

“Thulaganyo ya ILO mabapi le bolwetse
jwa **HIV/AIDS**
le merero ya pereko”

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MALEBOGO

Thanodi ya bukana e e rotloeditswe ke ba lephata la united States Department of Labour (USDOL).

Ka jalo re a leboga.

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Kgatiso ya bobedi 2003

ISBN

Printed Version: 92-2-911 633-5

Web pdf Version: 92-2-913532-2

Maikutlo ape a a mo bukaneng e ke a bakwadi eseng lekgotla la ILO mme e bile ga a nyenyafatse ka mokgwa ope tsamaiso le melao ya mafatshe a a ipusang mme a amana le ILO.

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Tshimologo

Segajaja sa bolwetsi jwa **AIDS** se setse se aname le lefatshe lotlhe mo jaanong e bile se busetsang ditlhabololo kwa morago fela thata. Segajaja se se buseditse kwa morago maiteko a tsa tlhabologo le tsa itshereletso. Kgaolo ya Africa ya bogare le borwa e amegile fela thata.

Ntswa segajaja se se ama batho ka bongwe ka bongwe le ba malapa a bone se amile thata matshelo a batho mo magaeng. Bolwetse jo bo esitse tlase itsholelo ya mafatshe ka bontsi ka gore bontsi jwa babereki ba amegile thata. Mafatshe a na le ditshenyegelo tse dintsi thata tse di amang bodiredi. Seemo sa tlotlo le seriti sa badiri se wetse tlase le gone kgethololo e oketsegile mo ditrong. Segajaja se, se okeditse matchwenyego a ntseng a le teng a ka fa bomme le bana ba tshwarwang ka teng. Kgethololo le tshotlo ya bomme le bana e oketsegile.

ILO le ba e tshwaraganetseng le bone twantsho bolwetse jo, ba bone go le botlhokwa go dira lenaneo le le kaelang maphata a e seng a puso gore go ka tsewa dikgato dife go sireletsa batho mo thibelong le phokotso ya bogale jwa bolwetse jo.

Lenaneo le la **ILO** le botlhokwa thata e bile le tla a thusa go fokotsa bogale jwa seru se sa **HIV/AIDS** se se wetseng setho. Go ithutilwe dilo di le dintsi thata go tswa mo dintlheng tse di farologaneng tsa lefatshe. Ke mafatshe a a tsenang mo seatleng fela a a kgonneng go lwantsha segajaja se mme a atlegile, bontsi ga bo kgone. Se se lemogilweng ke gore thuto, mananeo a boeteledipele, mananeo a morafe le tshwaragano le batho ba ba amilweng ebile kgotsa ba na le mogare ke yone tsela ya go fenywa. Mme lenaneo le le supile fa tirisanyo mmogo e le yone molemo o motona wa go fenywa bolwetse jo.

Lenaneo le ke tebelopele ya go itebaganya le kgwetlho ya bolwetse jo, le go lemoga botlhokwa jwa ditsela tse mekgatlho le makgotla a e seng a puso a ka e dirisang mo mafatsheng a bone, le mo lefatsheng ka kakaretso go sireletsa ditshwanelo le seriti sa badiri ba bone bogolo jang ba ba nang le mogare wa **HIV/AIDS**.

Geneva, Seetebosigo 2001

**Juan Sumavia
Mookamedi Mogolo**

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1. Maikaelelo a melawana e;

Maikaelelo a melawana ke go tliša tsamaiso e e ka thusang bahiri le babereki mabapi le segajaja sa HIV/AIDS mo tirong. Melawana e e akaretsa tse di latelang:

- a) Thibelo ya HIV/AIDS;
- b) Go fokotsa bodiphatsa ja HIV/AIDS mo tirong;
- c) Gothusa le go ema nokeng ba ba lwalang kgotsa ba amiwa ke HIV/AIDS;
- d) Go fedisa kgethololo mo go ba ba amilweng ke HIV/AIDS;

2. Tiriso ya Melawana e;

Melawana e ka dirisiwa go:

- a) Tsaya dikgato tse di malebang mo tirong, mo lephateng, mo setshabeng, mo lefatsheng, mo kgaolong ya mafatshe a a bapileng le lefatshe ka bophara mabapi le bolwetse jo jwa HIV/AIDS.
- b) Go rotloetsa therisanyo le neelano mo go botlhe ba ba amilweng ke bolwetse jo, e katswa e le babereki, maphata a puso, merafhe, makgotla a a ikemetseng ka nosi jalojalo.
- c) Go dumelana ka dikgato tse di tshwanetseng go tsewa mabapi le:
 - Phetolo ya melao ya Lefatshe
 - Tsamaiso ko tirong
 - Mananeo a ko tirong a go lwantsha HIV/AIDS

3. Bophara jwa Melawana le Tiriso ya Mafoko

3.1 Bophara jwa melawana

Melawana e akaretsa:

- a) Bahiri, babereki le bakopedi ba tiro mo maphateng a puso le a eseng a puso.
- b) Ditiro tsa mefuta yotlhe, tsa diatla le tsa go ipereka tota.

3.2 Mafoko a a dirisitsweng mo melawaneng e;

HIV – Mogare o o koafatsang masole a mmele mme o felele o tliša bolwetse jwa AIDS.

Motho yo o amilweng ke mogare – Ope fela yo o amilweng ke mogare ka tsela efe fela.

AIDS – Megare e e ipopileng go koafatsa mmele ko bofelong esa kgone gore e alafesege.

Kgethololo: mo melawaneng e e tsamaelanang le tumalano ya kgethololo (Employment and Occupation) ya 1958 No 111) e e akaretsang go kgetholola batho ka bong kgotsa kakanyetso ya gore ba lwala HIV/AIDS.

Batho ba ba nang le bogole: go raya ka fa e dumalanweng ka teng mo tumalanong ya 1983, (No 159) ya batho ba ba nang le bogole ya Vocational Rehabilitation Employment. Batho ba mofuta o, ke ba e leng gore ga ba kgone go iperekela ka ntata ya bogole ja mmele kgotsa jwa tlhaloganyo.

Mohiri: Ke Motho kgotsa lekgotla le le nang le tumalano ya molomo kgotsa ya mokwalo go hira kgotsa go thapa motho. Tumalano e, e tla bo e supa ditshwanelo le boikarabelo jwa mohiri le mohiriwa mme, go tsamaelana le melao wa lefatshe leo ya khiro. Puso, Makgotla, Dikhamphani le batho ka bongwe ka bongwe ba ka nna bahiri.

Boitekanelo ko Tirong: Se ke tumalano ya Occupational Health Services Convention ya 1985 (No 161) e e tlhalosang seabe sa mohiri mo go gakololeng mohiriwa ka ditsela tsotlhe tsa itshireletso le boitekanelo mo tirong. Mekgwa le ditsela tsotlhe tsa itshireletso ya mo tirong mabapi le boitekanelo jwa mmele le tlhaloganyo di tshwanetse go dumalanwa ke mohiri le mohiriwa. Go botlhokwa gore mohiriwa a neelwe tiro e e tsamaelanang le boitenanelo jwa gagwe jwa mmele le tlhaloganyo. Boroko jo bo siameng: Go lebelelwe gore fa mmereki a direlang teng, a go ka mo kgonisa go tla tirong a sa sokole bogolo jang fa a lwala HIV/AIDS.

Go tlhatlhoba: Go raya go itlhatlhobela mogare, go botsa dipotso mabapi le mekgwa e e botoka ya tlhakanelo dikobo le melemo e e ka thusang go ritibatsa mogare.

Bong le Tlhakanelo- dikobo: Tlhakanelo dikobo e raya pharologanyo ya popego ya ga rre le mme le tse ba di dumelang mabapi le thobalano. Bong ke mekgwa le mofuta ya ditiro tse di tsewang e le tsa senna le sesadi. Gape bong bo tlhalosa ka fa setshaba

se sengwe le se sengwe se lebang borre le bomme ka teng mme go amana thata le ngwao, tumelo ya bone, dipolotiki tsa lefatshe la bone, tikologo ya bone le itsholelo ya bone.

Malwetse a dikobo: Ke malwetse a a tshelwang ka tlhakanelodikobo e e sa sireletsegang jaaka borasephiri le mefuta yotlhe ya malwetse ao.

Go fedisiwa ga tumalano khiri: go raya fa mohiri a kobang mohiriwa mo tirong mme se se dumalanwe ka 1982 mo Tumalanong ya Termination of Employment Convention No 158.

Itshereletsego ya Mafatshefatshe: ke ditsela tse di dirisiwang mo lefatsheng ka bophara go tlhomamisa gore, megare ga e ame matshelo a batho.

Babereki ba ba sa berekeng puso: E tla tlhalosiwa e nna Appendix I.

Baemedi ba babereki, ka fa tumalanong ya 1971, ya Workers' Representative Convention (No.135), batho ba molao wa lefatshe o ba tlhalosang e le baemedi ba babereki/bahiriwa ke ba;

- a) Baemedi ba mokgatlho wa babereki, kgotsa motho yo o tlhophilweng a emetse mokgatlho wa babereki, kgotsa babereki ba eleng maloko a mokgatlho oo.
- b) Baemedi ba ba tlhophilweng; ba, ke ba ba tlhophilweng ke babereki ka fa molaong wa lefatshe kgotsa ka fa melawaneng ya mafatshe e ntseng ka teng.

Bodiphatsa jo bo ka dirafalelang batho ba ba nang le mogare; Se, se tlhalosa mathata a ka nnang teng mo matshelong a batho, a dirwa ke go tlhoka go rutwa sentle mme, e be mo go ka dira gore babereki ba iphithele ba le mo seomong se se pitlaganyeng, jaaka bana ba ba kgonang go dirisiwa e le makgoba jalo le jalo, (Appendix 1).

4. Matshego a a botlhokwa

4.1 Go lemoga bolengteng jwa HIV/AIDS ko tirong

Bolwetse jwa HIV/AIDS ke bolwetse jo bo tshwanetseng go lebelelwa fela ka tlhwaafalo jaaka, malwetse a mangwe a a diphatsa ko tirong, e seng fela ka gore ke bolwetse jo bo ka amang mongwe le mongwe mo tirong, mme ka ntata ya gore, ke maikarabelo a mongwe le mongwe wa rona gore bolwetse jo bo re bolwantshe bo seka ja anama.

4.2 Go seke re kgetholola ba bangwe

Gore tiro ya rona e tle e tsamaye sentle, re tlotle ditshwanelo tsa ba bangwe le seriti sa bone, batho botlhe ba ba amilweng ke HIV/AIDS ba tshwanetse gore ba seka ba kgethololwa, ka ntata ya seemo sa bone, kgotsa seemo se ba belaelwang ba le mo go sone. Kgethololo le go kgaoganya batho ka ntata ya se ba se lwalang go ka senya maikutlo, le moonoo wa go lwantsha bolwetse jwa HIV/AIDS.

4.3 Tekatekano ya Borre le Bomme

Kana, fa re lebelela bolwetse jwa HIV/AIDS re tshwanetse go lebelela gore bomme le borre ba tsaana jang. Basadi go belaesega fa ba ka amiwa thata ke mogare o ka bontsi ka ntata ya dipopego tsa mmele ya bone, matshelo a selegae le ditumelo le seemo sa bone sa itsholelo. Fa gona le go tlhoka go tsaya bomme sentle, mo go ka dira gore, go ise seemo sa bomme ko tlase, bogolo. thata jaanong fa ba le mogare. Mme se, se dira gore gonne botlhokwa, gore tirisanyo ya bomme le borre e tsewe ka go lekana, mme mo go ka re thusa go kganela go phatlalala ga bogoletsi HIV/AIDS, mme ba ba setseng ba amegile re ba gakolole gore ba ka dira eng se se ka ba tsamaisetsang botshelo ko pele.

4.4 Lefelo la tiro le le phepa

Lefelo la tiro le tshwanetse gore le be le le phepa e bile le babalesegile ka fa go ka kgonwang ka teng ke babereki le bahiri, gore re leke go fokotsa go anama ga bolwetse jwa HIV/AIDS; se ke se se tsamaelanang le tumalano ya 1981(No.155) ya Occupational Safety and Health Convention, mme fa re lebelela tikologo ya rona, ga e dire gore mmereki yo o itekanetseng o ka dira gore botsogo jwa mo tirong bo siame, o ka tlwaela tiro ya gagwe sentle, mme

gape o ka ikamogela ka bolwetse jwa gagwe jwa mmele kgotsa ja mowa, jo a tla bong a bo lwala.

4.5 Therisano

Gore re kgone go lwantsha segajaja se, go raya gore go nne le therisano le go sekaseka melao le melawana mmogo fa gare ga bahiri, bahiriwa gammogo le baemedi ba bahiriwa le puso, mme gape go ka thusa gore bone balwetse ka sebele ba nne le seabe mo thutong e.

4.6 Go tlhatlhoba batho ka maikaelelo a go ba ntsha mo tirong

Ga go a siama gore pele ga batho ba hirwa go bo go simololwa gotwe go batliwa go itsiwe ba ba lwalang.

4.7 Bosephiri

Ga go a tshwanela gore batho ba ba ikopelang ditiro ba patelediwe go bolela gore seemo sa bone sa HIV/AIDS keeng, mme e bile batho ba ba berekang le bone ga ba tshwanela go bolela gore, o ba reile a re o a lwala, kgotsa jang. Go batla kitso ka motho yo o berekang le ene mabapi, le seemo sa gagwe sa HIV/AIDS, go tshwanetse gore go dirwe go itsiwe gore ke sephiri se se tsamaelanang le melawana ya ILO, e e sireletsang ditshwanelo tsa motho, ka dilo tse d mo amang, e e neng ya dumelanwa ka 1997.

