyaya, mufambisi anogona kukudza nhaurirano nekukuridzira vatori vechikamu kuti vafunge nekutaura pamusoro pezvavao nezvavakambosangana nazvo (Ona Appendikisi B kuti uwane umwe umboo)

Shanda nevanhu, batsira vanhu kudzidza

Sakena Yacoobi: Mudzidzisi

Sakena Yacoobi akabva muAfghan achiri mukadzi wechidiki pakutanga kwe ma1970 kuti aende kuUnivhesiti kuUnited States uko akaverenga biology uye pamashure akazopiwa Masters dhigiri munezveutano rweruzhinji (Public Health). Ari zviuru nezviuru zvemamaira kubva kumusha, Yacoobi akaona nekutya kwaingokura kushayikwa kwekugadzikana pane zvevatongerwe muAfghan. Apo Soviet Union yakapamba Afghanistan muna 1980, akarasikirwa nekukwanisa kutaaurirana neruzhinji rwedzimwe hama dzake. Yacoob neshungu dzematumbidziko, akakwanisa kutsvaga nhumbi nezvimwe zvakakosha zvinodiwa mukurarama achizvitumira kwavari. Akaita chikwatane nevamwe vadzidzi vasiri vemuUnited States neshamwari dzemuAsia nekunyika dzapakati dzemabvazuva (Middle East) kuti aendese rubatsiro kuvanhu venyika kwake vaitambura vari mumakembi eupoteri, pamwechetepo achirambonetsa vakuru vezvekutamira mune imwe nyika veUS, Kuti vape vabereki vake, hanzvadzi nevanununa vake pekupotera.

Muna 1988, Yacoobi akawana kufambiswa kusina njodzi kwemhuri yake ichipinda muUS asi kuve nehanya kwake nekuda kweupenyu hwevamwe vapoteri veAfghan kwakapfuurira. Yacoobi uyo ainge zvino odzidzisa sainzi kuvadzidzi vepayunivhesiti muUS. Akafunga kusiya chinzvimbo ichi kuti ashandire mumakembi eupoteri muPakistan. Akanzwa kuti nguva yainge yakwana yekuti ashandise kugona kwake kupa vanhu vekwake kubiridza nedzidzo. Akawana vagari vemakembi aya varemazwa nenhamo, uori nekushaya tariro kwange kwazara kwese kwese. Akasarudza kupa chikoro nedzidziso kuvanhu veAfghan zvavaizoda pakuvaka pakare nyika yavo.

Yacoobi akazova mufambisi wezviringwa zvekudzidziswa kwevakadzi vechipoteri veAfghan zveSangano (reInternational Rescue Committee) redare repasi rese rekubatsira; akaumba zviringwa zvekudzidzisa vadzidzisi zvainanga kubatsira vadzidzisi kusimbisa zvidobi zvevadzidzi zvekudzidza varimukirasi kana vari kunze. Pane kungomirira kuwana ruzivo kubiridza nekuziva zvinhu nemusoro, chiringwa chacho chaisimbisa kuti munhu azvibvunzire nekuongorora ega. Vakadzi vekutanga gumi nevashanu muchiringwa ichi vakazodzidzisawo vamwe varairidzi vekudzidzisa makumi mashanu, vakazodzidzisa vamwezve, zvichizosvitsa vatori vechikamu zvuru zvitatu. Yacoobi ainyanyoda kutarisa mamiriro eupenyu evasikana veAfghan, vainge vari kushayiswa zvinhu zvakawanda mumakembi. Akatarisira kuisa nzira dzokudzidzisa dzinotarisirwa nekuwedzera vaiuya kuchikoro muzvikoro makumi maviri nezvishanu zvepanzvimbo. Kuita uku kwakasvitsa pakuwedzera

kwevasikana kubva pazvuru zvitatu kusvika pazvuru gumi nezvishanu mugore rimwe chete.

Muna 1995 Yacoobi nedzimwe shamwari dzake mbiri vakavamba Afghan Institute of Learning (AIL) muPeshawar, kuakistani. Chinangwa chake chaive nechidokwadokwa chakasimba: Kuronga nekuisa zvirongwa zvaizogonesa fundo yepamusoro pazvinhanho zvese kumupositeri wewe weAfghan. Mugore rayo rekutanga, AIL yakaita masemina mana kukauya vadzidzi makumi maviri. Pashure zvikoro kubva mumakembi ese eupoteri zvainge zvichitumira vadzidzisi vazvo kundodzidziswa uye nhasi vadzidzisi vanodarika zvuru zvitatu vakatora chikamu mudzidziso idzi. Kuti vanyatsobata izvozvainyanyonetsa upenyu hwevakadzi mumakembi, mimwe musangano yakawedzerwa kuti atarise kodzero dzevanhu, kushungurudzwa pavaakadzi, nenyaya dzedzidzo yezveutano.

Nhasi, vapoteri veAfghan vanoda dzidzo yeunivhesiti kana dzidzo yemunhu akapedza dhigiri vane sarudzo shoma kwazvo muPakistan. Chiroto chaYacoobi zvino kuona dzidzo yakaita seyekuyunivhesiti pane zvevakombiyuta, zveutano, zvidzidzo zvepfungwa nedzidzo inowanikwa kuburikidza neindaneti kubatsira kupa unyanzvi hunodiwa kuumba vanhu veAfghan vane utano nekubudirira. Pamusoro pezvo anotarisa kuti rimwe zuva zvirongwa zvedzidzo zvinogona kuzowedzerwa kusvika kuvakadzi vari mukati meAfghan pachayo.

Abvunzwa kuti chii chaimukurudzira kuti ape vamwe simba, Yacoobi akapindura, “Apo unopa chimwe chinhu kubva mauli, ipa chakanaka kupfuura zvese. Shanda nevanhu uye batsira vanhu kuti vadzidze. Ndinoedza kubatsira vanhu kuburikidza nekutora chikamu kwevanhu venharaunda kuti vagone kuzvishandira. Nenzira iyi vanhu veAfghan vanogona kubuda. Kubuda zvinoreva kusunungurwa, kusununguka, kutaura zvavanofunga Iyi ndiyo nzira yandiri kubatsira nayo kuvaka pakare nyika yedu...”¹⁹

Mibunzo Yenhairirano

- Ndezvipi zvinobatanidza Sakena Yacoobi nemanzwire ake kuvanhu venharaunda yaari kutsvaga kubatsira?
- Ndezvipi zvidzidzo zvaanodzidza kubva kudunhu kwake? Zvidiwa zvedunhu zvinomutungamira sei?

¹⁹ Umbowo hwakatumirwa nanhairirano yakaitwa parunhare naSakena Yacoobi musi wa 14 Zvita mugore ra2000 neve Women’s Learning Partnership.

- Yacoobi anoshandisa sei zvaakambosangana nazvo uye kudzidza kwake?
- Zvinangwa zvake zvenguva pfupi ndezvipi? Chiono chake chenguva refu ndechipi?
- Sei kudzidza kuburikidza nekubvunza mibvunzo nekungorora kuchisimbiswa? Ndezvipi zvakanakira kana kuipa nzira iyi?
- Yacoobi anopfuuridza pfunga dzake kana chiono chake sei?
- Ko mamiriro edzidzo anoshandisa anopa vakadzi simba nevanhuwo zvavo veAfghan sei?
- Ko kupa simba zvinorevei kwauri?
- Unoona sekuti wakapiwa simba here? Ungawedzera simba rako sei?
- Ko kupa vamwe simba ndechimwe here cheutungamiri hwakanaka/hune gwara? Sei uchidaro kana kuramba?

Basa Reboka: Kubatsira Kupa Vamwe Simba

Bvumira nguva ingangoita awa rimwe chete pachitwa ichi

1. Chiitwa ichi chakaitwa nenzira yekupa nepaduku kugona kuti tingapana sei simba kuburikidza nekupa uye kugamuchira nyaya dzinovaka. Mufambisi kana mumwewo anozvipira anochengetedza nguva pachitwa ichi. Kana muchengeti wenguva atanga chiitwa munhu wese anofanirwa kuti awane mumwe wekuita naye.

2. Kwemaminiti mashanu vairi muchikwata vanotaurirana. Mumwe nomumwe anozopa pfungwa dzinodikwa pazasi. Vaviri ava vanogona kuita zviyana zvekudavira kune chimwe nachimwe, kane kuti mumwe nomumwe anogona kupindura zvese zvitatu nguva imwe chete.

- Taura chimwe chinhu chaunochiva pane mumwe wako (Pfungwadzake, mashandire ake, mateerere, nemataurire ake, etc.)
- Tsanangura chiitwa chaungada kuita naye kana chimwe chinu chaungada kudzidza kwari.
- Ipa yambiro inogona kubatsira mumwe wako.

3. Mushure memaminitsi mashanu, mubati wenguva anoudza munhu wese kuti atsvage mumwe munhu mutsva wekudzokorora naye chiitwa.

4. Kana munhu wese ataura kuvanhu vana vose, boka rinosangana zvakare kuti vaite hurukuro yechiitwa uye kuti vatarise mibvunzo inotevera:

- Ndechipi chenge chirinyore pachiitwa ichi? Ko chainge chakaoma?
- Ko mashoko awanika kubva kune vamwe ainge achinyatsogamuchirwa nekubatsira here? Kana zvirizvo ndeapi acho? Sei wafarira kuanzwa? Yanga iri nzira yakanaka yekufambisa nayo mashoko anobatsira here kana kuti ndeizvo zvataurwa zvacho?
- Ko chiitwa chakubatsira here kuziva nekunzwisisa zviru nani
- Chiitwa chamutsa kuvimbana here? Ko nhaurirano yainge yakasununguka nekubudirana pachena here? Sei uchidaro kana kusadaro?
- Chitwa chakubatsira here manzwire zvakanangana neboka mukutaura ? Sei uchidaro kana kuramba?

CHIKAMU CHECHITATU:

Kuumba kudyidzana pakudzidza

Panodyidzanwa pakudzidza, kana musangano rekudzidza, zvinobuda, zvasikwa nekudyidzana nevatori vechikamu mukunzwa pfungwa pamwechete neziiitwa. Kutaurirana kwavatori vechikamu kunounza kufunga patsva zvekumashure, muongororo yezviiswa, neruzivo runogonesa kana kumhanyisa kusvitsa kuzvinangwa zvavo. Kana vabudirira, vatori vechikamu vanokurudzirika zvakananyanya, vopinda zvizere mubasa ravo mashoko anofambiswa nenzira kwayo, zvinobuda zvinobatika, uye kudzidza neutungamiri zvinoitika kururikidza nekubvumirana nekuumbwa kweizvo zvinobvumiranwa.

Muchiitwa chinotevera, nyaya dzemasangano anoshanda achidyidzana dzinotsanangurwa. Dzinoshanda somucherechedzo wakanaka wemhando yeutungamiri hutsva huri kubuda kubva muchivakwa chesangano remadzimai. Muzvirongwa zvekupedzisira zviviri, vatori vechikamu mumusangano vanozova nemukana wekushand muzvikwata kuumba zvinangwa mucherechedzo wekuronga, nezviitwa zvavo ivo zvamasangano ekufunga kwavo, zvichibva paizvo zvakadzidzwa munguva yese yemusangano. Kuvabatsira kugadzirira chiitwa chekupedzisira, vatori vechikamu vanofanira kutanga kuona nzira dzavo dzekuvaka sangano panguva yezvirongwa zwekwekutanga muchikamu chino.

Kudzidza muchikwata kunosanganisa mhando yenhaurirano inobatsira
kuunza kuita kwemubatanidzwa –

ndiko kuti kufambisa, kubatana nepfungwa dzemushandira pamwe
zvinoita kuti chinhu chimwe chikure pane mubatanidzwa wezvidimbu.

Mubatanidzwa zvirokwazvo hazvirevi kuti vanhu vese vanotenderana
pana zvese. Zvino reva kuti nhengo dzadzidza kukoshesana
nekuremekedzana vanozobatsirawo kuchinhanho chiknozoburitsa
mubairo unoyemurwa nevanhu vese sewavo.

“Nzira Dzokuvaka Utungamiri ”

Chidzidzo Chechinomwe:

Tingawana Sei Pfungwa Dzatinowirirana?

Zvinotarisirwa muchironguva

- Kutsvaga nzira dzokuwana pfungwa inobvumiranwa pakati penhengo dzeboka kana dzesangano.
- Kuwana nzira dzekusvika pachinangwa kuburikidza nenzira yekutora chikamu.
- Kutarisa kuti masangano angagovana sei chiono chavo nevamwe kuti zvibatsire dunhu rakakura.

Zvingaitwa Pakudzidzisa

Verenga neinzwi riri pamusoro nyaya inotevera iri pamusoro pekutsvaga kwaiitwa nevakadzi varombo vanozovisevenzera vachinhonga marara muAhmedad, KuIndia, kuti vawedzere kunatsa mamiriro avo pane zveupfumi hwavo. Itai hurukuro muboka kuti vanhongi vemarara ava vakakwanisa sei kuona chinangwa chavaibvumirana uye vakatora zvinhanho zvipi kuti izvi zviitike.

Pachirongwa chino, nzira dzekudzidzisa sekutamba chikamu chomumwe (acting) kana kuumba mifananidzo nemifananidzo inosetsa zvinogona kujekesera vadzidzi nyaya yevakadzi vekuIndia. Zvidobi izvi zvinogona kuunza nhaurirano dzinonakidza pakati pavatori vechikamu. (Ona Appendikisi B kuti uwane rumwe rizivo).

Kushambadzira KweArogya Bhaginis

MuIndia, zvikamu zvinodarika makumi mapfumbabwe nezvina kubva muzana zvevakadzi vanoshanda, vanozvishandira nokuzvibhadhara pachavo uye vanosangana namatambudziko anouwanzwa nekuda kwekushaya kuchengeteka kwavo pane zveupfumi nemagariro. Mukati mavanhukadzi ivava muoshandwa mabasa akasiyana-siyana anoda simba sekukweva zvingoro zvemaoko, kushanda mumba nekunhonga marara.

Mugore ra1994, Sangano revanhukadzi vanozvishandira reSelf employed Women's Assosiation (SEWA), sangano rinomirira vashandi uye rakanyoreswa kuhuremende kubva muna 1972 rakaisa chironzwa chekutarisa matambudziko akanangana nevakadzi vanozvishandira vachinhonga marara vazhinji vacho vanova varombosa zvikuru uye havagoni kunyora nekuverenga. SEWA yakatanga basa rayo nekuita misangano navanhukadzi ava uye vakuru vemunharaunda. Kubudikidza nemisangano mumamisah nenharaunda dzakapoterredza kubvumirana kwakavepo kuti paive nenyaya nhatu dzakakosha dzaida kuongororwa kuti kusimudzirwe chinhanho chevanhukadzi vanonhonga marara: (1) Kusimudzira muhora webasa rekunhonga marara uri pasi uye usingauyi nguva dzese. (2) Kuderedza kukanganisa utano kukunounzwa nekunhonga marara uye, (3) Kuderedza kwematambudziko anowanikwa newana vanevabereki vanoshanda vasina rubatsiro rwekuchengetwa kwevana.

Muguta reAhmedabad, misangano mizhinji yakaitwa nevanhongu vemarara kuitira kusimudzira ruzivo rwavo nekuona nyaya dzamabasa dzakanangana nedunhu ravo. SEWA yakatungamira dzidziso yezveutano neurongwa hwekuchengetedzwa kweutano hwenhengo dzayo dzemunharaunda uye vakakurukura nezvenzira dzekusimudzira mamiriro avo nechinzvimbo chavo pane zveupfumi nemagariro. Mumisangano, muzvidzidzo, nemukushanyirana vachitaurirana, vashandi vekunhonga marara vakaumba chironzwa chemaonero nemitemo iyo munhu wese ainge ane chekuita nayo. Kubva mumitemo iyi vashandi vemarara vakatanga kuburitsa pachena zvavaida nekuumba chinangwa chimwe icho chaizovaunganidza. Kubva mukati mevashandi vemarara, vanhongi vemapepa avo vanoanganidza nekuaendesa kwaanogadziravve vanonyanyotaridzwa rurasura nekushorwa sevapemhi nevaparadziri vezvirwere vakabatana pamwe chete kuti vimirire zvakasimba kodzero dzavo.

Vanhongi ava vemapepa vakatanga nekuronga basa ravo kuitira kuti umwe neumwe ave nenzvimbo iyo aifanira kuchengeta kuti igare yakachena. Izvi zvakateverwa nekupiwa kwebhegi rekuisa marara kuimba yega-yega munhauraunda dzaiva musangano iri uye bhegi iri

raizotsiviwa nerimwe kana razara. Avo vanonhonga marara kuburikidza nechirongwa ichi vachiri kuwana muhoro wavo kubva pakutengesa marara akaoma asi kuvepo kwavokuri kuonekwa sekuri kubatsira nharaunda dzavanoshandira.

Vakadzi vari muchirongwa ichi cheAhmedabad vave kuzivikanwa zvino seArogya Bhaginius, kana kuti Hanzvadzi Dzeutano (Health Sisters) uye kushandira-pamwe kwavo nevamiririri venharaunda dzevanhu vane upenyu hwakat simukirei kwakavaunzira rutsigirokubva kudare rakasurudzwa nedare remhosva repamusorosoro reSupreme Court. Arogya Bhaginis yakatanga zvechirongwa chechipiri chekuunganidza mazana mana evamwe vechikadzi vanotamburira kurarama vachishanda vari panzvimbo inonyanyoshandiswa neguta kurasira marara. Sezvinongoita vanongi vema pepa, vakadzi ava vanotsvagurudza mumarara umu chero chinhu chingangotengeseka.

“Pane zvizhinji zvinofanira kuitwa pamusoro pekusimbisa utungamiri hwevakadzi, kugadzikana nekurwira masimba mudzimba dzavo nekunze kwedzimba nekumiririrwa pakuumbwa kwemitemo nepanoitwa zvirongwa”. Ndozvinotaura zvinyorwa zveSEWA. Kuwana pfungwa inobvumiranwa uye nekutsanagura chinangwa chinobvumwa nemunhu wese chiitiko chekubvumirana nekufungisisa kunosanganisira kutora chikamu kwevanhu vanopinda mukati mazvo vanozvishandira. SEWA inosimbisa kuti “Nyaya dzavo, zvavanokoshesa nezvavanoda zvinofanira kutungamira nekuumba kufamba kwechirongwa...”²⁰

Mibvunzo Yehurukuro

- Chinangwa chikuru mubasa reSEWA ndechipi? Ungatsanangura sei chinangwa chesangano iri?
- Ko vakadzi vekunhonga marara vakasvika sei pakuziva nekutaura zvinangwa zvavo? Ko zvekuti vanhukadzi, zvakavabatsira here mukusarudza nzira dzavakashandisa kuwana uye kubudirira pazvinangwa zvavo? Sei uchidaro kana kuramba?
- Ko vanongi vama pepa, kana kuti vaArogya Bhaginis vakasandura sei zvivo zvavo kuti zviitwe?
- VaArogya Bhaginis vakataridza nenzira dzipi hutungamiri? Ndezvipi zvakakosha zvaunodzidza mumhando yeutungamiri hwavo? Ko mhando dzeutungamiri dzawakasangana nadzo dzinosiyana sei nemhando ino iyi yeutungamiri?

²⁰ Umbowo hwe Self Employed Women’s Organization hwakabva ku <http://www.sewa.org>

- Ko vakagona sei kugovana tariro yavo?
- Ndeapi matanho eshanduko akasanganikwa nawo neSEWA apo tariro nezvinangwa zvavo zvaisanduka?
- Ko kuva netariro nechinangwa chimwe zvinobvira here nguva dzese? Sei?
- Ndezvipi zvimhinga mupinyi zvingavapo mukumba tariro imwe pakati pavanhu vakasiyana-siyana. Makakunda sei izvi?

Basa Reboka: Kuona Chinangwa Cheboka kuburikidza nepfungwa dzinobvumiranwa.

Bvumira nguva ingaita awa imwe pachitwa cheboka ichi

Muchikamu chetatu (3) vadzidzi vakanzi vanyore napapfupi tariro dzavo. Pabasa rino mubatsiri wechirongwa, anodzorerwa zvinyorwa zviya kuvanyori vazvo. (Unogona kupatsanura boka kuva zvikwata zvidiki. Ona Appendikisi B kuti uwane dzimwe pfungwa).

