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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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## Okumayelana Lesiqondiso Lesi

Isiqondiso lesi senzelwe ukweseka abakhuthaza ezempilakahle laboMama abakhokhelayo ukulungiselela lokuphatha isigaba sokubona lokufunda. Izigaba lezi ziletha amathuba okuthi oMama abakhokhelayo nxa bevakatshele amalunga eqembu, benelise ukuphatheka ekufundeni ngokubona,ukubona ukuzimisela lokuzinikela komunye waboMama abakhokhelayo oyabe enxuse abanye, ukuze wonke amalunga abe yingxenye yokuxoxisana bebuza bephendulana, kuhlangene lokwenza abakufundileyo lokuqinisa ubudlelwano balabo abakhuthaza ezempilakahle laboMama abakhokhelayo.

Isiqondiso lesi sakhelwe phezu kwempendulo ezivela kumalunga eqembu, abanakekela abantwana, omama abakhokhelayo labakhuthaza ezempilakahle bamaqembu asekelwa yiAmalima Loko eTsholotsho, Lupane lase Binga. Ingcazelo ezilapha ziveza ubunzima lamathuba akhona okweseka ukutshintsha izenzo ezichaziweyo leziqakathekileyo kungxoxombuzo esabalayo munye ngamunye langamaqembu atshiyeneyo endaweni ezehlukeneyo. Ubunzima lobu lamathuba akhona kugoqela: isifiso sabomama abakhokhelayo ukuthi bafundiswe loba belulekwe ngabakhuthaza ezempilakahle, ukungazwanani kwamanye amalunga eqembu lokunakekela, isifiso kuboMama abakhokhelayo ukuthi bafundisane njalo bakhe isithunzi sabo njengabakhokheli, lokuthakazelela. Ezingxoxweni zonke ezihleliweyo, abaphathi baloluhlelo bazaphinda bahlanganele beqhubekele phambili ngokwakha lokucolisisa ukwenziwa kwalezi ziqondiso ukwenzela ukuthi zibe lusizo kulabo abaphathekayo ehlelweni lolu kusiya ngezidingo zabo.

## Ukuqondiswa Kokuqhuba Isigaba Sokubona Ufunde

### Ukufundiswa kukaLead Mother

OLead Mother bazakwethulelwa okumayelana lohlelo lokubona ufunde, ngesikhathi befundiswa. Ngesikhathi befundiswa, umdlalo wokubona ufunde kumele uchasiswe ukwenzela ukuthi bazwisise injongo yomdlalo wokubona ufunde lokuthi kumele wenziwe njani.

**Isizatho sohlelo:** Ukupha omunye lomunye ithuba elifaneleyo, 1) ukunanzelela elinye iqembu 2)ukwabelana ulwazi, 3) lokunanzelela ukuzinikela lokuzimisela kwaboLead Mother. Ithuba lokunxusa abanye abakhokheli kutshengisela ukuzimisela kwalo onxuse abanye lokuzimisela ngokusekela amalunga eqembu lakhe. Ukuvakatshela omunye uLead Mother lithuba lokufunda ukuthi abanye bawakhokhela njani amaqembu abo, lokuxoxisana ngasebeke bahlangana lakho njengabakhokheli.

**Ukuqhuba uhlelo:** Ukuphatha isigaba lesi, uPromoter kumele asebenze ndawonye lomela iAmalima Loko laboLead Mother ukuthi bakhethe ilanga lesikhathi lapho omunye waboLead Mother azanxusa khona abanye oLead Mother. Esigabeni sokubona ufunde kuzaba lengxenye ezimbili: 1) umhlangano weqembu, 2) ukuxoxisana kwabakhokheli lamalunga eqembu.

Umhlangano weqembu akumelanga wedlule imizuzu engamatshumi ayisithupha, njalo kuyenzeka ukuthi omama abakhokhelayo baphatheke kusigaba sokuxoxisana okwesikhatshana esingekho ngaphansi kwemizuzu engamatshumi amathathu kungedluli imizuzu engamatshumi ayisithupha. Omama abakhokhelayo bangafisa ukuphatha okokubhalela emhlanganweni.

