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**USAID Advancing Nutrition Peer Groups Implementation Research in Zimbabwe**

*Prototype 3A: Look-and-learn Guide for Care Group Leaders*

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## Kumazwido achibelesyo eechi

Chibelesyo eechi chakabambilwa kugwasya basumpuli amamama aLead mukujatana akweendelezya kabbuku kakulanga akwiiya muzibaka zyaandeene. Zibaka eezi zipa mweenya wakuswayila mamama aLead kuti babikkwe mulizyakwiiya kabalibonena, kuzibikana kulipeda antoomwe anzila nzibeezya kukuchita mamama aLead, abasikuchita boonse mukuchita inchito zilazitondeezyo ziboneka ansandulo zizwa mukuchinchaana, akutobelezya masikkiluzi mabotu antoomwe akukomezya bujatane aakati kabasumpuli batubunga amamama aLead.

Chibelesyo eechi chakasumpulwa kwiindila mukubelesya mazembe aazwa kumamama basimayakilane abaCaregivers, mamama aLead antoomwe abasumpuli bakabunga kaCare kagwasilizigwa aba Amalima Loko muzilikiti zyaTsholotsho, Lupane aBinga. Chibelesyo chilatondeezya buyumuyumu amyeenya yakugwasya kusanduka kwamachitilo abandawukidwe/ apandulwidwe akutobelezegwa kumbuzisisyo yawumwi awumwi amumiswaangano yazilikiti. Buyumuyumu oobu amyeenya ibikkilizya chiyandisyo aakati kamamama aLead chakwiiya naa kunanizigwa abasumpuli, kubawo kwabuyumuyumu aakati kabasikuchita bakabunga kaCare achiyandisyo aakati kamamama aLead chakuyiisya bamwi kuchitila kuba ampuwo mbotu mbuuli bazulwidi. Alimwi akuba achiyandisyo aakati kamamama aLead mukutambuula kuyiisigwa kwamasikkiluzi mabotu.muzibaka zyakuswaanana kwazipanzi zyaandeene, bayimikilili batubunga banonjizigwa kuti bayinkilile aanembo mukubamba akubambulula nzila yazibelesyo kuchitila kuti zibe zibotu akutondeezya ziyandwa abasikuchita.

## Zitobelezegwa mukweendelezya kulanga akwiiya

### 1. Kuyiisigwa kwamamama aLead

mamama aLead ayoyiisigwa manjililo azijanika mukabbuku kakulanga akwiiya muchiindi chakuyiisigwa kwabo (kuti kwaba zimwi zichitiko ngazyabuyanda muswaangano uumbi). Muchiindi chakwiiya, zijanika mukabbuku zyeelede kupandululwa kabotu kuchitila kuti mamama aLead bamvwisisisya makanze anzila zitobelezegwa mukuchita zijanika mukati.

**Makanze azichitwa:** kupa mweenya kumamama aLead kuti: 1) balange tumwi tubunga twaCare, 2) baabile akutambula mazembe kuli umwi awumwi, 3) akuziba kulipeda akweezya kuchita kwamamama aLead. Mamama aLead kweelede aboneka kulipeda kwabo mukugwasizya kupati kukabunga kabo kaCare. Kuswayila bamwi mamama aLead mweenya mupati wakwiiya bamwi mamama aLead mbubeendelezya tubunga twabo twaCare antoomwe akwaabilana mazembe akuyooma aatala azitondeezyo ziboneka kamuli kabunga kamamama aLead.

**Nzila yakweendelezya zijanika mukabbuku:** kukonzya kweendelezya zijanika mukabbuku, musumpuli weelede kubonisyana aba Amalima Loko Field Officer amamama aLead kuti kuzwigwe abuzuba achiindi chakuti umwi mama waLead akonzye kweendelezya kuswayilana kwamamama aLead. Chibaka chakweendelezya kulanga akwiiya kalazipanzi zibili: 1) muswaangano wakabunga kaCare, 2) chibaka chakuyooma kamupana mizeezo. Bulamfu bwachiindi chamuswaangano wakabunga kaCare tuyeelede kwiinda maminesi alimakumi musanu akamwi (60) nkinkaako kulikabotu kuti mamama aLead babe achiindi chakuyooma chitali aansi amaminesi aali makumi atatu (30) mpawo katayindi makumi musanu akamwi. Mamama aLead ayeelede kwetelezya apepa naa chimwi chakulembela Nibali kumuswaano.

