Government of Malawi

EMPLOYMENT ACT
(CAP. 55:02)

EMPLOYMENT (PROHIBITION OF HAZARDOUS WORK FOR CHILDREN) ORDER, 2012

LAMULO LA ZA NTCHITO
(Mutu 55:02)

LAMULO LOLETSA KULEMBA ANA NTCHITO ZOOPSEZA MOYO WAWO LA M'CHAKA CHA 2012

BOOKLET 1:

EMPLOYMENT
(PROHIBITION OF HAZARDOUS WORK FOR CHILDREN) ORDER, 2012The Malawi Gazette Supplement dated 17th February, 2012 (Regulations, Rules, etc. (No. 1A)
(English Version)

BOOKLET 2:

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(PROHIBITION OF HAZARDOUS WORK FOR CHILDREN) ORDER, 2012The Malawi Gazette Supplement dated 17th February, 2012 (Regulations, Rules, etc. (No. 1A)
(Chichewa Version)

Booklet 1

MALAWI
EMPLOYMENT ACT
(CAP. 55:02)

EMPLOYMENT (PROHIBITION OF HAZARDOUS WORK FOR CHILDREN) ORDER, 2012

The Malawi Gazette Supplement, dated 17th February, 2012
(Regulations, Rules, etc. (No. 1A)

EMPLOYMENT
(PROHIBITION OF HAZARDOUS WORK FOR CHILDREN) ORDER, 2012
The Malawi Gazette Supplement, dated 17th February, 2012 (Regulations, Rules, etc. (No. 1A)

IN EXERCISE of the powers conferred by section 22 of the Employment Act, **I, LUCIOUS KANYUMBA**, Minister for Labour, make the following Order:-

1. This Order may be cited as the Employment (Prohibition of Hazardous Work for Children)Order, 2012 — Citation

2. In this Order, unless the context otherwise requires: — Interpretation
"piece work" means work in terms of which the remuneration of the employee is based mainly on the quantity of work done: and

"task work" means work in terms of which the remuneration of employee is based mainly on the completion of set tasks.

3...(1) Subject to subparagraph (2), a person between the ages fourteen and eighteen years shall not work for more than forty hours in any week. — Maximum daily and weekly working hours

(2) A person under the age of eighteen years, who is enrolled in school, may not work for more than:-
(a) twenty hours in a week during the school term;
(b) forty hours in any week that falls entirely within school holidays;
(c) three hours on any school day which is followed by another school day; or
(a) four hours on any school day followed by a non-school day, such as Friday, or the last day of term.

4... (1) A person under the age of eighteen years shall not work before 5 a.m. or 6 p.m. on any day: — Night Work
Provided that a child between the age of fifteen years but under the age of eighteen years, who is not expected to be at school the following day, may work between 6 p.m. and 9 p.m. if-
(a) the work is in a restaurant or a shop where there is adequate adult supervision and at least one supervisor is the same sex as the person; or
(b) the work is baby-sitting or child minding

(2) An employer of a person employed under subparagraph (1) shall ensure that the parent or guardian of the person involved in night work agrees in writing to such employment.

(3) Where a person under the age of eighteen years is permitted to work after 6 p.m., the employer of such a person shall, at the end of the shift, provide such person with safe transport home, at no cost to the parent or guardian of the person.

5. No person shall require or permit a person below the age of eighteen years to work in an environment involving extreme temperatures below 6 `c or above 30`c due to their potential to jeopardize the safety, health, welfare and comfort of persons below the age of eighteen years- Work in extreme temperature
   (a) Unless the cold and hot temperatures are as a result of natural climatic conditions, and adequate measures are taken to protect the person including that:-
      (i) adequate protective clothing is provided to maintain optimum body temperature;
      (ii) presence in such environment shall not exceed one hour of continuous work;
      (iii) adequate water breaks are taken at reasonable intervals taking into account individual susceptibility;
      (iv) adequate potable water or any beverage is made available and is conveniently accessible to all persons; and
      (v) the persons are acclimatized to such working environment; and
   (b) provided that such work does not exceed four hours every day.