Abakhuthaza ezempilakahle bangafisa ukuveza abakukhangeleleyo ngesikhathi “sokuhlola”, *Ungabona isigaba esilandelayo esithi “Ukulungiselela umama okhokhelayo ozavakatshela abanye”.*

### Ukuphatha Ukubona Ufunde

#### Ukudinga imvumo

Nxa uLead Mother efisa ukunxusa abanye kumdlalo wokubona ufunde, kufanele abelesiqiniseko sokuthi uPromoter uzamxhasa lokuthi amalunga eqembu ayavuma ukuphatheka kulowumdlalo. Umzekeliso olandelayo wokudinga imvumo ungabelwa abanye ukuze kutholakale imvumo. Umzekeliso wokudinga imvumo kumele usetshenziswe lapho udingeka.

Umzekeliso wokudinga imvumo

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| *Mina, [Ibizo lomkhokheli] ngingathanda ukuqinisa lokwabela abanye ubuciko bami njengomkhokheli ngokunxusa abanye abakhokheli ukuthi bazebona esinye sezifundo zethu besebesitsho imbono yabo ngemva kwesifundo sethu. Lo umhlobo womhlangano uthiwa yikubona ufunde njalo umahluko oyenziwa yimbuthano enje uvela ngokubukelwa ngabanye abakhokheli. Ukuphatheka kwakho kulesisifundo kuzancedisa ekuzwisiseni imbono esizaxoxisana ngayo mina labanye abakhokheli lapho umhlangano usuphelile. Ngicela ungazise nxa uvuma ukuphatheka ukwenzela ukuthi ngenze amalungiselelo afaneleyo loPromoter.* |

#### Ukuhlela isifundo

OPromoter bangasebenzisana lelunga leAmalima Loko labo Lead Mother ukulungiselela uhlelo lokubona ufunde. Isigaba lesi kumele sihlelwe kuhle oLead Mother baziswe kulesikhathi ukuze oMama abavakatshayo baxoxisane njalo bacele imvumo kubomkabo lamalunga emuli kulesikhathi.

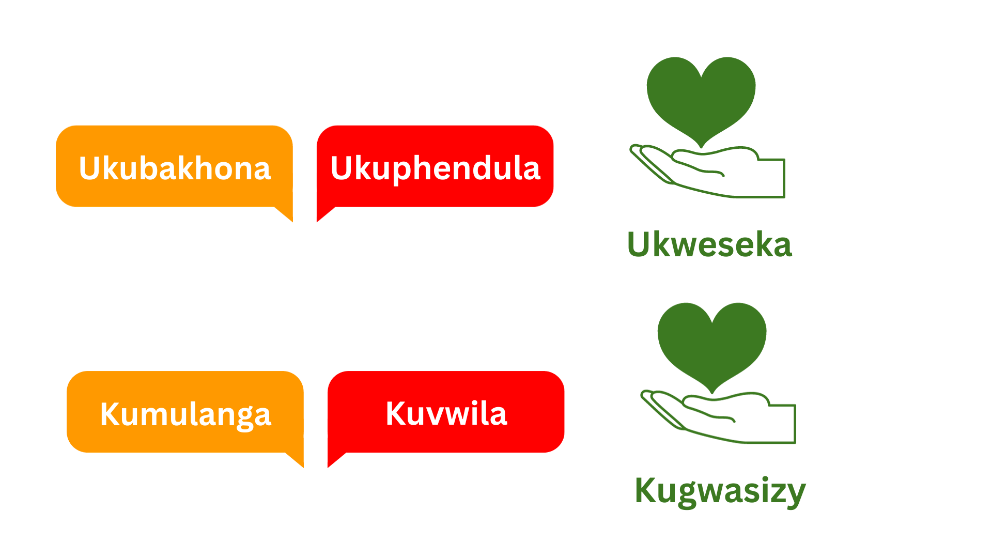
OPromoter bangacabanga ngokuhlanganisa oLead Mother abavakatshileyo, abangaba babili kusiya kwabahlanu besenza ngendlela okudingeka ngayo.OPromoter bangabuza oLead Mother lamaqembu abo ukuthi bangakhululeka nxa kulezivakatshi ezingaki bekhangela langendlela zokuhamba ezingaba lemithelela ukuze izivakatshi zanelise ukubabakhona emhlanganweni.