Kumba pfungwa inobvumiranwa inzira inosanduka ichipindirana nezviripo uye zvichirunzirwa nemhando yevanhu vari muboka iroro. Kana boka rikaumba pfungwa inbvumiranwa, umwe neumwe wavo achashanda akatarisana newirirano iyoyo ye achiva nechekuita nayo. Mubasa rino umwe neumwe achaudza vamwe izvo zvakamukoshera uye zvaakasangana nazvo zvakamubatsira pakuumab tariro yake. Basa ravo nderekutsvaga chinhu chimwe chingafanana pakati pavo chingavabatsira kumba tariro imwe chete inovasunganidza pamwe chete.

1. Dzorera kuvadzidzi zvinyorwa zvetariro dzavo kubva muchikamu chetatu. Bvumira maminiti mashoma kuti nhengo dzeboka dzinyatsoziva vakare chinyorwa chavo nekufungisisa zvikonzero zvavo zvekuumba tariro dzavo.
2. Uchipotereka neboka, vadzidzi vanofanira kuverenga kuverenga neizwi riri pamusoro zvinyorwa zvetariro dzavo. Nepapfupi (munhu wega-wega haafaniri kupedza nguva inodarika maminiti mashanu kana mashoma pane aya kana boka ririhombe), vadzidzi vanofanira kutsanangura zvavanokoshesa nezvavakambosangana nazvo muupenyu zvakaita kuti vave netariro dzavainadzo idzi.
3. Kana munhu wese awana mukana wekutsanangura tariro yake, ita kuti boka ritarise mibvunzo inotevera (mutungamiri, kana anozvipira anofanira kunyora manotsi pachokubhodhi kana pafiripi chati).

- Ndezvipi zvakambosanganikwa nazvo, mafungiro, kana maitiro anotendwa navose anga akafanana kuboka?
- Pange paine here zvitarisirwa zveumwe (zvinoenderana nezvido zveumunhu, mhuri kana mamiriro ezvakamukomberedza) kana zvitarisirwa zveruzhinji (zvamagariro, matongerwo, zveupfumi, kana zvimwe zvinangwa zvenharaunda yemunhu) zvainge zvakafanana pakati pezvitaurwa zvechinangwa? Kana zviripo ndezvipi zvacho?

4. Udza boka kuti rifunge zvikamu zvechiono zvingangoita kuti vatori vechikamu muwekishop vabatanidzike. Zvitaurwa zvinogona kuve nechekuita nezviono zvedungamunhu izvo vatori vechikamu vakafanana kana zvitarisirwa zveveruzhinji izvo vakafanana pazviri. Vatori vechikamu vanozogadzira chitaurwa chimwe chinogona kutsigirwa neboka rese uye icho munhu wese ane chekuita.

Chengetedza panyorwa chitaurwa ichi chichazoshandiswa zvakare muchirongwa 8.

Mibvunzo yekuona mamiriro ainge akaita musangano

Mudzidzisi weboka kana uyowo zvake angazvipire, ngaanyore manotsi pabhodhi kana pachati panguva iyo boka rinenge richiita nhaurirano iri kutevera.

- Wadzidzei kana kubudirira pane zvipi kubva mumusangano kusvika parizvino?
- Ko zvinangwa zveumusangano zvanga zvakarongwa here nenzira yekupa zvekuita uye ine musoro?
- Ko nyaya nezviri munyaya dzacho dzatariswa muchirongwa choga-choga zvabatsira here?
- Pane nzira dzaungasandura nadzo here mamiriro kana zviri muurongwa hwewekishop here?
- Zvainge zviri nyore here kutora chikamu muhurukuro nemuzviitwa? Sei uchibvuma kana kusabvuma?
- Ko zvitarisirwa zvako zveumusangano zvasanduka here kubva pachirongwa chekutanga? Kana zvashanduka, zvadaro nenzira ipi.

Mibvunzo Kubva Muboka

- Ndeipi nhaurirano, kana chinyorwa change chakanyanyokosha mumusangano kuzvika parizvino?
- Ndezvipi zvezvirongwa zveumusangano zvanyanyokufadza kudarika zvese?

Kutsanangura nekutatamura chinangwa kupinda paurongwa
hwekudzidza. Panguva imweyo, kupindawo pakuedzesera masimba.

“Nzira Dzokuvaka Utungamiri”

Chidzidzo Chechisere:

Urongwa Hwezvekuita Hwedu Ndehupi?

Zvitarisirwa zvechirongwa

- Kusimbisa kukosha kwekuva neurongwa hwezvekuita kwesangano.
- Kubatira pamwe chete chirongwa hwezvekuita kuburikidza nenzira yekutora chikamu.
- Kutaridza bsa rezvemichina pakusimudza ruzivo nezve vakadzi nevarume.

Zvingaitwa pakudzidzisa

Verenga neizwi riri pamusoro nyaya inotevera pamusoro pezvakaaitwa nesangano pakuumba urongwa hwayo hwezvekuita. Kurukurai muri muboka kuti sangano rakaita sei pasarudzo dzavo kuburikidza nekupinza munhu wese zvisina kuti vakuru vega. Chiitwa cheboka chinotevera mibvunzo yenhaurirano chakaitirwa kubatsira vatori vechikamu mumusangano kuti vatore mukana pakubatsirana kuita sarudzo.

Kupatsanura vatori vechikamu kuita zvipoka zvidiki kana zvikwata zvinogona kubatsira chaizvo pakuitira kuti munhu wese awane mukana wekutaura pamusoro pemibvunzo yenhaurirano. Nekuti boka zvino ramboshandirapamwe kwezvirongwa zvisihoma, iyi ingava nguva yakanaka kufambisa chiitwa chinopa simba chinozokurudzira boka kutarisazve pazvitarisirwa zvemusangano yekudzidzisa (Ona Appendix B kuti uwane dzimwe pfungwa)

Kuita kuti mashoko ave nechokuita nevakadzi

Kupinda kwenhepfenyuro muBrazil

Mumakore ekutanga emuna 1980. Brazil yaive iri mumatambudziko makuru ekusanduka kubva kuutongi hwechidzanyiriri, kuenda kuhurumende yaimiririra, kubva kwemashoko nekuenda kunze zvakasununguk. Panguva iyi, vakadzi vekuBrazi vaive pamberi pakumirira kuti shanduko iyi iitike. Vaive nguva yekutarisira zvakana kuvakadzi vaitsvaga kupinda munzvimbo dzeruzhinji itsva dzinogashira shanduko

kuburikidza nadzo vakazorunzira kusanduka kweBrazil ichiita utongo hweruzhinji. Thais Corral, mutapi wemashoko wemuBrazil anotsigira kuti vakadzi vaenzanirane nevamwe ainge apedza makore akati wande ari muitaly achishandira imwe nehpfenyuro yaiva pasi pehurumende yainzi “Awa yevakadzi” yaiunza zvirongwa zvevakadzi zvichiitwa nevakadzi pamusoro pevakadzi. Pekutanga Corral aingotarisa zvenhepfenyuro sezvinhu zvaimirira kodzero dzevakadzi uye semutereri wenhepfenyuro. Paakadzokera kunyika yake akasangana neboka rainge rakabudirira revakadzi raive nevakadzidza uye vezvematongerwo enyika paparamended yeRio. Vainge varikutsvaga kuti voshandisa sei nzira dzemagetsi dzekufambiswa kwemashoko kuti vawedzere kusvikira kwavo kune vakadzi. Vaida kuumba nzira iyo yaizoshandiswa nevakadzi kutaura zvavaida uye yaizoitira basa rekukurudzira kuyenzanirana kwevakadzi nevarume uye kevepo hweutongi hweruzhinji muvanhu.

Kunyange pasi pautongo hwazvino-zvino hwechidzvaniriri hweBrazil, zvirongwa zvenhepfenyuro zvakanyatsosimba uye zvepamusoro-soro zvainge zvavapo. Asi zvakadaro, inhepfenyuro shoma dzainyatsotaridza vakadzi chete. Thais Corral nevakadzi veRio vakaona kuti kunyange izvi zviripo, Dzimudzangara (radio) yainge yagara ichiita basa rakakosha muupenyu hwavakadzi uye kuti raive “maringe nemiitiro yainge yagara aripo pedyo nevakadzi sevateereri uye sevashandisi.” Vakaona kuti vakadzi vanoterera dzimudzangara apo vanenge vachiita zvimwe, zvisinei kuti kumba here kana kubasa. Uyezvo nehpfenyuro yedzimudzangara yaisadhura pane terevizheni uye raisanetsa kuve naro kuvanhu vese vanoterera nhau nezvinovaraidza pane mapepanhau.

Corral nevakadzi vekuRio vakaita chironzwa: kugonesa vakadzi veBrazil kuti vave vapi vamazano munhepfenyuro dzavo, kunyanya padzimudzangara, uye panguva imweyo kuita kuti nehpfenyuro yeBrazil ive nezvechikadzi zvichiita kuti ive nebasawo, ive nehekuita uye ive chibatsiro kuvakadzi. Vaizoumba chironzwa chedzimudzangara chaizotarisa zvidina nezvifarirwa zvevakadzi. Muna 1988 varunzirwa nechironzwa chavakadzi chainge aita ari kuItaly, Carrol nechimwe chikwata chidiki chevainge vazvipira vakazvipira kuwedzera kutora chikamu kwevakadzi uye nekunatsa nzira idzo vakadzi vanoburitswanenhepfenyuro, vakatanga kuburitsa vhiki nevhiki chironzwa chekutura chinonzi “Fala Mulher” (taurai vakadzi). Vanokokwa kuzotaura pachironzwa vanogona, vachipa mazano anoita kuvakadzi nechinangwa chekutarisa zvinobatsira vakadzi

zuva nezuva zvakaite seutano pakuzvara nekushandiswa kwechisimba nevamwe pavakadzi, nekubatsira kuvashandura kuti vave vari vane rinziro. Mushure megore chironzwa chatangwa, varidzi vacho vakaumba sangano riri pamutemo rinonzi, kutaaurirana, dzidzo, nemashoko pamusoro pevakadzi nevarume, kana kuti CEMINA, yakazvipira kuwedzera mhando, kusiyana-siyana nekuwana kwemazwi evakadzi panhepfenyuro dzeBrazil.

Vanoburitsa “Fala Mulher” vaida kutendera kusanduka-sanduka pamaitiro avo ekuumba chironzwa. Vaida kuedza nezvaivamo uye neurefu, hwayo, kugoverana zvavakasanga nazvo nevamwe vakadzi, nekudzidzawo kubva kuvakadzi ivava. Kubvuma sanduko uku nekuda kuidza kwakarunzira CEMINA kuti itange masemina ekudzidzisa vakadzi vari munyika vaisuwas kutanga nhepfenyuro nezvirongwa zvavawo zvmadzimudzangara. Pamakore a 1992 kusvika 1998, uwandu kwevakadzi vaidzidziswa mumusanganano hwaakawedzera nemazana, zvikaaita kuti nhepfenyuro nezvirongwa zvmadzimai zvikumidze kuwaqnda muBrazil yese. Nhepfenyuro idzi nezvirongwa zvadzo, zvakaupfuma paruzivo, zvinhu zvekushandisa zvakaasiyana-siyana, zvakaandura vakadzi kuva vatambi panhepfenyuro dzenyika nevabudisi venhau netsika nemagariro. Vaisabvira kudzinga kana kunyepera kusavaona. CEMINA yava kusvikira kwete madzimudzangara chete asiwo zveindaneti. Sangano riri kuvaka website zvino, richazobatsira nenhepfenyuro dzevakadzi muBrazil kuti vawane mukana kuwebsite vepasi pose kuitira kuti vave nevatereri vakawanda munyika pamwe nekunze kwenyika. Nekufamba kwenguva website iyi inozogonesa vakadzi veBrazil kuti vabatanidzwe nevamwe vayo vari kuchamhembe uye vari pasi rose uye kuti vachinjane nzira dzekusimudzira ruzivo rwekusiyana kwevakadzi nevarume kuburikidza nekuburitswa kwetsika nemagariro neruzivo.

Nekuona kuti hapan sanduko yechokwadi kuenda kuutongo hwegutsaruzhinji hungazonyatsotarisa zvakaifanana nezvevakadzi nevarume, CEMINA nenhepfenyuro dzayakabatsira kuumba vakazonyanyotarisa mukutora chikamu kwevakadzi zvese kusanganisa nezviri mumashimo nenzira yaanotaridzwa. Vatephenyuri ava vakaisa zvinobata vakadzi pamberi uye pakati, vachirwira gutsaruzhinji ine runziro yepamusoro yakapfuma pane nyaya dzekufanana kwavarume nevakadzi kuvanhu veBrazil.²¹

²¹ Umbowo hwakatunirwa nenhurirano yakaitwa parunhare na Thais Corrai musi wa20 Kukadzi mugore ra2001 neve Women’s Learning Partnership.

Mibvunzo yeHurukuro

- CEMINA yakaiswa sei? Sangano iri rakaumbwa mumamiriro ezvinhu api?
- Chainge chakanangwa ne “Fala Mulher” chii? Chirongwa ichi chakaumbwa sei?
- Boka revakadzi MuRio uye pamashure CEMINA vaive neurongwa hupi hwezvekuita? Hwakavapo sei?
- CEMINA inotarisa kubudirira nenzira ipi? Kwakavapo sei?
- CEMINA inotarisa kubudirira nenzira ipi? Pane zvimwe zviratidzo here zvaungashandisa kutarisa kubudirira kwayo nezvainoita panharaunda?
- CEMINA nedzimwe nhepfenyuro vakaita sei kuti ruzivo rusvike nekushanda kuvakadzi?
- Chinangwa chezvemukuita che CEMINA chakabatsira sei zvimwe zvirongwa zvenhupfenyuro dzevamwe vakadzi kuti zvikurumidze kuwanda?
- Sei zvakanakisha kuti vakadzi vave vaburitsi nevanyori vezvirongwa zvenhupfenyuro uyewo nevanhu vavanoda kuti vanzwe?
- Seiko dzimudzangara rakava chekufambisa mashoko chine runziro kuvakadzi, zvisinei nekuvepo kwemichina yepamusoro yekufambisa mashoko?
- Ndeapi maICT aungashandisa kuendesa mberi kodzero dzevakadzi munharaunda mako; dzangaradzimu, terevisheni, mavhidhiyo, makaseti, emails, indaneti kana zvimwe?

Basa Reboka: Kusarudza Urongwa Hwezvekuita.

Tendera nguva ingaita awa imwe chete pachiiitwa ichi Cheboka Pachirongwa chechinomwe vatori vechikamu vanzi vanyore chiono chavo chimwechete chinogutsa vose vari muboka. Pabasa iri mufambisi kana chero munhu anogona kunyora pafiripi chati kumutsiridza pfungwa dzevatori vechikamu nekutora manotsi.

1. Bvunza vatori vechikamu kuti vafunge pfungwa dzingashandiswa neboka kuita zvinangwa zvawo kuti vabudirire pachiono chavo. Ichi chiiwa chinoda kungobvunza munhu nguva iyoyo. Saka hapana pfungwa yakapusa kana isingashandi. Chinangwa chekubvunza zviri mupfungwa dzemunhu nguva iyoyo kuda kuwana pfungwa dzakawanda chaizvo. Edza kunyora mazano makumi matatu anogona kungoshandiswa.
2. Kana vanyora zvikapera, ita kuti vatori vechikamu vapindure mibvunzo inotevera uye ita shanduro dzinodzoda kuitwa pane zvawanyora:
 - Ndedzipi pfungwa pachikwata dzawanyora dzinogona kubatanidzwa kana kuti dzakanyanyofanana zvekuti pakudzishandisa dzakangofanana? Tangazve kunyora neurongwa utsva uchibatanidza pfungwa dzinopindirana.
 - Ndedzipi pfungwapachikwata dzawanyora dzinogona kubatanidzwa kana kuti dzakanyanyofanana zvekuti pakudzishandisa dzakangofanana? Tangazve kunyora neurongwa utsva uchibatanidza pfungwa dzinopindirana.
 - Ndedzipi pfungwa pachikwata dzisingashandi? Kana pachinge pangova nekubvumirana paboka, cheka pfungwa idzodzo kubva pachikwata.
 - Boka ringaronga neurongwa hupi pfungwa dzasara nekuda kwekugona kuunza zvitsva kwadzo? Dzironke neurongwa hunodiwa neboka, yekutanga iriyo inonyanyodiwa.
 - Ko boka ringaronge sei pfungwa idzi zvichienderana nekugona kushandiswa kwadzo? Siyanisa marongerero aya kubva kune ekutanga uchishandisa imwe nzira yakasiyana yekunyora zvibodzwa, kana chinyoreso cherumwe rudzi kana neimwewo nzira. Ronga pfungwa uchitevera zvinodiwa neboka, yekutanga iriyo inonyanyoita kushandisa zvinogoneka kudarika dzese.
3. Neruzivo rwaunganidzwa pamusoro penzira dzingangoshandiswa kuisa chinyorwa chechiono, ita kuti boka riongorore zvakare chikwata chepfungwa chiya vagoronga pamwe chete chirongwa chekuita.

Zvaonekwa

- Ko chiitwa chepamusoro chaitea kuti zvinyanye kukuomera here kana kukurerukira kuti utore chikamu muhurukuro nekuronga zvekuita?

- Ko kungobvunza zviri mupfungwa dzemunhu nguva iyoyo chiitwa chakabatsira here? Sei chakubatsira kana kusakubatsira?
- Unogutsikana here neurongwa hwekupedzisira? Unonzwawo here sekuti wabatsira kutora pfungwa idzi? Sei zvakadaro kana kusadaro?
- Wamboonawo here muenzaniso wemunhu mumwe achisanduka kuti aenderane kana kuvaka pafungwa yomwe? Wevanhu vanodzidza kubva kune mumwe?
- Wakambatora chikamu here mukutora dzimwe pfungwa dzeboka zvakaitwa zvakasiyana neizvi? Kana zvirizvo wakaitwa sei? Waiitwa vanhu vachitora chikamu here? Wakagutsikana here nepfungwa yakazotorwa pekupedzisira?
- Unofunga kuti zvine basa here kuti boka rekutora pfungwa rive nevakadzi vese, varume vese kana kusanganisa? Sei uchidaro kana kusadaro?

Zvinangwa zvinogokera hazvigoni kusarudzwa
patisinawo kunyatsoidzavo tsananguro izere inorevesa yezvishandiswa,
kana zvishandiswa zviripo kana zvinogona kuvapo kuti zvinangwa
zvibudire.

“Nzira Dzokuvaka Utungamiri”

Chidzidzo Chechipfumbamwe:

Tinosimudzira Sei Kugona Kwedu Uye Matarenda Edu?

Zvinangwa zvechirongwa

- Kutsanangura kupa mazano uye zvinotarisirwa pachirongwa chine runziro chekupa mazano
- Kutaridza zvakakoshera vanhu kana masangano vanogovana zvavakambosangan nazvo kana ruzivo.
- Kutaridza kukosha kwakaita kugovana zvamunoziva zvamakambosangan nazvo neruzivo kuitira kuvaka kugona nekugona kuenderera mberi musangano riri kudzidza.

Musati Matanga: Ita kuti boka ritange kufunga pamusoro pekuti rengada kutaridza kupera kwemusangano sei. Zvakakosha kuronga zvemberi kuti vatori vechikamu vabve pamusangano vachinwa kuti zvido nezvitarisirwa zvavo zvaitwa. “Kutaurirana muurongwa hwemusangano chikamu chebhuku rino chinotarisa nyaya iyi.

Zvingaitwa Pakufambisa

Verenga neizwi riri pamusoro nyaya inotevera yesangano rekuNigeria – BAOBAB rekodzero dzemadzimai – avo zviringwa nezviitwa zvavo zviriipo kusimudzira kugona nezvipo zvevashandi namapazi avo kuburikidza nekupa mazano kwakwana nekudzidzisa. Kurukurai muboka nzira dzekuziva nadzo sangano riri kudzidza uye kuti ndeapi maitiro eBAOBAB anopindirana nenzira idzi. Mibvunzo nechiitwa chinotevera chinogona kubatsira hurukuro yeboka.

Vatungamiri vechidzidzo vakaona zvichinyanyobudirira kana hurukuro ino ichitwa neboka rese, zvinova zvinotendera vadzidzi vese kuti vabatsirikane kubva pane zvinoonekwa nepfungwa dzemunhu wese (ona Appendix B kuti uwane mamwe mazano.)