6.(1) Subject to subparagraph (2), the list of work set out in the schedule is prohibited for a person under the age of eighteen years Prohibited Work

(2) Such work shall not be prohibited where:
   (a) the person is between the age of sixteen and eighteen
   (b) health and safety of that person is fully protected; and
   (c) the person has received adequate training in performing the activities.

7. A person under the age of eighteen years shall only lift weight that is substantially less than that lifted by adult workers of the same sex and in any case should be reasonable so as not to jeopardize the safety, health and well-being of that person. Lifting of heavy weights

8. The distance and weights which a person under the age of eighteen years may travel and carry respectively, shall be practically reasonable so as not to jeopardize the safety, health and well-being of that person. Transporting of heavy weights

9. A person who contravenes any provision of this order commits an offence and shall, upon conviction be liable to a fine of one thousand kwacha (K1, 000) and imprisonment for three years. Offences and penalties

SCHEDULE (Para 6)

LIST OF PROHIBITED WORK

1. **AGRICULTURE SECTOR-**

(a) General and Commercial Farming:

(i) handling or applying agricultural chemicals, veterinary drugs, pesticides or insecticides in any agricultural undertaking;
(ii) handling plants or soil immediately after the application of agricultural chemicals or during any other period specified on chemicals labels;
(iii) curing or processing agricultural products where there is exposure to temperatures or working at heights hazardous to safety, health and well-being of persons;
(iv) any activity involving dangerous machinery, dangerous equipment or dangerous tools;
(v) bee-keeping or any other work involving exposure to bees.

(b) Meat, Poultry and Fish Sector

(i) slaughtering of animals or work in an abattoir or a tannery;
(ii) meat, poultry or fish processing in a commercial undertaking;
(iii) offshore fishing in deep waters.

(c) Tobacco Sector

(i) topping and suckering activities or handling tobacco leaves in the harvesting process;
(ii) handling or grading tobacco leaves in damp conditions or conditions of poor lighting or ventilation;
(iii) any other work involving tobacco in commercial tobacco estates and farms.

2. **INDUSTRY**

(a) Tobacco Sector:
Handling, processing, manufacturing or packing of tobacco products.

(b) Logging/Timber:
Logging, harvesting or processing of timber including cutting timber and saw milling.

(c) Hazardous Waste:
Disposal, processing or any work in connection with hazardous waste or garbage;

(d) Alcohol Manufacturing Sector:
Brewing, manufacturing or selling any liquid which in its final form would contain more than 1 percent (1%) of alcohol.

(e) Radiology Sector:
Any work involving exposure to ionizing radiation such as x-rays.

(f) Electrical Sector:
Any work involving electrical work involving voltage cables or other power sources in excess of 120 volts.

(g) Machinery Operation
(i) any work involving operating or involving vibrating and heavy duty equipment including:-
(a) tractors;
(b) winches;
(c) forklifts;
(d) front loaders;
(e) earth moving equipment;
(f) asphalt mixers;
(g) heavy graders;
(h) rock drills and riveters; or
(i) similar heavy duty equipment;

(ii) any work involving welding or soldering using electric or gas welding machines; or
(iii) operating, cleaning or repairing any machinery in motion.

(h) Transport Industry:
(i) driving a motor vehicle;
(ii) any repairing or conducting maintenance of motor vehicles or its parts unless under supervision;
(iii) any work in vehicles transporting heavy goods

(i) Construction Sector:
(i) any manufacturing, mixing or application of tar or asphalt;
(ii) Work involving brick molding;
(iii) building, demolition or any process associated with engineering or construction, with or without the use of lifts and scaffolding.

(j) Chemical Sector:
Any work involving:-
(i) manufacturing, processing, handling, storing, transporting or use of any chemical substances, that are toxic, explosive, combustible,

flammable, oxidizing, corrosive, irritating, carcinogenic, mutagenic or teratogenic;

(ii) exposure to hazardous dust including but not limited to cement, tobacco dust, cotton dust, bagasse and silica;

(iii) any work involving exposure to asbestos or products containing Asbestos;

(iv) exposure to any hazardous substance which by virtue of its physical or toxicological properties constitutes a risk to the safety, health or welfare of the child.

