



Mapangano ndi Malamulo Okhudza Mchitidwe Ogwiritsa Ntchito

Ana Ang'ono, Pakati pa Mayiko a Dziko la Pansi

(International declarations & Conventions and images of child
Labour)



International
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Organization

TIMVERENI

Lekani Kugwiritsa Ntchito Ana

Kulimbikitsa Ufulu wa Ana Kudzera M'maphunziro, Zaluso ndi Njira
zofalitsira Mauthenga



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Kabukuka ndi kamodzi ka mabuku a maphunziro a TIMVERENI Lekani Kugwiritsa Ntchito Ana. TIMVERENI ndi maphunziro olimbikitsa ufulu wa ana kudzera m'maphunziro, zaluso ndi njira zofalitsira mauthenga. Mabukuwa analembedwa mu chaka cha 2011 ngati mbali imodzi ya pulojekiti ya IPEC/ILO ndi chithandizo chochokera ku boma la Italy.

IPEC/ILO ikulimbikitsa kuti mabukuwa angathe kuyikidwa mu zilankhulo zosiyanasiyana komanso kusindikizidwanso kuti ntchito yothetsa nkhanza kwa ana ipite patsogolo. Ngati mwatanthauzira bukuli mu chinenero china kapena kusinthako mbali ina ya mabukuwa, kumbukirani kunena komwe mwatenga uthengawo ndiponso mutumizireko a ILO/IPEC mabukuwa kapena mbali yomwe mwasintha.

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TIMVERENI

Lekani Kugwiritsa Ntchito Ana!

**Malamulo ndi Mapangano Pakati pa
Mayiko Osiyanasiyana**

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1. Ufulu Wachibadwidwe wa Aliyense Padziko la Pansi

Pa tsiku la 10 Disembala, mchaka cha 1948 Bungwe Lalikulu la Mgwirizano wa Maiko a Padziko la Pansi linasayina mgwirizano wokhudza Ufulu Wachibadwidwe wa Aliyense Padziko la Pansi wotchedwa mchingerezi *Universal Declaration of Human Rights* ndipo magawo ake akupezeka m'amasamba otsatirawa. Potsatira kusayinirana kumeneku, bungwe lalikululi linapempha maiko onse omwe analimungwirizanowu kuti ayesetse "kufalitsa malamulo a mumgwirizanowu kuti apachikidwe mmalo osiyanasiyana, awerengedwe ndiponso alongosoledwe mozama makamaka m'amasukulu ndi malo ena otero popanda tsankho poganizira mmenendalezilili m'mayikowo".

MAU OYAMBA

Popeza kuti kulemekeza umunthu ndikuzindikira kuti anthu onse ali ndi ufulu wachibadwidwe wofanana ndi maziko a ufulu, chilungamo ndi mtendere pa dziko lapansi, Pokhala okhudzidwa chifukwa cha umunthu ndi kukhumudwa chifukwa cha nkhanza ndi umbanda zomwe zinadza chifukwa cha kusalabadira ndi kusalemekeza ufulu wa chibadwidwe ndikuti kukhumudwaku kwatsimikiza kuti anthu wamba amafunitsitsa kuti padziko pakhale ufulu wonena maganizo awo ndi wopembedza kudzanso ufulu woti anthu asakhale ndi mantha kapena kusowa zinthu zofunika pamoyo wao.

Pozindikira kuti kugwiritsa ntchito malamulo poteteza ufulu wachibadwidwe ndi kofunikira kuti dziko lipewe kugawukirana chifukwa munthu angapirire bwanji, amatha kusowa chochita koma kuwukira chifukwa cha ulamulirowa nkhanza ndi kuponderezedwa.

Popeza n'kofunika kuti ubalewa pakati pa maiko upite patsogolo.

Popeza anthu a mu Bungwe la Mgwirizano wa Maiko (United Nations), muchikalata chokhazikitsa bungweli (Charter of the United Nations) anatsimikiza chikhulupiliro chawo mu ufulu wa chibadwidwe, ulemelero wa munthu, ufulu wofanana pakati pa amuna ndi akazi ndikuti anthu ambiri a m'bungweli atsimikiza kuti apititse patsogolo chitukuko ndi moyo wabwino pokhala ndi ufulu wokwanira.