Denderedzwa rekudzidza: Kuvaka Vakadzi muNigeria

Kuunza vanhu mudenderedzwa rekudzidza nekuzokudza denderedzwa iroro – kupa mazano chironzwa chakakosha pakuvaka kugona kwesangano nekuita kuti reenderere mberi. Sangano rakatangwa naAyesha Imam nevamwe, BAOBAB Rekodzero Dzevakadzi, (Women's Human Rights) rinotarisa kuwedzera ruzivo, zvichiitwa nekuvaka kodzero dzevakadzi pasi pemitemo yechivanhu, yezvinamoto, neimwewo mitemo yeNigeria. Zita resangano ndere muti unowanikwa munzvimbo dzese dziri pasi kweSahara dzemuAfrica. Muuyu unogona kurarama mumamirire ekunze akaoma, uchipa zveudya nemishonga kuvanhu uye pokugara kutumhuka tudiki. BAOBAB inotsvaga kutevedza zvakanaka zvinoitwawo nemuti uyu – kusimba nekutsungirira – nekusvikira kuvakadzi nekuvapa masimba ekugona kuzvishandira muupenyu hwavo hwezuva nezuva nemukubatsira vamwe. Nokudaro sangano rino rinogonesa nekurunzira vakadzi vari mumusangano kana muzvirongwa zvaro kuti vazvifungire nekuita vasina runziro yevamwe.

BAOBAB inotsigira nekumirira kodzero dzevanhukadzi kuburikidza nemabasa akawanda kubvira pakumutsidzira ruzivo rwevanhu pane ruripo, kudzidzisa, kuburitsa zvinyorwa nekubatsirana munzvimbo dzakasiyana-siyana. Pakati pemabasa aya pane kushandiswa kwemichina. Vatangi vesangano iri havaoni zvemichina sezvakanaka kana kuipa pachazvo. Asi, nyaya iri pakuti ndiani achava namasimba pamichina yacho, inoshandiswa sei, uye uti ndezvipi zvinobuda mushure mekuishandisa. Semuenzaniso BAOBAB inovimba nemichina yekunyora nhau kunyora nekuburitsa mashoko evanhukadzi avo vangangodai vachishaya mukana kumakombiyuta ano kudzidzisa vakadzi kunyora netapureta, nekuchengetedza kuburikidza nezvinyorwa kwe zvemabhizimisi (bookkeeping, ne email neindaneti kuti vataure nekubatsirana namapoka akafanana navo papfungwa uyewo kuunganidzwa kwezvishandiswa zve magetsi kunobatsirawo kusimudzira nzira dzekufambisa nadzo mashoko munzvimbo dzeAfrica dzakakombere Sahara.

Nzira yeBAOBAB inoda kudzidzisa zviri maringe nekodzero dzevanhu vechikadzi, inotarira nevamwe, inoedza uye zvinhu zvayo zvinoitika vadzidzisi vanoziwa kuti vadzidzi vavo vanova pabasa nekurudziro itsva vaine zvizhinji zvavakasangana nazvo kuitira kuti vadzidzi nevadzidzisi vese vadzidze maonero matsva nezvidobi zvitsva. Chikurusa, BAOBAB inodzidzisa vakadzi muzvidobi zvakanakosha kuupenyu hwavo hwekubasa kana vari pachavo. Apo inopa dzidzo pakushandisa kombiyuta, semuenzaniso, BAOBAB inodzidzisa vashandi vayo nevanozvipira kuti vangashanda sei nezvirongwa zvepacombiyuta zvespreadsheet kuitira

kuti vakwanise kumisa zvokuenzanirana mari dzavo kana kugona kunyora necombiyuta kuti vanyore maripoti avo nenhoroondo dzavo.

Chisungo Chesangano ndechekuti “Haugoni kushandura zvanezuro, asi ungona kuedza kushandura ramangwana” kushanduka, zvirokwazvo kunatsa ramangwana zvinosanganisira kuziva kuti mafungiro nemaitiro emunhu zvinogona kubata vamwe vakawanda kana kkubata cashoma.

Chirongwa chekudzidzisa kusangana pa email nechiri pasi pachochekvakadzi neMitemo chinotaridza zvakanakira kusimudzirana kushandisa matarenda uye kuva nekuvimba mauri. Chirongwa chekudaidzira kubatana pa Email (Email Solidairty Campaign) chakatangwa muna 1998/chine vakadzi vangangosvika makumi mashanu vaiuya kumusangano ekushandisa Email neindaneti kuitira kusimbisa kudaridzirwa kwekubatirapamwe pakodzero dzevakadzi nekuwedzera kunatsa kufambiswa kwemashoko nekutsigirana pakati pavamiriri nekodzero dzavanhu vanotaura chirungu nechiFrench muAfrica yese. Vakadzi ava vanogona kutauriran uye vanenderera mberi nekugovan mashoko nenzira dzekushandisa. Nezvidobi zvavo zvitsva kana zvakawedzerwa, vakadzi zvino vave kuita nhaurirano pamusoro pekodzero dzavo zvakasimba paboka renyika dzakawanda. Chirongwa cheWomen and Law programme chakakwnisawo kuunza kuunza pamwe chete zvikwata zvidiki zvevanhukadzi nevamwe varume vashoma kuti vatsvage kunzwisisa zvido nezvinosanganikwa nazvo nemadzimai, pamitemo netsika dzechivanhu nemimwewo mitemo yechiMuzilimu. Vakadzi avo pokutanga vaizviisa pasi pevarume saivo vakuru, zvishoma-nezvishoma vakatanga kunyatsogadzika mukunzwisisa kwavo mitemo yeSharia nedzimwe mhando dzemutemo. Muchirongwa muno mune mukadzi achave wekutanga kuwana dhigirii redhokutireti pamitemo yechiMuzilemu raanotora kuunivhesiti iri muNigeria. Iyewo ndiye achazodzidzisa vamwe uye kuzomira semicherechedzo kuvamwe vakadzi vari kutsvaga kukunda zvechinyakare zvinovharidzira kusimukira uyevanozoedzawo kupa vanhukadzi nzvimbo yavo savanhuwo mumagariro eupenyu.²²

Mibvunzo YeNhaurirano

- Chinangwa chikuru cheBAOBAB chii?
- Ungatii nenzira yokupa mazno yeBAOBAB?
- Ndezvipi zvakanakira nzira iyi pachinguva ichocho kana munguva inzotevera? Unogona kuona here payakaipira?

²² Umbowo hwakatimirwa nenhurirano yakaitwa parunhare naAyesha Imam musi wa10 Ndira mugore ra2001 neve Women’s Learning Partnership

- Ndezvipi zvimwe zvaungawedzere pchirongwa chekupa mazano?
- Ndezvipi zvinotaridza mupi wemazano akanaka. Ko mupiwemazano anogonawo here kupiwa mazano?
- Michina inotora chinzvimbo chakadii mukubatsira BAOBAB mukuedza kwayo kubatsira nokusimudzira vanhukadzi kuti vagone kuzviitira uye kugonakuchengetedza midziyo yebasa nezviwanikwa zvavo?
- Ndezvipi zvakakoshera, semuenzaniso kudzidzisa vashandi veBAOBAB kana vanozvipirawo havo kushanda neExcel Spreadsheets? Ko iyi nzira yekudzidzisa makombiyuta inobatsira sei vanhu vacho vanoiita? Ino batsira sei BAOBAB? Inobatsirawo nharaunda sei?
- Ungatsanangura sei chirongwa chekupa mazano?
- Wakambobatsirikana here nekupiwa mazano? Unogona here kufunga imwe nguva apo kupiwa mazano kwakakubatsira?
- Wakamboshanda semupi wemazano here? Tsanangura dzimwe nzira dzekupa mazano dzawakamboshandisa kana dzaungada kushandisa muupenyu hwakowo kana hwekubasa kwako. Ndezvipi zvakanaka zvaungati wakawana pakushanda semupi wamazano?
- Ko kupa mazano kungashandiswa sei navanhukadzi kubatsira vamwe vanhukadzi.
- **Basa Rokuita: Kuumba Chirongwa Chekupa Mazano Panharaunda.**

Bvumira nguva ingangoita awa imwe chete nemaminitisi gumi nemashanu pabasa rino.

Chirongwa chekupa mazano chinogona kuva chega, chakazvimiririra munharaunda, sekuti chingava chirongwa chinotwa vana vabva kuchikoro apo vana vechikoro vadiki vanosangana nevana vechikoro vati kurei kuti vapiwe mazano nekudzidziswa. Kana kuti chinogona kubatanidzwa nerimwe sangano hombe sekuti chirongwa chiri pasi pechikamu chemuchipatara chinoona nekubarwa kwevana kuburikidza nekuchekwa chinoronga kuti vanamai vechidiki vasangane nevamwe vanamai vati kurei kuti vapuwe mazano nekubatsirwa. Mubasa rino zvikwata zvinozoumba chirongwa chekupa mazano chavowo chinogona kuenderana nechimwe chezvikanu zviri pamusoro – purojekiti yakazvimirira yoga kana iri pasi peimwe.

1. Ita kuti boka ripatsanuke kuve zvikwata zvevanhu vatatu kusvika kuvashanu. Munhu mumwe wechikwata anofanira kunyora manotsi uye munhu mumweyo kana mumwe wavo anozvipira anotaura kuboka rese nhaurirano yechikwata kwemaminitisi angangoita makumi maviri kusvika kumakumi matatu, chikwata choga-choga chinofanira kutarira zvinotevera.
 - Vanhu vachazonangwa ndivanaani – avo vamuchazobatsira nokupa mazano? Mimwe mienzaniso inosanganisa vasikana vechidiki vari kupinda chikoro munharaunda imomo vanoda kuzova vatungamiri rimwe zuva, vanogona kuva vakadzi vakaroorwa vanosuwa kutanga bhizimisi ravo rekumba, kana vakadzi vachangovhoterwa kuva vatungamiriri. Zvikwata zvinogona kushandisa upi zvawo muenzaniso pane yapiwa kana kuita vanhu vavowo vavanoda kubatsira zvichibva pakuona kwavo kuti nharaunda inoda kubatsirwa nekutungamirwakwakadi?
 - Ndevapi vanhu vangazova vakakodzera kunopa mazano kuvanhu vamasarudza kupa mazano. Pane vanhu here vane unyanzvi hwavowo hungadai hwakabva pane zvavakambosangana nazvo kana vakambodzidzira kuita basa iri?
 - Ko vapi vemazano vachazoshanda sei nevapuwi vamazano? Vanozoita misangano vhiki rega-rega here, vanozoita misangano yokudzidzisana here? Vachazosangana kwenguva yakareba sei? Kakawanda sei?
 - Ko vapiwi vemazano kana vapi vemazano muchirongwa vanombunzwa pamwe chete here seboka kuti vasangane nevamwe vezera ravo kupana rutsigiro kana mazano? Chii chinozoitika pamusangano wakadoro?
 - Tarisa zvido zvevapiwi vemazano uye kuti chirongwa chingasangana sei zvakanaka nezvido izvozvo. Zvimwe chetezvo tarisawo zvido zvevapi vamazano uye kuti chirongwa chingamiswa sei kuti chive chinozadzisa nekupa mubaiyiro kuna vose.
2. Kana zvikwata zvasanganazve seboka, munhu mumwe kubva muchikwata anozotsanangura chirongwa chekupa mazano chechikwata chake. Vadzidzi muwekishopu vanogona kubvunza mibvunzo kana kupa zvavnofunga nezvavanofunga kuti zvingaitwe pamusoro pezvirongwa zvakasiyana-siyana zvekupa mazano zvaburitswa navamwe.

ZVAONEKWA

- Chii chawafarira kana kusafarira kubva mubasa iri?
- Zvakuomera here kuongorora chironzwa chekupa mazano chechimwe chikwata? Sei zvakuomera kana kusakuomera?
- Ko basa iri rakubatsira here kufunga dzimwe nzira itsva dzaungagona kupa nadzo mazano munharaunda mako? Kana zvirizvo, ndezvipi zvacho?

Tinofanira kuunza mukana wekushandiswa kweindaneti
kuvanhu vese vepasi rese uye izvi zvinosanganisa kwete chete
michina inoshandiswa pakombiyuta nekudzidziswa kushandisa michina,
asiwo zvinhu zvakagadzirirwa kuenderana netsika,
magariro evanhu, zvinoenderana nemitauro
uye zvinoenderana nenharaunda.
“Nzira Dzokuvaka Utungamiri”

Chidzidzo Chegumi:

Tingaunganidzane Sei Kuti Tiite Basa?

Zvanangwa Zvechirongwa

- Kuongorora nzira zdakasimba dzingavapo dzekugona kuunganidza vanhu..
- Kukurukura kuti ndezvipi zvinhu zvakakosha pachirongwa chesangano kana chiitiko chinofanira kusadziswa zvinosanganisa kuva nechiono, kuisa zvinangwa, kutsanangura maitiro, kuunganidza zvisihanidzwa zvinodiwa nevashandi vacho, kutanga zvitwa nenzira inosanganisa vese uye ine kutorwa kwechikamu, nekuumba zviratidzi zvekuongorora kugona.
- Kuongorora basa remichina yekufambisa mashoko – nhare, michina yefax, makombiyuta, neindaneti, pakati pezvimwe – pachinangwa chekuunganidza panzvimbo, munyika kana munyika dzakawanda.

Zvingaitwa Pakudzidzisa

Verenga neizwi repamusoro nyaya inotevera nekuda kwedanidziro yepasi pose kuti kurambizwe zvachose zvimbambaira. Kurukurai muboka renyu zvinhanho zvakatorwa nevadzidzi padanidziro iyi kuti vaunganidze rutsigiro rwepasi rese pachibvumirano chekurambidza zvimbabaira (International Mine Ban Treaty) Mibvunzo inozotevera inogona kubatsira kutungamira nhaurirano yeboka.

Vamwe vadzidzi vanogona kufarira zvakasimba musoro wenyaya kudarika vamwe uye vonzwa kuda kuita nhaurirano yekutanga inozosvitsa zvino panhaurirano yeboka rati kurei. Edza kushandisa nzira yekufambisa yekuredza mudhishi kuti uburitse nhaurirano iri pachena uye yakadzama (Ona Appendikisi B kuti uwane rumwe ruzivo)

**Kurudziro yekudzidzimirira kushandiswa kwezvimbambaira pasi
rose.**

Mhodzi dzekutanga dze International Campaign to Ban landmines (ICBL) dzakakushwa pamakore ekundopera kwema 1980 zvichipinda mumakore ekutanga kwema 1990, kuburikidzane kushanda kwemasangano anoshanda akazvimirira asiri pasi pehurumende (NGOs) ayo aibva kunyika dzinogadzira zvimbambaira. Mumakore makumi mashanu apfuura, zvimbambaira – kana kuti zvicherwa zvinopedza vanhu zvakonzera ndufu zhinji nekukuvara kwakawanda kudarika zvombo zvenuclear, biological nechemical zvabatanidzwa. Nekuona dambudzikoraivapo kumazana namazana avanhu vari munyika dzaikanganiswa nezvimbambaira, maNGO mashoma akabatana kuti atarise nyaya iyi. Kuti vanyatsopedza dambudziko pachokwadi, vakatenderana kuti zvombo zvacho pachezvazvo zvaitofanira kubviswa. Shungu dzavo dzabatana dzaitarisa pakuiswa kwemutemo munyika, nyika dzakapoteredzana nepasi rese zvairambidza zvimbambaira zvachose. Vakatangwa nekuumba mubatanidzwa wemaNGO emunyika, enyika dzakapoteredzana neepasi rese kuti atore zvinzvimbo mukuita basa iri.

Simba guru reICBL rekutanga kwaiva kutenda kwayo shanduko. Waiva mubatanidzwa wakarongwa zinyekenyeke wamasangano aiva nemaonero neunyanzwi hwakasiyan-siyana. Kuti vasaumba chidzvaniriri chaisazodzika mutongo kumasangano zvavaanofanira kuita, nhengo dzeICBL vakaona kuti zvikuru zvingaitwa kana NGO yega-yega yaizovisarudzira maitiro avaizoita zviitiko zvavo. Nenzira iyi mango aizoita izvo zvaiva paurongwa kwavo zvainyanyoendarana nemvumo uye marongerwo esangano ravo. Masangano aibata nezvaive nechekuita nenyika vaisundira kuti nyika iite chimwe chinhu pamusoro pezvimbambaira uye kune rumwe rutivi ayo masangano aibata nyaya dzinobata nyika dzakawanda vaitarisa pane zvitsva zvaizotangwa nepasi rese.

Zvinhu zvakatanga nenhengo shomashoma zvakanurumidza kukura kuva danidziro yaive nevanhu vanodarika churu nemazana maviri kubva kunyika makumi masere dzaitora chikamu. Misangano yenyika, nyika dzakapoteredzana kana nyika zhinji dzepasi rese yakakurumidza kuwedzera uwandu hwemasangano aipa nguva yavo, vashandi vavo nezvishandiso zvavo kudandiziro iyi. Kuti masangano mazhinji zvakadaro nevanhu vazhinji zvakadaro pasi rese anyatsoshanda zvine simba, nhaurirano inoenderera mberi yaifanira kuvapo. Ruzivo rwazvino nemichina yekufambisa mashoko zvakaita basa rakakosha mukuita kuti kuunganidza vanhu kugoneke. Nyaya dzaigaroburitswa, kuzivisiwa kwezviri kuitika, kuchinjana ruzivo nemamiriro euwandu nezvikumbiro

zveruzhinji zveICBL zvakanyanyobudirira zvekuti dzihurumende dzaitovimba nedanidziro idzi kuti dziwane umboo hwezvokwadi uye hwaikurumudza kusvika kudarika umboo hwaiwanikwa nenzira dzehurumende idzo vanhu vaininge vajaira.

Pakutanga danidziro dzeICBL dzainyanya kumira kuburikidza nekushandisa runhare, michina yefax nekugaroshandisa tsamba. Jody Williams, mugamuchiri wemubairo weNobel Peace Prize nekuda kwebasa rake rekubvisa zvachose zvimbambaira, akatsanangura kushandiswa kwefax nedanidziro. Mumakore ekutanga muchina wefax waiva mutsva, waifadza umboo hunosvika panguva yakada kufanana hwakaonekwa hwakanyanyokosha – uye huchizokonzerawo kutariswa nekukurumidza – kudarika zvezvinyorwa”. Kuvimba zvakanyanya nefax nerunhare kwaidhura asi kuchishanda. Apo danidziro yakatanga kukura ichienda kunyika dzinobatwa nezvimbambaira kuchamembe, nhengo dzayo dzakatanga kushandisa email, kunyange zvazvo yainge ichidhura uye ichinetsa kuwana kunzvimbo zhinji dzepasi rose yaive nene, yakanaka kudarika fax pane zvemari nenguva.

Kazhinji, maNGO nehurumende vanoona sevavengi. Nechikonzero ichi, chimwe chikamu chedanidziro iyi chekuunganidza, chaive nenzira dzekugadzira ukama hwakanaka nedzihurumende. Danidziro iyi yaidanidzira dzihurumende kuti dziite basa rekubatanidza rine runziro uburikidza nemubatanidzwa wenyika dzinorambidza zvimbambaira zvinochengetedza zvine chokuita navo. Kusvika pana 1996, ICBL yange yawana rutsigiro rwedzihurumende dzakati kuti uye zvuru zvemaNGO anosanganisira masangano anomirira kodzero dzavanhu, vana, runyararo, magamba, vakoti, vezvebudiriro, vanoona nezvezvombo, vezvinamoto, zvezvekunze nemasangano evakadzi. Gore iroro hurumende yeCanada yakazvipira kuti musangano wekuumba urongwa hwekuita hwehurumende hwepamusoro/hwekuisa mutemo unorambidza zvimbambaira uitirwe muottawa. Hurumende yeCanada yakashanda pamwe nenhengo dzeICBL, ichipa kudenha kwepamusoro kune dzimwe hurumende kuti dzitaurirane dziunze kurambidzwa pasi rese gore iroro kuri pachena kwezvimbambaira.