4.8 Go Tsweledisa Tiro Ga Motho

Motho fa a na le bolwetse jwa HIV/AIDS ga se lebaka le le ka dirang gore a kubiwe mo tirong. Fela jaaka malwetse a mangwe, batho ba ba amilweng ke bolwetse jo ba ka bereka fela ka lobaka lo loleele le ba ka le kgonang fa ba santse ba itekanetse mme go lekannngwa tiro le gore ba bokoa fa kae.

4.9 Tshireletso

Mogare wa HIV/AIDS o ka sirelediwa, mme kana ditsela di teng tse di ka dirisiwang go lebilwe seemo sa ngwao ya batho go fokotsa go anama ga bolwetse jo. Mme gape go fokotsa kanamo ya bolwetse jo, go tla raya gore batho rutwe ba fetole boitshwaro ja bone e be ba seka ba tshela mo tikologong e e ba kgethololang.

Ba ba dirisanyang le puso, ke bone ba ba mo seemong se se siameng, sa go tlotlomatsa, go somarela ditshwanelo tsa batho bangwe, gammogo le go rotloetsa batho gore ba fetole mekgwa ya bone ya tsa thobalano, mme ba ba dirang jaana ka go rutwa le go tlhalosa mabaka a bone ba ka tswang ba ne ba a lebile.

4.10 Tlhokomelo le kemanokeng

Go botlhokwa gore batho ba ba amilweng ke bolwetse jo ba ratiwe, ba amogelwe ba bo ba tlhokomelwe. Babereki botlhe, re balela le ba ba amilweng ke bolwetse jo ja HIV/AIDS, ba tshwanelwa ke go bona boitekanelo bo bo sa kgethololeng mme e bile ba bona dilo tsotlhe tse molao o ba fileng tshireletso mo go tsone.

5. Ditshwanelo le Boikarabelo

5.1 Puso le maphata a yone

- a) **Thulaganyo ya Mananeo:** Puso e tshwanetse go tlhomamisa gore lenaneo la setshaba la HIV/AIDS le amana le mananeo a tiro ka go tlhomamisa gore mananeo a, a akaretsa baemedi ba bahiri, babereki, maphata a tsa selegae le matshelo a batho, le batho ba ba tshelang le mogare.
- b) **Tshwaragano le maphata otlhe:** Barulaganyi ba twantsho ya bolwetse jo ba tshwanetse go kopanya maphata le banaleseabe botlhe jaaka; puso, maphata a a dirisanyang le puso, maphata a kgwebo, bahiri, babereki le mekgatlho e mengwe e e amegang.
- c) **Tshimolodiso:** Puso e tshwanetse go ema nokeng maiteko a go tshwaraganya banaleseabe botlhe go lwantsa ha bolwetse jo; puso e dirise ditlamelo tse di leng teng go ema nokeng twantsho ya bolwetse jo.
- d) **Thibelo le thotloetso ya botsogo:** Lephata le le okametseng a mangwe otlhe le tshwanetse go rotloetsa kabelano ya kitso le thuto mo banaleseabeng botlhe.
- e) **Tsa bongaka:** Bahiri ba tshwanetse go thusa babereki ka ditlamelo tsa botsogo. Puso yone e tshwanetse go thusa bahiri

go rotloetsa boitekanelo le twantsho ya HIV/AIDS. Bokaedi ja puso bo tshwanetse go nyalana le ditirelo tse di leng teng tsa botsogo.

- f) **Tshireletso mo go tsa Matshelo:** Puso e tshwanetse go tlhomamisa gore mananeo otlhe le melao ya lefatshe e sireletsa botlhe ba ba amilweng ke HIV/AIDS. Go ka dirwa mananeo a tshireletso, a a sa kgethololeng babereki. Go tshwanetswe ga dirwa mananeo a a tla itebaganyang le mokgwa o HIV/AIDS e anameng ka teng ga bo ga tlhomamisiwa gore dituelo tsothle tse di amang balwetsi di dirwa ka manontlhotlho.
- g) **Ditlhotlhomiso:** Go bothokwa gore puso le banaleseabe ba tsepame ka go dirisa ditlhotlhomiso e le tsone bokaedi jwa gore bolwetse jo bo ama itsholelo jang. Se, se raya gore go dirwe ditlhotlhomiso ka go itebaganya le makgamu a a farologanyeng a setshaba go leka go gola, go anama, le boteng jo bolwetse bo ntseng ka teng. Go batlega ditlhotlhomiso tse di itebaganyang le bong, merafe ya batho, dituelo tsa bone le mekgwa ya ngwao. Ditlhotlhomiso di ka thusa gore mananeo le mekgwa ya twantsho ya bolwetse jo e bong go bona gore metlhala e puso e e dirisang e atlega go le kana kang. Go ka thusa gape gore go senolwe mekgwa ya kwa tirong e batho ba itshwarang ka yone. Se se raya gore lekalana la puso le le amegang le tshwaraganele tiro e le baemedi ba bahiri le bahiriwa. Dintlha tsa ngwao di tshwanetse go elwa tlhoko thata. Mekgwa ya sennela ruri e bothokwa go tlhomamisa gore lenaneo la HIV/AIDS le a atlega.
- h) **Thuso tsa madi:** Puso le banaleseabe ba tshwanetse go batla medi go tsepamisa mananeo a HIV/AIDS mme tshwaragano ya bone ke yone mokwatla wa thulaganyo e. Tiriso ya madi mo mananeo a setshaba le a ditshabatshaba e bothokwa go tlhotlhomisa gore lenaneo la HIV/AIDS le a atlega, le akareditse tshireletso mo go one.
- i) **Tsa Melao:** Gore twantsho ya HIV/AIDS e atlega go raya gore Puso le banaleseabe ba itebaganye le go rotloetsa melao ya pereko go sireletsa ditshwanelo tsa ba ba amilweng ke HIV/AIDS. se, se raya gore go tlhatlhabiwe e bo go nonotshiwe melao e e amang HIV/AIDS le ba ba amegang.

- j) **Thuso ya Puso:** Fa puso e thusa dikgwebo ka madi go simolodisa lenaneo la HIV/AIDS e tshwanetse go tthomamisa gore dikgwebo di tshegetsa melao yotlhe e e amegang le yone melawana e tota.
- k) **Tiragatso ya molao:** Puso le banaleseabe ba tshwanetse go tthomamisa gore melao e e teng e salwa morago sentle go sireletsa babereki kgatlhanong le kgethololo le gore ba lwala HIV/AIDS. Dikgotla tsothe tsa babereki di nonotshiwe le methale ya go tthatlhoba madirelo e tokafadiwe.
- l) **Ba ba iperekang:** Methala yotlhe ya go itebaganya le ba ba sa direng e tshwanetse go dirisiwa go anamisa lenaneo la HIV/AIDS. Dikomiti le makgotlana a metse a tshwanetse go dirisiwa go thusa kanamiso ya kitso le thuto mo setshabeng.
- m) Puso e tshwanetse gore e rotloetse boitekanelo ka mananeo a a farologanyeng. Puso e tshwanetse gore e tthothomise gore fa go nang le melemo e e ka ritibatsang bolwetse jo, e nne teng, babereki ba e bone, le mekgatlho e e emetseng babereki e itsisiwe ka dithulaganyo tse.
- n) **Bana le Banana:** Go fokotsa go sotlwa ga bana ba dirwa makgoba puso e tshwanetse go tthomamisa gore ba ba tthokomelwa le banana bogolo jang ba e tla bong e le masiela go bona gore bolwetse jo bo ba amile ka tsela e e ntseng jang.
- o) Puso e tshwanetse gore e tshwaragane le mafatshe a mangwe mo tikologong le lefatshe ka bophara, gore gonne le tomagano ya go lwantsha mogare o, le go tthomamisa gore bolwetse jo ga bo gakalele ko pele.
- p) Puso e tshwanetse gore e tthomamise gore mafatshe ka kakaretso a rotloediwa go thusa mafatshe a mabotlana.
- q) Babereki ba ba lebaganweng ke diphatsa tsa go tsenwa ke mogare; puso e tshwanetse gore e tseye dikgato tsothe tse di tthokafalang, go itse setlhopho sa babereki ba e leng gore ba lebanwe ke bodiphatsa ja go amiwa ke mogare o bo o senke ditsela tsa go ba thusa gore mabaka a a ka dirang gore ba tsenwe ke mogare a fokodiwe. Dipuso di tshwanetse go

tlhomamisa gore mananeo otlhe a thibelo mogare a teng a a ka thusang babereki.

5.2 Bahiri le Mekgatlho ya bone

- a) **Lenaneo la kwa tirong la mogare.** Bahiri ba tshwanetse go rerisanya le babereki ba ko tirong le baemedi ba babereki go tlhomamisa gore go nna le lenaneo le le ka dirisiwang mo tirong le le diretsweng go fokotsa go anama ga bolwetse ja segajaja, le go tlhomamisa gore babereki ga ba kgethololwe ka lebaka la gore ba ka tswa ba amilwe kgotsa ba na le mogare.go tshwanetse go nne le lenaneo la dilo tse di botlhokwa la gore thuso e e neelwang babereki e nne teng, jaaka go tlhalositswe mo go Appendix III.
- b) **Ditumalano tsa puso le banaleseabe ka tse di amang bolwetse jo, mo tirong;** Bahiri ba tshwanetse go tlhomamisa gore obamela melao ya lefatshe le ditsamaiso tse di dumalwanweng tsa gore babereki ba tshwanetse go tsewa jang. Mme, ba tshwanetse go neela babereki le baemedi ba bone. Lenaneo ditumalano le le supang gore bolwetse ja segajaja go na le ka fa bo hemelwang ka teng le ka fa babereki ba ka sirelediwang ka teng go tsenwa ke mogare o.
- c) **Thuto le katiso kgotsa tlihabololo ya mmereki;** Bahiri le mekgatlho ya bone ba rerisana le babereki le baemedi ba bone, ba tshwanetse gore ba simolodise ba bo ba eme nokeng mananeo otlhe a ka fa babereki thuto le kitso le go ba tlihabolola ka tsotlhe tse di amang go itshireletsa le go tlhokomelana mo mogareng wa segajaja, mme se se akaretsa ditsela tse di ka tsewang kgotsa tsa kgetholola batho bangwe ba lwalang kgotsa ba ba amilweng ke segajaja bogolo thata go itebagantswe le gore ba ba amegileng ba ka bona dipoelo tsa mofuta o fe kgotsa ke di fe ditshwanelo tse di ba lebaneng.
- d) **Tsa itsholelo:** babereki le mekgatlho ya bone ba tshwanetse go tlhomamisa mmogo go bona gore ba nna le tsela kgotsa le ditsela tse di ka dirisiwang go bona gore bolwetse jo bo ama itsholelo ya batho bangwe go le kanakang bogolo jang ko tirong le mo makalaneng a a amang tiro ya bone.

- e) **Ditsamaiso tsa khiro:** Bahiri ga ba tshwanela go dira melao kgotsa ditsamaiso tsa khiro tse di ka kgetholang babereki fa ba amilwe ke mogare wa segajaja. Bahiri ba tshwanetse go dira dilo tse dilatelang;
- Gore ba seka ba pateletsa motho gore a tlatlhoiwe ko ntle fa e le gore go dumalanwe jalo mo melawaneng ya motho yoo kgotsa yone ya ILO;
 - Se sengwe gape go tshwanetse ga tthomamisiwa gore babereki ba se ka ba kgethololwa ka ntata ya gore go na le tumelo kgotsa pelaelo ya gore ba na le mogare, kgotsa ba na le mogare ka boammaruri;
 - Se sengwe, a batho bangwe ba rotloediwe gore ba bereke, le fa e bile e le gore ba tswa ba amiwa ke mogare kgotsa ba na le mogare fela fa e le gore ngaka e tthomamisitse gore ba itekanetse go bereka.
 - Se sengwe, a go nne le thulaganyo ya gore mmereki, yo o nang le mogare kgotsa yo o amilweng ke mogare, a sa kgone go bereka, go nne le dithulaganyo tse di ka dirwang tsa gore a fiwe malatsi a go ikhutsa a ikoka. Mme mo, a tirisanyo ya mohiri le mohiriwa e tsamaelane le gore a seka a kgethololwa, e tsamaelane le melawana ya khiro ebe e tlotle ditshwanelo tsa gagwe e be go salwe ditsamaiso morago, gammogo le gore le ene fa go na le ditshwanelo dingwe tse a tshwanetseng go di newa a di neelwe.
- f) Mokgwa wa go itebaganya le dingongorego. A bahiri ba nne le ditsamaiso tse di ka dirisiwang ke babereki le baemedi ba bone gore ba di latele fa ba na le dingongorego, ka fa ba tshwarwang ka teng mo tirong, mme ditsamaiso tse di tshwanetse gore di tthaloswe gore mmereki o ka tseelwa kgato fa a dirile eng le gore mmereki a seka a bo a kgethololwa ka ntata ya gore go belaelwa gore ona le mogare, kgotsa a na le one mogare. Selo se, se tshwanetse go tsamaelana le molao wa kwa tirong wa bolwetse jwa HIV/AIDS.