Basumpuli bakonzya kwaabila zilangililwa kuti “kwebela sikuchita” langa chipanzi chitobela aansi “kubambila kwakuswayila bamwi kwamamama waLead”

### 2. kweendelezya kwakulanga akwiiya

#### Chizuminano

Kana mama waLead kalinvwida kutambula bantu aciiyo cakulanga aakwiiya, welede kuba anconzyo kuti Promoter ulagwasizya, alubo bantu bamukabunga kaCare Group balikuzumina kubelekela amwi mucipanzi. Bupanduluzi bwacizuminano cakuzumina bulitondezedwe kumalembe alansi. Aya malembe abupanduluzi bwacizuminano alakwanisya kutambulwa kalibobo kana kuti kwaalemba bumbi.

*Bupanduluzi bwacizuminano:*

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| *Imebo ndi (Cluster Leader Izina (Name), ndilayanda kusimya akwabila zindizi mbuli Cluster Leader, mukwinda mukutamba bamwi ma Cluster Leader kuti bazobone cimwi cipanzi cesu alubo bambee zibabona. Oyu musyobo wakubungana utegwa kulanga akwiiya (Look and Learn) ulasinizya loko kwindila mukubonwa aamwi ma Cluster Leaders. Kubawo kwako acipanzi kulagwasizya kuziba akupa incenjezyo kuti ime abamwi ma Cluster Leaders twambuzyanye nitwamanisya cipanzi (meeting) cakabunga kaCare Group. Ndakumbila mundambile kuti mwazumina naa kuti muzobewo, kucitila kuti andime ndibambile izyelede aMusumpuli (Promoter) wesu.* |

#### Kubambila Chibaka

basumpuli bakonzya kubeleka aba Amalima Loko Field Officer amamama aLead kweendelezya kuyiisyana kwakabbuku kakulanga akwiiya. Chibaka eechi cheelede kweendelezegwa kabapedwe chiindi chiingi mamama aLead kuti bakonzye kuzuwa kulikabotu akujana kuzumizigwa kubaalumi babo akuli bamwi bampuli.

Mukweendelezegwa kwachibaka eechi chakulanga akwiiya, basumpuli bakonzya kubikka chiyezyo kuli basikuchita bamamama aLead (kubikkilizyaamwi beendelezya abaswaya mamama aLead) kuti chibaka chitobela chabo chinoli aatala akulanga akwiiya. Chibayezya cheelede kuba abuzuba, chiindi abusena bwakuyoyiila kulanga akwiiya antoomwe azina lyamamama sikweendelezya waLead. Basumpuli bakonzya kubikka amwi makani ngibayanda mbuuli kubikkilizya kuti mamama aLead baze azyakulembela kuti kazikonzeka

#### Kubambila kwasikweendelezya mama waLead

aajulu akugwasilizya mama waLead mukweendelezya, musumpuli ukonzya kugwasizya kakuchili chiindi mizintu zitatu zibikkilizya kumulanga mbabede, kuvwiila akugwasya.



* **Kumulanga mbabede:** kwiindila muchibalusyo chasikweendelezya mama waLead kakuchicheede mviki yakweendelezya chibaka chakulanga akwiiya, musumpuli naa mugwasyi ukonzya kulanga mama waLead sikweendelezya mbamvwide aatala achichitiko chabambila eechi. Ukonzya kumulanga kwiindila mukumufonena, kwaambuzyana kabalengene azimwi nzila. Mibuzyo ikonzya kubelesegwa amusumpuli naa mugwasyi mukulanga mama waLead sikweendelezya njeyi:
	+ ulokumvwa biyeni aatala achibaka nchuyanda kunjila mulinchicho chakweendelezya?
	+ niinzi nchuyeyela kuti chilokwetelezya mamvwido aayo?
	+ kujana ndakugwasizya biyeni mukubambila chibaka eecho?
* **Kuvwila**: nchikoloondo kutamba akuvwiila chikumbizyo chalugwasyo. Kumulanga mweenya wasikugwasizya kuti ayiite/ atambe chikumbizyo chakugwasizya mama waLead. Chibela chitobela nkuvwila zikumbizyo zinga zyasika. Zikumbizyo zikonzya kunanga kaziti ( nkumbila undigwasye kukkazika bantu aansi) naakuti kuza kachibembeleka kuti ( ndilokuyowela loko aatala achiimo eechi). Naa kwaba zikumbizyo zibembelekede, mugwasyi naa musumpuli ukonzya kubona mbanga ulagwasilizya mamama waLead sikweendelezya.