(k) Metal Industry:

Any work involving:-

(i) the use of or in proximity of industrial ovens, kilns, furnaces or boiler;

(ii) grinding or glazing of metal with or without the use of any power tool or grinding equipment;

(iii) operator of a smelter or furnace or rolling mills that forms and cut metals.

3. ENTERTAINMENT SECTOR:-

*a)*any work in a bar, tavern, pub, shebeen or other establishment of entertainment whose business is to sell alcohol beverages to the general public for consumption on the premises;

*b)*any work as a personal companion or providing escort services in bars, cocktail lounges, motels, hotels, massage houses and other places of recreation or entertainment;

*c)*any work in a casino or other gambling establishment;

*d)*any work that involves loitering the streets or around any bar, tavern, pub, shebeen or other establishment of entertainment whose business is to sell alcoholic beverages to the general public for consumption on the premises;

*e)*any work posing as a model in an advertisement for alcoholic beverages, tobacco products or condoms or that is connected with the advertisement of any of these products;

f) any work involving exposure to material of a pornographic or adult content or involving the child in any pornographic or adult act, exhibition or production.

4. TOURISM SECTOR

(a) any work as a tour guide;

(b) any work that constitutes a risk to the safety, health and well-being of persons.

5. HEALTH SECTOR

a. Any work in a healthcare or related facility where there will likely be exposure to biological agents or other agents including:

(i) viruses causing hepatitis;
(ii) Human Immune Virus (HIV)
(iii) bacterial causing tuberculosis;
(iv) anesthetics
(v) anti-neoplastic medications; or
(vi) addictive drugs

6. MISCELLANEOUS

Any work or activity:-

(a) at a height of more than two meters above the ground;
(b) involving begging or soliciting for alms;
(c) involving exposure to a noise of a higher level than
(i) 85dB (A) for forty hours per week; or
(ii) 135dB (A) for any period of time;
(d) mining, quarrying or excavation, including
(i) any work underground;
(ii) underwater;
(iii) in confined spaces; or
(iv) with inadequate ventilation
(e) selling or transporting any hazardous items for sale; or
(f) done in a confined space

Made this 25th day of January, 2012.

L. KANYUMBA. PhD.
Minister of Labour

Booklet 2

LAMULO LA ZA NTCHITO M'MALAWI
(Mutu 55:02)

LAMULO LOLETSA KULEMBA ANA NTCHITO ZOOPSEZA MOYO WAWO LA M'CHAKA CHA 2012

Gazeti Yapadera ya Boma la Malawi, ya pa 17 Febuluwale, 2012, mokhala Malamulo ndi Zina (No. 1A)

EMPLOYMENT
(PROHIBITION OF HAZARDOUS WORK FOR CHILDREN) ORDER, 2012
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POGWIRITSA NTCHITO mphamvu zoperekedwa ndi ndime 22 ya Lamulo La za Ntchito, ine, **Lucious Kanyumba**, Nduna ya za Ntchito ndikulamula motere:

1. Lamulo ili lizidziwika kuti Lamulo Loletsa Kulemba (Kugwiritsa) Ana Ntchito Zoopseza Moyo Wawo La M'chaka Cha, 2012 — Dzina

2. M'Lamulo lino, pokhapokha patakhala kusintha kwina: — Tanthauzo
"Ganyu" atanthauza ntchito yomwe malipiro ake amagwirizana ndi kuchuluka kapena kukula kwa ntchito imene munthu wagwira; ndipo

"Mgwazo" utanthauza ntchito yomwe malipiro ake amaperekedwa pokhapokha wolembedwa ntchito atamaliza ntchito yomwe agwirizana.