- g) Sephiri. Kitso epe e e leng teng ka mmereki mabapi le mogare, e tshwanetse gore e tlhokomelwe thata e nne sephiri e be e tsholwe fela ke ba bongaka, mme ope a seka a letlelelwa gore a e bone motlhofo jaaka go dumalanwe ka molao wa 1985, (No.171) wa occupational Health Services Recommendation Ke gore a melao ya lefatshe e letlelele gore kitso ka bolwetse jo e nne sephiri. Go bona kitso ya mofuta o, go tshwanetse gore e bo e le mo go letleletsweng gore go ka dirwa ke dingaka le botlhe ba e leng gore kitso ya mofuta o, ba tshwanetse gore ba e neelwe ka fa molaong le gone molwetse kgotsa mmereki ka sebele a dumalane.
- h) Go fokotsa kgonagalo ya go amiwa ke bolwetse jo; Bahiri ba tshwanetse go tshomamisa gore a lefelo le ba direlang mo go one le sireletsegile e bile le na le boitekanelo, le gore ba dirise molawana wa Universal Precautions o o tshomamisang gore didirisiwa tsotlhe le mechini yotlhe ga mmogo le dilo tsa thuso ya ntlha, di siame sentle. Go leka go thusa babereki go fetola maitsholo a bone, bahiri ba tshwanetse gore fa go tlhokafalang teng ba neele babereki bomme le borre dikausu. Ba ba neele kgakololo, ba ba neele kemonokeng e e bonalang le go ba romela kwa ba ka bonang dithuso tse dingwe teng. Mme fa go na le mabaka a gore go a tura kgotsa palo ya babereki e ntsi, bahiri le mekgatlho ya bone, ba tshwanetse gore ba kope thuso mo pusong le banaleseabe ba bangwe ba ba amegang.
- i) Mafelo a tiro a babereki ba amanang le madi a mmele le dilo tsotlhe tse di tshologang; Mo mafelong a, bahiri ba tshwanetse gore ba tseye dikgato tse di popota, go tshomamisa gore babereki ba rutilwe ka tsamaiso ya Universal Precautions, ya gore ba amogela le gore ba amogelwe e le ditsamaiso tse di tshwanetseng di latelwe fa motho a ka diragalelwa ke kotsi a theogetse, go latelwe melawana fela yone ya mafatshefatshe ya Universal Precautions, mme gape go nne le mafelo a ka dirisiwang go thusa mmereki yo o tla bong a golafetse.
- j) Tse di amanang le boroko. Bahiri ba rerisana le babereki, le mekgatlho ya bone ba tshwanetse go tsaya dikgato tse di lebanyeng go bona gore ba neela babereki ba bone boroko, bogolo thata babereki ba amiwang ke bolwetse jo, mme mo gape gone go ka raya gore go lebelelwe lenaneo la kwa tirong

gore ba ka theogela leng, ba dirisa ditsompelo tsa mofuta o fe, ba ne ba itapolosa leng, ba ne ba tsaya malatsinyana ba ya go itapolosa morago ga lebaka le le rileng, ba tswa go bona ba bongaka, le gore ba seka ba pitlaganngwa thata mo malatsing a ba ka a tsayang ba ikoka, le gore ba bangwe ga go kgonagalang teng ba boele ko tirong ka dinako tse di botoka tse ba bonang ba ka kgonang gore ba bereke.

- k) Go buelelela batho bangwe ba ba amiwang ke mogare; Ka mabaka a gore go tshwanetse gore go tlhokomelewe babereki, bahiri le mekgatlho ya bone, fa go tlhokegang ba tshwanetse gore ba rotloetse bahiri ba bangwe go nna le seabe mo thibelong ya bolwetse jo ja segajaja ko tirong, mme ba rotloetse puso go tsaya dikgato tsotlhe tse di tlhokafalang go fokotsa go anama ga bolwetse jo, le go bona gore puso e ka thusa fa kae. A banaleseabe ba ba ka kgonang jaaka bagwebi le mekgatlho ya babereki e bone ka fa e ka re thusang ka teng go lwantsha segajaja se.
- l) Go rotletsa batho bangwe go ya go itlhatlhoba ba sa patelediwe; Bahiri, babereki le mekgatlho ya bone ba tshwanetse gore ba rotloetse gore motho a ye go itlhatlhoba, mme go itlhatlhoba ga gagwe go seka ga patelediwa, mme e bile go nne sephiri, le gone go dirwe ke batho bangwe ba e leng gore ba rutetswe tiro ya boitekanelo kgotsa ya bongaka.
- m) Ba ke babereki ba ba sa direleng puso; Bahiri ba babereki ba ba sa direleng puso, ba tlhotlhomise mme fa go tlhokafalang, ba dire thulaganyo ya mananeo a a ka tlhokomelang babereki ba bone.
- n) A bahiri le mekgatlho ya bone ba nne le seabe fa go tlhokafalang teng gore ba tshwaragane le banaleseabe ba mafatshefatshe, mo twantshong kgatlhanong le segajaja sa bolwetse jwa HIV/AIDS.

5.3 Babereki le mekgatlho ya bone

- a) Molao ya tiro mabapi le segajaja; A bahiri ba berekisanye le mekgatlho ya bone ka go batla molao o o thomameng wa ko tirong o o ka diriwang go lwantsha go anama ga bolwetse ja

segajaja le go sireletsa babereki gore ba seka ba kgethololwa ka jaana ba na le mogare. Go botlhokwa gore go ne le lenaneo la go bona gore molawana o salwa morago jaaka go kwadilwe mo go Appendix III.

- b) Babereki le mekgatlho ya bone ba tshwanetse gore ba sale morago molao le ditsamaiso tsa lefatshe le, le ba leng mo go lone, mme ba le dirisa go ipuelela mabapi le khiro ya bone, mme mo go raya gore go akarediwe lenaneo la segajaja, gore go sirelediwe babereki mo tirong ya bone mo lefatsheng la bone le mo karolong ya bone e e ba lebaneng.
- c) Kitso le thuto; Babereki le mekgatlho ya bone a ba dirise mekgatlho ya babereki e e leng teng le ditsamaiso tse dingwe tse di setseng di le teng go neela babereki kitso le go ba ruta ka segajaja se, le go nna le lenaneo la thuto le le nang le ditshwantsho le mekwalo e e ka dirisiwang go ruta babereki ka bolwetse jo. Mme selo se se seka sa direlwa babereki fela se a tulusiwe gore se balele mo teng ba masika a bone ka le bone ba amiwa ke bolwetse jo.
- d) Bolwetse jo bo amana jang le itsholelo; Babereki le mekgatlho ya bone ba tshwanetse gore ba bereke mmogo le bahiri go batla mekgwa e ba e dirisang go lemoga le go tsaya kgato kगतланонг le khumanego kgotsa kwelo tlase ya itsholelo e e ka dirwang ke mogare o, bogolo thata mo tirong le mo karalwaneng e babereki bao ba berekelang teng.
- e) Go buelela batho bangwe ba ba amilweng ke mogare; Babereki le mekgatlho ya bone ba tshwanetse go tshwaragana le bahiri go bona gore, mekgatlho le puso e oketsa puso ya batho bangwe mo go thibeleng bolwetse jo ja segajaja go anama.
- f) Melao e e amanang le khiro; A babereki le mekgatlho ya bone kgotsa le baemedi ba bone, ba rotloetse bahiri ba bone gore ba nne le melawana ya khiro e e leng gore, e ta seke e dire gore babereki ba kgethololwe ka ntata ya gore go dumelwa fa ba na le mogare.
- g) Tshekatsheko ya katlego ya lenaneo la segajaja; A babereki le baemedi ba bone ba nne le tshwanelo ko tirong ya gore fa ba na

le dingongorego, le dilo tse ba sa tseweng sentle mo go tsone Go nne le lenaneo le le tlhamaletseng la gore ba ka ikuela kwa go mang, leng, le gone e le wa maemo a fe bogolo thata fa go belaesega gore ba a kgethololwa ka gore ba amilwe ke bolwetse jo.

- h) Ithutuntsho kgotsa tlhabololo ya babereki; Mekgatlho ya babereki, e tshwanetse gore e nne le lenaneo le le tlhabolololang babereki ka lone, mo tirong, e le lenaneo le tla bong le itebagantse le segajaja, le gore seka lwantshiwa jang. le botlhoki fela jo bo tlhamaletseng jo bo leng teng ja batho bangwe ba amilweng kgotsa ba tshela le mogare o, gammogo le ba malwapa le ba ba tlhokomelang ke gore baoki ba bone.
- i) Go fokotsa ka fa mogare o, o ka amang babereki ka teng; Babereki le mekgatlho ya bone, a ba buisane, ba bo ba thusane le bahiri go nna le tikologo le lefelo la tiro le le babalesegileng e bile le na le boitekanelo jo bo popota. Ba tlhomamise gore go salwa morago ditsela tsa go iphemela le ka go dirisa diatlana le go dirisa lenaneo la thuso ya ntlha. A babereki le mekgatlho ya bone ba sekaseke gore tikologo e ka ama jang go tsenwa ke mogare ga bone. Ago dirwe mananeo a a siametseng babereki go ba ruta ka seru se.
- j) Babereki ba na le tshwanelo ya gore ba bolelelwe ka tse di ba amang bogolo jang di tswa kwa go ba bongaka. A mekgatlho ya babereki yone e seka ya neelwa kitso ka mmereki mabapi le go lwala ga gagwe. Mo dilong tse tsoitlhe, fa makgotla babereki a tsaya boikarabelo, a dira tiro ya one a melao ya bosephiri, le gore motho yo o amegang a dumelane e dirisiwe, jaaka gone ga dumalanwa ka molao wa 1985, (No. 171) Occupational Health Services Recommendation.
- k) Babereki ba e seng ba puso; Babereki le mekgatho ya bone ba tshwanetse gore, ditiro tse ba di dirang ba tshwaragane le banaleseabe ba bangwe, fa go tlhokafalang teng ba eme nokeng mekgwa e mesha ya go fokotsa go anama ga bolwetse jo, le go bona gore go ka dirwa jang gore ba fokotse go sokodisa babereki.

- l) Tsela e babereki ba ka amiwang ka teng ke mogare; Babereki le mekgatlho ya bone ba tshwanetse go tlhomamisa gore, mabaka otlhe a a ka dirang gore kanamo ya bolwetse jo, mo ditlhopheng tse di rileng tsa babereki e nne teng, le gore e ka fokodiwa jang, kgotsa ya fedisiwa jang, ba dira se ba rerisanya le bahiri.
- m) Go ema nokeng go itlhatlhuba mo go sa patelediweg; A babereki le mekgatlho ya bone ba tlhoamise gore, babereki ba rotloediwa ba bo ba emiwa nokeng gore ba ye go itlhatlhuba, mme go tlomamisiwe gore e nna sephiri.
- n) Tshwaragano le mafatshe a mangwe; A babereki le mekgatlho ya bone, ba tshwaragane mo gopopota le mafatshe a mangwe bogolo jang a a gaufi le bone le mekgatlho mo lefatsheng la bone, le mekgatlho e mengwe mo mafatshefatsheng, go bona ka fa go ka lwantshiwang bolwetse jo , bogolo thata mo tirong, mme go itebagantswe thata le ditshwanelo tsa babereki.

6. Thibelo ya kanamiso mogare ka Kitso le Thuto;

Mo tirong, kitso le thuto mo tirong di botlhokwa thata go lwantsha go anama ga segajaja se, le gore ba amogelane le fa ebile ba ka tswa ba amiwa ke bolwetse jo. Fa go nna le thuto e e tlhomameng e ka thusa babereki go itshireletsa, gore ba seka ba tsenwa ke mogare o, gape e ka fokotsa, go sokola le go sotlega, le go kgetholola mo go amanngwang thata le lefelo la tiro mme ebile go kgoreletsa go bereka ga bone, mme go tsenya batho bangwe mekgwa le maitseo a e seng one. Mananeo a tshwanetse gore a dirwe, a a tla bong a dumalanwe ke puso, le bahiri, le babereki le mekgatlho ya bone, go tlhomamisa gore babereki ba eme nokeng, e bile ba na le seabe mo go tse ba di direlwanng go thusiwa. Kitso le thuto, di tshwanetse gore di nne teng, ka mefuta ee farologaneng, mo gongwe go ka tla go kwadiilwe mo gongwe go ka tla ka thaeletsano, fa go tlhokafalang teng. Mananeo a tshwanetse gore e be e le mananeo a tla akretsang dingwaga tsa yo o rutwang, gore a ke monna kgotsa mosadi, le gore o godisitswe a dumela eng ka tsa bong, le go lebelela tiro ya gagwe, le matshelo a gagwe fela ka kakaretso mo tirong le gone o godile mo ngwaong ya mofuta o fe.

Mananeo a, a tshwanetse gore a neelwe batho bangwe ba ba ikanyegang e bile ba tlotliwa ke babereki go a tsamaisa. Lenaneo la go ruta balekane le tshwanetse gore le dirisiwe thata ka ke lone go lebegang le ka thusa gore motho a bo a bua le balekane ba gagwe ka segajaja se, le dithulaganyo tse dingwe tse di amneng le sone.

6.1 Kitsiso le go oketsa kitso ka bolwetse jo

- a) Go tshwanetse gore gone le mananeo a kitso a a amanang le bolwetse jo, a e leng gore a ka ruta setshaba, ke gore e le motse kgotsa ele kgaolwana kgotsa e le lekalana le le rileng la itsholelo. Mananeo a, a tshwanetse gore a bo a na le kitso e, e e seng ya bogologolo e bile go bonwe ditsela tse mananeo a a ka isiwang ko bathong. Gape go tshwanetse gore go dirisiwe dingaka le baitsanape go ruta batho bangwe ka bolwetse jo, bo ka thusanngwang ka teng go fokotsa bogale jwa bone le gore batho bangwe ba tshwaragane go bo lwantsha.
- b) Fa go kgonegang teng mananeo otlhe a kitso le ditsela tsotlhe tsa go phatlalatsa kitso ka bolwetse jo a tshwanetse gore a tsenngwe mo lenaneong la thuto le mo melaong ya khiro, le mo

ditshetleng tsotlhe tse di amanang le tiro ya babereki le itshireletso ya bone, gammogo le mananeo a buang gore go seka ga nna le kgethololo mo tirong.

