



International  
Labour  
Organization



ကမ္မာကလေးအလုပ်သမား ဆန့်ကျင်တိကိုဖြက်ရေးနေး  
၁၂ ရက် ဒါနီ၊ ၂၀၁၆

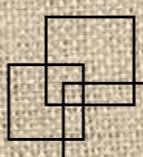
# စောက်ပံ့ပြည့်ဆည်းရေး

## လမ်းကြောင်းတွင်

ကလေးအလုပ်သမား  
ရပ်ထန်ကြပါစိုး



အားလုံး၏တာဝန်ဖြစ်သည်



### uwdo wifcif

axmulytznlqnta; vrlallumi twif uav; t vlyorm; uli wi aqmi &ucljci tonf i & qll hqmi &uclonf tajctaetm; vltwif nihwphyaygi aqmi &ucl Mllyrtm; xlwl vlt ylyjon/ Elliflrm; taejzi h Elliflwmuyj metxm; onf OyasEiDgcom; onf uav; t vlyorm; upwif plytra; vlyi efyoi hts trlwu, fumuf apmi &uclu&Ei xibt&lyu? OyasEiDgcom; vlyi &bnit allumi t &m (o) t mPmoudi hwl tmaumi sap&ef rnboklyaqmi Ellifl allumi p0pm; oloy&evlt ylyjon/

tjeft vlaqfaEajymqHulvlyaqmi belyzply/ , ifulla&hnlwluwluami trlepa&; t wulf vlyaqmi &eft a&lluyjon/ uav; t vlyorm; upmenEi lywouy/ t zliflrm; ulit llult OmPEsh vrfnethm; ayjci t mji h vly&ft zlt pnfrm; onf axmulytznlqnta; vrlallumi twif uav; t vlyorm; t qllowap&ef yHwlwupb Mllyrtm; xlwl aqmi &ucl lluyjon/ t vlyorm; t zlt pnfrm; onf uav; t vlyorm; uliwi lwm; qblumuf jci qll &moi wefrm; jylyjci l ab; t E&m, uif&fjyf usefrma; Es inhw aom t vlyft uli tajctaem; jzplay; ap&ewlfjyf aqmi &ucljci Esiplytra; vlyi efrm; Es t jynfynq/ &m oabmlwlnbsurm; tygt oif playgi faqfaEft a&qjci f

qll &moabmwlnbsurm; wifjzplay; aeonfuav; t vlyorm; up&yrm; uli t av; xm; xnbifjci t mji h uav; t vlyorm; uliwluzu&mwif t gus@rs y0i aqmi &uclsu&lyjon/

uhPm; taejzi Oyasuav; pm; vluemvsul Elliflwmunt off swyfikm; onf vlt cft a&rs; Es h t vlyorm; t clift a&rs; uav; pmjci tonf yomeusyjon/ , ifuhPm; taejzi fuav; oli , hmtm; uav; t vlyorm; t jzphsuifv/wap&eft wulf sifwif t clift a&rs; uli clazmuuci trsa&ni lluobonf aqmi &uclh; vlyaqmi &ef t ft, (v) t fl Elliflbygi t pli plyra; vlyi efrm; qll &m alunmcuyl vrfnethm; Es h t ft, (v) t fl Smllyuya& t zh; \ aw&bsurm; t wif vluemaqmi &ubiluyjon/ llumaor; lu ylyxwaloont "ILO-IOE Child Labour Guidance Tool for Business" pmtylonf plvlyi x&mu onent vrlt mji h uav; t vlyorm; tm; upmjci tenfvriflywouy/ oif, &mwif plyra; a; vlyi efrm; t wulf taxmuft ujzplap yjon/ 2016 cEpiwlylyxwaloont "Trade Unions and Child Labour: A Tool for Action" pmtylonf uav; t vlyorm; yamula&ol0wnbnit vlyorm; t zlt pm\ x&muhamomaqmi &uclh t taxmuft ujzplap&eft wulf yllumi frfmonlvupbmtlywpfylzplay/