3 ...(1) Pogwirizana ndi gawo (2) ya ndime ino, munthu wa zaka zakubadwa za pakati pa khumi ndi mphambu zinayi (14) ndi zaka khumi ndi mphambu zisanu ndi zitatu (18) sayenera kugwira ntchito nthawi yoposera maola makumi anayi pa sabata. — Nthawi ndi masiku ogwirila ntchito

(2) Munthu yemwe sanakwanitse zaka khumi ndi mphambu zisanu ndi zitatu (18) zakubadwa, amene ali pasukulu, sayenera kugwira ntchito nthawi yoposa:
(a) maola makumi awiri (20) pa sabata mkati mwa chigawo cha sukulu
(b) maola makumi anayi (40) pa sabata iliyonse mkati mwa tchuthi cha sukulu;
(c) maola atatu (3) pa tsiku lililonse lotsatira tsiku la sukulu; kapena
(d) maola anayi (4) tsiku lililonse la sukulu lotsatana ndi tsiku la tchuthi, monga tsiku Lachisanu tsiku lotsiriza la Chigawo cha sukulu.

4 ...(1) Munthu amene ali ndi zaka zochepera khumi ndi mphambu zisanu ndi zitatu (18) zakubadwa sayenera kugwira ntchito m'bandakucha nthawi isanakwane 5 koloko m'mawa kapena usiku nthawi itadutsa 6 koloko madzulo patsiku lina lililonse: — Ntchito za usiku

Mwana amene ali ndi zaka khumi ndi mphambu zisanu (15) koma sanapitirire zaka khumi ndi mphambu zisanu ndi zitatu (18) zakubadwa angathe kugwira ntchito madzulo pakati pa 6 koloko ndi 9 koloko usiku ngati sapita kusukulu tsiku lotsira pokhapokha ngati:
(a) Ntchitoyo ndi ya m'malo ogulitsira zakudya kapena m'sitolo ndipo pali munthu wamkulu yemwe akumuyang'anira wamkazi ngati mwanayo ndi wamkazi kapena wamwamuna ngati mwanayo ndi wamwamuna; kapena

(b) Ntchito yake ndi yolera kapena kusamala mwana.

(2) Aliyense wolemba ntchito munthu potsata gawo (1) la Ndime ino aonetsetse kuti kholo kapena amene munthu yemwe amasamalira mwana amene azikagwira ntchito za usikuyo wavomereza polemberana kuti mwanayo akagwire ntchito ya mtunduwu

(3) Pamene munthu wa zaka zochepera khumi ndi mphambu zisanu ndi zitatu (18) zakubadwa walolezedwa kugwira ntchito usiku kupitirira 6 okoloko ya madzulo, wolemba ntchito ayenera kuwonetsetsa kuti poweruka, wamupatsa wantchitoyo mayendedwe otetezedwa aulele, mosafunsa malipiro kwa kholo lake.

5 Palibe munthu aliyense yemwe adzafune kapena kulola kugwiritsa ntchito mwana wa zaka zochepera khumi ndi mphambu zisanu ndi zitatu (18) zakubadwa kugwira ntchito m'malo ozizira kwambiri kapena otentha kwambiri zomwe zimaopseza chitetezo, umoyo, chisamaliro ndi kusowetsa mtendere ana a zaka zakubadwa zosaposera khumi ndi mphambu zisanu ndi zitatu (18)— Kugwilitsa ntchito m'malo ozizira kapena otentha kwambiri

a) Munthu wa zaka zakubadwa zosaposera khumi ndi mphambu zisanu ndi zitatu (18) angathe kugwira ntchito m'malo otentha kapena ozizira pokhapokha ngati kutentha kapena kuzizirako kwadza malinga ndi momwe nyengo ilili, komanso pokhapokha ngati pali njira zokwanira zotetezera munthuyo ku kuzizira kapena kutenthako, kuphatikizapo kuti:-
   (i) pali zovala zokwanira ndi zoyenera kuti mwanayo asamamve kuzizira kapena kutentha kwambiri.
   (ii) sagwira ntchito pamalowo kwa nthawi yopitirira ola limodzi.
   (iii) azipatsidwa nthawi yokwanira yopuma ndi kumwa madzi nthawi yonse imene wamva ludzu pamene akugwira ntchitoyo
   (iv) madzi kapena zakumwa zina zoziziritsa kukhosi zilipo ndipo zili pamalo oti mwana savutika kutenga akamva ludzu kapena akazifuna
   (v) adazolowera kugwira ntchito mu nyengo zotero; komanso ngati

(b) nthawi yogwira ntchitoyo sipitirira maola anayi pa tsiku.