Ngaphambili kokubona lokufunda, oPromoter kumele bathumele isikhumbuzo kuboLead Mother (abazavakatsha lalowo oyabe enxuse abanye) ukuthi umhlangano olandelayo bekhangelele ukubona lokufunda. Isikhumbuzo leso kumele sibe lelanga, isikhathi, lendawo lapho okuhlanganwa khona lebizo lalowu onxusa abanye. OPromoter sebengangezelela okunye kuleso sikhumbuzo ngokufuna kwabo njengokuthi uPromoter usengazisa uLead Mother ukuthi bathwale ingwalo zokubhalela nxa kusenza njalo nxa uhlelo luvuma, bangezelele ukuthi isifundo sokubona ufunde yisenzo sokufunda njalo esokungezelela ulwazi hatshi umcintiswano wamaqembu.

#### Ukulungiselela umama okhokhelayo

Phezu kokumeseka lowu onxuse abanye oLead Mother ngesikhathi sokusebenza, uPromoter engeseka uLead Mother onxuse abanye ngaphambi kokuthi uhlelo lofubona ufunde luqale. Engamncedisa ngento ezimqoka ezintathu: Ukubakhona, Ukuphendula, ukweseka.

\*Ummeli we Amalima Loko angenza indlela yokwenza izifundo ezingasetshenziswa noma isikhathi sokusebenza kweAmalima Loko sesidlulile.Ngakolunye uhlangothi amaqembu angatsho ezabo indlela zokuqhubekisa amaqembu abo lokwabelana ulwazi besebenzisa ukubona ufunde phakathi kwesikhathi uhlelo lweAmalima lusenziwa.



* **Ukubakhona**: Kuhambisana lesikhumbuzo ngaphambi kweviki yomsebenzi uLead Mother onxuse abanye ukuba bazebona bafunde, uPromoter angayaxoxisana laye ngokuthi uzwa njani ngomsebenzi akhangelane lawo njalo usengamfonela baxoxisane kumbe ayembona. Imbuzo angayisebenzisa ukuxoxisana loLead Mother onxuse abanye oLead Mother igoqela lale:
  + Uzwa njani ngomsebenzi wakho okhangelane lawo?
  + Kuyini okukwenza uzizwe ngaleyo ndlela?
  + Ngingakuncedisa njani ukulungiselela lowo msebenzi?
* **Ukuphendula**: Kuqakathekile ukunxusa lokwenza okucelwe ngumama okhokhelayo onxusa abanye ukwenzela ukwesekana. Ukuxoxisana lithuba lokuthi uPromoter anxuse izikhalazo zokwesekwa ezivela kuLead Mother angaba lazo. Okulandelayo yikunanzelela izikhalazo zakhe. Izikhalazo zingabuya ziqondile njengokuthi “ngicela ungincedise ngokuhlalisa abantu*”* kumbe zicatshile njengokuthi “ngikhathazekile ngalokhu lalokhu*”.* Nxa izikhalazo zibuya zicatshile okhuthaza ezempilakahle usengamnika imbono yokuthi angamncedisa njani nxa lokhu azikhathaza ngakho kungenzakala.

Leli lithuba njalo lokuthi okhuthaza ezempilakahle akhuthaze umkhokheli onxuse abanye ngokumkhumbuza ngezikhathi aseke watshengisa ubuntshantshu bakhe. Njengokuthi umkhokheli onxuse abanye abakhokheli ukhathazekile ngokuxabana eqenjini lakhe, okhuthaza ezempilakahle angamkhumbuza ngeskhathi ayenelisa khona ukuxazulula ingxabano eqenjini lakhe kumbe indlela anagazisebenzisa ukumcedisa ukuxazulula ingxabano.

* **Ukweseka**: Okokucina, kuqakathekile ukuthi uPromoter agcine izithembiso zokweseka umkhokheli onguye onxuse abanye. Ngokunjalo, nxa uLead Mother onxuse abanye esala ukwesekwa, kuqakathekile ukuthi okhuthaza ezempilakahle amvumele azenzele angamphambanisi nxa engacelwanga ukuthi ancedise ngeskhathi sokuhlangana kweqembu lokunakekela. Ithuba lokuxoxisana ngesigaba sokubona ufunde linika ithuba lokucabangisisa ngendlela ezingcono zokwesekana kuzinhlelo ezingalandela.