Popeza kuti maiko a mu Bungwe la Mgwirizano wa Maiko (United Nations) alonjeza kuti, mogwirizana ndi bungwe lawoli, apititsa mtsogolo kulemekeza ndi kutsatira malamulo a ufulu wa chibadwidwe.

Kumvetsetsa ufulu wachibadwidwe n'kofunikira kwambiri kuti lonjezo limeneli likwaniritsidwe. Choncho tsopano, Msonkhano Waukulu (*General Assembly*) wa Bungwe la Mgwirizano wa Maiko (*United Nations*) ukulengeza muchikalata chinomotere:

Tsono, Msonkhano Waukulu ukugamula kuti chikalata chino chokhudza Ufulu Wachibadwidwe wa Aliyense Padziko la Pansi chikhale muyeso wosonyeza kukwaniritsidwa kwa mafuluwa pakati pa anthu ndi maiko ndipo potero, nthawi zonse munthu aliyense, ndi bungwe lililonse moganizira mfundo zimene zili muchikalatachi ayesetse pophunzitsa ndi pophunzira kuti ufulu wachibadwidwe omwe ukulengezedwawu ulemekzedwe mogwirizana ndi anthu a m'maiko ena kuti aliyense wokhala m'dziko lomwe ndi membala wa Bungwe la Mgwirizano wa Maiko (*United Nations*) kapena anthu omwe akulamulidwa ndi dzikolo azindikire ndi kulemekeza ufulu wachibadwidwe.

Ndime 1

Anthu onse amabadwa a ufulu ndi ofanana mu ulemelero ndi ufulu kuti akhale mfulu. Anthu ndi wodalitsika ndi mphamvu zoganzira ndi chikumbumtima ndipo ayenera kukhala mwaubale.

Ndime 2

Munthu aliyense, mosasankhidwa poyang'ana mtundu wake, maonekedwe akhungu, mwamuna kapena mkazi, chilankhulo, chipembedzo, ndale, kapena kusiyana maganizo, fuko, kochokera, chuma, chibadwidwe, kapena m'mene aliri, ali ndi ufulu wachibadwidwe womwe walembedwa mu chikalata chino.

Kuonjezera apa, pasakhale kusankhana kaamba ka dziko kapena dera lomwe munthu akuchokera pomuganizira mphamvu za dzikolo zochokera m'malamulo kapena mgwirizano wa pakati pa maiko, utsamunda, ufulu wodzilamulira, ufulu woyima palokha, kapena zina ziri zonse zochepetsa mphamvu ndi ulemelero wa dzikolo kapena deralo.

Ndime 3

Munthu aliyense ali ndi ufulu wokhala ndi moyo, mtendere ndiponso chitetezo.

Ndime 4

Munthu aliyense asasungidwe mu ukapolo kapena mwaukapolo; ukapolo ndi malonda a ukapolo munjira iliyonse ziletsedwe.

Ndime 5

Munthu aliyense asachitiridwe nkhanza kapena kulangidwa mozunzidwa kapena monyozedwa.

Ndime 6

Munthu aliyense ali ndi ufulu kuzindikiridwa ndi malamulo malamulo kuti ndi munthu payekha kwina kuli konse.

Ndime 7

Anthu onse ndi ofanana panso pa malamulo ndipo pasakhale kusankhana polandira chitetezo chochokera m'malamulo. Aliyense mofanana atetezedwe kutsankho lina liri lonse kapena mchitidwe woyambitsa tsankho mophwanya zomwe zalembedwa muchikalata chino.

Ndime 8

Munthu aliyense ali ndi ufulu wolandira chithandizo chokwanira kuchokera ku mabwalo odalirika a m'dziko pankhani zonse zokhudza ufulu wake wopatsidwa ndi lamulo lalikulu loyendetsera dzikolake kapena malamulo ena.

Ndime 9

Munthu aliyense asamangidwe mosavomerezedwa ndi malamulo, asasungidwe m'ndende osazengedwa mlandu, ndipo asawumirizidwe kuchoka m'dziko lake mosatsatira lamulo.

Ndime 10

Mlandu wa aliyense wokhudza ufulu ndi udindo wake ndiponso mlandu uliwonse umene boma lingamuzenge munthu ugumulidwe ndi bwalo losakondera ndi loima palokha mosakondera ndiponso mosabisa.

Ndime 11

(1) Munthu aliyense asatengedwe kuti ndi wolakwa pokhapokha ngati bwalo la milandu lagamula motero pamlandu womwe wazengedwa mosabisa ndiponso moteteza ufulu wodziteteza pa mlandu.