6 (1) Pogwirizana ndi gawo (2) la ndime ino, m'ndandanda wa ntchito ndi zoletsedwa kwa munthu wa zaka zakubadwa zochepera khumi ndi mphambu zisanu ndi zitatu (18) waperekedwa mu Ndondomeko ya ntchito zina zoletsedwa malinga ndi Lamulo lino.

(2) munthu asaletsedwe kugwira ntchito zoterezi ngati:

- *(a)* ali n[illegible]ka zakubadwa za pakati pa khumi ndi zisanu ndi chimodzi (16) ndi khumi ndi zisanu ndi zitatu (18);
- *(b)* pamene umoyo ndi chitetezo chake sizili pa chiopsezo
- *(c)* munthuyo adaphunzira mokwanira luso la kagwiridwe ka ntchitoyo

7 Munthu wa zaka zochepera khumi ndi zisanu ndi zitatu(18) zakubadwa anyamule katundu wopepukirapo poyerekeza ndi katundu amene munthu wamkulu wamwamuna, ngati wantchitoyo ndi mnyamata kapena wamkazi ngati wantchitoyo ndi mtsikana, anganyamule akhale wosaopseza chitetezo, umoyo ndi chisamaliro cha munthuyo. Kunyamula katundu wolemetsa

8 Mtunda kapena katundu amene munthu wa zaka zakubadwa zosaposera khumi ndi mphambu zisanu ndi zitatu (18) angayende kapena kunyamula zikhale zogwirizana ndi msinkhu wake ndipo zisakhale zoopsa pa chitetezo, umoyo ndi chisamaliro cha munthuyo.

9. Munthu aliyense wophwanya malamulo awa akupalamula milandu ndi zilango zake ndipo akadzapezeka wolakwa ndi bwalo la milandu adzayenera kupereka chindapusa cha ndalama zokwana K1,000.00 ndi kukakhala m'ndende ndi kukagwira ntchito ya kalavula gaga kwa zaka zitatu. Chindapusa ndi Chilango

NDONDOMEKO YA NTCHITO ZINA ZOLETSEDWA MALINGA NDI LAMULO LINO

1. NTCHITO ZOKHUDZA ULIMI

(a)* *Ntchito zokhudza ulimi wamba ndi ulimi wa malonda

- (i) kugwira kapena kuthira mankhwala m'mbewu, mankhwala a ziweto kapena mankhwala ophera tizilombo m'mbewu
- (ii) kugwira mbewu kapena dothi zitangothiridwa umene mankhwala kapena nthawi ina iliyonse yomwe chidziwitso chimene chili pa chikutiro cha mankhwalawo chikunena kuti nkoopsa kugwira mbewu kapena dothilo, mankhwalawo atathiridwa m'mbewuzo
- (iii) kutchisa kapena kukonza zokolola za kumunda m'malo ozizira kapena pamalo athuvula kwambiri zomwe zingaopseze chitetezo, umoyo ndi chisamaliro cha anthu;
- (iv) ntchito ina iliyonnse yokhudza makina, zida zoopsa;

(v) Kuweta njuchi kapena ntchito yina iliyonse yomwe munthu angathe kukumana ndi njuchi.

(b) ***Ntchito zokhudza nyama, nkhuku ndi nsomba***

(i) Kupha nyama kapena kugwira ntchito m'malo ophera ndi kusendera nyama;

(ii) Kukonza nyama, nkhuku kapena nsomba m'malo a malonda

(iii) Kupha nsomba pakati pa nyanja kapena mtsinje wakuya.

(c) ***Ntchito zokhudza ulimi wa fodya***

(i) Kuthena kapena kuchotsa sakasi za fodya kapena kugwira fodya pa nthawi yothyola fodyayo;

(ii) Kugwira kapena kusankha fodya m'malo a chinyotho kapena m'malo momwe muli kuwala ndi m'pweya wosakwanira;

(iii) Ntchito ina iliyonse yokhudza ulimi wa fodya wa malonda m'minda ya alimi akuluakulu (maesiteti).

2. NTCHITO ZOKHUDZA MAFAKITALE

(a) ***Ntchito zokhudza mafakitale a fodya***

Kugwira, kupanga kapena kulongedza m'matumba kapena m'mapakete ndudu ndi zina zopangidwa kuchokera ku fodya.