### 2016cEpiwlyav; t vlyorm; qelusi wluzsula&aebln/

urhuav; t vlyorm; qelusi wluzsula&aebln/ uav; vlyorm; dlapci t m; qelusi lbnfrnwaqwa ajymqlh; xlwy; vml&ef axmulytznlqnta; vrlallumi twif uav; t vlyorm; t qllowapa&; t wulf awmi tqH rsm; wif ylaygi fyoif&ef h uav; t vlyorm; qll & t ft, (v) t jyj metcsurm; uli t wnljv ulrwa& xjci t ry&ao; aomElliflrm; t m; t wnljv ulrwa& xllap&ef awmi tqHmijyly&eft wulf cft a&wp&yli jzplay/

urhuav; t vlyorm; qelusi wluzsula&aebln/ rluqN t zlt pnflwlpbifvlyif taejzi y0i &ef zlwmum; vlyjon/ aqmi &uclh; tonf t a&lluyjon/ xljcm; rlwp&yfui ulElywlt m; vlt wlwyaqmi &ucl Elyjon/

ပိုမို သိ ရှိ လို ပျော်? [www.ilo.org/ChildLabourWorldDay](http://www.ilo.org/ChildLabourWorldDay)  
တွင် ထိ ရောက်ကြ ည့်ရပါ (သို့) [ipec@ilo.org](mailto:ipec@ilo.org) သို့ဆောင်သွယ်ပါ

ကမ္မာကလေးအလုပ်သမား ဆန့်ကျင်တိကိုဖြက်ရေးနေး

၁၂ ရက် ဒါနီ၊ ၂၀၁၆



2016c Esf uuuav; t vlyform; qelusu i wluuzufa&aebnf  
axmuylznlqnf& vrftallumi f t wlu Olnwnlon/  
ytlub&lyaxfru t cefu@rn? Elif lsm; Es hasormü  
vlylywzpay; aeon/ axmuylznlqnf& vrftallumi  
jzpbam pluyfa& Es hi garfrla&? uelxwlwly Es howwi?  
Oehqmi hEhaqmuMyla& vlyi ef t ygt Oifurfit Ellot [ kw  
trtloM; qifwluuav; oli , 1168oefonf  
uuav; t vlyform; t jzi iygi belliunon/laxmuylznlqnf&  
vrftallumi fwli uav; t vlyform; yasmuña& onf t m; vli  
\wm0ejzpliy t pl& t vlyform; Es h t vly& s ft zlt pnfrsm;\  
uwlu0wyf\ vlt yci fEs fit wl olwlu fwli vlyaqmi &rn/  
Ellif bygi fplplbyf;a& vlyi efrm; Es h vrla& qifl &m r0jersm;  
Es h pypv\laom t lft, (v) t llohy lqil aluji mcsuqj &m  
rhm; (MNE aluji mcsu) u plhyfa& vlyi ef t m; vlonf  
trtloM; oyaqul vluem& elwm0e& bnlullaoocmaply  
t lft, (v) t lft, lqil t ouql &m jy mefcusft rswf