6.2 Mananeo a thuto

- a. Go tshwanetse gatlwa ka dikakanyo tse di ka dirisiwang go ruta batho mme e le gore ke dilo tse go rerisantsweng le babereki ka tsone le baemedi ba bone, mme fa go tlhokafalang teng puso le banaleseabe ba ba nang le kitso ka bolwetse jo, ba ba itseng go gakolola le tlhokomelo ya balwetse ba tswe ka ditsela tse di ka dirisiwang go ruta batho.
- b. A go diriwe mananeo a go ruta batho ka bolwetse jo ka nako tsa tiro mme e bile go dirisiwe metlhala e babereki ba ka e tlhaloganyang, fa go tlhokafalang teng go nne le dithuto tse e leng gore di ka nna bontlha ja tiro, babereki ba patelesega go di tsena.
- c. Fa go kgonegang teng, mananeo a thuto a tshwanetse go thusa batho gore:
 - ba lemoge bodiphatsa jo bone e le batho ba bo lebaganyeng gape ele setlhopha mo go tseeng ditshwetso tse eleng gore di ka ba tsenya mo diphatseng mme batho bangwe ba gakololwe go ipabalela, gore ba buisane, ba rutane ba bo ba batle ditsela tsa go gakololana mabapi bolwetse jo.
 - Sengwe gape se se botlhokwa mo go ruteng batho ke go ba ruta ka mekgwa e e diphatsa e e ka ba gogelang mo goreng ba tsenwe ke mogare o, ka ntata ya boitshwaro jwa bone bogolo jang ba ba tsamayang mesepele ya mo tirong e leng gore e ka dira gore ba tsene mo mathateng a bolwetse jo.
 - Tsela e nngwe ya go ruta batho, ke ya go kenta batho, gore ba seka ba fetisetsa mogare ko go ba bangwe.
 - E nngwe tsela ya go ruta batho ke ya puisanyo ya ga goromente le baipereki le mekgatlho ya bone go tswa mo

mafatshe a a bapileng le la rona kgotsa a a mo karolwaneng e lefatshe la rona le leng mo go yone, jaaka mafatshe a SADC.

- Go botlhokwa go rotloetsa thuto ka bolwetse jo, mo mafelong a rutang ditiro tsa diatla go dirisanngwa le babereki ba puso.
- Thuto ya bolwetse jo, e tshwanetse gore e itebaganye le banana le bomme.
- Mokgwa o mongwe ke wa go gatelela bodiphatsa jo bomme ba lebaganweng ke jone, go bo go senkwe metlhala e ba ka e dirisang go fokotsa go tsena mo diphatseng tsa bolwetse jo.
- Thuto e tshwanetse gore e gatelele gore ga se gore motho yo o lwalang bolwetse jo, fa o bapile le ene kgotsa o mo kgomile bo ka go tsena, mme batho ba tshwanetse gore ba rotloediwe go ema nokeng batho bangwe ba ba lwalang le go ba rata le go ba amogela.
- Go tshwanetse gore go rutwe batho ka fa bolwetse jo, bo onatsang mmele wa motho bo bo, bo mo sotla mo moeng ka teng, mme go tlhokafala gore babereki ba utlwalane botlhoko, e bile ba seka ba kgethololana.
- Se sengwe gape se babereki ba tshwanetseng go se ruta, ke go buisana ba gololesegile ka fa ba ikutlwang ka teng, le ka fa ba amiwang ke mogare ka teng.
- Gotshwanetse gore gape go laelwe babereki bogolo jang ba ba tlhokomelang balwetse gore ba dirise ditsela tsa go itshireletsa le go latela metlhala e e tlhomameng mo maitekong a bone a go tlhokomela balwetse gore le bone ba seka ba tsena mo mathateng.
- Go tshwanetse gore gonne le thuto ka malwetse a dikobo le bo TB le se se ka dirwang gore malwetse a, a fokodiwe bogale ka jaana, fa gongwe fa motho a lwala malwetse a, go abo go na le kgonego ya gore o ka nna a amiwa ke mogare motlhofo.

- Thuto gape etshwanetse gore e itebaganye le boitekanelo le bophepa le go ja dijo sentle, le go ja dijo tse di siameng.
- Thuto gape etshwanetse gore e itebaganye le boitekanelo le bophepa le go ja dijo sentle, le go ja dijo tse di siameng.
- Thuto gape e tshwanetse gore e rotloetse batho gore ba tlhakanele dikobo ba itshireleditse, ba bo ba rutiwe tiriso ya dikausu tsa bomme le tsa borre (condoms).
- Thuto ya bolekanane le thuto e e seng ya mo classing go lebega e ka nna yone e e mosola thata mo go ruteng batho ka bolwetse jo.
- Mananeo otlhe a amanang le bolwetse jo, a tshwanetse gore kgapetsakgapetsa a sekasekwe gore a dira sentle kgotsa nnya.

6.3 Mananeo a a itebagantseng le Bong:

- a. Mananeo otlhe a bolwetse jo, a tshwanetse gore a seka a itlhomolosa dikgang tsa bomme le borre bogolo thata go itebaganya dilo dingwe tse di amang borre le bomme ka go tshwanetse go itsiwe gore borre ba na le mathata a bone le bomme ba na le a bone mo go itebaganyeng le bolwetse jo, mme se se raya gore mananeo a dirwe a itebagantse le tsa borre le tsa bomme.
- b. Bomme ba tshwanetse gore ba tlhalosediweng gore, ba mo seemong se se diphatsa thata bogolo thata bomme ba banana, mme ba tshwanetse gore ba ikgaphe ba bo ba rutwe ka mogare o thata.
- c. Thuto ka mogare e tshwanetse go itebaganya thata le mathata a bomme ba tlang ba nne le one jaaka a go tlhoka tiro, a go kgokgontshiwa ko lwapeng le a mangwe fela jalo.
- d. Lenaneo le tshwanetse go leka go thusa bomme go itse ditshwanelo tsa bone mo tirong le ko lapeng le gore ba rotloediweng gore ba itshireletse

- e. Lenaneo le, le tshwanetse go ruta borre ka ditsela tse ba ka di dirang gore ba tseye boikarabelo go lwantsha kgotsa go thibela kanamo ya bolwetse jo.
- f. Gonne mananeo a a itebagantseng thata le borre ba ba tlhakanelang dikobo le borre ba bangwe mme se se diriwa ko tirong gona le baemedi ba ba ko tirong go leka go tlhalosa dintlha tsa bothokwa.

6.4 Tshwaragano le ba lephata la Boitekanelo

Mananeo a thuto a tshwanetse gore fa go kgonegang teng a tshwaragane le a boitekanelo kgotsa a botsogo mo go ameng dintlha tse di tshwanang le tiriso ya ditagi le gore batho ba tshelela mo meweng e e sa iketlang (stress) le malwetse a mangwe fela a a amanang le tsa thobalano ko tirong. Dikomiti tsa ko tirong ka go farogana ga tsone di tshwanetse go thusana le ba boitekanelo go anamisa kitso ka bolwetse jo. Mme go tshwanetse gore go rutwe batho bangwe ka go dirisa bonnale ba ba dirisitsweng gore go diphatsa mme go tlhalosiwe gore gonwa mo go feteletseng le gone go ka ka dira boitshwaro jo motho jaanong a ka sekang a iphemela mo mogareng wa HIV/AIDS.

6.5 Go ka dirwang eng go thusa batho bangwe go fetola boitshwaro jwa bone;

- (a) Babereki ba tshwanetse go fiwa kitso e e tlhomameng ya segompiano mme e re mo godimo ga mo ba phakisiwe dikausu tsa borre le tsa bomme.
- (b) Go lemoga malwetse a dikobo le go senka ditsela tsa go a al af a, le go dirisa bonnale ba ba siameng, le gone go ka thusa go fokotsa kanamo ya bolwetse jo .
- (c) Bomme ba ba berekang, mme ba na le mathata a madi, ba tshwanetse gore ba rutiwe ditsela tse ba ka di dirisang go ipatlela madi mme gape ba rutiwe ka ditsela tse. Ba ka fiwa kitso ka mananeo a a leng teng a ba ka ithusang ka one go itlhabolola.

6.6 Lenaneo la kanamiso ya kitso mo setshabeng

Babereki, le bahiri le baemedi ba bahiri ba tshwanetse go rotloetsa thuto le kitso ka thibelo ya mogare wa HIV/AIDS mo dikoleng le setshabeng se ba

tshelang mo go sone. Seabe sa bone mo mananeong a, se tshwanetse go bonala se be se fe batho gore ba ntshe maikutlo a bone le ka fa ba thusiwang ka teng go lwantsha bolwetse jo, gore batho bangwe ba seka ba iphitlhela ba kgaphetswe ko thoko. Mananeo a tshwanetse gore a tsamaisiwe ka tshwaragano ya maphata a a farologanyeng a puso a setshaba le a metse e mebotlana.

7. Go rutuntsha batho

Go batla gore ditlhopho tse di farologanyeng jaaka baokamedi, badiredi ba ba hiranng, baemedi ba babereki le ba ba rutang ba bangwe e le bomme le borre, barutabalekane, ba botsogo le ba itshireletso ba rutwe ka mananeo a a ba lebaganyeng. Go tshwanetse gore go batliwe ditsela tse di siameng tsa go fokotsa ditshenyegelo. Lenaneo le le tona la setshaba le le laolang twantsho ya bolwetse jo, jaaka la mono le le bidiwang NACA le ka tshwaragana le makalana a mangwe go bona gore ba ka thusana jang mo go tsa ithuthuntsho. Go ka dirwa jaana ka gonna le didirisiwa tsa go ruta batho le go di abelana. Baruntshi ba tshwanetse go rutwa gore ba ka thusa jang mo dithutong tsa borre le tsa bomme mo go tsa merafe e fa gongwe e lebelwang ko tlase bogolo thata ka ntata ya setso sa bone. Ba tshwanetse gore ba batle dithuto tse di ka fang dikai ka ditsela tse dintle tsa go rutana. Mme fa gongwe bangwe ba batho ba ba ka kgonang go ruta ke babereki ba ruta babereki ba bangwe, kgotsa balekane ba ruta balekane ba bone. Go tshwanetse gore lenaneo le, le nne mo thulaganyong ya dithuto ya lephata lengwe le lengwe mme e bile go dirilwe jaana ka tumalano le therisanyo le baemedi ba babereki.

7.1 Dithuto tse di itebagantseng le baokamedi ka go farologana ga bone

Go tlatsa dithuto tsa babereki botlhe, go botlhokwa gore baokamedi ba babereki ba rute dithuto tse bogolo thata go itebagantse le gore:

- ke bone ba tla bong ba ka tlhalosa ba bo ba arabela gore mo tirong seemo sa tsamaiso ya bolwetse jwa H/A ke eng.
- Ke bone ba tshwanetseng go itse gore ba ka thusa babereki jang go fenyathata a ba nang le one mabapi le go anama ga bolwetse jo.
- Ke bone ba ba ka tlhalosang tse di amang le boroko jwa

babereki le matshelo a mangwe a bone a a ka dirang gore ba tlhofofalelwe ke go bereka.

- Ke bone gape ba ka tlhalosang boitshwaro jo bo leng teng le mekgwa e e leng teng mo tirong bogolo thata re lebelela go kgetholola kgotsa gobeela ko thoko babereki ba ba walang bolwetse jo;
- Gape go ka ba thusa go gakolola ba botsogo le ba ba amanang le matshelo a babereki ka tse di leng teng tse di ka ba thusang;

7.2 Ditsela tsa go rutuntsha Balekane (Peers)

Balekane ba tshwanetse go rutwa dilo tse di haphegileng gore;

- ba tle ba kgone go nna le kitso ka mabaka otlhe a amanang le bolwetse jwa HIV/AIDS bogolo jang thibelo,gore ba tle ba kgone go fetisa kitso e, ba e fetisetsa ko dithulaganyong tsotlhe tsa thuto ya babereki;
- Ba ele tlhoko tse di amang bong, kgethololo, ngwao mo dithulaganyong tsa bone tsa go ruta;
- Ba tshwanetse go dirisa thulaganyo ya ko tirong, e e le kang go kgalema tiriso ya batho botlhaswa kgotsa tlhokomelo ya batho bangwe ba ba nang le mogare;
- Ba tshwanetse gore ba kope balekane ba bone mo ti ro ng gore ba bue ka mabaka a a ka dirang gore ba tsenwe ke mogare;
- Gape ba tshwanetse gore ba gakolole balekane bab o n e ba ba tshelang ka mogare mo tirong le gore ba ba tlhalosetse maemo otlhe a ba leng mo go one le gore ba ka itepatepanya le one jang;

7.3 Go rutuntsha baemedi ba babereki

Baemedi ba babereki ba tshwanetse gore ka dinako tsa tiro ba rutiwe ka tse di latelang;

- Ba rutiwe gore ba kgone go araba dipotso le matshwenyego otlhe a a amanang le mogare o mo tirong;
- Ba tle ba kgone go ruta babereki ba bangwe ka lenaneo le la thuto ya mogare o;
- Ba bone boitsholo jwa kwa tirong ja batho ba ba farologanyeng jo bo dirang gore batho ba kgetholole babereki ba ba nang le mogare,
- Ba tshwanetse gore ba emele babereki ba bo, ba ba thuse mo go tsotlhe tse di amanang le maroko a babereki jaaka go tla bo go tlhokafala;
- Gape ba tshwanetse gore ba gacolole babereki ka mathata a a leng teng a a ka amang matshelo a bone;
- Ba tshwanetse gore ba bo ba rutilwe sentle ka botlalo ka HIV/AIDS gore ba tle ba bolelele babereki ka bone ka fa mogare o amanang le bone ka teng;
- Ba tshwanetse gore ba bone gore kitso ka bolwetse jo e a anamisiwa mo tirong, mme gape go somarelwe bosephiri jwa yone;