(b) ***Ntchito zokhudza kudula mitengo ndi kucheka matabwa***

Kudula ndi kucheka matabwa pogwiritsa ntchito mpeni wochekera matabwa, kukolola kapena kukonza matabwa kuphatikiza kudula ndi kucheka matabwa pogwiritsa ntchito mpeni wochekera matabwa.

(c) ***Ncthito zokhudza zinyalala zoopsa:***

Kutaya zinyalala kapena ntchito ina iliyonse yokhudzana ndi zinyalala zooopsa.

(d) ***Ntchito zokhudza kufulula mowa***

Kufulula, kukonza kapena kugulitsa zakumwa zomwe zili ndi mphamvu yoledzeretsa yokwana gawo limodzi la zana (1%).

(e) ***Ntchito zokhudza mphamvu ya dzuwa***

Ntchito yina iliyonse yokhudza nthukutira za mphamvu ya dzuwa magetsi monga kujambula kapena kuunika m'thupi la munthu.

(f) ***Ntchito zokhudza magetsi***

Ntchito ina iliyonse yokonza mawaya a magetsi kapena malo

ochokera mphamvu (nyesi) za magetsi omwe mphamvu yake ndi yoposa mavoti (Mphamvu ya magetsi) 120.

(g) ***Ntchito zokhudza kuyendetsa makina akuluakulu***

(i) Ntchito iliyonse yoyendetsa kapena yokhudza makina ogwedeza nthaka ndi makina ena alionse ogwira ntchito zikuluzikulu, kuphatikizapo:-

(a) mathalakitala
(b) makako onyamulira zinthu zolemera
(c) makakakako onyamulira katundu
(d) makina olongezera katundu
(e) mathalakitala olambulira misewu
(f) makina osakanizira zinthu monga mchenga ndi simenti
(g) kamatcheni (mwamuna ndine)
(h) ngwenya kapena makina ophwanira minyala
(i) zida zina zogwirira ntchito zolemera

(ii) ntchito ina iliyonse yowotcherera pogwiritsa ntchito m'pweya wamoto (gas); kapena
(iii) kuongolera, kupukuta kapena kukonza makina pamene akuyenda.

(h) ***Ntchito zokhudza mtengatenga***

(i) Kuyendetsa galimoto;
(ii) Kukonza galimoto kapena zipangizo za galimoto kwa mtundu uliwonse, pokhapokha ngati pali
wo muyang'anira;
(iii) Ntchito ina iliyonse m'galimoto zikuluzikulu zonyamula Katundu.

(i) ***Ntchito zokhudza zomangamanga***

(i) Kupanga, kusakaniza ndi kuthira phula m`msewu
(ii) Ntchito yokhudza kuumba ndi kuotcha njerwa
(iii) Kumanga kapena kuphwasula nyumba kapena ntchito ina iliyonse yokhudza zomangamanga pamalo okwera, pogwiritsa ntchito makwerero kapena ayi.

Ntchito zokhudza mankhwala

(j) Ntchito iliyonse yokhudza:-

(i) kupanga, kugwira, kusunga, kutenga mankhwala kuchoka malo ena kupita malo ena kapena kugwiritsa ntchito china chilichonse chokhala ndi mankhwala kapenanso zina zilizonse zokhudza mankhwala omwe ndi chiphe, angahte kuphulika, kuyaka, kutulutsa utsi woopsa, kuchititsa zinthu dzimbiri, kuyabwa, kuyambitsa matenda akhansa, mwa ena.

(ii) kukhala pamalo kapena pafupi ndi fumbi kapena zinthu zomwe zimatulutsa fumbi loopsa kuphatikizapo simenti, fumbi la fodya, fumbi la thonje ndi zina.

(iii) Ntchito ina iliyonse yokhudza mapale a mtundu wa *asibesitosi* kapena china chilichonse chokhala ndi *asibesitosi.*

(iv) kukhala pafupi kapena kukhudzana ndi chinthu china chilichonse chomwe kapangidwe ndi chikhalidwe chake ndi zoopseza chitetezo, umoyo ndi chisamaliro cha mwana.