Nhaurirano dzakatevera dzaive dzepamusoro nekuda kwekuvimba nenhengo dzeICBL kwedzihurumende pakugovana umboo neunyanzvi. Nokuda kwaizvozvo, nyika hombe nepakati, nediki dzakanyasomira mukutsigira chibvumirano chaonekwa sechaivepo kukanganisa kuzvitonga kuzere kwedzimwe nyika hombe. Muna Zvita, 1997, dzihurumende zana nemakumi maviri neimwe dzakadzokera kuOttawa kuti vandonyora chibvumirano chepasi rese chekurambidza zvimbambaira (International Mine Ban Treaty). Lloyd Axworthy, mumiriri wenyaya dzekunze we Canada, akatsanangura danidziro

yekurambidza zvimbambaira mukutaura kwake kwekunhara musangano se"kuzvipira pakudyidzana kunoramboenderera mberi nekushandirapamwe kunosotigonesa kuti tizadzise chinangwa chedu". Musi wa 1 Kurume, 1999, Chibvimirano chekurambidza zvimbambaira wakave mutemo unobata pasi rese.²³

Mibvunzo yeNhaurirano

- Chinangwa chekutanga che ICBL chaive chei? Sei nhengo dzedanidziro dzakaita chironzwa chadzo nenzira iyi?
- Ungatsanangura mamiriro edanidziro iyi sei? Ndezvipi zvainge zvakanakira mamiriro aya? Unogona here kuona zvaakashatira?
- Sei kufambiswa kwemashoko kwange kwakakosha kudaniidziro iyi?
- Vatori vedhikamu mudanidziro iyi vakagona sei kufambisa nhaurirano pakati pevanhu vazhinji masangano mazhinji nedzinurumende pasi rese?
- Chii chakaita kuti ICBL ibudirire zvakadaro uye kuti igone kuve mucherechedzo ungaita kune dzimwe danidziro?
- Ndezvipi zvakanyanyokosha kuurongwa hupi zvahwo hwekuunganidza?

Basa Rokuita: Kuunganidzira nebatsiro

Tendera maminitisi angaita makumi matatu kusvika kumakumi mana pachitwa ichi.

Kuparadza kwekudengenyeka kwenyika kwasiya zvuru nezvuru zvisina misha, mvura yakanaka yekunwa, kana kuwana mishonga yekurapisa.

Musi wa13 Ndira 2001, kudengenyeka kwenyika kwakakura zvekuita 7.6 pachikero cheRichter kwakarova nechekunze kwegungwa reEI Salvadoran, mamaira makumi matanhatu nemashanu kuchamhembe kwekadzika kumadokero kweSan Miguel, kuchitevera nekakufamba kwenyika kungangoita mazana maviri uye kudengenyeka kunoitika. Mushure mekudengenyeka kukuru kunodarika churu nemazana mapfymbanwe namakumi mashamu (1950). Kudengenyeka uku

²³ Umbowo hwekukurudzira pasi rose kuti ripedze zvimbambaira hwakabva muchinyorwa chaJody Williams chinonzi "The International Campaign to Ban Landmines: A model for Disarmament Initiatives?" chiri pa<http://www.nobel.se/peace/artilces/williams/> newebhisaiti kanzuru dzemachechi pasi rose pa <http://www.wcc-coe.org/wcc/what/international/landmines/mines-e.html>.

kwakakonzera ndufu dzinodarika mazana masere, nevakakuvadzwa vanodarika zvuru zvina mazana mashanu. Misha ingangoita zvuru makuni mapfumbamwe nezviviri yakaparadzwa uye imwe zvuru zana nemakumi matatu yakakuvadzwa. Zvikoro zvinodarika churu nemazana maviri zvakaparadzwa kana kukuvaradzwa, pamwe chete nesvishandiswa zvemuminda zvinoita zvuru makumi matatu vanhu vakasvikirwa nayo vanoita mirioni imwe nezana rezvuru.²⁴

Basa Rokuita: Chikwata chevakadzi vana vemunharaunda mako vanosangana zvisina kunyanyorongwa vhiki roga-roga kuti vagoverane nyaya dzemhuri dzavo, kutsvaga, mazano nekupanana rutsigiro neushamwari. Mamwe masikati, mumwe wevakadzi anounza chinyorwa kubva mune rimwe bepanhau repanzvimbo ine zvekudengenyeka kwenyika, saka anotaridza chidokwadokwa chezvinhu zviri kuitika neE1 Salvador. Anoverengera vamwe nhau idzi uye vanotenderana kuti mamiriro ezvinhu aya akaomera zvakananya madzimai anofanira kuchengeta vana vavo mumamiriro ezvinhu akadaro. Mumwe mukadzi muboka iri anofunga kuti vaite chimwe chinhu kubatsira madzimai akabatwa nekudengenyeka kwenyika uku. Anotsigirwa nemamwe madzimai vanobva varonga chiriporipo urongwa kwavo.

1. Boka remusangano rinopatsanura kuita zvikwata zvina. Chikwata chimwe nechimwe sevakadzi vari muchiitiko chiri pamusoro, vanozeronga urongwa hwekuita kuti vabatsire vanamai vari mukati mezvekudengenyeka kwakaitika mu E1 Salvador.

2. Pakati pemibvunzo inofanirwa kutariswa chikwata chimwe nechimwe chinofanira kutarisa inotevera:

- Munoda kubatsira madzimai aya sei? Rutsigiro rwerudzii rwamunoda kupa? Danidzira yenyu inozova yei?
- Ko danidzira yenyu inogozova yepanzvimbo here, yenyika here, yenyika dzakapoterdzana here kana yepasi rese?
- Muchashandisa nzira dzipi dzekutsvaga nekusimudzira rutsigiro? Ndeapi mabasa amuchazenge muchiita?
- Zvinova nesimba here kuenda kuna mamwe madzimai kuti abatsire madzimai aya? Sei uchibvuma kana kuramba? Varume vanoito saizvozviwo here?
- Kuti muwane rutsigiro rwakawanda, chikwata chenye chinogona here kushandisa michina yekufambisa mashoko kana mapepanhau

²⁴ Ichi chinhu chechokwadi chakaitika. Onai
<http://www.cnn.com/2001/WORLD/americas/01/15/quake.04>.

nenhepfenyuro, semuenzaniso zvinyorwa mumapepanhau kana zvirongwa zvekudzidzisa padzangaradzimu kana terevhizheni kuti vatsvage rutsigiro rwakawanda?

- Ndezvipi zvimwe zverutsigiro zvamunogona kufunga zvinogona kubatsira kuzadzikisa zvinangwa zvenyu? Ndezvipi zvekutatidzira zvamunozoshandisa?
- Munozogovana zvekuita sei pakati penyuri kuti muite basa renyu.

3. Nhengo dzechikwata dzinofanira kunyora urongwa hwadzo, vachiburitsa zvinhanho zvavanzotora pamavhiki mashona anotevera pakuita urongwa hwavo.

4. Kana zvikwata zvese zvapedza urongwa hwaebasa ravanoda kuita, boka rose remusangano rinobva rasangana zvakare. Munhu anozvipira kubva kuchikwata chega-chega anozotsanangura nepapfupi chirongwa chechikwata chake chekuti vanounganidza vanhu sei.

Mibvunzo yenhaurirano

- Ndeipi nzira yamatora sechikwata yekuunganidza pfungwa dzenyu?
- Ndepapi pange pakakuomerai mukugadzira nzira dzokuunganidza nadzo vanhu?
- Maronga sei kupanana zvokuita? Ko kunyora urongwa hwezvinofanira kuitwa kwabatsira here kunyatsotsanangura basa renhengo imwe-neimwe? Zvaibatsira here nedzimwe nzira? Kana zvirizvo, sei? Kana zvisiri izvo, se zvisizvo?
- Ko basa rechikwata chako rinogoneka here? Sei uchibvuma kana kuramba?
- Mushure mekunzwa basa rezvimwe zvikwata pane zvimwe here zvaungawedzera kunatsa basa rechikwata chako?

Zvaonekwa

- Ko chitiko ichi chakubatsira here kufungawo pachako basa rako rekuunganidza vanhu wega? Sei uchibvuma kana kuramba?
- Kana ukagona kuzvifungira pachako uchitanga danidzira yako, ingazova yei uye unozoiita sei?

Kushandirapamwe ndiwo maitiro emasangano ari kudzidza.

Kushandirapamwe kunosanganisira kuremekedza uye kuyemura
kusiwana-siyana kwedu, nekunaka mwoyo pachinhanho
chedungamunhu,

nekugona sarudzo nekuisa sarudzo nekuvaka zvikwata pachinhanho
chesangano.

“Nzira Dzinovaka Utungamiri”

Chirongwa Chegumi Neimwe:

Tinogovana Sei Zvekuita Uye Zvibereko Zvacho?

Zvinangwa zvechirongwa

- Kuongorora kuti tingaumbwe sei tsika yekugovana masimba nekutora chikamu chakowo uri mukati mesangano nepakati pemasangano anoshandirapanwe.
- Kuita nhaurirano dzemarongerero angaita kuti zvipo nekuziva kwavadyidzani kunyatsoshanda pamubatanidzwa wedanidziro.
- Kushanda sechikwata kuumba sangano rinosanganisa zvese zvakanaka zvatariswa muwekishopu yose.

Zvingaitwa Pakubatsira kudzidzisa

Verenga neizwi riri pamusoro nyaya inotevera pamusoro pekuti masangano akati kuti akatsigirana sei kuti apasise mutemo unorambidza kushandisa chisimba mumba munyika yeMalaysia (Domestic Violence Act) Tauriranai mukati meboka marongerero esangano ekufambisa zvavaiita uye nekugoverana zvekuita. Mibvunzo inozotevera inogona kubatsira kutungamirira nhaurirano yeboka. Mushure memibvunzo kune chiiitwa chakaitwa nenzira yekubatsira vatori vechikamu kuti vafunge pamusoro pesangano, chivakwa, kana danidziro yekufunga kwavo inokwanisa kuenderana nenzira yemarongerwo emusangano avakaona mumisangano yese. Muchirongwa chegumi nembiri vatori vemikana vanozowana mukana wekugovana neboka rese masangano avo ekungofunga nemusoro.

Nzira dzekufambisa chirongwa ichi dzinosanganisa kuita nhaurirano neboka rese kana kupatsanura vatori vechikamu kuvaisa muzvikwata zvidiki (Ona Appendikisi B kuti uwane dzimwewo pfunga)

Danidziro yekupasisa Mutemo wekudzivirira kudzvinyirirana mudzimba munyika yeMalaysia

Malaysia ndiyo nyika yekutanga muvanhu vechimoziremu kupasisa nekuisa mutemo unoona kushandisa chisimba mumba semhosva. Kutenderana kurambidzwa kwechisimba mumba kuva mutemo, nekuda kwevezvemateongerwo kuti uve mutemo unoshanda kwakatora makore gumi nerimwe. Wakawepo nekuda kwekushanda nesimba kuva pakutanga, kwaisvika kure kwezvuru nezvuru zvevakadzi nevarume vaitsigira. Pakupedzisira, urongwa hwegutsaruzhinji hwakatorwa nemasangano evakadzi nemandungavanhu aive nechekuita akaunza kubudirira kwemutemo we Domestic violence act (DVA).

Nyaya yekupasiswa kwe DVA inotanga muna 1982 muMalaysia apo sangano revakadzi rekubatsira {Women's Aid Organisation (WAO)} akavhura pekugara pevakadzi pekutanga. Matambudziko aisanganwa nawonevashandi vemunharaunda nevakadzidza zvemitemo vachiedza kuchengetedza nekubatsira vakadzi vainge vashandisirwa chisimba kwakakurudzira kuburitsa pachena huipi huri mumitemo yeMalaysia. Gore rimwe chetero, boka remadzimai akadzidzira mitemo [Association of Women Lawyers (AWL)] rakatanga kuongorora kusatonga zvakarurama kwematare eMalaysia kuvanhu vannge vashandisirwa chishimba nekubatwa chibharo. Chikamu chevakadzi chesanganano rinomiririra vashandi [The Women's Section of the Malaysian Trade Union Congress (WTUCO)], sangano rinobata mamwe masanganano mazhinji anomirira vashandi, rainge riri kusangana nematambudziko arowo pakumirira nyaya dzekubatwa chibharo nekuti kunge kusina mutemo unotsigira nyaya dzakadaro. Boka revakadzi veyunivhesiti [University Women's Association (UWA)] rinotsvaga umboo hwevakadzi vari mumabasa rainge roburitsa uwandu hunotyisa hunoratidza kuwedzera kwemikana yekuwana mabasa kwevakadzi kwainge kwaisawo vakadzi pachena, vese vekudhorobha nevekumusha, kubva kumaitiro akawanda aivadzvanyirira nekuvashandisa. Zviri kudaro kuverenga kwakanyanya kwakaburitswa ne Selangor and Federal Territory Consumers Association (SCA) kwakataridza basa guru rinoitwa nenhepfenyuro rekuenderesa mberi maonerwo akashata evakadzi nezvinofungirwa pavakadzi.

Vachiona kuti zvavakawana mukutsvaga kwavo pane zvechisimba chichishandisirwa vakadzi kwaibva pazvikonzero zvimwe chetezvo, mu1985, masangano mashanu aya akauya pamwechete kuti vaite boka remubatanidzwa [Joint Action Group (JAG)] kuti vashande pamwe panyaya imwe chete yekukurudzira nekuchengetedza vakadzi.

Nguva diki mushure mekuumbwa kweJAG, nhengo dzayo dzakaronga masemina munyika yese ekusimudzira ruzivo rwevanhu, misangano inoratidzira nezvechisimba pamusoro pevakadzi. Rimwe nerimwe remasangano mashanu vakatora mutemo waingooshanda kune vasiri maMoziremu, hurumende nekumwe kutaura inenge iri kutotsigira pfungwa yekuti apo inenge ine mhosva kuti aisri muMoziremu anove mukadzi wake, zvinenge zvakanyatsonaka kuti muMoziremu adaro. Nhengo dze SIS vakaita misangano nemutevedzi wegutukota rinomirira nyaya dzechiziramu kuti vasundidzire rutsigiro rwavo rwemutemo uyu. Pakupedzisira, mutevedzeri wegurukota akabvuma kuti kupasiswa kwemutemo wakadaro kwaienderana nechiMoziremu. Muna 1994, mutemo uyu wakaiswa uye mushure memakore maviri wainge woshanda zvizere.

Abvunzwa kuti angape mazano api kune avo vari kuronga danidziro inobata masangano akawanda, nhengo dzakatanga JAG, Ivy Josiah akapindura, "Ivai nechiono chakajeka chenyaya yenyu, itai nhaurirano yeurongwa hwenyu pakati penhengo dzenyu dzese, onai kuti ndiani anoona nechiiitwa choga-choga, patsanurai basa maringe neunyanzvi hwemiriro vesangano, gadzirai urongwa hwezvekuita uye nenguva yacho, ivai nemufambisi anobhadharwa akamirira izvozvo bedzi, uye shandai pedyo-pedyo nenhepfenyuro endai kwavari nemazano, zvibodzwa nemazita evanhu vavangataure navo--- uye rangarirai kunakidzwa".²⁵

Mibvunzo Yenhairirano

- Ndedzipi nyaya dzaitsvagwa kutariswa nenhengo dzekutanga dzeJAG? Ko mutemo wechisimba mumba unotarisa sei nyaya idzi?
- Sei zvainge zvakananyokosha kuti JAG irwire mutemo wekushandiswa kwechisimba mumba waibata zvese maMoziremu nevasiri maMoziremu? Chii chaigona kuwanikwa kana kurasikirwa nacho nekuda kwekupasiswa kwemutemo waingoshanda kune vari maMoziremu chete?
- Nhengo dzeJAG dzakasimbiswa sei nekupinda mumubatanidzwa wemasangano? Ko kupinda mumubatanidzwa kunogona kupedza sangano simba here kana zviitwa zvaro zvedanidziro? Kana zviritzvo sei?
- Sei uchifunga kuti mubatanidzwa we JAG wakanyanyobudirira kudaro? Ndezvipi zvakasiyana-siyana zvakaisvitsa pakubudirira?

²⁵ Umbowo hwakatunirwa nenhaurirano yakaitwa parunhare naZainah Anwar naIvy Josiah musi wa3 na4 Ndira mugore 2001 neve Women's Learning Partnership.

- Nhepfenyuro yakaita basa ripi pakuunganidza rutsigiro rwemutemo wekudzivirira kudzvanyirirwa nokushungurudzwa kwevanhukadzi mudzimba?
- Ko nhepfenyuro munharaunda menyu dzinoonga sei nyaya dzekodzero dzevanhukadzi? Ndedzipi dzimwe nzira dzinowanikwa munharaunda dzamungashandise kuti muwane kutariswa nekutsigira nenhepfenyuro pdanidziro dzenyu dzinobatsira vakadzi pane zvematongerwo, zvemitemo, kana zveupfumi?
- Pane kufanana here pakati pekuti mubatanidzwa wemasangano ungagovana sei basa rekuita uye kuti vanhu vari musangano rimwe vangagovana sei zvekuita?
- Ungagone kufunga here imwe nguva apo kuumba mubatanidzwa kwakabatsira kusimudzira nokufambisira mberi zvinangwa? Nyora zvazvakanakira nezvazvakaipira.
- Ndezvipi zvinhu zvinofanira kusimbiswa pachinhanho chemunhu pachezvake nechasangano pakuumba mubatanidzwa upi zvawo ungabudirira?
- Ungashandise nzira dzipi kupima kubudirira kwazvo.

Basa Rokuita: Kuvaka sangano rinodzidza (Chikamu chokutanga)

Bvumira awa rimwe chete nemaminitisi gumi namashanu pabasa iri

1. Ita kuti boka ripatsanurane kuva zvikwata zvevanhu vatatu kana vana kuti vatsvage nyaya ine chekuita nevanhu (panzvimbo, munyika, kana pasi rese) ingadiwe kutariswa nenhengo dzese dzeboka. Nyaya yacho inogona kuve yakakura sekuti kupedza nzara kana kumiririra kodzero dzavanhukadzi, kana kuti inogona kunyatsotarisa chinhu chine chekuita nenzvimbo kana nenguva, sekuti kucheresa dhamhu riri pedyo kana kusandura urefu hwezuva revana vechikoro.
 2. Kana pangova nenyaya inobata vazhinji, nhengo dzechikwata dzinofanira kuita nhaurirano kuti vangaumba sei sangano, chivakwa, kana danidziro yekutarisa nyaya iyi, uye kuti vari kuitirei sarudzo yavari kuita. Pakari penyaya dzinofanira kutariswa mukuitwa kwesangano pane zvinotevera:
- Zita
 - Chinyorwa chetariro dzevadzidzi
 - Zvinangwa

- Uwandu neunyanzvi hwevashandi
 - Kushandisa vanozvipira, kana varipo, uye kuti samba ravo mumusangano ringavaunzire mugove wakadii.
 - Kuti sarudzo dzesangano dzinozaitwa sei?
 - Kuti basa resengano rinozogoveranwa sei?
 - Musangano kana basa rekutanga.
 - Musangano wepiri kana chiitwa chepiri
 - Nzira yekupima nayo budiriro kana kugona.
3. Mumiriri anofanira kusarudzwa kubva muchikwata choga-choga kuti anyore tsananguro yemamiriro esangano uye nzira yakazoita kuti chikwata chisvike pakutenderana pazita, zvinangwa, mamiriro nezvimwewo. Muchikamu chinotevera, mumiriri woga-woga anozokumbirwa kuti azotsanangura marongerero echikwata chake kuboka rese. Mibvunzo kubva kuboka pamusoro pekuti sei uye nemhaka yei dzimwe sarudzo dzakaitwa inobvunzwa kunhengo dzese chechikwata.

Musangano riri kudzidza,
ukuru. . . haingopiwi;
asi, hunobuda apo nhaurirano inoenderera mberi
"Nzira Dzekuvaka Utungamiri"

Chidzidzo Chegumi Nembiri:

Tinotsanangura Sangano Rakabudirira Sei?

Zvinangwa zvechirongwa

- Kutaurirana zvakakohera kugovana zvatinoziva nekudzidza kubva kune vamwe kuti zvinangwa zvesangano zvienderere mberi.
- Kugovana tsanangudzo dzesangano ringabudirira dzinobva kuvadzidzi..
- Kuongorora kuti zvikwata zvewekishopu zvagona sei kuita zvitarisirwa zveurongwa hwesangano.
- Kutarisa zvinangwa nebudiriro dzewekishopu pazvikamu gumi nembiri.

Musati Matanga: Chikamu chebhuku rino, "Kutaurirana muurongwa hwewekishopu" chinopa mamwe mazano ekuti wekishopu yokudzidzisa zveutungamiriri ingapedzwe sei. Vadzidzi vemuwekishopu vanogona kusarudza kuronga kamutambo kekudya kana kufamba kuri kuratidza kupera kwewekishopu, uye vangangoda kupanana umboo pamusoro pemumwe nomumwe kuti vagosogara vachitaurirana. Rangarira kuita mafotokopi nekupa kuvanhu bepa rekuongorora utoro hwechikamu neufambisi, nekutendera nguva yakakwana pakupedzisira pechirongwa chekupedzisira kuti munhu were anyore. Iri fomu rinokosha kusandura nekuwedzera kunatsa zvinangwa zvinozotevera zvewekishopu.