, ckt a&wluDykaqmi &efWlyfl

uav;t vlylorm; t<sup>z</sup>jp<sup>z</sup> cl<sup>z</sup> tapci<sup>z</sup> ton<sup>z</sup> uav;oli , t<sup>z</sup>m<sup>z</sup> jzp<sup>z</sup> aom  
rēt uav; i , t<sup>z</sup>m<sup>z</sup> Es<sup>z</sup> ha , mu<sup>z</sup> uav; rsm; \ t cl<sup>z</sup> lit a;&rsm; jzp<sup>z</sup> b<sup>z</sup>  
x<sup>z</sup> d<sup>z</sup> lep<sup>z</sup> m<sup>z</sup> h<sup>z</sup> v<sup>z</sup> p<sup>z</sup> & el<sup>z</sup> t & nft aofjyn<sup>z</sup> hom ynma&Es<sup>z</sup> h  
t ouaf<sup>z</sup> faumi<sup>z</sup> fo<sup>z</sup> l<sup>z</sup> wefrm; wula&muobif , El<sup>z</sup> & el<sup>z</sup>  
upm;c<sup>z</sup> Es<sup>z</sup> h t em; , b<sup>z</sup> t<sup>z</sup> & el<sup>z</sup> ponh t cl<sup>z</sup> lit a;&rsm; ul<sup>z</sup> w<sup>z</sup> m; q<sup>z</sup>  
y<sup>z</sup> w<sup>z</sup> i<sup>z</sup> y<sup>z</sup> y<sup>z</sup> on<sup>z</sup> uav;oli , t vlylorm; b<sup>z</sup> o<sup>z</sup> r<sup>z</sup> v<sup>z</sup> w<sup>z</sup> j<sup>z</sup> r<sup>z</sup> u<sup>z</sup> c<sup>z</sup> f<sup>z</sup>  
on<sup>z</sup> t ajc<sup>z</sup> cl<sup>z</sup> lit a;& wp<sup>z</sup> & y<sup>z</sup> zp<sup>z</sup> y<sup>z</sup> , i ton<sup>z</sup> vly<sup>z</sup> etcl<sup>z</sup> f<sup>z</sup>  
q<sup>z</sup> & m<sup>z</sup> t jcm<sup>z</sup> aom t ajc<sup>z</sup> cl<sup>z</sup> obam<sup>z</sup> w<sup>z</sup> m<sup>z</sup> rsm; Es<sup>z</sup> h t cl<sup>z</sup> lit a;&rsm;  
Es<sup>z</sup> h t wl<sup>z</sup> ' b<sup>z</sup> w<sup>z</sup> s<sup>z</sup> u<sup>z</sup> & y<sup>z</sup> y<sup>z</sup> on<sup>z</sup> t xloj<sup>z</sup> i v<sup>z</sup> w<sup>z</sup> y<sup>z</sup> p<sup>z</sup> t o<sup>z</sup> f<sup>z</sup>  
t y<sup>z</sup> i<sup>z</sup> z<sup>z</sup> p<sup>z</sup> n<sup>z</sup> f<sup>z</sup> Es<sup>z</sup> h playgi taqfa<sup>z</sup> El<sup>z</sup> t a;& q<sup>z</sup> t<sup>z</sup> Es<sup>z</sup> h t wl<sup>z</sup>  
' b<sup>z</sup> w<sup>z</sup> s<sup>z</sup> u<sup>z</sup> & y<sup>z</sup> y<sup>z</sup> on<sup>z</sup> , i ton<sup>z</sup> v<sup>z</sup> l<sup>z</sup> om; t m<sup>z</sup> v<sup>z</sup> l<sup>z</sup> t w<sup>z</sup> u<sup>z</sup>  
o<sup>z</sup> l<sup>z</sup> a<sup>z</sup> v<sup>z</sup> m<sup>z</sup> a<sup>z</sup> mi<sup>z</sup> t r<sup>z</sup> b<sup>z</sup> aom t vly<sup>z</sup> f<sup>z</sup> ul<sup>z</sup> & & & ; t w<sup>z</sup> u<sup>z</sup>  
r<sup>z</sup> & y<sup>z</sup> p<sup>z</sup> v<sup>z</sup> t y<sup>z</sup> y<sup>z</sup> on<sup>z</sup>/

wm0ef h&GompDg&v kfef[ bnfuav; tvkform;r&Sr qd; iifyijfp6nf

ta&;, hqmi &Gf

uav; t vlylorm; rsn; uif i baw&ecutEll lyjon/ , i fES h  
ywbuufy! Ell fi llum axmulytntqnf&: vrtallumi twif  
Ell fi lygi tplplyt:a&: vlysi efrsm; t m; wdn:thfsh thdndh:thfsh  
uleypinfay; of lorm: Es fwplqj bluelx &Lur; t mjzi h  
wlu&lu cwlquEll lyjon/ of [ wlygu? uav; t vlylorm;  
&bnhae&masor; wif vlyi efacmi &Lujci t tmjzi h  
cwlquEll lyjon/ OyaEs lt nlt vlyvlyl Ell bon  
t ouft & &hom t & fa&mulohm; Es hvli , vlg; hsm;  
twluoi lavslumi frlhom t vlyft uli fr&ci? uleypinf  
ay; of lontulP lsm; ollyay; aqmi bnftv vlmuth &hom  
yi & fapsE lerm: Es hawlqu vsu&hom vlyftm; crsm?  
Oihai Ell hmr; Es hvvlumug apmi h&smu&: rvlvvmu jci?  
usefrma& apmi h&smu t &nlt aofynt hsm t crylnma&: Es  
t ouarforfausmt oii lwefrsm; oif, Ell h ponlit dl ft vrt  
rsn; ui frhsm; allumi frbm; pEs hvlt olif t olif \ qif &Elfygr  
wbnlizpby: onlit aet x; m; rsn; pbiwif uav; t vlylorm;  
izpby: jci fulwetylby:jci yif zpbyon/ t vly&lt vlylorm;  
quql&: t menfcji? vlvlypbt oif tyif zpntch  
ui frjci Es hvlyft m; cay; aqmi frh&bl dl tapvsu&bnfrh  
Vom; orlsm; ae&mwif vllu t vlylorm; rsn; t m; t pm; xl  
celty&el rwwEll hom orm&Lur [ wbnfwpl Ell fwpyll i  
rbm; ppbyta&: vlyi efrsm; &leontit ajct aersm; wif  
uav; t vlylorm; rsn; yif zpby: yjon/