(k) ***Ntchito zokhudza zitsulo***

Ntchito ina iliyonse yokhudza:

(i) kugwiritsa ntchito kapena kukhala pafupi ndi ng'anjo kapena zowiritsira madzi;

(ii) Kusula kapena kunola zitsulo pogwiritsa ntchito zida zogwirira ntchito ya mtunduwu kapena ayi;

(iii) kuyendetsa makina ophika kapena kudula zitsulo.

(3) NTCHITO ZOKHUDZA MSANGULUTSO:-

(a) ntchito ina iliyonse ya pamalo ena aliwonse ogulitsira kapena kumwera mowa komanso malo ena aliwonse a chisangalalo amene cholinga chake ndi kugulitsa mowa kuti anthu azimwera pomwepo;

(b) ntchito ina iliyonse yolondolera kapena kuperekeza munthu kumalo omwe kumachitika zachisangalalo monga malo ogona alendo ndi malo ena alionse a msangulutso ndi chisangalalo;

(c) ntchito ina iliyonse ya m'nyumba yotchoveramo njuga kapena wachiona ndani;

(d) Ntchito ina iliyonse yokhudza kungoyendayenda m'misewu kapena kuzungulira m'zikhuthe ndi malo ena ogulitsira ndi kumwera mowa kapenanso malo ena aliwonse a chisangalalo omwe cholinga chake ndi kugulitsa zoledzeretsa kwa anthu kuti amwere pomwepo.

(e) ntchito ina iliyonse yokhudza kujambulitsa zithunzi ncholinga chotsatsa malonda a mowa, fodya, kapena zida zodzitetezera pogonana (makondomu) kapena ntchito ina iliyonse yokhudza malonda a zinthu za mtunduwu;

(f) Ntchito ina iliyonse yoti mwana aziona kapena kuchita zinthu zolaula, kuona maliseche a munthu wamkulu; kapena kugwiritsa ntchito mwana pa chionetsero cha zinthu zolaula kapena popanga makanema olaula.

(4) NTCHITO ZOKHUDZA ZOKOPA ALENDO

(a) ntchito iliyonse yolondolera alendo;
(b) ntchito ina iliyonse yoopseza chitetezo, umoyo ndi chisamaliro cha anthu.

(5) NTCHITO ZOKHUDZA UMOYO

(a) Ntchito iliyonse zakuchipatala kapena malo ena aliwonse omwe ntchito yake imachititsa kuti anthu akhale pa chiopsezo chotenga tizilombo toyambitsa matenda kapena zinthu zina zoopsa kuphatikizapo:

(i) tizilombo toyambitsa matenda a chikasu
(ii) kachirombo koyambitysa matenda a Edzi ka HIV
(iii) tizilombo toyambitsa matenda a chifuwa chachikulu
(iv) mankhwala ochepetsa ululu wa m'thupi
(v) mankhwala a pa khungu; kapena
(vi) mankhwala ozunguza bongo

(6) NTCHITO ZINA

Ntchito kapena zochitikachitka zilizonse:

(a) zochitikira pamalo okwera opitirira milingo (mamita) iwiri;
(b) zokhudza kupempha kapena kufunafuna chithandizo cha ndalama;
(c) zokhudza kukhala pamalo a phokoso lalikulu loposa
  (i) 85dB (A) kwa maola makumi anayi pa sabata
  (ii) 135dB (A) nthawi ina iliyonse;
(d) kuswa kapena kukumba miyala, kuphatikizapo
  (i) kugwira ntchito m'migodi (pansi pa nthaka)
  (ii) kugwira ntchito pansi pa madzi
  (iii) kugwira ntchito m'malo ayekhayekha (mobisika); kapena
  (iv) kugwira ntchito m'malo opanda mpweya wokwanira
(e) Kugulitsa kapena kutenga zinthu zoopsa pa moyo wa munthu kuchoka pa malo amodzi kupita malo ena kukagulitsa; kapena
(f) kuchita malonda malo obisika.

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L.KANYUMBA. PhD.
Nduna ya za Ntchito

Children in hazardous work

End child labour

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