7.4 Go rutuntsha badiri ba boitekanelo ka itshireletso mo tirong

Kwantele ga go nna le kitso, lenaneo la thuto le tshwanetse gore le itebaganye le babereki bogolo jang ba e leng gore ke ba boitekanelo le tshireletsego mo tirong, mme ba tshwanetse go ela tlhoko dintlha tse di latelang:

- Ba tshwanetse go nna le kitso ka mekgwa e bolwetse jo ja segajaja bo ka hemelwang ka teng, ba tle ba kgone go fetisetse kitso eo le thuto eo ko mananeong a badiri;
- Ba kgone go sekaseka tikologo ya mo tirong gore ba ele tlhoko gore a ka fa batho bangwe ba berekang ka teng, a go ka tokafadiwa go fokotsa kgonagalo ya gore ba amiwe ke bolwetse jo;
- Ba tshwanetse gore ba thotlhomise gore a mohiri o

tlhokomela lefelo le babereki ba ba direlang mo go lone le gore a ditsamaiso tsotlhe tsa tiro re balela thuso ya ntlha (First Aid), a di salwa morago;

- Ba tshwanetse go tlhotlhomisa gore kitso ka bolwetse ja AIDS e nna sephiri fela jaaka tsotlhe tsa bongaka tsa babereki, tse babereki ba di bolelelwang ka tsamaiso ya melawana e e sireletsang boleng jwa mmereki;
- Ba tshwanetse gore ba kgone go gakolola babereki go fokotsa kgonagalo ya go tsenwa ke mogare;
- Ba tshwanetse gore ba fetisetse mmereki ko bongakeng ja mo tirong fa bo le teng kgotsa ele jwa kwa ko ntle ga tiro gore mmereki a thusiwe mo mathateng otlhe a a nang le one;

7.5 Go rutuntsha batlhokomedi ba madirelo

Go tshwanetse go tlhomamisiwa gore batlhokomedi ba madirelo (Labour Inspectors), ba na le kitso e e tlhomameng le taolo ya go diragatsa molao mabapi le HIV/AIDS mo tirong, mme se se raya gore ba rutwe ka botlalo ka ditsela tse babereki ba ka di dirisang go iphemela mo bolwetseng jo. Ditsela tse, ke tse di latelang;

- Kitso ka melao ya mafatshefatshe bogolo jang (No.111) (Discrimination in Employment and Occupation Convention ya 1958) le melao e mengwe ya lefatshe;
- Ba tshwanetse gore gape ba rute batho bangwe ka bolwetse ja HIV/AIDS bogolo jang baokamedi;
- Ba tshwanetse gore mananeo a bolwetse jo, jwa HIV/AIDS a lomaganngwe le boitekanelo le itshireletso mo tirong;
- Ba tshwanetse gore ba rute babereki ka ditshwanelo tsa bone bogolo jang go tlatsa difomo le ka fa ba sireleditsweng ke molao ka teng;
- Ba tshwanetse gore ba ele tlhoko fa go na le tlolo molao,

kgotsa ditshwanelo tsa babereki di sa somarelwe bogolo jang ba e leng gore ba amiwa ke bolwetse jo.

- Ba tshwanetse gore ba nne le kitso ya go kokoanya dipalo le go di rarabolola tse di amanang le ka fa mogare o amang babereki ka teng le matshelo a bone a a ka kwantle ga tiro ba setse morago melawana e ya ILO.

7.6 Go ruta babereki ba tiro ya bone eba pateletsang go amana le madi a mmele le dilo tse dingwe tse di metsi kgotsa tse di tshologang

Babereki botlhe ba tshwanetse gore ba rutwe ka ditsela tsotlhe tsa thibelo go amana le dikotsi tse di ka diragalang mo tirong le bo thuso ya ntlha (First Aid). Mme lenaneo la thuto le tshwanetse gore le nne le tse di latelang;

- Lantlha le nne le thuso ya ntlha (First Aid);
- Go salwe morago tsamaiso ya mafatshefatshe (Universal Precautions) ya go fokotsa go amiwa ke bolwetse ka ntata ya go amiwa ke madi a mmele le dilo tse dingwe tse di metsi;
- Tiriso ya didirisiwa tsa itshireletso, go latela tsamaiso e e siameng fa motho a amana le madi a mmele kgotsa dilo tse dingwe tse di tshologang;
- Gore motho o na le tshwanelo ya gore a duelwe kgotsa a thusiwe fa a ka nna le kotsi mo tirong;

Mme le go gatelela botlhokwa ja gore, go elwe tlhoko gore a motho yo ke wa seemo sa mogare wa HIV/AIDS fa a le mo tirong.

8. Go itlhatlhoba

Go itlhatlhoba go tshwanetse go dirwa ko tirong ko ntle ga go tlhalositswe gore go ka direlwa kae jaaka go tlhalositswe mo melawaneng e. Go botlhokwa gore ditshwanelo tsa motho le seriti sa mmereki di rotloediwed: maduo a go itlhatlhoba a ka bolelwa mme gape a ka tsosa mathata, mme go tlhokafala gore mmereki a bo a dumalane gore a tlhatlhobiwe a bo a bolelelwe maduo a gagwe. Le ka kwantle ga tiro go itlhatlhobela AIDS mo go mo sephiring e tshwanetse gore e nne se motho a se itlhophelang mme le gone go dirwe ke

batho ba ba rutetsweng tiro eo, mme sengwe le sengwe se direlwa mo sephiring.

8.1 Go kganelwa go hirwa

Motho fa a batla tiro, ga go a tshwanela gore a patelesege gore a boleele seemo sa gagwe sa mogare. Mme ditlhatlhobo tsa ba bongaka go bona gore a o itekanetse pele ga a simolola kgotsa fa ntse a tswetse a theogela ga di a tshwanela gore di patike gore le tlhatlhobo ya AIDS e bo e le mo teng.

8.2 Go kganela motho ka mabaka a tsa itshereletso

- a. Ga go a tshwanela gore fa motho a batla go tsena mo lenaneong la itshereletso (Insurance) kgotsa la mofuta ofe fela la babereki mo tirong kgotsa la boitekanelo jaaka bo Medical Aid, go bo go patelesega gore a bo a itlhatlhobetse AIDS.
- b. Dikompone tsa di-Insurance ga di a tshwanela gore pele ga ba ka thusa batho ba ba mo lefelong le le rileng e be batho ba patelediwa gore ba tlhalose seemo sa bone sa mogare, mme ba ka dirisa dipalo tse di leng teng tsa lefatshe go ba thusa go baya mo sekaleng le go sekaseka gore ba ka latlhegelwa go le kanakang, ba ka boelwa go le kanakang fa ba lebelela dipalo tse go akanyediwang batho ba ba nang le mogare wa HIV/AIDS.
- c. Ke tiro ya bahiri gore ba rulaganye tsa go itlhatlhoba fa motho a batla go ikwadisa mo mananeong a Itshireletso (Insurance), mme re seka ra lebala gore dilo tse tsotlhe di dirwa go na le sephiri.

8.3 Tlhotlhomiso ya ba Bongaka ka dipalo tsa balwetse ba ba nang le mogare

Go tshwanetse gore go nne le tlhotlhomiso e ope a sa ikwaleng leina e dirwa ke ba bongaka go bona gore ke ba le kae ba ba itlhatlhibileng e bile gongwe ba le ka a ba eleng gore bana le mogare. Mme fa go tlhokafala gore go sirelediwe ditshwanelo tsa mohiri, a a bone gore go latelwa ditsamaiso tse di siameng gore motho a tle a thusiwe. Fa ditlhotlhomiso tsa mofuta o di dirilwe babereki le bahiri ba tshwanetse go itsisiwe. Kitso ya seemo sa mogare mo lefelong le le rileng ga e a tshwanela gore e dirisiwe go kgetholola motho mongwe kgotsa setlhopha sa batho bangwe. Fa go dirwa tlhatlhobo me go

lemosega gore go ka nna motlhofo gore motho a abelele gore maduo a ke a ga mang, go tlaa bo go sa siama.

8.4 Tlhatlhobo e e sa patelediweng

E ke tlhatlhobo e babereki ba sa e patelediweng ke ope e ba ikopelang go ya go itlhatlhoba. E tshwanetse gore e bo e dirwa ke ba botsogo ba ba itseng tiro e, e seng ko tirong. Le fa gona le ba bongaka, go itlhatlhoba mo go sa patelediweng go tshwanetse gore go dirwe mmereki a dumetse, e bile go na le bogakolodi gotswa mo baemeding ba bahiriwa. Mme itlhatlhobo e, e tshwanetse gore e dirwe ke motho yo itseng e bile a itse go somarela bosephiri ja yone, e bile a etse tlhoko tse di amang bomme le borre le go tlhomamisa gore bogakolodi pele ga motho a itlhatlhoba le morago ga a itlhatlhoba bo teng jo bo ka thusang gore motho a itse gore ke eng a itlhatlhobela mogare, bomolemo ja teng ke eng, bosula ja teng ke eng, mme go ka raya eng mo mmereking, mme gape go ka thusa gore tsamaiso yotlhe ya go itlhatlhoba e atlege.

8.5 Ditlhatlhobo le kalafi fa go na le mathata mo tirong

- (a) Fa e leng gore go na le kgonego ya gore madi a mmele kgotsa sepe fela se se tshologang, se ka amana le mmereki a go nne le thulaganyo ya ka fa mmereki yoo a ka thusiwang ka teng mo ditiragalong tsa mofuta oo.
- (b) Ka ntata ya kgonagalo ya gore mmereki o kanna a amiwa ke madi a mmele le dilo tse dingwe tse di tshologang ko tirong, mmereki o tshwanetse gore a gakololwe gore a kgone gore ditiragalo tsa mofuta o, a itse gore o ka di dira jang, le gone a tlhalosedibe se se a mo diragalelang ka ntata ya go amana le dilo tse di tshologang tse. Mme go botlhokwa gape gore, a itlhatlhobe mogare ka ntata ya gore go ka nna le kgonagalo ya gore fa a amane le madi kgotsa dilo tse di tshologang tse, go ka mo tsenya mo diphatseng. Mme morago ga tshekatsheko yotlhe ya mathata a mmereki a ka tswang a lebaganye nao, o tshwanetse gore a gakololwe ka ditshwanelo tsa gagwe le gore o tshwanetse gore a dire eng gore a duelwe fa e le gore go a tlhokafala, a ba a tlhalosedibe thulaganyo e a tshwanetseng gore a e sale morago.

9) Tlhokomelo le Kemonokeng

Go tshwaragana le go tlhokomelana ga badiri, go bothokwa thata ko tirong gore lefelo lengwe le lengwe le batho bangwe ba direlang mo go lone le nne le ditsela tsa go thusa batho ba ba amiwang ke mogare. Go tshwanetse go nna le metlhala e e ka dirwang ko tirong ya gore babereki ba kgone go gololesega gore ba bue, ba kgone go amogelana, ba kgone go thusana bogolo jang go thusiwe ba ba ipoletseng seemo sa bone sa mogare. Mme gape go tlhomamisiwe gore ga ba kgethololwe. Go fokotsa bogale ja mogare ko tirong go raya gore go nne le thulaganyo ya gore babereki ba gakololwe le ditsela tse dingwe tsa setho, tse di ka dirisiwang go thusa mmereki, bogolo jang fa amilwe ke mogare o. Mo mafelong a tiro, a go nang le tsa boitekanelo, jaaka gongwe kokelwana, kgotsa go na le motse, a go dirwe gotlhe mo go ka kgonegang gore mmereki a bone thuso.

Mme fa dithuso tsa boitekanelo di seyo, babereki ba tshwanetse gore ba gakololwe gore lefelo la botsogo le le gaufi le ko tirong, le ba ka yang ko go lone go bona thuso ke lefe mme re itse gore go dira jaana ga go thuse mmereki fela go ka thusa le ba lelwapa bogolo jang bana. Go bothokwa gore tirisanyo mmogo ya puso le bahiri, babereki le mekgatlho ya babereki e nne teng gore dithuso tse, di diragale le gone go seka ga senngwa madi a mantsi.

9.1 Mokgwa wa go itebaganya le malwetse a a diphatsa thata

- a) Go tsenwa ke mogare wa HIV/AIDS go tshwanetse gore go nne le thulaganyo mo tirong e e tlhomameng mme, go sa tewe gotwe malwetse a mangwe a a diphatsa a batho ba ka a lwalang one go seka ga itebagannwa le one.
- b) A balwetse ba ba nang le mogare kgotsa ba ba amilweng ke mogare e seka ya nna e kete bone ba somarelwa thata, kgotsa ba tlhokomelwa thata go gaisa balwetse ba bangwe ba le bone ba nang le malwetse a, a diphatsa.
- c) Fa mmereki a tlhomamiseditswe ke ba bongaka gore o santse a itekanetse e bile a ka dira ditiro dingwe mo tirong a a tswelele ka go bereka tiro ya gagwe e a sireletsegile a na le tshwanelo ya go okediwa maemo, kgotsa le go fudusediwa ko lefelong le lengwe la tiro.