Zvingaitwa Pakubatsira kudzidzisa.

Verenga neizwi riri pamusoro nyaya inotevera pamusoro pekuuumbwa kwedare remhosva reArab Court. Tauriranai mukati meboka kana dare remhosva richisvika panotarisirwa neboka sesangano rakabudirira. Mibvunzo inotevera inogona kubatsira kutungamira hurukuro yeboka.

Mibvunzo yacho ngainyorwe kubatsira boka.

Pachirongwa chekupedzisira nhengo dzeboka dzakanzi dzipatsanurane kuita zvikwata kuti vakwanise kurongwa zvekuumbwa kwesangano rinofungwa kuva rakanakisa. Mushure menhaurirano yanhasi pamusoro pedare redzimhosva reArab, mumiriri woga-woga kubva muchikamu chegumi neimwe anozotsanangura urongwa hwechikwata chake achitarisa pakuti chikwata chakaronga sei uye nemhaka yei nenzira

yavakaita. Vamwe vese veboka vanozofanira kunyatsotarisa chinangwa chesangano rega-rega, chimiro, zviitwa, nekubvunza mibvunzo yekubatsira kuti chikwata chega-chega chinyatsoburitsa pachena kuti urongwa hwekufungira hwechikwata hunozozadzisa sei zvinangwa.

Nzira dzekufambisa dzechirongwa ichi nechiitwa chinotevera kunogona kusanganisira kuita nhaurirano neboka rese kana kupatsanura vatori vemikana kuva zvikwata zvidiki (Ona Appendikisi B kuti uwane dzimwe pfungwa).

Dare Redzimhosva ReArab Rekurwisa Kudzvanyirirwa Kwevanhukadzi

Dare redzimhosva risingabviswi ReArab rekubvisa kudzvanyirirwa kwevanhukadzi (The Permanent Arab Court to Resist Violence Against Women) rakazvarwa pamusangano waivapo kubva musi wa 30 Mbudzi kusvika musi wa 1 Zvita 1996 wemasangano echiArab asiri pasi pehurumende wakaitwa muRabat, Morocco. Kuiswa kwedare remhosva reArab, semazivikanirwe aro rakatora vekusatenda nechishamiso nekutivamwe vairamba vachiti kusandiswa kwechisimba pavakadzi nevasikana kwainge kwakazara kutsika nemagariro zvechiArab Moziremu nekuvanhvu vese, kuchitofanira kuvepo pakugadzirisana pakati pevarume nevakadzi, kana kuti raisava dambudziko hombe. Zvakadaro, vakadzi nevarume vakashanda kuisa dare remhosva reArab vakatsvaga kutaridza kuve mumhosho kweavo vaisatenda. Nyange kuvepo kwedare kwakaita sekwakurumidzisa kuvaoni, kwaitova kutanga kwekuvepo kweruzivo uye nehuvepo hwezvakambosanganikwa nazvo zvaigovana nevainge vaponi pakushandiswa kwechisimba uye avo vanorwisa kubvisa dambudziko iri.

Senzira yokugadzirira musangano mukuru weUN, vakadzi nevarume kubva kunyika gumi neina dzechArab vakasangan muBeirut kuLebanon munachikumi wa1995. Vakapona kubva muudzvanyiriri nokushungurudzwa kwevanhukadzi nevamiriri vanorwisa kushandiswa kwechisimba pavakadzi vakasimudza mazwi avo nousingi zvisati zvamboitika mukutaura zvavambosanganana nazvo. Vakatsanangura zvakanatsojeka kuti ivo nevamwe vange vatirira sei chisimba pamusoro pavo kubva kunhengo dzemhuri nenharaunda dzavo. Kuterera kuzvapupu izvi keakasimudzira kugutsikana kuti chisimba pamusoro

pevakadzi ndicho chaive pamudzi wekutarisirwa pasi kwemadzimai nevasikana pane zveutano, dzidzo, nemukuita sarudzo mutsika nemagariro zvakasiyana-siyana munyika dzese dzemaArab. Avo vaive mu Beirut vakabvumirana kuti vanofanira kurwisa dambudziko iri kuti vamirire zvizere kodzero devakadzi.

Pagore nechidimbu zvakaterera, vamiriri, vatsvagi nevaponi vakatsigirana kuti vaumbe zvinangwa zvavo vagoronga chirongwa chekuita. Chinangwa chavo kwaive kubvisa nyaya yekushandiswa kwechisimba pavakadzi kubva muharaunda isiri yeruzhinji kuti ive nhauro yeruzhinji, uye kugadzira mhingu yekutarisa dambudziko rinoti pokanei netsika, nemagariro evanhu, zvevatongerwo, zveagariro nezveupfumi zvepanzvimbo kuchinjana kwezvakasanganikwa nazvo zvakasiyana-siyana pakati pevanhu vakabatanidzwa nechinangwa chakafanana zvakasvitsa pakusikwa kwedare remhosva risingabviswi raigamuchira zvinhu sezvazviri rinosangana kazhinji nekuisa zviitwa pachinhano cheniyika dzakapoterredza.

Rine maofisi avo makuru muBeirut mazuva ano, uko kunogara mufambisi mukuru, kuve nhengo mudare reArab iri kunobvunirwa kumunhu wese anotenderana nepfungwa dzavo nekutsigira hondo yavo. Nhengo hadzina kuda kuti dare rimire semamwe ese ekare umo vanhu vanokakavadzana panyaya dzavo asi kuti ive nzvimbo yakasiyana nedzimwe yevakadzi, nzvimbo ine kuchengetedzeka yekurukuro dziri pachena dzakasununguka pamusoro pekushandiswa kweshisimba nenzira dzekuzvipedza. Naizvozvo, maitiro emudare macho anofanana nekutongwa neruzhinji pane kupikisana kwevatadzirani pakati pemupomeri neanopomerwa. Kugona kusanduka-sanduka kwemamiriro edare reArad kwakagonesa nhengo kuti dzienderane nezvidiwa nemamiriro evanhu nenharaunda dzakasiyana-siyana.

Kubvira kuumbwa kwaro dare iri rainyanyotarisa pakubvisa zvachose mhando ina dzechisimba pamusoro pemadzimai nevasikana - chisimba mumuchato sekubata mukadzi chibharo, chisimba chinovepo nekuda kwekurambana kwavakaroorana, chisimba chinovepo kubva pamichato ine tuchengera, nechisimba chinovepo kubva pamichato ine ruchengera, nechisimba chinovepo nekunda kwegakava pamidziyo. Chirongwa chezvokuita chedare reArab chinotsanganisa kuona nokunyora pasi zviito zvese zvinhu zvese zvinokurudzira chisimba pavakadzi, kurunzira dzihurumende nemaNGO kuti vatore zvinhanho zvakasimba zvinopembedza kodzero dzevakadzi dzekuve nechiremerera kwemuviri, nekuisa mitemo mitsva nekugadzirisa mitemo iripo kuti vanyatsochengetedza zvizere madzimai nevasikana. Dare hargoni kumanikidza vanhu, mapoka kana dzihurumende kuti vaite chimwe

chinhu. Kugona kwaro kunobva pakuzvipira kwenhengo pakudzivirira nekubvisa zvachose chisimba pakati pevakaadzi nevarume.

*Zvino-zvino, dare reArab riri kunyanyomira nezviitwa zviviri zvakaungwa kuti zvakaakosha nenhengo: kuongorora zvakaare mitemo yechimiro chedungamunhu munharaunda zhinji dzemaArab nekutsimbirira dzihurumende kuti dzipe rubatsiro kune vakararama pachisimba. Dare reArab rakaenderera mberi nechiiro charochekuteerera kuzvapupu izvo kutongwa kwazvo, matambudziko avo nekukunda kwazvo kunorunzira nekutungamira avo vari kurwisa chisimba pavakaadzi. Parinodzidza apo nhengo dzaro dzinowanda, dare riri kuunza chimwe chiiro chenyika dzakapoteredzana chekurwisa chisimba kuburikidza nekuira moyo murefu, kusapera tariro nekufambira avo vanonyanyoda rubatsiro”.*²⁶

Mibvunzo Yenhairirano

- Ndeapi mamiriro ezvinhu akazoita kuti Dare reArab riiswe?
- Ndezvipi zvinangwa zvepamusoro zveDare reArab? Ndehupi hurongwa hwezvekuira kwakagadzirwa nenhengo dze dare kuti dzizadzise zvinangwa izvi?
- Zvingarwadza kana kubatsira nenziira ipi kumunhu ari muudzvinyiriri kana akanzwa nhoroondo dzezvakambosanganikwa nazvo nevakaona hudzvinyiriri uhu?
- Runziro rudzii yakaitika kune vakaterera zvapupu avo vakasangana ku Beirut muna 1995? Sei Dare reArab raakuenderera mberi nekuira zvekuteerera zvapupu?
- Ungafunga here kuDare reArab raizoshanda sei dai hurumende kana dzihurumende dziridzo dzakariisa? Ko sangano rakaumbwa nehurumende raizosiya sei neDare reArab semamiriro arii nhasi?
- Ndeapi maitiro eDarre reArab akabatsira kuti ribudirire pazvinangwa zvavo?
- Dare ringaita sei kuti rive nechokwadi chekuenderera mberi nekubudirira uye richibatsira?
- Ko Dare iri ringaongorora sei kugona kwaro? Ringashandise zviratidzo kana nzira dzipi?

²⁶ Umbowo hwedare remaArab rwekurwisa kushushwa kwevanhukadzi hwakabva ku <http://www.arabwomencourt.org/>.

- Ko michina ingaita basa rei pakufambiswa kwemashoko kunyika dzakasiyana-siyana pakati penhengo dzedare?
- Ndezvipi zvinoratidza sangano rakabudirira? Ndezvipi zvinogona kushanda ku Dare reArab?

Basa Rokuita: Kuvaka Sangano Rinodzidza (Chikamu chechipiri)

Tendera nguva ingangoita awa Rimwe Chete Pachiitwa Ichi

1. Vamiriri kubva kuchikwata chega-chega kubva muchikamu chegumi neimwe vanozopa tsananguro dzechikwata chavo dzezvavafunga zvingaumba sangano rakanaka. Vanofanira kutsanangura zita resangano, zvinangwa, chimiro nezviitwa neurongwa hwakashandiswa kusvika pasarudzo dzavo. Mumiriri wekutanga asati atanga, mudzidzisi kana anozvipira anofanira kuverenga urongwa huri pazasi apo kuti nhengo dzemusangano dzitarise apo vanoongorora urongwa hwechikwata choga-choga:
 - Sangano racho rinoumbika here?
 - Chimiro nezvinangwa zvaro zvinobvuma here kusanduka kuti rikure nekuenderana nemamiriro ezvinhu matsva?
 - Ko sangano racho rinobatirira here pakugona kwenhengo dzaro nevanozvipira?
 - Ko mabasa avo anobatsira here pakubudirira pazvirongwa zvaro?
2. Pamusoro pekutaura nezvemasangano akasiyana-siyana nezvaanoita,adzidzi vanofanira kuongorora kuti boka neboka rasvika sei pamhinduro yaro. Kana mumiriri weboka atsanangura mamiriro esangano rake zvikabvumiranwa nevadzidzi, vadzidzi vese vanofanira kupindira mibvunzo inotevera:
 - Vadzidzi vange vachipana/govana mabasa ekuita sei?
 - Vadzidzi vasvika sei mukuronga kwavo?
 - Zvaita here sekuti vadzidzi vawirirana zvavasarudza?
 - Chii change chakanyanyooma pakuita chidzidzo ichi?
 - Chii chanyanyonakidza pachidzidzo ichi?

- Pane mudzidzi here ari kufunga kuita kuti zvamange muchipakurirana muzviite munzvimbo dzamunogara?

Mibvunzo yenhaurirano

Mutungamiriri echidzidzo anofanira kunyora pfungwa dzinenge dzataurwa muboka.

- Pane zvamawana here muzvidzidzo zvamange muchitarisira kudzidza?
- Pane zvinangwa here zvamange munazvo zvisina kuzadziwa mukuita zvidzidzo izvi?
- Zvaita nyore here kubatana nevamwe mukukurukura nekufamba kwange kuciita zvidzidzo? Kana zviri izvo, sei zvadaro?
- Chii chawada kana kusada nemamiriro ezvidzidzo?
- Ndechipi chidzidzo change chichinyanyonakidza pazvidzidzo zvese zviri gumi nembiri? Sei uchiti ichi chidzidzo ndicho chanyanyokufadza nekunakidza?
- Ndedzipi pfungwa dzawawana muzvidzidzo zvese dzaungade kushandisa mubasa rako? Uchasandura sei maitiro nematarisiro ehupenyu nekudzidza kwawaita mumawekishopu aya?
- Chii chingada kusandurwa kana kugadziriswa muzvidzidzo zvinotevera?

Fomu Rekuongororwa neVadzidzi Nevadzidzisi

Vari Kudzidza Nekudzidzisa Zveutungamiriri

Ndapota tarisa chiitiko chekudzidzisa utungamiri nemufambisi wemusangano yenyu nekuisa chitaridzi x muchikamu chinonyatsotaridza zvaunofunga kumutsara wega-wega. Mhinduro dziri pafomu iri dzinoshandiswa kugadzirisa nekuwedzera kunatsa zvirongwa zvemusangano unotevera.

NC= Ndinobvuma chose N= Ndinobvuma NZ= Ndinobvuma zvishoma H= Handibvumi HC= Handibvumi chose

Fomu rekupima, harizozivikanwe kuti ndiani arinyora kunze kwekuti wasarudza kunyora zita rako pariri

Musangano Wekudzidzisa Zveutungamiri

		NC	N	NZ	H	HC
	FOMU REKUONGORORA MUSANGANO					
1	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwandigonesa kutarisazve nyaya dzinomuka muupenyu hwangu zuva-nezuva					
2	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwakadzikisa zvishoma-nezvishoma kusada kwangu kutaura pfungwa dzangu kune vamwe					
3	Kutora chikamu mu musangano wekudzidzisa vatungamiri kwawedzera kugona kwangu kuterera					
4	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwawedzera kugona kwangu kutaura nevamwe zvinonzwika					
5	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwawedzera kuzvivimba kwangu					
6	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwandikurudzira kuti ndifunge nezvechinangwa changu chenharanda iri nane					
7	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwarunzira mweya wekuzvipira mandiri					

8	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwaita kuti ndiyemure kukosha kwekushanda sechikwata kana tichitarisa dambudziko rakatarisana nemhuri yangu ne - kana nharaunda yangu.					
9	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwandibatsira kuumba dandemutande reshawari nehama vandinonzwa kugadzika kana ndinavo tichitaurirana zvine chekuita neni nebasa rangu apo ndinoshuva kuunza shanduko muupenyu hwangu nehwenharaunda yangu.					
10	Kutora chikamu mumusangano wekudzidzisa vatungamiri kwakamutsa have yangu yekudzidza zvakanwanda pamusoro pemichina uye kuti tingape vanhukadzi simba sei.					
11	Kutaurirana nevamwe vatori vechikamu mumusangano wekudzidzisa vatungamiriri kwandigonesa kunzwisisa kukosha kwekutora chikamu kwevanhukadzi mukuita sarudzo munharaunda yangu.					
12	Kuongorora zvimwe zvinoitika pasi rese yainge iri nzira inobatsira yekutarisa zvinetso nemikana inowanikwa pakuvha mutungamiri					
13	Kutora chikamu muchitwa chekudzidza yaive nzira inobatsira yekutarisa zvinetso nemikana inowanikwa pakuvha mutungamiri.					
14	Ndinotenda kuti vese varume nevakadzi vanogona kubatsirika nekutora chikamu mumusangano iyi yekudzidzisa vatungamiri					
15	Ndingakurudzira nhengo dzemhuri yangu, shawari, kana vandinotaura navo kuti vatore chikamu muchirongwa chekudzidzisa vatungamiri					

Panzvimbo iri pazasi pepeji iyi, ndapota, nyora ongororo pane chipi zvacho chezvawasangana nazvo mumusangano zvawafarira kana kusafarira. Ndezvipi zvaungada kupa kuti misangano yekudzidzisa vatungamiri iyi inyanzobatsira nekushanda kwauri nevamwe vemunharaunda

MUDZIDZISI

	FOMU REKUERA MUFAMBISI	NC	N	NZ	H	HC
1	Mudzidzisi aitisa wekishopu nekukurumidza kunonzwisika - kukurumidza kunobvisa kuneta nekusanakidzwa asi achizoti nonkei kuvatendera kuti vabatsirikane kubva munyaya dzinoitika nezviitwa zvekudzidza zveutungamiri					
2	Mudzidzisi aumba mamiriro ezvinhu aita kuti vatori vechikamu vataure vakasununguka nyaya dzavo dzinovabata uye zvine chekuita nebasa ravo.					
3	Mudzidzisi ainge achida kugovera zvaakambosangana nazvo muupenyu hwake nevatori vechikamu kuti amutse have yenhaurirano.					
4	Mudzidzisi agonesa vatori vechikamu kuti vanzwisise zvinetso nemikana inowanikwa pakuva mutungamiri					
6	Mudzidzisi agamuchira zvinofungwa nevatori vechikamu kuti zviitwe pamusoro penyaya dzaikodzera kutariswa uye akaita kuti wekishopu ipindirane nezvido izvi.					

Panzvimbo iri pazasi nekuseri kwepeji iyi, ndapota nyora ongororo pane chipi zvacho chezvawasangana nazvo kubva kumudzidzisi wewekishopu zvawakafarira kana kusafarira. Ndezvipi zvaunofunga zvaungada kupa kumudzidzisi uyu kuti agoita kuti mawekishopu anotevera abatsire uye ave nechekuita kuvadzidzi? Ndapota, sununguka kuita hurukuro yepfungwa dzenyu kuti zvirongwa zvewekishopu zvingarongwa sei, kuti paitwe chiitwa chekudzidza, kutarisa madingindira anokodzera kutariswa asi kazhinji achiregwa.

Tatenda nezvamatipa. Pfungwa dzenyu dzakakosha sezvo boka reWomen' Learning Partnership neboka re_____ zvichiedza kugadzira nekuita kuti zvidzidzinezvirongwa zveutungamiri zvibudirire!

MAPPENDIKISI

Appendikisi A

Mamwe Mamiriro Angangoshandiswa

Nyaya ino yashandiswa seimwe nzira ingasiyana nenyya dziri muchikamu chetatu. Izvi zvakabva kuvadzidzi vakaita wekishopu kuPalestine..

Kuremekedza Nekusandura Mafungiro, Tsika Nemagariro emunharaunda:

Maryam Midyeh: Mudzidzisi wezvekodzera dzekubereka kwevanhukadzi

Ndange ndiine sangano rekuronga nekuchengeteka kwemhuri (Family Planning and Protection Association (FPPA) muguta reHalhoul, kubvira nguva pfupi ratangwa, muna 1969. Ndakatanga kushanda pasangano in muna 1973, ndichangopedza dzidzo yangu yehigh school –pakutanga ndaiita maawa maviri bedzi pavhiki, uye akazova mazuva matatu pavhiki. Ndaida kuita dzidzo yepayunivhesiti nguva imwe cheteyo ndichishanda ku FPPA, asi mamiriro emhuri yangu pane zvemari nemafungiro avo pamusoro pebasa revanhukadzi munharaunda zvakanamanikidza kufungazve patsva pfungwa idzi.

Handina kusiya shungu dzangu dzedzidzo zvisinei nemafungiro emhuri yangu, asi ndaiziva kuti ndaifanira kubudirira pazvinangwa zvangu neimwe nzira. Ndakashandisa mukana wekudzidza nekuita makosi ane chekuita nezvese zvandaizidza munyika dzakandipoteredza. Pandairamba ndichitaura nevakadzi ndiri kunze, ndairambawo ndichinzwa kuti ndinogona kutanga shanduko pakati pevakadzi nekuvabatsira kuti vaone kukosha kwekuronga mhuri nezvazvinozoita pautano hwavo nehwevana vavo.