(2) Munthu aliyense asaganiziridwe kuti ndi wolakwa potsatira lamulo lovomerezedwa mu dziko kapena pakati pa maiko ngati lamulolo linali losavomerezeka panthawi yomwe munthu amalakwa. Kuwonjezera apa, munthu asalandire chilango chopitirira chimene akanalandira pa nthawi yomwe iye analakwa.

Ndime 12

Munthu aliyense ali ndi chinsinsi ndipo asasokonezedwe popanda chifukwa choyenera kumbali yachinsinsi cha moyo wake, banja lake, kwawo, makalata ake, kapena zina zoyenera pa ulemu ndi mbiri yake m'njira iliyonse. Aliyense ali ndi chitetezo cha malamulo ku chisokonezo chotere.

Ndime 13

- (1) Munthu aliyense ali ndi ufulu woyenda ndi wokhala mu dziko lake.
- (2) Munthu aliyense ali ndi ufulu kuchoka m'dziko lililonse uonjezerapo dziko lake, ndiponso ufulu wobwerera ku dziko lake.

Ndime 14

- (1) Munthu aliyense ali ndi ufulu wopeza mpumulo m'maiko ena pothawa nkhanza.
- (2) Ufuluwu usagwiritsidwe ntchito polewa milandu yomwe siyandale kapena podziteteza ku mchitidwe wosagwirizana ndizolinga komanso mfundo za Bungwe la Mgwirizano wa Maiko (*United Nations*).

Ndime 15

- (1) Munthu aliyense ali ndi ufulu wokhala ndi fuko.
- (2) Munthu aliyense yemwe ali ndi fuko asaletsedwe kukhala kapena kusintha fuko lake mosavomerezeka ndi malamulo.

Ndime 16

- (1) Amuna ndi akazi a msinkhu ndi zaka zokwanira, posawasankha potengera mtundu, fuko kapena chipembedzo ali ndi ufulu wokwatira ndi wokwatiwa ndi kuyamba banja. Iwo onse akhale ndi ufulu wofanana pokwatira kapena pokwatiwa ndiponso pakutha pa ukwati.
- (2) Banja limangidwe pokhapokha ngati anthu ofuna kumanga banjawo avomereza mwaufulu ndi mosakakamizidwa.
- (3) Banja ndi lofunika kwambiri pakati pa anthu; choncho nkofunikira kuti lipatsidwe chitetezo kuchokera ku fuko, dzikondi boma.

Ndime 17

- (1) Munthu aliyense ali ndi ufulu wokhala ndi katundu kapena chuma payekha kapena mogwirizana ndi ena.
- (2) Munthu asalandidwe katundu kapena chuma chake mosatsatira malamulo.

Ndime 18

5Munthu aliyense ali ndi ufulu woganiza, wosankha pakati pachabwino ndi choyipa kapena wachikumbumtima ndi ufulu wa chipembedzo. Ufuluwu ukuphatikizapo ufulu wosimba chipembedzo kapena chikhulupiro ndi ufulu wopembedza kapena kutsatira chikhulupiro chake mwayekha kapena ndi anzake munjira za kuphunzitsa, kutsatira chiphunzitso. Kupembedza ndi kuchita miyambo.

Ndime 19

Munthu aliyense ali ndi ufulu woganiza ndi woyankhula maganizo ake. Ufuluwu ukuphatikizapo ufulu wokhala ndi maganizo mosasokonezedwa, kulandira ndi kufalitsa uthenga mwanjira iliyonse poganizira malire.

Ndime 20

- (1) Munthu aliyense ali ndi ufulu wolowa bungwe lililonse ndi kusonkhana ndi anzake mwamtendere.
- (2) Munthu aliyense asakamizidwe kulowa m'bungwe.

Ndime 21

- (1) Munthu aliyense ali ndi ufulu wotenga nawo mbali pa kayendetsedwe ka dziko lake, mwa iye mwini kapena kudzera mwa nthumwi yosankhidwa mosaumirizidwa.
- (2) Munthu aliyense ali ndi ufulu wofanana popeza ndi polandira zinthu zoperekedwa ndi boma mu dzikolake.
- (3) Chifuniro cha anthu ndicho chikhale magwero a ulamuliro ndi mphamvu za boma. Chifunirochi chiwoneke pochita chisankho chosakondera, ndipo kuponya voti kukhale kwa chinsisnsi kapena kotsatira njira zina zofunika kuti anthu aponye voti momasuka.