9.2 Bogakolodi

- (a) Bahiri ba tshwanetse go rotloetsa babereki ba ba nang le mogare, go dirisa kitso le thuso ya bogakolodi e e ka kwa ntle ga tiro, mme go sa reye gore ba ka seka ba dirisa bogakolodi le baitsanape jwa mo tironng fa bo le teng, mme go tthomamisiwe gore bogakolodi jwa mo sephiring bo salwa morago.
- (b) Gore selo se, se diragale ke gore bahiri ba e le tlhoko dintlha tse di latelang, ba bo ba tseye dikgato mo go tsone;
- Ba supe baitsanape le mekgatlho ya dithuso le ditirelo tse dingwe tse di leng teng fa mmereki a direlang teng, le mo motseng kgotsa toropo e a nnang mo go yone tse di itebagantseng fela le bolwetse jo, kwa a bonang thuso gammogo le bogakolodi ja kalafi kgotsa ja melemo e e ritibatsang bolwetse jo;
 - Bahiri gape ba tshwanetse go batla mekgatlho e tshwanang le bo “Okelang ko gae”, kgotsa mekgatlho e e itsamaisediwang ke batho ba motse, e e amanang le thibelo kgotsa le bongaka jo bo ka thusang go fokotsa bogale ja bolwetse jo, mme ba bona le dilo tse di ka sologelang babereki ba bone molemo;
 - Se sengwe, a mmereki a fiwe tetla ya go ikopanya le ngaka ya gagwe kgotsa mooki wa gagwe gore a tle a tlhaloseduwe sentle a bo a bone thuso ya gore o ka fokotsa jang bogale jwa bolwetse jo, kgotsa o ka bona dithuso tse e eleng gore o ka thusiwa ka jaana a sena ngaka kgotsa a sena motho yo a ka mo thusang;
- (c) Bahiri ba tshwanetse go neela babereki nako ya gore ba bo ba sa theogela ba ye go bona thuso ya bagakolodi le ko ba ka kopang thuso ya kalafi teng, mme se se tsamaelane le melao ya lefatshe bogolo jang e e amanang le khiro;
- (d) A bogakolodi ja mo tironng e bo e se jo go tweng mmereki a duele, mme gape bogakodi jo bo itebaganye le botlhoki jo mmereki a nang na jo. Mme go ka nna botlhokwa gore puso le babereki le mekgatlho ya bone ba nne fa fatshe ba bone gore mmereki o ka

bona thuso kae le gone ya mofuta ofe, bogolo thata e e sa duelelweng.

- (e) A mokgatlho wa babereki jaaka re na le mokgatlho wa komiti ya mo tirong e e bidiwang gotwe Local Works Committee, ba kgone gore ba thusane le babereki go ba gakolola gore ba ka bona kae bogakolodi ja popota jo bo ka fa molaong e bile bo le ka fa tsamaisong ya twantsho ya bolwetse jo.
- (f) Thulaganyo ya bogakolodi e tshwanetse gore e bolelele mmereki ka ditshwanelo tsa gagwe le tse di ka mmoelang mabapi le molao le tshireletsego e a nang nao le tse di amanang le bommaboipelego gongwe dithuso tsa bongaka le dithulaganyo tse dingwe tse di ka thusang mmereki gore a ithuse go lwantsha bokete ja bolwetse jo.
- (g) Fa mmereki a amilwe ke bolwetse jo, bogolo thata ko tirong, a bahiri ba mo fe sebaka sa gore a ba a sa theogele a bone bogakolodi jo bo popota.

9.3 Ditirelo tsa Boitekanelo

- a. Go na le bahiri ba ba kgonang go thusa babereki ba bone ka dipilisi tse di ka ritibatsang mogare o. Mme fa thulaganyo e, ele teng a ba bahiri le puso ba tshwaraganele le banaleseabe ba bangwe ditsela tsotlhe tsa go bona gore boitekanelo kgotsa thuso e isywa kwa bathong bogolo jang babereki ba ba tshelang ka mogare o, ba tle ba bone go thusiwa.
- b. A dithuso tse, di akaretse dipilisi tse di fokotsang bogale jwa mogare, gore le motho a kgone go alefega malwetse a mangwe le dikai dingwe tse di ka tswang di amana le mogare. Batho ba rutwe ka tse ba tshwanetseng go di ja le go di nwa le gore ba ka dira jang gore ba seka ba imelwa ke bokete jwa bolwetse, mme ba nne le sebaka sa gore malwetsenyana a mangwe a a ka bonang sebaka sa go ba tsena jaaka a dikobo le a bo TB, ba bone thuso ya gore ba ka a hema jang.

9.4 Go itshwaraganya le makgotla a dithuso a a leng mo morafeng

Fa go tlohegang teng, a bahiri le mekgatlho ya babereki le ditirelo tsa

botsogo ba nne le thulaganyo ya gore gone le ditlhopho tse di thusanang go gakolola batho mo tirong kgotsa tse batho bangwe ba ka yang ko go tsone di le ka kwantle ga tiro, di le mo motseng ko batho ba ka n nang fa fatshe ba gakololwa ba dira ditiro mmogo tsa go fokotsa bogale ja bolwetse jo.

9.5 Mosola wa go tshwaraganela twantsho ya mogare

- a. A puso e dirisane le banaleseabe, e tlhomamise gore mo melaong ya lefatshe kgotsa ditsamaiso tsa lefatshe balwetse kgotsa babereki ba farologane le ba bangwe ba ba nang le malwetse a a diphatsa ba le mo tirong le bone. A go nne le thulaganyo ya go lebelela gore thulaganyo ya go thusa batho go lwantsha mogare e ka dirwa jang go itebagantswe le gore ke dife dintlha kgotsa ditsetla tse babereki ba ka di neelwang gore ba bone mosola wa go iphemela le go lwantsha bolwetse jo.
- b. A bahiri le makgatlho ya babereki ba tshwaragane le puso go batla ditsela tse di botoka tsa gore babereki ba bone thuso, mme le gone ba ba tlhaelwang ba sena madi le bone ba kgone go thusiwa fela ba sena mathata.

9.6 Ditirelo tsa Itshireletso

- a. Puso, Bahiri le mekgatlho ya babereki e tshwanetse go tsaya dikgato tse di botlhokwa go tlhomamisa gore babereki ba ba tshelang le mogare le ba malapa a bone ga ba tlogelwa mo mananeong a itshireletso, a a ka ba thusang ko tirong le ka kwa ntle ga tiro, mme se, se seka sa ama babereki fela, se ame le malapa a bone, le matshelo a bone ko magaeng le ditlhopho tse di ba emeng nokeng, tse di ba thusang gore ba lwantshe segajaja se.
- b. A dithulaganyo tse tsa itshireletso di neelwe babereki le ba sa amiweng ke mogare wa HIV/AIDS, mme gongwe ba lebaganwe ke dikgwetlho tsa malwetse a mangwe a a kotsi fela jaaka segajaja.

9.7 Bosephiri mo tirisano le babereki

- (a) A puso le makgotla a itshireletso le bahiri, ba tlhomamise gore puisanyo mabapi le go gakolola motho yo o tshelang ka mogare,

tlhokomelo ya gagwe le go neelwa ditshwanelo tsa gagwe go dirwe mo sephiring le gone go dirwe dipampiri tsa gagwe tsa bongaka tse di botlhokwa a di bonwe fela ke ba ba tshwanetsweng ke gore ba di bone jaaka molao wa Occupational Health Services Recommendation, 1985(No. 171)obua.

- (b) Batsamaisi ba mo tirong le batlhokomedi ba babereki le ba mananeo a itshireletso, a ba tlhomamise gore kitso epe ya bolwetse jo, e e amang mmereki e bewa fa go babalesegileng mo sephiring mo e ka sekeng ya bonwa ke mongwe le mongwe. Mme mo go tla bo go tsamaelana le melawana ya ILO e e gatelelang gore ditshwanelo tsa gore malwetse a a lwalang a nne sephiri sa gagwe le ba ba mo thusang a diragadiwe.

Mananeo a ka thusang mmereki le lwapa la gagwe

- (a) Ka ntata ya mokgwa o segajaja se se re tshasetseng ka teng, mananeo otlhe a a thusang mmereki a tshwanetse gore a dirwe gore a akaretse ba lwapa la gagwe, mme e bile a thuse ba lwapa la gagwe, mme golo mo, go dirwe go na le therisanyo fa gare ga mmereki le mekgatlho ya babereki, gape puso e ntse e na le seabe le banaleseabe ba ba tlhokafalang mo kgannyeng e, le bone ba ntse ba na le seabe sa gore ba ka thusa fa kae fa thuso ya bone e tlhokwang teng.
- (b) A mananeo a eletlhoko gore bogolo ja go oka go dirwa ke bomme mme e bile ke bone ba tla amiwang thata ke mogare bogolo thata fa e le gore ga ba a itshirereletsa. Mme gape go tshwanetse gore go lebelelelwe botlhoki ja bomme ba ba itsholofetseng. Gotshwanetse gore go itebagannngwe le mathata a bana ba e leng gore ke masiela kana dikhutsana. Ba bangwe ba tswa mo sekoleng, ba bangwe ba patelesega go bereka ba sa le bannye, ba bangwe e bile ba ka nna ba dirisiwa mo go tsa tlhakanelo dikobo ka jaana seemo sa bone se ba pitlagantse bogolo thata sa lehuma. A dithulaganyo tsa mofuta o, di dirwe ko tirong le mo mafelong otlhe a a tshwanetseng go thusa mo go lwantsheng bolwetse jo.

- (c) Alenaneo le le thusang ba lapa le akaretse dilo tse di latelang;
- Malatsi a motho a ka a fiwang fa a oka molwetse yo o gateletsweng thata kgotsa e bile molwetse yo o a tlhokafetse (Compassionate leave/ Malatsi a kutlobothoko)
 - A gone le thulaganyo ya gore ba lwapa ba nne le seabe mo mananeong a ba a direlwang
 - A ditlhopha tse di potlana tse di tla bong di simolodisitswe le tsone di akarediwe mo lenaneong
 - A gone le thulaganyo ya gore ba malapa a babereki ba ba leng mo seemong se, ba kgone gore ba batlele ba masika a bone ditsela tse di botoka tsa go bereka go sa kgoreletse ba ba tla bong ba tsena sekole.
 - A gone le thulaganyo ya gore ba ba tsenang sekole e le ba lelwapa kgotsa ba ithuta ditiro tsa diatla, kgotsa e le bana ba bannye, kgotsa e le banana ba e leng masiela, thulaganyo e le yone e ba akaretse.
 - A thulaganyo e gape e bo e tshwaraganetswe ke banaleseabe botlhe le mekgatlho e e mo metseng re akaretsa dikole tse bana ba mmereki yoo ba di tsenang.
 - A thulaganyo e gape e nne le thuso ya madi
 - A thulaganyo e gape e nne le thuso ya gore fa motho a lwala a okwa mme a na le bana ba a ba tshetsang ba ka thusiwa jang.
 - A go nne gape le thuso ka tse di amanang le malao, gore motho a itse boikarabelo jwa gagwe le ditshwanelo tsa gagwe ka tse di amanang le thuso ba melao.
 - A gape gone le thulaganyo, ya gore ditsela tse di tla latelang tsa molao, fa motho a lwala kgotsa a tlhokafetse mo go tsa madi go tshwanetse gore go dirwe eng, bogolo jang re balela go kwala mafoko a boswa jo motho yo o a ka

tthalosang gore fa a swa ditsagagwe di neelwe bomang, ka goreng.

- A ba lelwapa ba thusiwe ka lenaneo la itshireletso la kwa tirong, ba be tlhaloganye gore le bereka jang.
- A fa go tlhokafalang teng mmereki e re a kopa go neelwa madi a gagwe kgwedi e ise e fele, ka mabaka a pitlagano ya bolwetse kgotsa ya loso go kgonagale.
- A go nne le thulaganyo e e papametseng ya gore motho fa a tlhoka kgakololo ya tsa molao kgotsa tsa boitekanelo, o ka isiwa kae, o ka bona mang, yo o ka mo thusang.

Appendix 1

Se re tshwanetseng go se itse se se botlhokwa ka segajaja se le ka fa se dirang ka teng

Mabaka a a leng teng ka mogare o wa segajaja le bolwetse jwa AIDS

Kana mogare o, ke mogare o o koafatsang masole a mmele, mme ere fa madi, kgotsa peo ya ga rre kgotsa mashi a ga mme, a amana le mogare o, e bo e le gone go ka felelang go dirile bolwetse jo bo bidiwang AIDS, mme e le gore go simolotse e le mogare, o o iponaditseng mo mading kgotsa mo peong ya ga mme kgotsa mo metsinyaneng a e tleng a bonale mo bosading, kgotsa mo mashing a ga mme.

Go setse go tlhomamisitswe gore, tsela e mogare o, otsenang batho bangwe ka yone o tla ka dikarolwana di le nne: Ke ka go tlhakanna dikobo mo go sa itshireletsang, o robetse le motho yo o nang le mogare o; kgotsa madi le tsotlhe tse di tshwanang le madi jaaka go tsenya karolwana ya mmele mo mothong yo mongwe; kgotsa go dirisa bonnale ba ba neng ba diriseditswe mo bathong ba bangwe o bo o boa o kenta motho yo mongwe ka one, e be e le gore mogare o tswa mo mothong yo mongwe o tsena ka loma le mo go yo mongwe; Gape thulaganyo e ya gore mogare o feta jang, e kare mme yo o amilweng ke mogare a fetisetsa ko ngwaneng wa gagwe ka thulaganyo ya tsa pelegi ka nako ya fa ngwana a tla bong a belegwa, kgotsa ka nako ya ngwana a amusiwa. Mme mogare o, motho ga o kake wa mo tsena fela ka gore o a gotlholo, kgotsa o a ethimola, kgotsa ka go suna motho kgotsa ka go tshwara motho ka lebogo, kgotsa go dirisa ntlwana e le nngwe fela le motho, selwana se le se ngwe le motho kgotsa go dirisa bata e le nngwe le motho kgotsa go jela mo dibeisaneng tse di tshwanang, kgotsa go ja dijo dingwe tse di tshwerweng ke motho yo o nang le mogare o. Ga e kake gape mogare o, wa anamisiwa ke dilo tse di tshwanang le bo monang, le ditshidinyana tse di tshwanang le bo dintsi le tse dingwe fela jalo.