#### Ukulungiselela oLead Mother abazavakatsha

Ngaphambi kwesigaba sokubona ufunde, uPromoter kumele afundise oLead Mother ubuciko bokunanzelela. Lokhu sokungenzeka ngesikhathi sokuhlomisana kwaboLead Mother kufakwe lesikhumbuzo sokuthi bengananzelela njani ngcono bengakahambi lapha abanxuswe khona (njengokuthi bangaba lihlekana nje ngaphandle komuzi).

### 3. Ukuqhuba Ukubona Ufunde

UPromoter nguye okhokhela ukuqhutshwa kwesigaba sokubuza imbuzo kuphendulwana. UPromoter kufanele avule isigaba lesi ngokwamukela,ethule oLead Mother abavakatshileyo, achasise okumayelana lomdlalo wokubona ufunde lenjongo kuqembu ekuqaleni komhlangano.UPromoter angadlulisela isifundo kuLead Mother onxuse abanye. ULead Mother onxuse abanye angaqala isifundo ngendlela ajayele ukuqala ngayo isifundo: lokhu kungabalisela okukodwa noma okungedlula okukodwa kokulandelayo: ukwethula amalunga eqembu lakhe kuzethekeli: umkhuleko:ingoma lokugida:indlela yesingeniso ethile:isifinqo salokho abazakufunda njalo baxoxisane ngakho kusifundo samhlalokho etc.

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| **Indlela zokuqhuba isifundo ukuncedisa ukuthi wonke umuntu azizwe eyamukelekile**   * Sebenzisa ingoma lokugida ukuqala isifundo. Ukwamukela ngokuxoxisana kungancedisa amalunga eqembu lakho lezethekeli zizizwe zihlalisekile. Nxusa amalunga eqembu lakho labo Lead Mother abavakatshileyo ukuthi baphatheke esifundweni. * Nxusa wonke umuntu, izethekeli lamalunga eqembu ukuthi bazitsho ukuthi bangobani. * Yabelana labanye injongo yokufunda ngokubona lawonke umuntu, ubususethula iqembu kusihloko seqembu esomhlangano wanamuhla. Yabelana labanye izikhumbuzo ezilandelayo ungakaqali isifundo sanamuhla. |
| **\*Isikhumbuzo sokwabelana labaphatheka emhlanganweni\***   * Khulumela phezulu ukuze bonke bakuzwe. * OLead Mother abavakatshileyo kufanele babambe imibuzo lemibono abazafisa ukuyibuza uLead Mother onxuse abanye kuze kubesemaphethelweni lapho amalunga eqembu eseqedile isifundo basuka lapho obekubuthenwe khona. Usungabhala imbuzo yakho phansi nxa usesaba ukuthi uzayikhohlwa. |

Ezikhathini ezinengi, ukubukela unanzelela kuphazamiswa kancane yilabo ababukelweyo ngoba oLead Mother abavakatshileyo bayabe bekhona ngesikhathi sesifundo seqembu kuyenzeka ukuthi amalunga eqembu aphazamise uhlelo, lokhu kubalemthelela kundlela amalunga eqembu abazaphatheka ngayo kusifundo.