Ndime 22

Munthu aliyense, monga m'modzi wa anthu, ali ndi ufulu wolandira chithandizo kuchokera ku boma ndipo ufulu wake wachibadwidwe wokhudza chuma, chikhalidwe ndi miyambo ndi wofunikira kuti akhale mwa ulemmerero ndi kuti apite patsogolo mu umunthu wake ndipo ufuluwu ukwaniritsidwe pazochita mudziko ndi pakati pa maiko poganizira chuma ndi mabungwe ndiponso nfundo zoyendetsera boma.

Ndime 23

- (1) Munthu aliyense ali ndi ufulu wogwira ntchito, wosankha ntchito mwa ufulu, wogwira ntchito motsatira nfundo zogwirizana ndi olemba ntchito zomwe ndi zachilungamo ndizoyenera, ndiponso ufulu wotetezedwa ku ulova.
- (2) Munthu aliyense, mopanda tsankho, ali ndi ufulu kulandira malipiro ofanana ndi anzake pantchito zofanana.
- (3) Munthu aliyense wogwira ntchito ali ndi ufulu kulandira malipiro oyenera otha kumupatsa iye ndi banja lake moyo waulemerero ndiponso ngati n'kofunika akhale ndi njira zotetezera moyo waulemererowu.
- (4) Munthu aliyense ali ndi ufulu kukhazikitsa kapena kulowa mubungwe la anthu ogwira ntchito pofuna kuteteza zomupindulira zake.

Ndime 24

Munthu aliyense ali ndi ufulu wopumula ndi wosangalala kuonjezerapo kukhala ndi maora oyenera ogwirira ntchito ndiponso tchuthi cholipidwa nthawi ndi nthawi.

Ndime 25

- (1) Munthu aliyense ali ndi ufulu wokhala ndi umoyo wokwanira bwino kuti iye ndi banja lake akhale ndi moyo wabwino, akhale ndi zoyenera monga chakudya, zovala, nyumba, chisamaliro chokhudza umoyo, ndi ufulu otetezedwa ngati Sali pa ntchito, atadwala, atalumala, atafedwa mwamuna kapena mkazi wake, atakalamba, kapena atasowa zofunika pazifukwa zomwe iyeyo sangathe kuchitapo kanthu kuti athetse vutolo.
- (2) Uchembere ndi umwana ziyenera kulandira chithandizo ndi chisamaliro mwapadera, choperekedwa kwa amayi ndi ana. Ana onse, obadwira mu mabanja omwe ndi ovomerezeka kapena osavomerezedwa alandire chisamaliro chofanana.

Ndime 26

- (1) Munthu aliyense ali ndi ufulu wophunzira. Maphunziro akhale aulele ndipo ngati sikotheke, maphunziro oyambamonga aku pulaimale akhale awulere. Maphunziro a pulaimale akhale owumiliza. Maphunziro a za manja akhale osasowa ndipo maphunziro apamwamba a m'makoleji akhale opezeka kwa aliyense malingana ndi nzeru za munthu.
- (2) Maphunziro atukule umunthu wa ophunzirayo ndipo alimbikitse kulemekeza ufulu wachibadwidwe. Maphunziro apititse patsogolo kupilirana ndi ubale pakati pa maiko, mitundu, magulu azipembedzo, ndipo athandize kupititsa patsogolo ntchito za Bungwe la Mgwirizano wa Maiko (United Nations) posunga bata.
- (3) Makolo ali ndi ufulu woyamba posankha mtundu wa maphunziro a wana awo.

Ndime 27

- (1) Munthu aliyense ali ndi ufulu wotenga zachikhalidwe cha anthu, posangalala ndi za luso, ndipo agawane nawo chitukukundi phindu la sayansi.
- (2) Munthu aliyense ali ndi ufulu woti zomupindulira kuchokera ku zomwe iye wapanga kapena kukonza mwasayansi, polemba, kapena pochita za luso zitetezedwe.

Ndime 28

Munthu aliyense ndiwoyenera kuti ufulu wolembedwa muchikalata chino ukwaniritsidwe kwathunthu ndipo njira zoyendetsera malo, dziko, kapena za pakati pa maiko zikhale zothandiza kuti maufuluwa akwaniritsidwe kwathunthu.