x&mu&u00f6mt y&dy&E&t jy&ft v&aq&aE&jymq&Hw&b&n  
uav; t v&y&orm; q&u00f6si i w&u00f6z&u00f6&m&w&f f &e&lt; t a&c&lt;t k&r&p  
r&ny;i f z&py&on&/ uav; t v&y&orm; y&ay&u&f; E&f q&f f on&  
t a&c&cl&v&0&E&w&f; on&f t p&f&rm; E&f b&u&q&f f y&on&/  
o&m&w&f x&&mu&u00f6n&qmi &U&f t w&u&f t v&y&orm; a&f &m  
pp&aq; a&f t z&f&rm; t r&f&om; v&h&w&z&u&t z&f p&f&rm; E&f  
p&ly&f; a&f v&y&f&rm; &f t l&yc&f&ya&f; t z&f E&f t v&y&orm; u&f p&m; v&f  
r&sm; t y&gt; O&f t p&f&at \*s&f p&rm; t l&u&f; y&ay&f a&qmi &U&h&rm;  
v&ly&aq&mi &E&v&lt;t y&y&on&/ t &f; (v) t l&bn&f E&f i &w&mf  
O&ce&gjXmet&cu&u00f6l y&H&v; p&m; v&L&u&em&eE&f E&f i &w&um&t o&t r&w&  
t jy&k&f; on&f v&lt c&f&ft a&f&rm; E&f t v&y&orm; t c&f&ft a&f&rm; u&f  
av; p&m; v&L&u&em&eft w&u&f&en&pepf; E&f&rm; r&ny; jci f E&f  
t v&y&f&ft v&y&orm; qu&u&q&f &f; pep&rm; w&lu&u&mi f r&f&la;&  
t w&u&f y&ay; jci f t m&jz&f uav; t v&y&orm; t m; w&u&f&uz, &  
a&f t w&u&f i f t w&f&sl&u&f y&f&rt t m; x&w&ly&f&v&u&f&y&on&/  
ax&mu&ly&f&nl&q&nf&f; v&f&al&u&f t E&f c&f&w&qu&ix&f; on&  
p&ly&f; a&f v&y&f&w&f f on&f t jy&lo&ab&ma&q&mi f v&u&f y&ly&f E&f jy&f  
p&ly&f; a&f v&y&f&f t l&yc&f&ya&f; t z&f E&f t v&y&orm; t z&f p&f  
u&f p&m; v&f f&rm; t l&u&f; t jy&ft v&aq&aE&f ajy&q&fci f  
on&f, &un&f w&na&q&mu&fci f E&f ha&f&h&f f r&ao&f ajz&f f&rm; u  
az&mbx&w&m&w&f t a&f&u&f y&on&/

*tilt, (v) turn; pitch; vly; efrm; uilent; vrtaygi frm; pñjz  
wlsion; lñrñ; ully; iznqntay; yon/*

rwlnh<sup>l</sup>omvlyi efu@rm; Es hasorm; rs ulnPIrm; ul  
cwlqulonf urfvlyiq; &m aqfaEylwpcjzphyjon/  
t jynfjynlq; &m t vly&s rm; t zlt pnf (oe) Es h  
t jynft jynlq; &m t vlyform; or\*<sup>l</sup>rm; t zlolyf (rua) wlu  
ytwDlaqmijy; ouqlq; &m t jynfjynlq; &m t vlyform;  
or\*<sup>l</sup> t zlolyf rm; Es lv ntylrlawlq; vsu&yjon/ cpl on  
El f i wum phydra&vlyi ehrm; Es h El f It q i blylq; l  
zlrsm; t llm; cwlqulonf rm; Es h ouqlq; &m El f rm; &  
uav; t vlyform; yasmu&ef vlyij ef p0rm; ul  
wluwuaumi r l baplyjon/