Mme tota se mogare o se dirang mo mmeleng wa motho ke go koafatsa masole a mmele wa gagwe, mo jaanong masole a, a palelwang ke go lwantsha bolwetse fa bo tla. Motho o kgona go tshela dingwaga di le some kgotsa go feta, a tsenwe ke mogare o, mme dikai tsotlhe di sa bonale, gongwe le go lwala a sa lwale. Mme ga go reye gore ga kake a fetisetsa mogare o ko bathong ba bangwe. Gantsintsi dikai tsa go supa gore motho ona le mogare o, tse di bonalang, ke tse di latelang; go lapa mo go feteletseng, letshololo, go gotlholo ka bokete, go lebala dilo thata mo go feteletseng mo go dirang gore motho jaanong e kete o latlhegelwa ke tlhaloganyo go se kaenyana, go latlhegelwa ke nama, go nna le sehuba se se sa feleng, gonna le molelo wa badimo kgotsa dinthonyana tse di sa feleng, go nna le dinthonyana mo ganong, go nna le

dikgeleswa, mme kana gape re seka ra lebala gape gore malwetse a mangwe a a tle a ipatike a tsene ka mogare o, jaaka Kankere, TB, le a mangwe a mofuta oo, a a tla bong janong le one a tsena ka gore mmele o bokoa.

Gone le fa go dumelwa gore bolwetse jo bo ka tsaya lebakanyana, bo ntse bo le mo mothong a ise a koafale, se se leng teng ke gore, bolwetse jo ga bo fole, bo bolaya motho. Dithothomiso di tswelletse, tse go lekwang go batla molemo, mme jaaka re bua jaana ga gona kalafi e e bonweng. Dipilisi tse di ritibatsang bogale jwa mogare o, di teng tse di ka dirang gore bolwetse jo bo seka ja go gatelela thata, le malatsi a gago a botshelo a oketsege. Mme kana dipilisi tse di tura thata, mme ka ntata ya sone seo, batho bangwe ka bontsi ba ba lwalang ba mo diemong tse di bokete, tse mo go mo bone go nnang bokete jaanong gore ba reke dipilisi tse, gore ba oketse malatsi a bone a botshelo.

A re gakologelweng gore mogare o tsena mo mmeleng gantsi, fa go leng bothithonyana, mme e bile o rata fa letlalo le a bong le sigilwe teng kgotsa le na le nthonyana, mogare o tsena foo. Mme, bontha bongwe ja itshireletso ke gone go tlhomamisa gore go dirisiwe dikausu, diatlana, le gone go ipipa mo melomong fa go tlhokafalang teng, mme le gone, motho ope yo o tla bong a dirisa lemao kgotsa sepe se se tlhabang, a tlhomamisa gore se phepa, ga se ise se dirisiwe ke ope, se tsentswe mo metsing a a belang gore se bolaye mogare o o ka nnang teng.

Mogare o amile jang babereki

E rile fa ngwaga wa 2000, o wela, batho ba le didikadike di le 36, go bo go itsiwe go dumelwa fa ba tshela ka mogare o, mme bobedi mo borarong ja bone ba le mo Africa. Batho bangwe ba le didikadike di le 22, ba setse ba bolailwe ke mogare o, mme, mo dikgwedinyaneng tsa ngwaga one o wa 2000, go ne go dumelwa gore go tlhokafetse batho ba le didikadike di le tharo ka lefatshe ka bophara.

Ga gona karolo epe ya lefatshe, e e sa amiweng ke bolwetse jo, gape bo ama bana le bagolo, mme go dumelwa gore didikadike di le masome a mabedi le botlhamo tsa batho bangwe ba ba mo karolong ya Africa, bogare le borwa, ba amilwe ke mogare o, ba le didikadike di le thataro ba nna ko Asia; ba le didikadike di le pedi ba nna ko mafatsheng a a bidiwang gotwe Latin America le Carribbean; mme go dumelwa gore ba ba ka fa tlase ga sedikadike ba ko North America, fa ba le sephatlo sa sedikadike ba nna ko bophirima jwa Europa; mme go utlwala fa e le gore ba le dikete di ka nna masome a mane ba ko Yuropa yo kwa botlhaba le bogare jwa Asia. Batho ba le ka fa tlase ga sedikadike kgotsa ka fa tlase ga halofo ya sedikadike mo bokone jwa Africa le mo bogare- botlhaba le bone ba amilwe ke bolwetse jo. Le fa gone kamano ka fa bolwetse jo, bo golang ka teng, go tswa go farologane go le gonnye mme fela ka

kakaretso, dikgaolo tsotlhe tsa lefatshe di na le mathata a a tshwanang le a.

Go lebeba fa bolwetse jo bo tla tsaya didikadike tsa batho mo Africa, ka gore go belaelwa gore e tla re ka 2010, mafatshe a le masome a mabedi le boferabongwe(29) a bo a setse a na le kgolo ya 2% ya bolwetse jo, mme go solofelwa gore gongwe batho ba ka nna didikadike di le 50, ba tla bo ba amilwe thata ke bolwetse jo. Mme kana gape re a itse gore bolwetse jo, bo ama borre le bomme mme bogolo thata go lemosega fa bomme ba amega thata ba santse e le basetsana bogolo jang mo Africa, ka ntata ya gore bontsi jwa ba ba amegileng ke bomme. Mme gape go lemosegile gore batho ba ba fa gare ga dingwaga tse di 15-49 ke bone gantsi ba amanang le thobalano, mme mo go rayang gore ke bone thata ba ba amiwang ke bolwetse.

Dipalo tsa ba ILO di akanyetsa gore batho ba le didikadike di le 20, babereki ba amilwe ke mogare, mme go belaelwa gore, babereki ka bontsi ba amilwe thata ke go gola ga mogare o, mme e tla re ka dingwaga tsa bo 2020 e be e le gore dipalo tsa babereki di fokotsegile di fokoditswe ke bolwetse jo. Go belaelwa gore bana ba le didikadike di le lesome le bone (14 million), ba latlhegetswe ke batsadi ka ntata ya bolwetse jo, mme gape bontsi ja bone bo patelesega go tlogela dikole, ba ipatele ditiro ba kgone go itshetsa fa ba santse ba le banyennyane, mme mo goka nna ga godisa mathata a bana ba hirwa ba sale babotlana.

Bolwetse jo, bo ama batho thata le malwapa a bone le merafe ya bone. Golo mo go ama bagolo le banana bogolo thata ba e leng gore ke bone ba ba tlhokomelang mo malwapeng.

Mme gape re lemoga bokete jwa bolwetse jo ka jaana bo ama batho le go bereka ga bone le malwapa a bone a amega ka gore fa yo o lwalang e le ene a tshetsang lelapa go nna le mathata mme se, se ame le yone itsholelo. Mme gape segajaja se, se a itshupa mo tirong ka gore se kgoreletsa batho go bereka, se tlisitse kgethololo mo tirong, dipharologanyo tsa banna le basadi mo tirong di oketsegile, bana ba ba patelediwang go bereka ba sale bannye go a oketsega, le mathata a mangwe fela a tsa itshireletso le boitekanelo jwa batho le tshireletsego ko tirong a oketsega ka ntata ya segajaja se.

Ke afe mabaka a a dirang gore segajaja se se oketsege

Mabaka ka kakaretso

Bogolo thata, go lemosegile gore mogare o gola thata fa ditshwanelo tsa batho bangwe, matshelo a bone a selegae, itsholelo ya bone le ditshwanelo tsa bone tsa ngwao di gatakwang ka dinao, le fa go senang tsamaiso e e papametseng ya itsholelo,

le fa go nang le lehuma le le ntsi, le fa go nang le dipalo tse di kwa godimo tsa batho bangwe ba ba sa itsing go bala, golo mo, go ka dira gore mogare o, o gakale. Lehuma le pitlagantse bomme ka bontsi, mme ba patelesega gore ba itsenye mo thobalanong e e sa sireletsegang, e e diphatsa. Go lemosegile gape gore go tlhoka go ja sentle, le go tlhoka boroko, le go tlhoka tikologo e e phepa go dirile gore batho bangwe ba ba lwalang bolwetse jo, ba seka ba fola ka bonako. Go lemosegile gape gore mo go tsa ngwao mo matshelong a batho, ditirisanyo tsa borre le bomme di boetse ko tlase. Boitshwaro ja batho bangwe bo ile ko tlase, botho bo fokotsegile, mme gape re itse gore, mo mafatsheng a mangwe ba ba dirisang dimao go itlhaba le bone ba ka gakatsa go gola ga mogare. Go na le bosupi jwa gore ditagi le go nwa bojalwa phetelela, le tsone di ka gakatsa bolwetse jo, ka jaana motho wa bo a sena nonofo ya go itshireletsa a ba a itshola ka botho jo bo ka dirang gore a seka a iphemele mo diphatseng tsa go tsenwa ke mogare o. Ka ntata ya dikgethololo tse di ntseng di kgetholola batho mo go le teng mo tirong le mo setshabeng ka kakaretso, go gontsi gore batho bangwe ba palelwe ke go ipolela ba bo ba palelwe ke go thusiwa, mme go itatola mathata a a ntseng jaana mo go ntseng jaana go ka dira gore merafe e palelwe ke go itebaganya le mathata a.

Mo matshelong a batho fela le sepolotiki, le fa go senang molao teng, le fa tlolo molao e leng ko godimo teng, go nna bokete gore ditshwanelo tsa batho, le go buelela batho bangwe, ka se e leng tshwanelo ya bone ko tirong, le go tlotlomatsa boitekanelo go a pala. Mo mafatsheng bogolo thata a a humanegileng, ditsamaiso tsa bone tsa bongaka di boko, mme e bile jaanong di okeditswe ke dikoloto, e bile bolwetse jo bo dira gore madi a ba ntseng ba sena nao gale, jaanong a tsenngwe fela mo bolwetseng, mme golo mo go digela itsholelo ya bone ko tlase.

Fa go sobokwa go ka twe, go kgetholola batho bangwe le go tlhoka go tlotla ditshwanelo tsa batho bangwe, go dira gore mmereki a lebaganwe ke mathata a a bokete a gore a tsenwe ke mogare, ka jaana o tla palelwa ke go ya go itlathlhaba a itse gore le fa a ka bona bogakolodi kgotsa a bona dipilisi, mme o santse a na le mathata a go kgethololwa le go amogelwa ke ba berekang le bone le ba a tshelang le bone.

Ke a fe mabaka a ka dirang gore mofuta mongwe wa babereki o bo o lebaganwe ke diphatsa tse di kwa godimo tsa go tsenwa ke bolwetse jo

Go na le diemo tsa tiro tse di ka dirang gore batho bangwe ba bo ba le mo seemong se e leng gore ba ka tsenwa ke bolwetse jo, thata. Mme tse ke dingwe tsa dikai tsa diemo tsa mofuta oo:

- Batho ba ba berekang thata ka go tsamaya ba ya ditirong ba patelediwa ke tiro ba tlogela balekane ba bone le baratani ba

bone ba na le mathata a gore ba a raelesege.

- Go berekela mo mafelong a e leng gore tikologo ya one ga ya tlhomama sentle e bile tsa botsogo ga di a nna sentle go ka dira mathata.
- Borre ba ba sa nyalang ba ipereka ba nna ba le nosi, go ka pateletsa gore jaanong a nne le mathata a go nna le basadi ba bantsi.
- Seemo se e leng gore mmereki ga kgone go itshireletsa mo go tsenweng ke mogare
- fa banna ba le bantsi thata mo tirong fa gongwe ba gatelela bomme.
- Ditiro tse dingwe di na le mathata a gore motho o patelesega gore a tshware madi a mmele e dilo tse di tshologang, le dinnelete le diemo fela tse e leng gore di ka mo tsenya mo diphatseng le itshireletsego jaaka molao wa Universal Precautions o bua.

Mo dikaing tsothe tse re di buang, mabaka a mangwe e ka tswa e se a tiro, a mangwe ke a batho ba ba batlang tiro, ba le bone baka nnang le mathata a gore ka le bone ba batla tiro, ga ba e bone, ba na le bana, ba patelesega gore ba tshela matshelo a a diphatsa, a ba bangwe e le go ithekisa mebele, a ba bangwe e le go ineela mongwe le mongwe fela yoo gaufi. Mme go ka dira gore jaanong, bogolo thata bomme ba ba sa berekeng ba na le bana kgotsa ba latlhlilwe ka bana ba iphitlhele ba le mo mathateng a seng kana ka sepe.

Lekalana le eseng la puso

Babereki ba ba sa direleng puso ba lebagane ke kgwetho bogolo thata ya bolwetse jo, ka ntata ya gore ba bangwe ga ba kgone go ya kwa dikokelwaneng tse di nang le bongaka le dithuso tse di rileng, ka gore di batla madi; Sa bobedi, ga ba na itshireletsego ya tsa madi ka ntata ya gore mafelo a ba berekang kwa go one, kgotsa gongwe ga ba kgone go tsenngwa mo dithulaganyong tsa bo-Medical Aid, dithuso tsa bongaka; Sa boraro, motho fa a seyo ko tirong ka ntata ya bolwetse kgotsa ka mabaka afe, o ka nna a latlhelwa ke tiro nako nngwe le nngwe. Jaanong, ba kgona ba tshoge motho a ipatike, a ikogole fela a ye tirong a lebile gore fa a ka seke a ye tirong o

tla kubiwa mo tirong, ba tiro le bone ba lebile gore fa a sa tle tirong, kgwebo ya bone e tla a wa, mme dilo tse, ke tse di dirang mathata a a seng kanaka sepe, a e leng gore la bofelo a ama mmereki, mo a tla a palelwang fa gongwe le ke one madi a diphitlho le ke one madi a a ka a dirasang go tsewedisa botshelo a felele a tsena mo lehumeng le mo dikolotong tse di gagamatsang.