Kuburikidza nebasa rangu ndakaona kuti mafungiro pamusoro pekuronga mhuri akasanduka apo mafungiro evanhu pamusoro pevakadzi akasandukawo. Makore apfuura basa guru reFPPA kwaiva kugovera mapiritsi ekuronga mhuri, uye mukoti mumwe pavhiki aizvipira aizovepo nguva shoma pavhiki kuti apindure mibvunzo yevanhukadzi. Kazhinji mukadzi akaroorwa ane vana gumi kana kudarika aizosvika pahofisi pedu, achikumbira rubatsiro pakuronga mhuri. Ikozvino, zvisinei, vakadzi vechidiki vanoshanyira sangano dzimwe nguva vanoperekedzwawo nevadiwa vavo. Nekuti chekutanga chavanokoshesa, kupedza dzidzo yavo. Nekuti chekutanga chavanokoshesa, kupedza dzidzo yavo, vadiwa ava vanoda kunzwisisa mhando dzekudzivirira kubata pamuviri kuti vakwanise kudzivisa mhumbi dzisingadiwe pamakore ekutanga emucharo wavo.

Budiriro pakudzidzisa vakadzi pamusoro pekuronga mhuri nekodzero dzavo pakubereka haina kungouya nyore-nyore uye kunotaridza kushandisa kwangu zvombo zvakati-kuti mumakosi ekudzidzisa.

- *Ruzivo rwakawanikwa mumakore ose emakosi ekudzidzisa*
- *Kunzwa kuda kuenda kunze nekutaura nevanhukadzi avo vanodaro vachitoshaiwa rubatsiro rweFPPA.*
- *Kufambisa basa nevanhu vane runziro avo rutsigiro rwavo rekuronga mhuri rwakakosha pakukunda kusada kuita uku kwemharaunda – kubva kune zvekurapa kusvika kuvakuru vezvikoro, kubva kuvakuru vemaguta kusvika kumutungamiri weminamoto pamoski (nzvimbo yekunamatira yemaMoziremu) yepanzimbo;*
- *Kuziva tsika dzechinyakare dzinogona kuita kuti varume nevakadzi varambe kuronga mhuri vasati vatombodzidza nekunzwa nezvazvo.*

Ndichisandisa zvombo izvi, inini nevamwe pasangano takaita maSemina, tikapa mari dzemabiko, nekuratidza mabhaisikopo kuitira kukurudzira hurukuro dzeutano hwevzekuzvara kwevakadzi nenyaya dzinoendera nadzo sekusanduka pamanzwira nepamuviri zvinosanganikwa nazvo nevechidiki, kudzivirirwa kwe HIV/mukondombero, zvakaipira kukurumidzisa kuroora/roorwa, nezvakaipira kungogaroita pamuviri. Kudzidzisa vakadzi nezvekodzero dzavo pakuzvara zvinosanganisa pakarepo kuremekedza nekushandura maonero epanzvimbo netsika nemagariro avo. Munguva yangu ne FPPA, ndakasvika pakunzwisisa shanduko mumagariro evanhu chikonzero chekuva nechiono, kutsungirira, nekunzwa kudakutanga nemadungavanhu uye kozoti mapoka vanobatana mukutsvaga upenyu huri nane.

Mibvunzo Yenhairirano

Ndezvipi zvekugona neunyanzvi zvaive munaMaryam Midyeh zvinomuita mutungamiri?

- Tariro yaMaryam pamusoro pake ndeipi? Ko pamusoro pevamwe vanhukadzi?
- Maryam Midyeh anoshandisa nzira dzipi kuti azadzise tariro yake?
- Sei achisvikira kuvanhu vane runziro achida rubatsiro rwekuzadzisa zvinangwa zveFPPA? Semuenzaniso ibasa rei ringaitwe nemukuru wechikoro pakudzidzisa nharaunda pamusoro pekuronga mhuri? Ibasa rei ringaitwe nevatungamiri veminamoto vemunharaunda nenzimbo dzekunamatira dzaMamoziremu pakubatasira FPPA?

- Maryam Midyeh anonzwa sei pamusoro petsika nemagariro echinyakare? Ko kumirira kodzero dzemadzimai dzekubereka kunotoreva here kurwisana netsika, magariro nechinyakare zvemunharaunda? Vakadzi vangaita basa rei pakutsanangura zvetsika nemagariro?
- Anoyera sei budiro yeFPPA? Anoziva sei kuti mafungiro emunharaunda pamusoro pekuronga mhuri asanduka?
- Maryam Midyeh nevamwe vake vepaFPPA vanofambisa sei kukosha kwekuronga mhuri? Michina ingaita basa rei pakufambisa nyaya iyi?
- Kana ukashanda neFPPA, ndedzipi nzira dzaungashandisa kudzidzisa nharaunda yako pamusoro pekukosha kwekuronga mhuri?

Basa rino rakashandiswa serimwe rinogona kutsiva basa reboka muChikamu chechishanu Chevadzidzi Muwekishopu kuNigeria.

Basa Rokuita: Kutarisa Dambudziko kubva kumaonero akasiyana

Bvumira nguva ingangoita awa Rimwe Chete Pachiitwo Ichi.

1. Verenga neizwi riri pamusoro mamiro ezvinhu ari pazasi: Mukereke yemunharaunda yeNigeria ine gungano hombe, uwandu hwakati-kuti huri kuita nzwira rezvepabonde. Kwange kuine kutaura kubva kumaguta epedyo pamusoro pevechidiki vaive nezvirwere zvenjovhera (STDs), kunyange HIV/mukondombero, nepamuviri pasingadiwe. Vazhinji vanotyeka kuti vana vadiki vari kuondonga tsika dzakanaka dzeupenyu hwemhuri nekuyera dzekushanda nevanhu vechidiki kuti vamise chitiko ichi. Imwe pfungwa kubva kuvanhu vesangano vane hanya kuti boka revechidiki rekereke risanganise umboo hutoita nezveutano nemanzeiro emuviri pamisangano yavo yevhiki nevhiki. Zvakadaro mufundisi nevabereki vazhinji vanopikisa zvedzidzo yezvekurarama uye havasi kudavira chikumbiro ichi.
2. Udza vatori vechikamu inhengo dzesangano vakazvipira kugadzirisa kusanzwisisana uku uye kuti vagadzirise nyaya iyi. Tanga nekungobvunza zviri mupfungwa dzevanhu pamusoro pezvinofarirwa nezvinodiwa nevechidiki vese munharaunda. Iva nemunhu anozvipira kuti anyore manotsi pabhodhi kana pafiripi chati.

3. Udza boka kuti ritsanangure mamiriro ezvinhu kubva mumaonero evechidiki vari kuedza zvekurarana. Tarisa kana vamwe vachigona kunzwa kuti vari kuita sevakura, kana vamwe vari kusundidzirwa nevamwe vezera ravo. Mamiriro ezvinhu aya anogona kuonekwa sei nevamwe vakadzi vechidiki? Nevamwe varume vechidiki? Ndezvipi zvavanofarira nezvavanoda zvavari kuedza kuchengetedza? Iva nemunhu anozvipira anonyora manotsi pabhodhi kana pafiripi chati.
4. Tarisa padambudziko nemaonero amufundisi nevabereki vanoramba dzidziso yezvekurarama. Chii chavanotya kuti chingazova chibereko chedzidziso yekurarana iyi? Chii chavari kuda kuchengetedza munharaunda yavo? Ndezvipi zvifarirwa nezvidiwa zvavari kuedza kuchengetedza? Ngapave nemunhu anozvipira kunyora manotsi pabhodhi kana pafiripi chati.
5. Udza vadzidzi mumusangano kuti vatarise zvifarirwa nezvidiwa zvataurwa uye kuti vape mazano negadziriso dzekugadzirisa izvi. Vatori vechikamu vanofanira kutsanangura kuti zvido zvaani zviri kutariswa nepfungwa dzavo uye kuti sei.

Mibvunzo yemapoka

- Nekutarisa zvido zvevanhu vakasiyana-siyana vegungano, manyanya here kunzwa tsitsi kana kusatonzwa tsitsi nemaonero evamwe?
- Ko kutarisira dambudziko kubva kumaonero akasiyana-siyana kwaita here kuti zvive nyore kana kuomesa pakufunga zvekupedza dambudziko?
- Ungashandisa nzira iyi here kugadzirisa dzimwe nharo nekusawirirana? Ungazviita here? Sei uchibvuma kana kuramba?

Chirongwa chino chashandiswa sechitsivo chechirongwa chechigumi nevadzidzi vewekishopu muJordan.

Zvinangwa Zvechirongwa

- Kutaurirana kukosha kwekutora chikamu kwevakadzi musarudzo sevavhoterwi nevavhoti.
- Kutarisa zvinoitwa nesarudzo pakodzero dzevakadzi neupenyu hwavo.
- Kusimbisa kukosha hweruzivo neumboo pakuumba nekugadzira mafungiro evavhoterwi panyaya dzavakadzi.
- Kuona mhindu dzekuumba zvinangwa nekuunganidza mazano ekubatsira kuzadzisa zvinangwa izvozvo.

Kuvhota Kwevakadzi Pasarudzo Dzemunyika: Zvandingaite kuti Izwi Rangu Rinzwike Zvikuru

Sana a Um Muhammed, Nawal, Fadyah, Um Ziad, Hajjah Safiah, Nisreen, Rula, Hanan vakatora vese chikamu pamisangano mizhinji kuti vazvigadzirire sarudzo deparamende dzemuJordan dzakarongwa kuti dziitike muna 2002. Nawal, mudzidzisi wechikoro chehigh school kuchamhembe kweJordan, akaunza pfungwa yemusangano. Akataura pfungwa yake kuna Hanan, mutapi wenhau wepepanhau rezuva-nezuva remunharaunda, akatenderana nezvekukosha kwekutora mikana kwevakadzi kwakasimba pasarudzo dzeparamendi dzaitevera. Vese vakaona kukosha kwekuronga nekufambisa shungu dzeruzhinji rwemadzimai, kunyanya avo vari muzvinzvimbo zveutungamiri, vari munharaunda dzavo.

Sangano rinoshanda nenyaya dzevakadzi vakatenderana kuronga musangano yedzidziso kuti vadzidzise vakadzi kodzero dzavo dzekuva nhengo dzemunyika. Musangano yaipa vakadzi mukana kuti vakurukure kurudziro dzavo dzekuva nechekuita muurongwa hwesarudzo, kuchinjana mazano pamusoro pekuti gutsaruzhinji rinorevei kwavari, kuti vasimudze nyaya dzakakosha kuvakadzi nekuvarume dzinofanira kutariswa musarudzo, nekuunza dzimwe nzira dzinobvira pakubudiririsa zvinangwa zvavo. Panguva yenhaurirano, vatori vechikamu vakasimbisa kuti “zvakanosha kuti vakadzi vatore chikamu mumatongerwo enyika yedu nekuita sarudzo.” Vakanzwa kuti zvainge zvakananyokosha “kumirirwa nemukadzi anoziva kuti zvainge zvakananyokosha “kumirirwa nemukadzi anoziva kuti vakadzi vanotambura sei nekuda kwekusarudzirwa nekusiwa”. Mumwe mukadzi akataura “Ndiri shamwari yemurume wangu kumba uye shamwari yake kunze. Sei

*ndisingagoni kuva shamwari yake muimba yepazasi yeparamende?
Vatori vechikamu vaintenda zvizere basa raitwa nevakazi pachinyakare
muvanhu veJordan maitovapa unyanzvi hwekutungamira
zvinozovabatsira zvakasimba sevatori vechikamu mumamiriro
ezvematongerwo muJordan.*

*Zvaive pachena kuruzhinji rwevaitora chikamu kuti vakazi vanenge
vaishaya chiono chezvematongerwo kana kushaya mukana, kwete nekuda
kwenyaya dzenyika dzega asiwo nyaya dzevakadzi. Nhaurirano
mumusangano yakabatsira kunzwisisa kukosha kwekutura zvinangwa
zvavo, kutonga pamukana wezvematongerwo, kuumba nzira
yekuunganidza kuti vabudirire pazvitarisirwa zvavo. Vatori vechikamu
vakaronga kuti chinangwa chavo chikuru chaisanganisa zvese kwaiva
kushanda pamwe kuti vasarudze zvine gutsaruzhinji vamiriri vevakadzi
vanozovhoterwa muJordan. Vatori vechikamu vakazonawo dzimwe
nyaya dzavaizotarisa, dzaisanganisira:*

- Kubvisa mhando dzese dzerusarura kuvanhukadzi*
- Kupa chivimbiso chakasimba chekuchengetedzwa kwekodzero
dzevanhu nje uye kunyanya kodzero dzevakadzi;*
- Kupa kuchengeteka kwakakwana kune vakashandisirwa udzvanyiriri
nerusarura, vakadzi nevanavanobatwa chibharo;*
- Kushandira kutsvaga kupedza nhamo, nekupa kuchengetedzeka
kwakakwana panezveutano nezvemagariro;*
- Kupa mukana kune zvekuumbwa kwemikana yemabasa kuitira
kurwisa kushaya mabasa;*
- Kurwisa uori nekuvimbisa mikana yakaenzanirana, tichinyanyotarisa
zvedzidzo nemabasa: ne*
- Kumirira kutonga kwevanhu kwakanaka munyika nepasi rese.*

*Sechikamu chenzira yavo yekuronga, vatori vechikamu vakabvumirana
kutora sirogani “Vakadzi vashanu Muimba Yepazasi inotevera
Yehurumende.” uye kushanda pamwe kuti vazadzise chinangwa ichi.
Vakatenderana kuti chikamu chekutanga chavo chekuunganidza
chinzomira pakuronga misangano MuJordan mose inotarisa basa
ravakadzi muchiitiko chesarudzo, kodzero dzeugaro, neunyanzvi
hwekugona kutungamira nekutura. Pamusoro pazvo, vaizoronga
danidziro dzekuvaka ruzivo dzinomutsa ruzivo revanhu rwekukosha
kwekutara chikamu kwevakadzi munzvimbo yezvematongerwo. Vaizopa
dzidziso yepamusoro kunhengo dzinovhoterwa dzevakadzi nekutsvaga*

kwavo rutsigiro, vachipa umboo, kuvashandira nerubatsiro panguva yekutsvaga rutsigiro. Vatori vechikamu vakazvinzwa kuti zvakakosha kuti vashandise nhepfenyuro kuti vasimudzire maonekerwe evakadzi, vachitaridza kukosha kwekutora chikamu kwevakadzi muJordan. Pekupedzisira, vatori vechikamu vakasimbisa kukosha kwekufambisa nebatano dzevakadzi, masangano evanhu venharaunda, nevamiriri vakasarudzwa neruzhinji munzvimbo dzese dzeJordan kuti vamwane rutsigiro rwavo nezvishandiswa kuti vabudirire pazvingangwa zvakaonekwa nevakadzi zvevakadzi.

Mushure memusangano, dare remuJordan rinofambisa basa remasangano asiri pasi pehurumende mangos evakadzi rakatanga purojekiti yaisanganisa chirongwa chekuunganidza ichi pamwe chete nechirongwa chepamusoro chinoumba mukana wezvematongerwo enyika chinotarisa pavakadzi nesarudzo, chinzoiswa apo sarudzo dzinoswederwa uye apo vakadzi vanoda kuvhoterwa vanotanga kutsvaga rutsigiro. Vekutanga kutora chikamu mumusangano Sina`a Um Muhammed, Nawal, Fadyah, Um Ziad, Hajjeh Safiah, Nisreen, Rula, Nattanan vanoti chikamu chakakosha pakuisa chirongwa cheurongwa hwekuunganidza. Pamusoro pazvo, vakadzi vanoronga kutora nguva vachitevera sarudzo kuti vaere zviitwa zvavo neunyanzvi hweutungamiri zvichitariswa nezvinenge zvabuda musarudzo.

Mibvunzo Yenhairirano

- Chii chakakuridzira vakadzi kuti vauye pamwe chete?
- Sei zvaive zvakakosha kuti vave netariro yakafanana uye nechinangwa chavanonzwanana?
- Ndezvipi zvaive zvakamisa hurongwa hwavo hwekuunganidza rutsigiro?
- Pane here humwe hunyanzvi hune vakadzi huno simbisa kugona kwavo kutora chikamu mune zvematongerwe?
- Unofunga vakadzi vanounganidzira kuita chinhu zvakasiyana here nemaitiro evarume? Kana zvirizvo, sei uye nemhaka yei?
- Ko boka iri revakadzi ringaunganidza sei rutsigiro rwevamiriri vavo zvese munharaunda nemunyika?
- Dai waiva panzvimbo pavo ndezvipi zvawaizoita zvakasiyana sei?
- Vakadzi ava vangashandisa sei ICT-nhare, email, neindaneti, panezvimwe – kuti vaenderere mberi chinangwa chavo?

*Basa rinotevera rakashandiswa serimwe ringangogona kutsiva basa remuchirongwa chegumi rakaitwa navadzidzi vewekishopu muNigeria.*²⁷

**Chiiitwa: Kuunganidzira Kuita basa
Nyaya yaBariya Ibrahim Magazu**

Muna Gumiguru 2000, musikana ari pasi pemakore gumi nemanomwe anonzi Bariya Ibrahim Magazu, anobva mukamusha kadiki nunyika yeZamfara muNigeria akava nepamuviri mushure mokumanikidzwa kurara nevarume vatatu. Akatongerwa kurohwa shamu zana zvaizoitwa kwapera mazuva makumi mana mushure mekuzvarwa kwemwana wake uyezve akatongerwa kurohwa shamhu makumi masere dzeqadhf (kunypedzera vamwe zvenhema nechiiitiko chekurarama) mushure mokunge dare raronga kuti painge pasina umboo kwakakwana hwekuziva mumwe zvake wevarume wakareva kuti anogona kuva baba wemwana wake. Bariya akatsvaga kukwidza mutongo wake uye mutongi wemhosva iyi akazosarudza kuti mutongo wake umbomiswa kusvikira musikana uyu azopedza kuyamwisa. Zvisinei, kutonga kwake hakuna kutariswa, uye Bariya, achiri kuyamwisa akarohwa kunyange zuva racho risati rasvika raakatongerwa pakutanga. Akangoudzwa chete usiku asati arangwa, Bariya akatorwa nemotokari mangwanani zuva rakatevera kuendeswa kuguta raive pedyo akanoiswa pamberi pevanhu vese. Mushure mazo, anyadziwa, akuvadzwa, uye ari mumarwadzo, akasiyiwa kuti azviendere kumba kwake. Zvisinei kuti arohwa, Bariya nemhuri yake vakafunga kuenderera mberi nekukwidza nyaya iyi kumatare emhosva.

Maringe nezvaive mumapepanhau, Bariya ainge achida kudaidza zvapupu zvinomwe asi chikumbiro chake chakarambwa. Pane kudaro, varume vaaipomera mhoswa yekurara naye vakanzi havana mhoswa nekuti uchapupu hwaBariya hwakatongwa kunzi hauna kukwana kuti nyaya yake itendeseke. Aidiwa kuti, ape zvapupu zvina kana kupfuura vane unhu hwakanaka kuti vape uchapupu kuti “Vhudzi rimwe haraizogona kupfuura nepakati pemiviri yavo”. Nokune rumwe rutivi, varume vaipomerwa mhosva havana kunzi vapike kusava nemhosva kwavo vari paQuran, hapana uchapupu hwachiremba – ropa kana kuedza DNA hwakaiswa.

Bariya Ibrahim Magazu haachadi kuonekwa munzvimbo dzeruzhinji zvakare. Huvepo hwake hahudiwe nemutemo wenyika yeZamfara Sharia wekuronga kana nemutemo wenyika yeZamfara unoendera nevapari vemhosva. Zvisinei neizvi, dare rezvemhoswa dzakwidzawo riri kuramba kuongorora zvakare nyaya yake kunze kwekuti kana Bariya arimo mudare pachake. Bariya ane kodzero yekukwidza nyaya achiramba mutonga wake pamutemo wechiMuzirimu, pasi pemutemo

²⁷ Kana muchida umbowo hwakawanda panyaya yiy, nyorerai BAOBAB pa baobab@baobabwomen.org.

wekuranga we Zamfara, uye semugari wemuNigeria anochengetedzwa nebumbiro rayo remutemo.

Zvingangoitika: Chikwata cheshamwari shanu vanosanga vhiki rega-rega kuti vangagovane nyaya nemazano. Mumwe wevakadzi varimuboka akanzwa nezvenyaya yaBariya Imbrahim Maguzu, uye akashatirwa. Anogovana neshamwari dzake nyaya yekusabatwa zvakakodzera kwaBariya nematare nekurangwa kwake pane ruzhinhji, uye vanoronga kutsvaga nzira yekutsigira Bariya.