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| **Izinto ezingancedisa ukuthi kwehliseke ukuphazamiseka kuqembu elinxusileyo**   1. **Indlela yokuhlala –** OLead Mother abavakatshileyo bahlale phandle bengabiseduze kakhulu noma bagombolozele iqembu lokunakekela, kube lesikhala ukuthi iqembu lomkhokheli onxuse abanye lingahlangana njengoba behlala besenza kodwa basondelelane ukuze omama abakhokhelayo abavakatshileyo bazwe okukhulunywayo.   ***Figure: Umzekeliso wokuhlala***  Umdwebo welungiselelo lezihlalo ngokuvakashela u-C G L phezulu kwesokunxele, phezulu kwesokudla nangaphansi kwesokudla, kanye no-C G P ngezansi kwesokunxele. Ukusingatha i-C G L namalungu eqembu lokunakekela basembuthanweni phakathi kwabo.**Umdwebo welungiselelo lezihlalo ngokuvakashela u-C G L phezulu kwesokunxele, phezulu kwesokudla nangaphansi kwesokudla, kanye no-C G P ngezansi kwesokunxele. Ukusingatha i-C G L namalungu eqembu lokunakekela basembuthanweni phakathi kwabo.**  Isibanga phakathi kwabomama abavakatshileyo kungenza ukuthi kungabi kungenza kungabi lesilingo sokuxoxa loba ukuphazamisa ngesikhathi somhlangano wokunxusana.   1. **Ukubona lithule –** Omama abavakatshileyo bazame ukubona bethule belalele.Nxa omama abakhokhelayo abavakatshileyo bebuye lokokubhalela, umkhokheli obanxusileyo angabakhuthaza ukuthi babhale phansi imbuzo lemicabango yabo abazaxoxisana ngayo ngeskhathi sokuxoxisana.   UPromoter kumbe uLead Mother onxuse abanye angakhetha ukwabelana labanye oLead Mother izikhumbuzo ezilandelayo umhlangano weqembu ungakaqali.   * Lingaxoxi emaceleni kumbe ezinye izinto ezingaphazamisa amalunga eqembu kusifundo. * Buzani imbuzo lifake lemibono kuLead Mother obenxusile, amalunga eqembu aze afike emaphethelweni esifundo esesukile lapho obekusenzelwa khona isifundo.Ungayibhala phansi, nxa usesaba ukuthi ungayikhohlwa. |

#### Ukuvala umhlangano lokubonga amalunga eqembu

ULead Mother angaphetha isifundo ngendlela ajwayele ukwenza ngayo, abonge amalunga eqembu ngokuphatheka esifundweni. Ulead Mother obephethe isifundo, labomama akade benxusiwe basale ukuze baxoxisane ngesifundo sokubona ufunde.

### 4. Ukuphatha ukucubungula isifundo sokubona ufunda esenziweyo

Ngemva kokuba uLead Mother eseqedile abekwenzayo lamalunga eqembu lakhe esehambile, uPromoter angambiza labanye abakhokheli babeyisigombolozi baxoxisane.

* **Imibono kaLead Mother obenxuse abanye**: UPromoter engaqala isigaba lesi ngokunxusa uLead Mother ovakatshelweyo ukuthi akhulume ngomsebenzi wakhe abewuphethe.Ucabangeni ngomsebenzi wakhe? Amalunga eqembu lakhe azwisisile yini? Uthandeni ngesigaba lesi? Engathanda ukubonani kakhulu?
* **Ukuzwa ukuthi abantu bacabangani ngesifundo esenziweyo:** Ngemva kokuba uLead Mother eseqedile, uPromoter angambuza ukuthi angathanda ukwazi ukuthi abantu bacabangani ngakwenzileyo ngethuba abeliphiwe (e.g ukuqhuba isifundo, ngamandla eqembu, etc) kumbe nxa engafuna ukuvulela inkundla kwabangabe belokokutsho. Lowu obephethe usengakhetha konke. Kulabo abangafisa ukutsho abalakho, okhuthaza ezempilakahle engacela ukuzwa imbono yabomama abakhokhelayo abavakatshileyo ngokusekelwe ezigabeni ezitshiyeneyo (e.g., uhlonzi lwesifundo, ukusebenzisa ezinye izimilo zobukhokheli, indlela zokufunda kwabadala, etc) kumbe lowu oqalileyo ukubuya lombono wakhe. ULead Mother ovakatshelwe ngabanye oLead Mother kumele akhuthazwe ukuxoxisana labo lead Mother abavakatshileyo nxa beletha imbono yabo ngenhloso yokuzwisisa impendulo zabo.
* **Isiphetho lokubonga**: Ekucineni kwalesi isigaba, uLead Mother ovakatshelweyo ngo Lead Mother loPromoter bangafisa ukukhuluma amazwi okuvala isigaba lokufinqa usuku lokubonga abakhokheli abavakatshileyo ngokubuya langempendulo abayiziphileyo. OLead Mother bamaqembu anxusiweyo loPromoter bangafuna ukubonga uLead Mother obebanxusile ngokubamukela kwakhe langokukhokhela isigaba sokubona ufunde.

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