Pego ya Mookamedi Mogolo wa ILO e e neng e begwa ka 1991, mo phuthegong ya mafatshefatshe (International Labour Conference), fa go buiwa ka maphata a e seng a ga goromente, gone go supiwa gore go tewa maphata a mabotlana, dikgwebo tse di potlana, tse e leng gore batho bangwe ba iphirile mo go tsone, ba a ipereka, ba bangwe ba le ko ditoropong ba bangwe ba le ko magaeng, ba bangwe ba hirile ba malapa a bone, kgotsa di na le babereki ba se kaenyana di sena madi e bile fa gongwe go dirisiwa boranyane jo bo ko tlase le gone, le bone ba ba hirilweng ba sena dikitso tse di kalokalo, mme mo go rayang gore ke makalana a e leng gore go dira ga one ga go ko godimo, mme le tsone dituelo tsa bone, di sa tlhomamisege gore a nako le nako ba tla a bona madi kgwedi e fela.

Go bidiwa gotwe ga se tsa puso ka gore ke mafelo a e leng gore a mangwe a kwadisitswe ka fa molaong, a mangwe ga a kwadisiwa jaaka dimausu, a mangwe ga o kake wa itse gore a dira madi jang, a mangwe ga a kgone gore a tswelele pele, dibanka ga di kgone go adima dikgwebo tse madi. Botsamaisi jwa tsone fa gongwe batho bangwe ga ba na dikitso tse di tlhomameng, mme tsone dilo tse, di bo di dira gore fa puso e sa ba ema nokeng, di bo di dira gore seemo sa bone, ba dire tiro ka kwantle ga molao. Le fa e bile ba kwadisitswe ke molao, o tla itlhela e le gore ba pitlagantswe ke matshelo a bone. Fa gongwe go latelwe ditsamaiso tsa molao, tsa khiro, go sena ditshwanelo tsa babereki, e bile fa gongwe ba se na le fa ele seabe sa mekgatlho ya babereki, mme e bile mekgatlho yone e ya babereki fa gongwe ba sa letlelelwe go nna le seabe mo go yone. (see ILC: The dilemma of the informal sector, 78th Session (1991), Report I (1), p. 4 (English text)).

Mme re tshwanetse gore re gakologelwe gore bontsi ja batho ba malwapa ba beile thata mo temo-thuong, e e leng gore ke yone e tla bong e tliša dijo le dilo ka bontsi tse ba di tlhokang, mme go supegetse gore kgwebo ya temo-thuo le dilo tse di amanang le temo di ile ko tlase, mo e leng gore ga e sa tlhole e ka thusa batho jaaka go ne go solofetswe, mme re sa le bale gore, fa seemo se le maswe jaana dituelo tsa boitekanelo le tsa botsogo tsone di ntse di oketsegela pele.

Tse di amang bong

Kana mogare wa AIDS, o ama bomme le borre ka ditsela tse di farologaneng. Go na le mabaka a ka fa mme a bopilweng ka teng mo go mo dirang gore mogare o ka mo ama go gaisa rre. Mme gape go na le ka fa ditshaba tse di farologaneng di tsayang bomme ka teng, mo go dirang gore e be e le jaanong ba nne mo diphatseng thata e bile tsa go tsenwa ke mogare o. Mabaka a teng a re ka a lebelelang a a dirang gore bolwetse jo e bo e kete bo bogale thata mo go bomme ke a;

- Basadi ka bontsi ba tsena mo thobalanong pele ga ba nyalwa, le ba ba nyetsweng, gantsi go laola borre, bone ga gona taolo epe e ba nang nayo, mo go tsa tlhakanelo dikobo.
- O ka itlhela borre ba gatelela bomme ko ditirong, e bile ba tshwenya bomme ka mabapi le tsa thobalano.
- Lehuma le na le seabe se se tona thata, se se dirang gore bomme ka ntata ya go tlhoka ga bone e bile ba le bantsi ka palo, e bile e le bone ba tlhokomelang bana, e be ba aperwe ke lehuma le le ntsi ka e bile ke bone ba isang bana dikoleng, ba felele ba iphile borre mme se se batsenye mo diphatseng.
- Gape bomme ga ba na kitso ka dilo di le dintsi ka gore bontsi ja bone ga ba itse go bala le go kwala mme mo go ama ka fa ba ka inonotshang ka teng go itse gore go diragala eng mo go tse di amanang le matshelo a bone.
- Dipalo di supa fa bomme ba ba siang ba nna batshabi le bana ba le bantsi thata, mme dilo tse, le tsone di ka ba dira gore ba amiwe ke bolwetse jo, mme re sa le bale gore ko mafatsheng a go leng dintwa teng, go tlhakatlhane, bomme ba a betelwa thata ke masole le ba ba tla a bong ba le ko dintweng.
- Bomme gape ke bone batlhokomedi ba balwetse, ke bone baoki, mme fa gongwe go itlhoka go ba tsenya mo mathateng, bogolo jang fa ba sa itshireletsa, ka ba bo ba leka go supa lorato mo go yo o lwalang, mme o itlhele fa gongwe ba itsentse mo diphatseng.
- Bomme ba ba latlhilweng ke banna, kgotsa ba tlhadilwe, ba mo

mathateng a tsa madi le itsholelo mo eleng gore ba patelesega go tlhakanela dikobo ka ditsela tse e leng gore di ba direla mathata a bolwetse jo, bogolo jang ba basetsanyana ba e leng ba santse ba le ba botlana kgotsa e bile ba tsena dikole, o itlhele ba rata gore ba neelwe dilo tse ba di tlhokang, mme ba ka di neelwa fela ke batho bangwe ba nang le madi e le banna, mme go ka ba direla mathata a go tlhakanela dikobo ba sa itshireletsa.

- Dipalo gape di supile gore, batho bangwe ba ba kgethololwang thata ke bomme, bogolo thata mo magaeng, mme go lo mo go ba tsenye mo seemong se se maswe thata se ba paledisa go mekamekana le bolwetse jo.
- Mme re seka ra lebala gape gore dipalo di supile gore bontsi ja bomme ba bereka mo maphateng a eseng a puso, ba bereka ditiro tse di madi a a kwa tlase, tse e leng gore motho o ka nna a kubiwa nako nngwe le nngwe mo tirong, mme se se ba tsenye mo mathateng a go tlhoka tiro, ba lwala kgotsa ba oka.
- Di thulaganyo tsa go sireletsa bomme ka mananeo a kwa ti ro ng ga di a wela sentle.
- Borre ka ntata ya mashetla a bone, fa gongwe ba ka dirisa dikgoka go pateletsa bomme go robala le bone ba sa itshireletsa.
- Bomme ga bayo thata mo mekgatlhong ya babereki, o fitlhela mekgatlho e gantsi e le borre thata, mme mathata a bomme a mo ditirong a felele a sa buiwe ke bomme.
- Sa bofelo kana dipharologano tsa maemo le tsa dinonofa tsa bomme le borre mo ditirong di ka dira gore bomme ba palelwe ke gore dilo tse dingwe ba ithuse mo go tsone e be ba di bue.

Appendix II

Go ka sirelediwa jang babereki ko tirong

A. Tshomarelo le tlhokomelo ya madi a mmele le tsotlhe tse di tshologang

Go na le tumalano ya mafatshefatshe ya gore batho ba ithokomele ka tsela e e tshwanang e e siameng fa ba tshwere madi a mmele, kana ba tshwere tse di tshologang, ke tumalano e e neng ya simolodisiwa ke ba United States Centers for Disease Control and Prevention (CDC) ka ngwaga wa 1985, ba lebile one mathata a mogare o, mme go bothokwa gore le bone baoki le batho ba ba direlang fa ba amanang teng le madi a mmele ba sirelediwe. Ditsela tse di buiwang tse di dirisiwang mo lefatsheng ka bophara ke gore batho botlhe ba ba amanang le madi a mmele ba itshireletse gore ba seka ba amiwa ke mogare o, mme tumelano e e neng ya dirwa, yone ya U n i v e r s a l Precautions e ne e gatelela ditsela tse di tshwanetseng gore di dirisiwe, gore ko tirong batho ba ba amanang le go tlhokomela balwetse ba tshwara madi a mmele, ba ka dira eng go itshireletsa.

Megopolo e e neng ya dumelanwa ke e e latelang;

- Ba tshware dimao ka tsela e e kelotlhoko thata
- Ba tlhape pele le ko morago ga ba sena go tshwara molemo kgotsa molwetse
- Ba dirise diatlana, ba dirise dilo tse di bewang mo melomong gore ba seka ba amana le madi a mmele, kgotsa metsi a a tla bong a le foo, a ka tswang a na le mogare.
- Go tshololwe metsi le madi a a ka tswang a na le mogare ka kelotlhoko.
- Didirisiwa tsotlhe go tlhomamisiwe gore di a tlhatswiwa gore di seka tsa nna le mogare bogolo thata ka metsi a a molelo, mme gape le didirisiwa tse di tshwanang le metseto e e ka dirisiwang mo balwetseng le yone e tshwarwe ka kelotlhoko e e kwa godimo.

B. Fa tlase fa, ke dibuka tse di kwadilweng tse batho bangwe ba ka di dirasang go oketsa kitso ya bone go leka go fokotsa kanamo ya segajajaja :

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Appendix III

Ke lenaneo le le ka salwang morago go tlhoma thulaganyo ya go thusa babereki ka tsa mogare

Bahiri le Babereki le mekgatlho ya bone ba tshwanetse go tshwaragana ba batla ditsela tse di siameng tsa go simolodisa tsamaiso ya go lwantsha mogare wa HIV/AIDS (Policy on HIV/AIDS), mme go botlhokwa gore tirisano e, kgotsa tsamaiso e, e re buileng thata ka yone mo melawaneng e, e bo e akaretsa kitso ka bolwetse jo, gore bo anamisiwa jang go na le dithuto tse di ka neelwang babereki bogolo jang ba ba nang le kgonego ya go amiwa ke bolwetse jo, le go batla ditsela tse di ka dirisiwang go iphemela le gore batho bangwe ba rotloediwe gore ba emalane nokeng, ba gakololane, ba thusane, ba seka ba kgethololana le gore thulaganyo e, e akaretse ba lelwapa.

Dikgato tse di latelang di ka tsewa go tlhomamisa gore mo tirong go na le lenaneo le le ka dirwang la go lwantsha mogare;

- Lantlha, ke go tlhoma komiti e e tla bong e na le baemedi go tswa mo botsamaising, le mo baeteleding pele, le babereki, mo go ba ba mo lephateng la khiro, mogo ba ba mo lephateng la thuto, mo go ba ba dirisanyang le babereki, le mo go tsa botsogo fa di le teng gammogo le go nna le mongwe mo tirong yo o tla bong a emetse batho ba ba amilweng ke mogare, kgotsa ba ba tshelang le mogare fa ba le teng e bile ba dumalana.
- Komiti e tshwanetse go dumalana gore tiro ya yone e tla nna efe le gore dinonofa tsa yone di kae le gore ke mang yo o e laolang le gore boikarabelo ja yone ke eng.
- Go sekasekwe go tokafatsa melao ya lefatshe, bogolo thata mo ditirong.
- Komiti e gape e leke go batlisisa gore bolwetse jo bo ka tswa bo ama babereki jang, ba ba amilweng ke bolwetse jo, e bile ba bangwe ba tshela ka mogare ba kae, e bile go lekwe go dirwa ditlhotlhomiso tse di potlana tse di ka tlhomamisang kgang e.
- Komiti e gape e ka thusa go batla kitso ka bolwetse jo bo ka neelwang babereki ke ba nang mo tirong le bone;

- Komiti e gape e ka dira dikakanyo tsa gore molao kgotsa tsamaiso ya bolwetse jwa HIV/AIDS mo tirong e ka lebeга jang;
- Komiti e gape e ka gакolola mo go tsa madi, gore madi a ya kae mo kgwebong le ka kwantle ga kgwebo go thusa ba malwapa le ba ba mo motseng ba ba ka emang balwetse ba ba mo mogareng o, nokeng;
- Mme gape komiti e ka dira lenaneo la gore go tla dirwa eng, leng, ke mang, kae, go tihomamisa gore tsamaiso e, ya bolwetse bo, le go bo lwantsha e teng;
- A mme go tihomamisiwe gore mo tirong, kitso ka ga bolwetse jo, e a phatlaladiwa, e kwalwe, e bewe mo mafelong a batho ba ka e bonang teng, go tshwarweng diphuthego, batho bangwe ba rutiwe, batho bangwe ba gакololwe, e kwalwe fa babereki ba tla e bonang teng;
- A yone komiti e tihomamise gore dilo tse e di dumalaneng e a di dira, mme e bile e kopane e sekaseke gore a megopolo e, e a diragala kgotsa mathata a fa kae;
- Mme, a thulaganyo eo le dikgato tseo tsotlhe e dirwe go ntse go lebilwe ka kakaretso gore lefelo lengwe le lengwe la tiro le na le thulaganyo ya go lwantsha mogare;