1. Patsanura vatori vechikamu vemumusangano kuita zvikwata zvevanhu vana-vana. Chikwata choga-choga chinozoronga, seshamwari dziri pamusoro nzira yekuita kuti vabatsire Bariya, mhuri yake nemaroya ake.
2. Pamibvunzo inofanira kutariswa nechikwata chimwe-nechimwe pane inoti:
 - Munoda kubatsira Bariya sei? Rutsigiro rwemhando ipi rwamunoda kupa? Ndeipi inozova danidziro yenyu?
 - Ko danidziro yenyu yerutsigiro inozova yepanzvimbo here, yemunyika, yenyika dzakapoterredza kana pasi rese?
 - Zvinozobatsira here kukumbira vamwe vakadzi kuti vabatsire Bariya? Sei achibvuma kana kuramba? Varume vanozobatsirawo here?
 - Chikwata chenyu chinogona here kutora mukana wemuchina yekufambisa mashoko yakaita semafax, email kana nhepfenyuro (semuenzaniso zvinyorwa mumapepanhau, kana zvirongwa zvinodzidzisa pamadzangaradzimu kana TV) kuti vawane rumwe rubatsiro?
 - Ndeapi mamwe madandemutande erutsigiro amungona kufunga nezvawo angakubatsirai kubudirira pazvinangwa zvenyu?
 - Munozoona sei kana muri kugona zvinangwa zvenyu? Ndezvipi zviratidzo zvamunozoshandisa?
 - Munozogoverana basa sei pakati penyu kuti muchiita zviitwa zvenyu?
 - Nhengo dzechiwata dzinofarira chironzwa chavo chezvevanofarira kuita, vachiburitsa zvinhanho zvavanzotora panguva yevhiki shoma dzinotevera, kuti vaite urongwa hwavo.

3. Kana zvikwata zvese zvapedza urongwa hwezvekuita zvavo, boka remusangano rinozosanganazve. Anozvipira kubva muchikwata choga-choga anozotsanangura nepaduku urongwa hwechikwata chake hwekuunganidza.

Mibvunzo Yehurukuro

- Ndezvipi zvange zviri zvinhanho zvechikwata chako zvekuisarudza?
- Ndechipi change chiri chikamu chakaomesesa chekuumba urongwa hwenyu hwekuunganidza vanhu?
- Zvaizonyanyooma here kana kupfava kuronga zvinhanho zvakatsarukana zvinofanira kutorwa dai muiine vanhu vakawanda muchikwata?
- Maronga sei kupatsanurirana zvekuita? Ko kunyora urongwa hwezvinofanira kuitwa kwabatsira here basa renhengo imwe neimwe? Zvabatsira here neimwe nzira? Kana zvabatsira, sei? Kana zvisina, sei zvisina ?
- Ko basa ramaronga nechikwata chako rinotendeseka here? Sei zvichitendeseka kana kusatendeseka?
- Pane chimwe here chaungawedzera kunatsa basa ramaronga mushure mekunzwawo pfungwa dzavamwe?
- Unofunga kuti zvine mutsuko here kana chikwata chikave chevakadzi bedzi, varume bedzi kana kusanganisa? Sei uchibvuma kana kuramba?

Zvaonekwa

- Chiitwa ichi chakubatsira here kuzvifunga pachako uchironga purojekiti yedanidziro yako pane imwe nyaya yakasiyana? Sei uchibvuma kana kuramba?
- Kana wagona kuzvifunga uchitanga danidziro yakowo, ingazove yei uye unozoiita sei?

Chirongwa ichi chakashandiswa kutsiva chirongwa chegumi neimwe. Izvi zviri pasi zvakaitwa navadzidzi vewekishopu muPalestine.

Kutsvaga kuisa mutemo wekodzero dzevakadzi vekuPalestine

Muna Mbudzi, 1995, Vakadzi vechiPalestine vaviri vakazivisa dare rinomirira nyaya dzevakadzi pane zveMITO [Women's Affairs Technical Committee](WATC)] pamusoro pechitiko chinorwadza. Apo vakadzi ava vakatsvaga kutora mapasipoti avo emuPalestina, vakuru vakakumbira tendero kubva “kuvachengetedzi vavo vechirume” vachivapa kodzero yekutora pasipoti, maringe nemutemo wakatarwa nebazi rakavepo zvino-zvino rezvemukati mePalestine (Palestinian Ministry of Interior Affairs).

WATC ipapoipapo yakanyora chikumbiro ichitsanangura kuti mutemo uyu wairwisa kutaurwa kwekuzvitonga zvizere kwePalestine kwakaiswa muna 1988 pamwe chetepo nekutaurwa kwekodzero dzevanhu pasi rese nemusangano wekubvisa zvachose rusarura, rupi nerupi rungaitirwa vakadzi (Elimination of all Forms of Discrimination Against Women (CEDAW). Masangano mazhinji evakadzi akasaina chikumbiro ichi, icho WATC yakazopira kubazi rezvemukati iri. Mumiriri kubva kubazi iri akazivisa WATC kuti kutevedzeri wegurukota rezvemukati aizatora chikamu pagakava raizoburitswa richitoitwa paTV pamusoro penyaya iyi.

WATC yakatora mukana uyu kuumba gakava raizovepo kuburikidza nekutumira chikumbiro chavo kuNhepfenyuro yePalestina (PBC). Panguva yenhepfenyuro yemanheru ye “Nhaurirano iri pachena” nemumwe mumiriri wePalestine, mutevedzeri wegurukota rezvemukati, yakaunzwa kekutanga uye WATC yakazivisa kuitira kuti mumwe wevimiriri vayo azokakavadza mutemo unoda tendero yevarume kuti vakadzi vawane mapasipoti. Achisimbisa kupokana kwaivepo mutemo uyu nemutemo wapasi rese, mumiriri weWATC akabvunza mutevedzeri wegurukota uyu “Apo mutungamiri wenyika yedu akadanidzira kutaurwa kwekuzvitonga zvizere kwePalestine, achitaura kuti vakadzi vanozobatwa sevakaenzana nevarume, takaombera maoko kwemaminitsi makumi matatu! Zvinogona here kuti kuombera kwese uku kwaingova pasina?” Mutevedzeri wegurukota akapindura nekurumbidza kurwisa kwevakadzi vePalestine, achitaura rutsigiro rwake “Kurudzi rwakapfava” asi akasimba kuti maringe nechibvumirano neIsrael, aimanikidzirwa kuisa mutemo uripo weEgypt neweJordan kusvikira wePalestine wazovapo.

Vasingadi kubvuma zvainge zvarehwa nemutevedzeri weGurukota, WATC yakamukoka kumusangano musu wa 4 Zvita 1995. WATC yakabvumirana kutaridza mutevedzeri weGurukota dingindira remusangano uye kukoka vakadzi vanomirira nezvevakadzi makumi maviri nevashanu vepanzvimbo nevenyika dzakasiyana-siyana vanobva

kumapato ezvematongetwe akasiyana-siyana pamwe chete nevatapi venhau. Mutevedzeri weGurukota akashandisa musangano kuti anyore zvese zvakaitwa nebazi rezvemukati, asi akasimbisa kukosha kwetsika dzechiArab pakutarisa nyaya yakadai uye Sheikh weChimuzirimu ainyora zvaitaurwa. WTC yakanyora zvaitaurwa pamusangano, vakazvitsikisa setunyorwa tuduku iyo vakazoparadzira kumasangano ekodzero dzevanhu nenhepfenyuro dzepanzvimbo.

Kukwanisa kubata nhepfenyuro kwainge kwakakoshesa. Mukuru webazi renhau wePBC ainge ari kuteverera zviito zveWACT nemapurojekiti avo achizvifarira. Ane hanya nenyika yePalestine yainge iri kubuda, mukuru uyu akaita nhauro neimwe nhengo yeWATC pamusoro pekutaura kwake kuti panotofanira kuva nezvikamu makumi matatu kubva muzana zvevakadzi mudare remutemo rePalestine [Palestinian Legislative Council (PLC)]. Iye mukadzi uyuwo akazokokawo mukuru uyu kuti ashanyire hofisi yeWATC. Ashamiswa nebasa reWATC uye kunyanya pambureti yainge yakanyorwa zveumusangano nemutevedzeri weGurukota rezvemukati, mukuru webazi renhau rePBC akakumbira kuti pave zvakare nerimwe gakava pachena pakati pevakadzi nemutevedzeri wegurukota uya. Chikumbiro chakazokonzera nhaurirano paTV dzakawanda nevakadzi vaizotaura batsiro yavaiita pachavo kumhuri dzavo nekunharaunda dzavo kuti vangozotaurirwa kuti vaida tendero yanababa, hanzvadzi kana murume wavo kuti vaverengerwe sevagari vemunyika vakazara vane pasipoti.

WATC yakatumira matsamba kuvamiriri venyika vari kunze nekudzimba dzevanomirira nyika dzavo kunze vachivazivisa nezvemitemo werusarura wamapasipoti vachitsvaga rutsigiro renyika zhinji rwevakadzi vePalestine. Kutorwa kwenhau dzekutsvaga rustigiro kweWATC kwakakura kubva panhepfenyuro dzepanzvimbo kuenda kunhepfenyuro dzenyika zhinji apo vakadzi vakaratidzira muRamallah kuti vataure nesimba kuti vamiririrwe muPLC uye nekurambwa kwemutemo wepasipoti. Pakati pavaratidziri paiva nevakadzi gumi nevaviri vaive vakwikwidza musarudzo dzePLC – varume vasere nevakadzi vana, avo vose vakazvipira kutsigira kodzero dzemadzimai nekuramba mutemo webazi rezvemukati, CNN, TV yeFrance, nenhepfenyuro yeCanada yakatora ratidziro iyi.

Vachikurudzirwa nekutapwa nenhepfenyuro dzenyika dzakawanda, nerutsigiro munyika mavo rairamba ruchikura, WATC yakasimbirira danidziro yayo yekodzero dzevakadzi dzeukuva vagary – vachironga ratidziro vachishandirapamwe nemasangano ekodzero dzevanhu; vachisvikira makurukota enyika semadungumunhu, kusanganisira nemutungamiri wenyika Yasser Arafat, nekunyora zvingorwa mumapepanhau. Apo danidziro yeWATC yaikura, imba yenhau yePBC yakagamuchira fax kubva kumutevedzeri weGurukota rezvemukati musi wa 19 Ndira 1996. Chinyorwa chaitaura kuti varume nevakadzi

vanozobatwa zvakafana uye kuti hofisi yake yaisazobvunza vakadzi kuti vave netendero “yevachengetedzi vavo vechirume” apo vaizokodzera kuwana pasipoti.

Mibvunzo Yenhairirano

- Nderipi basa rakaitwa neWATC mukudanidzira kutsvaga kusandura mutemo webazi rezvemukati (Ministry of Interior Regulations? WATC yakashingirira sei kuti iumbe mweya wekuva nechikonzero chakafanana pakati pevarume munhauraunda?
- Ko nhepfenyuro dzakaita basa rei imudanidziro yeWATC? Ko dzimwe nzira dzekufambisa mashoko dzemuchina dzakaitawo basa rei?
- Ndezvipi zvipinganidzo zvakasangana neWATC pashungu dzavo kuti vawane tenderano huru pamusoro pekodzero dzevakadzi dze kuve vagary vakakodzera munyika yechipikirwa? Ndezvipi zvimwe zvezvibingaidzo pakuumba chirevo chinotenderanwa pakati pemapoka akasiyana kana kunyange mapoka ane pfungwa dzakafanana? Unozokunda sei zvibingaidzo izvi?
- Ko kuumba chirevo chinotenderanwa kunokanisika here nguva dzese. Sei?
- Ungashandisa nzira ipi kuti upime kubudirira kwedanidziro iyi?
- Ko nhepfenyuro munharaunda menyu inotarisa sei nyaya dzekodzera dzevakadzi? Ndezvipi dzimwe nzira dzinowanikwa panzvimbo dzine basa dzaungakwanisa kushandisa kuti ukweve nhepfenyuro nerutsigiro pane zve matongetwe, kugadzirwa kwemitemo, kana danidziro dzedveupfumi dzinobatsira vakadzi?

Chirongwa chino chakashandiswa sechekutsiva Chirongwa chegumi nembiri nevatori vechikamu muwekishopi MuMorocco.

Kuronga Kuchengetedza Kodzero Dzemutemo Dzemadzimai Anoshanda

Mukadzi wechidiki anoshanda mukambani inogadzira micheka mumaindasitiri eRabat aisangana nekushushwa pamuviri nemupfungwa dzake naforomani wewekishopu akaronga kuratidzira achirwisa kushandiswa zvisizvo kwesimba uku. Shamwari dzake dzakamira naye vakaramwa basa kwemwedzi mitatu. Panguva yekuita uku kwekubatana, vashandi vechikadzi ava vaitsigirwa nechikamu chevakadzi chesangano revamiriri vevashanid veMuMorocco [Association Democratique des Femmes du Maroc (ADFM)] vakakumbira kuti vatsigire kuita uku.

Chiriporipocho ADFM yakatanga kugadzirira zvekuita. Tsamba yakatanga kutumirwa kuna maneja wekambani yemicheka. ADFM yakabva yabudisa mupepanhau rakafambiswa kunzvimbo dzenhepfenyuro, uye vakadaidzira musangano wemapenpau kuti vape kuonekwa kukuru kwekuramwa uku, uye zvakakoshesa, kuti kuonekwa kukura kwekushushwa kwavakadzi vashandi.

Zvichitevera chiitiko ichi, ADFM yakatanga imwe nzira itsva yekuburitsa kusaenzanirana pakati pevarume nevakadzi munhumbi dzebasa, kunyanya apo ine chekuita nevakadzi vanoshanda mabasa esimba nevashandi vechikadzi vadiki. ADFM yaitarisa pakuchengetedzwa pamutemo yekodzero dzevakadzi vanoshanda vanova vatambudzwi vekushushwa uye vanoitirwa rusarura pamabasa.

ADFM yakaita mushandirapamwe nemasangano evakadzi nevamwe vanotsigirana nawo vemasangano anomirira vashandi kuti vasundidzire vaiti vesarudzo kuti vashandure mitemo yaivepo. Mubatanidzwa uyu wakapa zvacho zvainge zvagadziriswa kuGutukota rezvemabasa uye vakaronga misangano nemapoka eparamende kuitira kuti varwire zvavaitenda varimo muparamende. Mitemo yakakumbirwa kuti ivepo munguva shoma yapfuura yava kutora kubata chibharo sekudarika mutemo kunofanira kurangwa.

Mibvunzo Yenhairirano

- Dai waive mukadzi wechidiki mushandi uyu waizoita sei? Ndezvipi zvawaidai wakaita kuti upikise kutambudzwa uchibatwa chibharo, kutambudzwa muviri nepfungwa?
- Ndeipi nzira yakatorwa neADFM kuti varwise dambudziko iri? Ndezvipi zvakanakira kana kuipira nzira iyei? Chii chawaizoita zvakasiyana neizvi?

- Ko imwe nzira itsva yakasimbiswa sei nekuumbwa kwemubatanidzwa? Ko kupinda mumubatanidzwa kwakambopedza here simba resangano kana shungu dzayo dzedanidziro? Kana zvirizvo, sei?
- Ndezvipi zvinhu zvinofanira kusimbiswa pachinhanho chedungamunhu nechesangano kuti paumbwe mubatanidzwa upi zvawo wakabudirira? Ndeipi nzira yaungashandisa kuera kubudirira kwawo?

Appendikisi B

Nzira Dzekudzidzisa

Pane nzira dzakawanda kwazvo dzinoshandiswa nevadzidzisi kuti vaunze nhaurirano nekufarirwa kwechirongwa chewekishopu. Kuti vanyatsoburitsa zvese zvinogoneka zvewekishopu, zvakanakosha kuti mudzidzisi abvume kusandura-sandura maringe nechimiro chemamiriro ekudzidza. Pazasi pane basa renzira dzekudzidzisa, zhinji dzacho kuitira chinangwa chimwe, kana iwe kana vamwe vadzidzi munogona kuva nedzimwewo nzira dzenyu dzinozoshanda zvakanaka neboka. Chinhu chakanakosha kurangarira ndechekuti hapana nzira chaiyoiyo pakudzidza. Chero chirongwa chine zvinhu zvitatu-kudzidzisa, kusimudzira nekupa mufaro uri mugwara rekufambisa.

Nhoroondo dzeupenyu: Nhoroondo dzinopa mienzaniso yakanakisisa yesarudzo dzinosanganwa nadzo nevanhu nesarudzo dzavanoita. Muwekishopu, nhoroondo dzeupenyu dzinotendera vadzidzi kuti vaenzanise nyaya dzeupenyu hwavo nesarudzo neidzo dzavamwe uye dzozovabatsira kutarisa kugona kwavo nezvinangwa zvavo.

Urongwa hwemifananidzo inotaura nyaya: Ratidziro yemifananidzo yezviri kutaurwa nekuitwa nevanhu inzira inofadza uye inomutsa havi yenhaurirano pamusoro penzira dzekutaurirana nadzo. Kunyange mufananidzo uri nyore unogona kuburitsa matambudziko akaoma ugomutsa nhaurirano inobata. Vafambisi vanogona kuisa urongwa hwemifananidzo kana mifananidzo kuboka kuti vakurukure muzvikwata kana pamwe chete.

Nyaya yekunyepa kana mamiriro ekunyepa: Nyaya dzekunyepa kana mamiriro akanaka ezvinhu ekufungira ane chekuita nemadingidira emusangano dzinogona kutaurwa kana kuverengwa uye dzozokururwa neboka rewekishopu. Nyaya dzekunyepa dzinogona kusava negakava kupinda nyaya dzechokwadi dzekuti nhengo dzeboka dzinogona kuva nepfungwa dzinorwisana dzakasimba. Semuenzaniso, pane kutaura pamusoro pezvakanakosha apo mutungamiri, kana mukuru wepabasa akatadza kugadzirisa nyaya zvakanaka kazhinji ziri nyore kukurukura mamiriro enyaya ekufungira kuitira kuti zvitaurewa pamusoro pemhosho kana kutongwa hazvizonongedzi munhu upi zvake ari muwekishopu kana upi zvake anozivikanwa kuvatori vechikamu mumusangano.

Nhaurirano yehove dziri mudhengu: Nedzimwe nguva dzimwe nyaya dzakanyanyomonyoroka kana kuti dzinokurumidza kusvika vanhu kuti boka hombe rite nhaurirano ine chainoreva. Nhaurirano yehove dziri mudhengu inotendera boka rese kutora chikamu munhaurirano imweyo asi ichidzivisa zvimwe zvinganidzo zvinoitika muboka hombe. Mudhengu chairo rehove, hove dzinoshambira nekufambidzana mumamiriro ezvinhu anogona kuongororwa zvepedyo neavo vari kunze kwedhengu. Nhaurirano yehove dziri mudhengu dzinoshanda nenzira imweyo. Vanozivipira kubva muboka remusangano, kazhinji kubva pavaviri kusvika

pavatanhatu zvichienderana nedingindira rehurukuro nekukura kweboka rese, vanokurukura dingindira zvakadzama pamberi pemunhu wese kwemaminitisi anogona kuita gumi. Dzimwe nguva nhengo dzeboka dzinozotaura pamusoro pepfungwa dzevazvipira uye pane dzimwe nguva vanenge vazvipira vanopedzisa nhaurirano yavo uye boka rose rozoita hurukuro pamusoro pezvataurwa nekuitwa nevaya vazvipira. Pakadaro boka diki revanozvhipira vanotora chikamu pachiiwa pamberi pevamwe vatori vechikamu mumusangano uye munhu wese ozopindira munhaurirano yezvaitika.

Zvipwanyachando nezvipasimba: Chinangwa chezipwanyachando nezvipasimba ndechekubatsira vadzidzi mumusango kuti vajarirane uye kuti vanyanye kugadzikana kana vachitaura muboka. Zvipwanyachango zvinonyanyoshandiswa pekutanga pemusangano. Zvisinei zinogona kubatsira pachinhanho chipi zvacho muchorongwa kudzikamisa nekupa gwara chairo kunhengo dzeboka dzinogona kunge dzarasika gwara kana dzava kutanga kusavimbana kuburikidza nekutora chikamu kwavo munhaurirano inonetsa ine gakava. Zvipwanyachando nezvipasimba zvinofanira kusava negakave uye kuve nyore kuvatori vechikamu vese. Zvinonyanyozivikanwa mibvunzo yakagadzirirwa kutaridza chimwe chinhu chine chekuita nedungamunhu asi kwete zvakavanzika uye inopindirwa nemunhu wese pakutendera boka. Mienzaniso yemibvunzo inosanganisa, “Dai uine mari isingaperi uye uchigona kushandisa mari yacho kutenga chipo chemhuri yako chingazova chii?” Kana kuti “Dai waiva muti, waizova muti rudzii? Uye sei?” kana kuti “Chokudya chaunonyanya kufarira chii uye sei?” Vadzidzisi vanofanira kugona kungova nezvipwanya chando nezvipasimba, vanofanira kufadza.