Ooyu mweenya alimwi wakuti musumpuli naa mugwasyi kuti asungilizye mama waLead akumuyezya masikkiluzi aakwe ngakonzya kutondeezya. Mukozyanisyo kuti kakuli kuzwangana mukabunga kakwe, mugwasyi ukonzya kumusungilizya akumuyezya chiindi nchakakonzya kuzunda mazwangano amukabunga kakwe naa chibelesyo nchanga ulakonzya kuyungizya kubelesya mukumanisya penzi eelyo.

* **Kugwasizya:** kumamanino, nchikoloondo kuti mugwasyi wazuzikizya nzyakakonkezya mukugwasizya mamama waLead unoyendelezya. Alimwi kuti sikweendelezya mama wakaka lugwasyo, kulikabotu kuti mugwasyi wazitambula alimwi talangililwi kuti akonzye kugwasizya aawo mpatabuzidwe kuti achite oobo muchiindi chakweendelezya chibaka chakabunga kaCare. Chiindi chakuyooma aatala akulanga akwiiya kukonzya kupa mweenya wakutondeezya nzila zilikabotu zyakupa lugwasyo muzyiitiko zyajuunza.

#### Kubambila kwamuswayi mama waLead.

kwiindila kukulanga akwiiya, musumpuli weelede kugwasya mamama aLead mukuba asikkilu “yakweebela zichitika”. Eezi zyeelede kuchitika muchiindi chakwiiya kwamamama aLead antoomwe akubikka chiibalusyo chakweebela chilinchicho cheelede kutobelwa kakutanaswayilwa mama waLead sikweendelezya ( mukabunga kaniini kunze amuunzi wakwe).

### 3. kweendelezegwa kwakulanga akwiiya

Musumpuli (promoter) nguwe mweendelezi wakuyooma kakupananwa nsandulo. Mamama waLead sikweendelezya namanisya, bamwi bakabunga kakwe kaCare abamwi nibiinka, musumpuli ukonzya kwiita sikweendelezya abaswayi mamama aLead mukabunga kaCare kuti bazozuwe. Musumpuli (Promoter) ulakonzya kwiita Lead Mother kuti atalike ciiyo caakwe. Mama waswaigwa ulako kutalika ciiyo cakwe munzila iswanizya ezi, kutambula mama amukabunga abaswai; kukomba; kwimba akuzyana; kutambule kana kubelesya musobano; makanze aciiyo cakulanga akwiya amutwe wamakani ngubatayiye.

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| **Inzila zyakutambua bantu kuti bamvwe kabangunukide:*** **Kubelesya kwimba akuzwana kukutalika ciiyo.** Kuba anzila mbotu yakutambula ilagwasizya kuti mamama amukabunga abaswayi banvwe kabangunukide. Tamba mamama amukabunga abaswai kuti bambule kabangunukide.
* **Tamba wonse muntu, baswai amamama amukabunga, kuti balyambe kuti mbani.**
* **Aabila makanze aciiyo cakulanga akwiiya ambuntu wonse**, ambila mamama akabunga mutwe wamakani ngubataizye. Babuzye ziyubulusyo zitobela kotana talika ciiyo.
 |
| **\* Kuyezegwa\*** * ·Ambwida ataala kuti bakunvwe boonse.
* ·Mamama baswai belede kuti babambe mibuzyo yabo kana kuti nzibayeya atala amama ngubaswayide kusikila amane ciiyo cakwe amama bakabunga kabali benda. Ulakonzuya kulemba ansi kuti wayeyela kuti ulabona wazoluba
 |

Muchiimo chilinchicho, kweebela kulapambanisya buniini aabo beebelwa. Nkaambo mamama baLead baswayi banoliko muchiindi chakweendelezegwa kwakabunga kaCare, kukonzya kupambanisya bamwi bakabunga mubuniini alimwi eezi zyeetelezya nzila nzibanga balachita aazyo muchiindi eecho.

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| **Kukuchesya kupambanisya ooku, sikweendelezya mama waLead weelede kubuzya**1. **Inzila yakukala:** Sikuswaya mama waLead akkale kunze naa alaale akabunga kaCare kakuli kasinzo mbichaana zyakuti kabunga kamwi kakonzya kubunga mbuuli mbubachita, pesi kakuli afwiifwi zyakuti mama aLead bakonzya kumvwa. Kasinzo aka kalagwasizya kucesya masunko akuthi baswai batalike kwizya kunga kulaphambinisya inzila njatayisye ayo sikuswayigwa.