t̪l̪t̪, (v)t̪l̪ enfynmq̪l̪ & multfusi form? uſt̪fq̪t̪  
aq̪mi & l̪urMyl̪i eft̪ awBt̪ luſEſ h̪l̪d̪g̪q̪l̪ B̪m t̪ luſybcuſr̪nſr̪ſ  
t̪ uſausZl̪ & & vſul̪ cl̪p onlu av̪ t̪ vlyform; t̪ E&M, &&  
Ell̪ fonf̪taet̪ xm̪:r̪m̪; ul̪ q̪cm̪:ow̪r̪swazm̪xwyci f̪ES ſi  
up̪m̪jci f̪q̪l̪ & m̪ oſ weſr̪m̪; jz̪nq̪nq̪f̪ayjy̪l̪ olawoe  
p̪t̪luſr̪m̪; ul̪oq̪mi k̪y̪ci f̪vſul̪ ur̪t̪vly̪l̪ B̪m vup̪ſ  
pm̪t̪ly̪r̪m̪; Eſ h̪vrvn̪t̪eſuſt̪ op̪r̪m̪; ul̪w̪l̪wuaumi fr̪el̪  
ap̪y̪onl̪/

uav; t vlyorm; q! & t p!t p0E s h t pl&-y!< u rnbos  
t zlt pnfrm; t mjihi t q! iwt & nft ci fwit zlt pnfrm;  
t l!um; taumi fq!lao mt avit usi frsm; Es h t olynn  
A[ blwrm; a0rjci fult t q! biyacmarlap&el aqmi &ulon  
tjiyl t!lt, (v) t bnf p!yra& vlyi efrm; t m; , i w!k  
коңдабыллоңдайлың: фералың: биркүйдөң & тәңә uav;  
t vlyorm; rm; ulupm;&el w!l&ulyi wrm; vlyaqmi lvsl  
yuwirjy i lt ajct aewif jzplay: aerlm; ulupm;&el vnt  
t l!ult OmPfrm; ay; yjon! uav; t vlyorm; apmi l!unf  
avlvuici fpeprm; wlwufuami frblap&ef y!jci? t m; enf  
onlvlt zlt pnfrm; t m; p!yra& t & vlyi b!l blap&ef  
uln y!jci? t vlyorm; rm; Es h o;i, hom ulbxwvlyol  
t zlt pnfrm; \ p!faqmi &n!ult taxmufty y!jci? t m; enf  
t m; enfaom vlt zlt pnfrm; w!l uav; oli, rm; t w!l  
t & nft aofrhomynma& ulwefwln Ho i l!um; d! El H  
w!l jrs iwi jci Es holawoevl y!aqmi jci frsm; ul  
aqmi &ulyon!

ply&a;:vly&efq&t&lt;, (v)t&y&uhbn&f  
O&qmi&h&n&f us, &jymv&on&t vly&orm;&a;&&m up&y&rm;  
E&hy&wou&f t cr&e&h, &un&pl&w&&on&y&h&sm; ul  
jznl&nt aqmi&&u&y&jon&/ x&y&rn&t x&lo&z&i&  
ref&e&sm; E&h vly&orm; t z&t pn&fr&sm; t w&g jz&pyg  
on& , i tw&f ply&f&a;:vly&efr&sm; vly&u&aqmi&&u&cj&f E&h  
ax&u&y&zn&l&qn&fa&:v&fall&umi fw&f uav; t vly&orm;&q&  
t&lt;, (v)t&y&x&met&csu&h&sm; w&f y&0i&on&fr&bab&mw&m&sm;  
ul&us&bl&ci&f E&hy&wou&on&t ul&y&h&sm; y&0i&y&jon&/  
t&lt;, (v)t&y&uhbn&De&qmi&h&ou&(b)q&lu&w&f  
ply&f&a;:vly&efr&sm; t ae&z&i&h&D&f av&lt; us i&sm E&h  
yw&fou&f t&lt;, (v)t&pk&pl&h&er&sm; q&f m&nb&bm  
w&m&sm; ul&v&w&y&fus&bl&E&f n&f t&lt;, (v)t&  
t o&ym&A [ bl&w&f m t&lt; t&jr&ph&sm; t m vly&g&y&jon&/  
ar; jre&v&bn&h&cr&sm; ul (assistance@ilo.org) ol  
t&lar; (v)jz&i&y&f vnf&au&mi&f +41 22 799 6264 ol  
w, \*M&fizj&f&qu&f f vnf&au&mi&f ay&y&f jy&f on&/