Zvinyorwa zvezuva-nezuva(Journals): Dzimwe nguva vafambisi vanokumbira vatori vechikamu kuti vachengete chinyorwa chezuva nezuva chepfungwa dzavo pamusoro pezviringwa zvemusangano uye pamusoro pezvavadzidza. Mufambisi anogona kufunga kuisa parutivi nguva pakupedzisira yekunyora zvaitika, kana kuti anogona kuzvisiyira kudungamunhu kuti richengetere chinyorwa kumba. Pane dzimwe nguva nhengo dzeboka dzinogona kuverenga kubva pazvinyorwa zvavo pakutanga pechirongwa chega chega, kana pakupedzisira kwemusangano. Zvisinei kuti nhengo dzeboka dzagovana here zvingorwa zvavo kana kuti kwete zviri kwavari.

Zvinyorwa zvenhau: Zvinyorwa zvenhau izvo nhengo dzemusangano dzinoziva zvinogona kubatsira kuva madingindira ekumutsa havi yehurukuro. Semuenzaniso, nyaya inobuda panhau pamusoro pebasa rakakosha ririkuitwa nemukadzi wezvematombero enyika rinogona kushandiswa kutanga nhaurirano pamusoro pemhando yeutungamiri uye pamusoro pekuti munhu aumbe tariro yake.

Vaviri-vaviri: Kazhinji mumusangano pane vatori vechikamu vakati kuti vasingangodi kutaura-taura kuboka rese. Kuputsa boka kuriita vaviri vaviri kunobatsira vanhu vazhinji kuti vatore chikamu zvizere. Kana boka rese rasanganazve, zvataurwa nepfungwa dzemunhu anonyora kana asingangobudisi

pfungwa dzake dzinogoverwa kuboka rose neshamwari yake. Kuita vaviri vaviri kunotendera nhaurirano yakadzama inotaurwa nemunhu wese padingindira rakapihwa. Kana boka rasanganazve, nyaya dzakakosha chete dzinobuda panhaurirano yeveviri-vaviri ndizvo zvinoda kugoverwa.

Mibvunzo neMhinduro: Nzira yakanyanyokosha yekudzidzisa inzira yekubvunza mibvunzo yekupa gwara kuhurukuro. Nzira iyi inodaidzwa kuti mubvunzo nemhinduro. Basa remudzidzisi kubvunza mibvunzo ine mhinduro dzakawanda kuti nhaurirano ikure. Mibvunzo inosvitsa kumhinduro pfupi kana iri nyore hainyanyoshanda. Mudzidzisi haafaniri kubvunza mibvunzo yaanonzwa kuti ine mhinduro imwe yakanaka. Harisi basa rake kudzidzisa umboo hwakanaka, asi kurega vadzidzi mumusangano vaite nhaurirano uye kuti vabudise mhedziso dzavowo.

Kubata mazwi: Kugonesa kufamba kwezviringwa zvewekishopo vatori vehickamu vanogona kukumbirwa kuti vaunze kumusangano mazwi anokodzera kubva kuvanhu vanoziyikanwa, mabhuku, nziyo, mabhuku ezvinamoto, zvinyorwa zveitemo kana kubva kumwewo kuti boka rikurukure.

Zvikwata: Kupwanya boka remusangano kuriita zvikwata zvidiki zvinogonesa nhengo kuti dzitore chikamu zvizere muzviitwa nenhaurirano. Kuva vashoma muchikwata kunokonzerwa kuwanikwa kwemikana yekutora chikamu yakawanda. Pane nzira dzakawanda dzekuputsa boka kuva zvikwata. Mufambisi anogona kufunga kufanosarudza nhengo dzechikwata kuitira kugoveranisa mazera akasiyana-siyana kuti amiririrwe, mabasa, kujairirana nedingindira riri kutaurwa kana zvimwewo.

- **Kungounganidza vanhu muzvikwata zvisina tsarukano:** Nzira inonyanya kuzivikanwa yokuronga zvikwata kungokanyanisa. Mushure mokunge mufambisi aronga kuti pangadiwa zvikwata zvingani, vadzidzi vanogona kuzoverenga uwandu hwacho. Semuenzaniso, wezvikiwata zvishanu, vadzidzi vanatora nhamba vachiverenga kubva pakutanga kusvika pashanu zvine urongwa. Manhamba ekutanga sese anoenda muchikwata chimwe, mhanhamba epiri sese anoenda muboka ravo vega, zvichingodaro.

$$\begin{array}{cccccccc} \hat{I} & \ddot{I} & \mathfrak{D} & \tilde{N} & \hat{O} & \hat{I} & \ddot{I} & \mathfrak{D} \\ \ddot{I} & & & & & & & \tilde{N} \\ \hat{I} & \hat{O} & \tilde{N} & \mathfrak{D} & \ddot{I} & \hat{I} & \hat{O} & \end{array} \quad \mathfrak{N} = \text{Zvikwata} \quad \begin{array}{cccc} \hat{I} & \hat{I} & \hat{I} & \hat{I} \\ \ddot{I} & \ddot{I} & \ddot{I} & \ddot{I} \\ \mathfrak{D} & \mathfrak{D} & \mathfrak{D} & \end{array} \quad \begin{array}{ccc} \tilde{N} & \tilde{N} & \tilde{N} \\ \hat{O} & \hat{O} & \hat{O} \end{array}$$

- **Kuisa mumapoka zvichitevedza urongwa hwemabhii:** Ita kuti vatori vechikamu vaite mutsetse kana denderedzwa zvichienderana neurongwa hwemabhii emazita avo akapiwa, vachitanga nebhii rekutanga zvino chipatsanura vadzidzi maringe neuwandu hwemapoka hunodiwa.
- **Kuronga mapoka nemazuva ekuzvarwa:** Itai kuti vatori vechikamu vaite mutsetse kana denderedzwa vachitevera urongwa hwekuzvarwa kwavo, vachitanga nandira vachipedzisa na31 Zvita. Zvino chipatsanura vatori vechikamu maringe neuwandu hwemapoka anodiwa.

Mashoko achirwiswa neMifungo: Kutaridza nzira dzekutaura, dzekunyengedzana, nedzekukakavara, zvinogona kubatsira kwazvo kupa zvese mashoko emutauri nemifungo yake pamusoro pezvaanoda kureva. Itai zvinogona kuitwa nekunyora, apo mashoko emutauri anoteverwa nezvaanonyatsofunga zviri muzvikomberedzo. Kana kuti vatori vechikamu vanogona kuita vatambi apo munhu mumwe anotaura pfungwa dzedungamunhu uye mumwezve munhu anosandura pfungwa idzodzo kuva machoko ekunyengedza. Semuenzaniso, vatori vechikamu vaviri vanogona kumirira pfungwa nemashoko zvemukadzi wechidiki ari kuedza kunyengedza mai vake kuti vamurege kuti apinde chikoro chezvemishonga. Mutori wechikamu wekutanga anotaura izvo zviri kunzwika nemukadzi wechidiki pamusoro pokuenda kuchikoro chezvemishonga, kusanganisira netarisiro dzake, zviroto nezvishuwo. Mutori wechikamu wechipiri anosarudza mashoko ekukonesa mai vake kuti vamutendere kuti aende. Boka rese rewekishopu rinozochikurukura sarudzo yemutauro yemukadzi wechidiki nenzira yake yekutaura. Imwe nzira yakafana yekutamba pfungwa nemashoko amai ava zvinogona kuwedzera rumwe rutivi kunhaurirano yeboka. Nekupinda mumifungo yenhengo dzeboka kuti awane mamwe mamiriro anogona kuita, chidobi chekurwisa masoko nepfungwa chinogona kushandiswa pamamiriro ezyhinhu anoshanda kubasa reboka nenharaunda.

Appendikisi C

Kuterera Uchitora Chikamu

Vanhu vazhinji vanofunga kuti kuterera chinhu chinongouya chega – chatinoita ziva nezuva – uye mukufunga, nenjere ichi ichokwadi. Asi vatereri vakanaka, sezvingori vatungamiri vakanaka, ndeavo vanodzidza kubva pane zvavanonzwa. Kuti unyatsonzwa zviri kufarirwa nemumwe munhu unofanira kugona kutsveta zwawagara uchitofungira, nekutonga zvinogona kuzomira “seruzha rwagara ruripo, runokanganisa kana kunyudza izvo munhu ari kuedza kutaura. Pamusoro pazvo mutereri akanaka anoda kuti akurudzire kutaurirana kuburikidza nekutarisa zviri kutaurwa nekupa chiratidzo chekuti uri kutevera pfungwa dzemutauri kuburikidza nekutaura kana kugutsurira. Pazasi pane pfungwa dzekukubatsira pakuterera nekutora chikamu munhaurirano. Dziedze kumba kana kubasa kuti uone kuti ndedzipi nzira dzinonyanya kukushandira iwe.

Kuterera

Bvisa zvekufungira: Kubvisa zvekufungira kunoremekedza mutauri. Kunotendera pfungwa dzake kuti dziuye kwauri dzisina kudzivirirwa nekugara wafunga kwako kana kuvenga. Kuita izvozvo zvinotaridza kuvimba mukunzwisisa kwako iwe nekugona kwako kuongorora umboo nekunaka kwahwo pachahwo. Vanhu vanonyanyotya kubvisa zvekufungira vanowanza kushaya vimbo nepavakamira pane zvavanotenda.

Pinda mumamiriro ezviri kurehwa nemutauri :Kukubatsira kunzwisisa mafungiro emumwe, edza kufunga mamiriro ezviri kutaurwa nemutauri. Zvibvunze, kuti chii chaakasangana nacho chakamusvitsa pakutendeseka uku? Ndezvipi zvakamboitika zvine maonero ezvaari kutaura? Edza kufunga kufunga kuti waizonzwa sei kana kuti waizofunga chii dai wakasangana nezvakadaro.

Nyatsoterera: Kuterera kunogona kutaridzika sechinhu chiri pachena chekuterera, asi chinogona kuva chakaomesesa kugona kuita. Zvichitevera pfungwa dzemutauri kana urongwa hwepfungwa zvinogona kunetsa, kunyanya kana mutauri achidzokorora, kana achishandisa mashoko akaoma kana chidobi chisinganyanyozikanwa chekutaura. Kuterera kunogona kunetsa kana mutauri achishandisa mutauro unotaridza chinhanho chedzidzo chepamusoro chakasiyana nechevadzidzi kana kuti aine chinono pakuumba pfungwa dzake

mutereri akanaka anogona kupepeta musarudzo yemashoko emutauri kuti anzwe pfungwa dzemutauri pasina tsvete.

Kuteerera uchivawo nezvauri kuita

Kupa mhinduro isina kutaura mashoko: Zvausingatauri munhaurirano zvine chazvinoreva chingangofanana nezvawataura. Mukuziva nemukusaziva tinombotaura pasina mashoko pamusoro pezvatinofunga, nemaonero pamusoro pezviri kutaurwa nevamwe. Pane zvekusataura zvakawanda zvaunogona kupa kutaridza kuti uri kuterera uye kuti wanzwa zviri kutaurwa nemutauri. Kurerekera mberi, kuramba maoko ako asina kupesaniswa asi akavhurwa, kutaridza kuchenjera kusanganisana maziso nekugutsurira kana uchibvumirana nazvo ndedzimwe nzira shoma dzekukurudzira munhu ari kutaura newe.

Ipawo mhinduro yemashoko: Kuterera hachingosiri chiito chepfungwa nechemuviri; panewo chiratidzo chemashoko chaunogona kupa kutaridza kuti uri kuterera kwaari nekuteverera zviri kutaurwa nemutauri. Pakati pazvo pane:

- **Zvaunotaridza nezvikuwo:** Zviratidzo zvakakosha zvemashoko zvinosanganisa zvaunoratidza kana zvikuwo zvekudavira. Semuenzaniso, kuti “hongu” “ndizvozvo” “hmmm” kana kuti “uha-huha”, apo mutauri anombomira kana apedza zvaari kutaura.
- **Kupfupikisa:** Chimwe chidobi kupfupikisa (kupfupikisa nemashoko akowo) uchidzorera kumutauri zvaataura. Kupfupikisa kunokumanikidzira kuti unyatsotererera kune zviri kutaurwa nemutauri uye zvinopa mukana kumutauri kuti usimbise kuti wanzwisisa zvaanoreva. Semuenzaniso, kupfupikisa zvataurwa nemutauri zvinogona kuita sekuti, “Saka uri kuti wakambosangana nezvinhu zvakawanda zvisingakomboreri uchishanda nesangano riya, zvekuti, kunyange mukuru waro mutsva unonzwa kuti hazvina kukodzera kuti uzviise pakaoma kuti ushande navo zvakare?”
- **Mibvunzo yekuteverera zvataurwa:** Kazhinji, mibvunzo yekutererera inogona kuva nzira yekuratidza mutauri gwara. Dzimwe nguva mutauri anogona kungova neruzivo nje rwezvaanoda kutaura, uye mibvunzo yekuteverera inogona kumubatsira kuumba mhedziso dzinoreva chinhu. Mibvunzo yekuteverera yakabudirira ndeiyi inogonesa pachokwadi kunzwisisa kwako zviri kutaurwa nemutauri kana maonero ake. Nekuterera chaizvo kumutauri unogona kuona zvaasiya mukutaura kwake izvo unogona kubvunza. Mibvunzo inotaridzika seyegakava chete kana kuti isingaenderani nedingindira riripo inogona kuva nezunziro yakashata yekuvharidzira kugona kutaura zvine simba kwemutauri uye zvinotogona kutomunyaradza.

Mibvunzo yekuterera inovaka inoenderana nezviri kutaurwa nemutauri asi inenge ine mhinduro dzakawanda. Semuenzaniso
*“Chii chawakozoita pamberi? Wakagona kubatsira?” kana kuti
“Chii chawaidai wakaita dai wakataurirwa zvedambudziko nekukurumidza?”*

Chinhu chakanakisa pamusoro pekuterera kunovaka ndechekuti kunopomeranwa. Apo unozviwana uhinyanyoterera nekudzidza zvakawanda kubva kune zviri kutaurwa nevamwe kwauri, unenge uchitora chikamu mune zvine simba zvinounza kuremekedzana nekufarira pakati pevamwe. Zvisinei nekuti uri pabasa, mumhuri, kana munharaunda, unozoonza kuti vanhu vanoudzwa kuti vanzwika, kazhinji vanozonyanyosununguka kutererwo vamwe.

Appendikisi D

Magwaro Pamusoro Peutungamiriri

Magwaro ezvekudzidzisa nezvehutungamiri

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Appendikisi E

Masangano Panezveutungamiriri

Chino chikamu ndechemasangano asina nezvematongerwo enyika pasi rose ane chekuita nezvevanhukadzi neutungamiriri ndeanotevera:

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The Collective for Research & Training on Development – Action (CRTD-A) (MACMAG-GLIP)

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The Council of Women World Leaders

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Email: academy@academy.umd.edu
Web: www.academy.umd.edu

Women's Institute for Leadership, Development for Human Rights (WILD)

1375 Sutter Street, Suite 407
San Francisco, CA 94109, USA
Tel: 415-345-1195
Fax: 415-345-1199
Email: esther@wildforhumanrights.org
Web: www.wildforhumanrights.org

Women's Leadership Institute

Mills College
5000 MacArthur Blvd.
Oakland, CA 94613, USA
Tel: 1-510-430-2019
Fax: 1-510-430-3233
www.mills.edu/WLI/wli.home.html

ASIA

Afghan Institute of Learning

House No: 163/T, Arab Road,
University Road Peshawar,
Pakistan
Tel/Fax: 92-91-842-308

Centre for Organization Research and Education

Lane 3 Basisthapur, Beltola
(Dispur) Guwahati 781028
Assam, India
Tel: 91-361-222-87-09
Fax: 91-361-222-87-30
Email: core_ne@sify.com

Foundation for the Support of Women's Work (FSWW)

Galipdede Cad., 149/4
80030 Mueyyetzade
Beyoglu/Istanbul, Turkey
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Fax: 90-212-249-15-08

Women's Development Collective (WDC)

No. 44, Jalan Kajang 1
Taman Seri Kajang
43000 Kajang
Selangor, Malaysia
Tel: 603-8737-3979
Fax: 603-8737-4180
Email: wdc@tm.net.com

Women's Resource Center of Tashkent (TWRC)

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Tashkent 700011
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Fax: 998-712-1205049
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Web:www.akinamama.org
or
Plot 30 Bukoto Street Kamwokya
P.O. Box 24130
Kampala, Uganda
Tel:256-41-543681
Fax:256-41-543683
Email:amwa_u@imul.com

CIVICUS:World Alliance for Citizen Participation

1112 16th Street NW, Suite 540
Washington, DC 20036, USA
Tel: 1-202-331-8518
Fax:1-202-331-8774
Email: info@civicus.org
Web: www.civicus.org
or
P.O.Box 933
Southdale
2135 South Africa
Tel:27-11-833-5956
Fax:27-833-7997

Center for Women's Global Leadership (CWGL)

Douglass College, Rutgers
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160 Ryders Lane
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Web: www.cwgl.rutgers.edu

Global Women in Politics (GWIP)

The Asia Foundation
465 California Street, 9th Floor
San Fransisco, CA 94104, USA
Tel: 1-415-982-4640
Fax: 1-415-392-8863
Email: info@asiafound.org
Web: www.asiafoundation.com

International Women's Media Foundation (IWMF)
1625 K Street, NW, Suite 1275
Washington, DC 20006, USA
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Fax: 1-202-496-1977
Email: info@iwfm.org
Web: www.iwfmf.org

Parliamentarians for Global Action

211 East 43rd Street, Suite 1604
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Tel: 1-212-687-7755
Fax:1-212-687-8409
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Web: www.pgaction.org

Women's Learning Partnership for Rights, Development and Peace (WLP)

4343 Motgomery Avenue, Suite 201
Bethesda, MD 20814,USA
Tel: 1-301-654-2774
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Web: www.learningpartnership.org

Appendikisi F

International Advisory Council

Sangano repasi rose rinozi IAC rinomirira vanhu vendudzi dzakasiyana siyana rakagadzirira kuongorora zvevatongerwo enyika, magariro uye tsika dzinga ita kuti zveutungamiriri mumabasa emushandirapamwe zvifambe zvakanaka. Sangano iri riobatsirawo kuti nhau dzemagariro tsika pamwe nezvevatongerwo enyika zvive zvamandorokwati. Dzimwe nhengo dzesangano iri ndedzinoti:

Hafsat Abiola	Founder, Kruiat Institute for Democracy
Afifa Dirani Arsanios	International Consultant, Lebanon
Suheir Azzouni –Mahshi	Director General, Women’s Affairs Technical Committee, Palestine
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Afaf Mahfouz	Former president, Coference of Non Governmental Organizations in

	Consultative Relationship with the United Nations
Ann Elizabeth Mayer	Associate Professor of Legal Studies, University of Pennsylvania
Rabea Naciri	Executive Director, Collectif 95 Maghreb Egalite, Morocco
Kumi Naidoo	President, CIVICUS: World Alliance for Citizen Participation
Thoraya Obaid	Executive Director, United Nations Population Fund (UNFPA)
Ayo Obe	President, Civil Liberties Organization , Nigeria
Jacqueline Pitanguy	Founder and Predsident, Cicadania, Estudo, Perquisa, Informacao, e Acao Brazil
Aruna Rao	President, Association for Women’s Rights in Development
Regan Ralph	Vice President and Director, Health and Reproductive Rights, National Women’s Law Center
Kavita Ramdas	President, The Global Fund for Women
Bouthaina Shaaban	Professor, Damascus University, Syria
Zenebeworke Tadesse	Founder, Association of Africa Women for Research and Development, Ethiopia



WOMEN'S
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Association
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Maroc



BAOBAB for
Women's
Human
Rights



Women's
Affairs
Technical
Committee