***Figure: Mukoztano wanzila yakukala***Chithunzi cha malo okhala ndi kuyendera C G L kumanzere kumtunda, kumanja ndi pansi kumanja, ndi C G P kumanzere kumanzere. Kuchititsa C G L ndi mamembala a gulu losamalira ali mu bwalo pakati pawo.**Chithunzi cha malo okhala ndi kuyendera C G L kumanzere kumtunda, kumanja ndi pansi kumanja, ndi C G P kumanzere kumanzere. Kuchititsa C G L ndi mamembala a gulu losamalira ali mu bwalo pakati pawo.**1. **Kulaanga Cacumunizi:** Mamama baswai ngabazame kulanga cacumunizi kabalokuswilila. Kana baza amabbukku akulembela, mamama ubatambide ngabaambile kuti balembe mibuzyo kana kuti mizezo yabo njibatabelsye mucibaka cakwizya.Musumpuli kana Mama sikwendelezya ulasala kuti abambile zimwi zyazezi zitobela zyakuyubulusya mamama baswayide kutana talika muswangano.
* Kutabi kwambula kana kuti kwizya kumbali kutaphambanisye mamama akabunga muciiyo cabo.
* Mubambe mibuzyo kana kuti mizezo yenu njimulayo kuli mamama sikuzulwida kusikila mamama akabunga bamana ciiyo aalo benda abusena. Mulako kulemba apepa mibuzyo yanu kuti kamuyowa kwiluba.
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#### Kujala muswangano akulumba mamama akabunga

Mama waLead ulamama ciiyo chakwe munzila njajala ayo asikulumbe mamama akabunga akuzwidilila kwabo. Mama waswayidwe antomwe abaswaide belede kucaala kuti bapane mazembe atala aciyo cakulanga akwiya

### 4. Kwendelezya cibaka cakupana mazembe atala aciiyo cakulanga akwiiya

Namana ciiyo cakwe mama waswaidwe aalo mamama akabunga kabali beenda, Mussumpuli ulita mama waswayidwe ababo baswayide kuti bakale busekulu kuti bayizye:

* **Zitondeezyo zizwa kulisikweendelezya mama waLead**: musumpuli weelede kutalisya chibaka akwiita sikweendelezya mama waLead kuti azowaabile zitondeezyo zijatika muchibaka chakwe. Niinzi nzyayeeya aatala achibaka/ chipanzi chakweendelezya kwakwe? Bakabunga kakwe kaCare bamvwisisisya na kabotu zintu zyakwe? Niinzi chamubotezya loko mukweendelezya kwakwe? Niinzi nzyanga ulayandisya kubona loko?
* **Kwiitilwa kupegwa mazembe**: nikwamana kweendelezya kwamama waLead mukutondeezya zitondeezyo zijatika, musumpuli ukonzya kumubuzya kuti kujana wayanda nsandulo/ mazembe alantanganana na aatala achibaka nchali kweendelezya (kweendelezya kwakwe, kusiyana kwatubunga etc), naakuti ulayanda kujulila mweenya kumuntu woonse ulipeda kuti ape mazembe aatala anzyali kweendelezya. Sikweendelezya mama waLead ukonzya kusala zyoonse. Kumazembe aazwa kukulipeda, musumpuli ulayanda mazembe aazwa baswayi baLead kabalengene amasikkiluzi amuzibeela zitobela( bube bubotu bulimunzila zyaandeene, masikkiluzi mabotu, milawu yakwiiya kwabapati azimwi). Sikweendelezya mama waLead weelede kusungwazigwa kwaambuzyana abaswayi bamamama aLead aawo natambula mazembe kuchitila kuti amvwisisisye kabotu mazembe aazwa kuli bamwi.
* **Mamanino akulumba:** kumamanino achibaka chakweendelezya, sikweendelezya mama waLead amusumpuli ngabayanda kwaabila majwi akumamanino akujala kwazuba mubufwiifwi akulumba baswayi mamama aLead mukusika kwabo antoomwe akupa mazembe mabotu kulisikweendelezya. Basikuswaya mamama baLead amusumpuli bakonzya kulumba sikweendelezya mama waLead kukulibombya kwakwe antoomwe akuba sikweendelezya mubotu wakulanga akwiiya.

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