Ndime 29

- (1) Munthu aliyense ali ndi maudindo kwa anzake okhala nawo pozindikira kuti popanda anthu ena sipangakhale chitukuko cha umunthu.
- (2) Pokwaniritsa ufulu wa chibadwidwe wa munthu pakhale malire okhawo oloedwa ndi malamulo olinga kuti maufulu a anthu enanso alemekezedwe ndikuti chikhalidwe chabwino, bata, kukhala bwino mu dziko la ulamulilo wosankhidwa ndi okomera anthu ndi dzikolo (demokalase) zikhazikike.
- (3) Ufulu wa chibadwidwewu ndi ufulu wina usagwiritsidwe ntchito mosagwirizana ndi zolinga ndi mfundo za Bungwe la Mgwirizano wa Maiko (United Nations).

Ndime 30

Palibe chilichonse m'chikalata chino chimene chitanthauziridwe kuti dziko lirilonse, gulu kapena munthu aliyense yemwe angathe kowononga ufulu wachibadwidwe omwe wakhazikitsidwa m'chikalata chino.

2. Mgwirizano wa Malamulo pa Ufulu Wachibadwidwe wa Ana

Womwe Msonkhano Waukulu (**General Assembly**) la Mgwirizano wa Maiko (**United Nations**) udavomereza pa msonkhano wake wa pa **20 November 1989** (Mfundo ya 44/25) yomwe inayamba kugwira ntchito yake pa **2 September 1990** mogwirizana ndi ndime 49 ya malamulowa

Mau Oyamba

Maiko a mu Mgwirizanowu, Poganizira ndiponso molingana ndi mfundo zomwe zalengezedwa m'chikalata cha Bungwe la Mgwirizano wa Maiko (**Charter of United Nations**), kuti kuzindikira, kudzilemekeza ndi kufanana kwa anthu pa chibadwidwe ndiwo maziko a ufulu, chilungamo ndi mtendere pa dziko la pansi,

Pokumbukira kuti anthu a mu Bungwe la Mgwirizano wa Maiko (**United Nations**) mu chikalata chawo anatsimikiza chikhulupiliro chawo mu ufulu wa chibadwidwe wa munthu ndiponso atsimikiza kupititsa mtsogolo chikhalidwe cha anthu ndi umoyo wao, Pozindikira kuti Bungwe la Mgwirizano wa Maiko (**United Nations**) mu malamulo okhudza za ufulu wa munthu (**Universal Declaration of Human Rights ndi mu International Covenants of Human Rights**) linavomereza kuti aliyense ali ndi ufulu mosasiyanitsa mtundu wa munthu, maonekedwe a khungu, mkazi kapena mwamuna, chilankhulo, chipembedzo, ndale kapena maganizo, katundu, komwe munthu wachokera kapena kubadwira ngakhaleenso maonekedwe ake, Pokumbukira kuti malamulo okhudza za ufulu wa munthu (**Universal Declaration of Human Rights**), Bungwe la Mgwirizano wa Maiko (**United Nations**) lavomereza kuti pamene munthu adakali mwana ayenera kulandira chisamaliro ndi chithandizo chapadera,

Pokhutitsidwa kuti banja ndi lofunika kwambiri pachikhalidwe cha anthu makamaka ana akuti akule ndi moyo wabwino ndi woyenera, nkofunika kuti mabanja apatsidwe chitetezo ndi chithandizo choyenera kuti athe kukwaniritsa udindo wao pamalo pamene akukhala, Pozindikira kuti mwana akule bwino mosangalala ndi mwa umunthu, ayenera kuleredwa m'banja mwa chisangalalo, chikondi ndi chimvano, Poganizira kuti mwana ayenera kukonzekera kwathunthu kukhala modzidalira ndi kuleredwa motsatira mfundo za m'chikalata cha Bungwe la Mgwirizano wa Maiko (**Charter of United Nations**) makamaka ndi mtendere, umunthu, womva maganizo ena, ufulu, kupatsidwa mwayi wofanana, ndiponso umodzi, Pokumbukira za kufunika kwa chisamaliro chapadera chatchulidwachi mu mgwirizano wokhudza ufulu wa mwana ku Geneva m'chaka cha 1924 (**Geneva declaration of the Rights of the Child of 1924**) ndiponso mu mgwirizano wina womwe unakhadzikitsidwa pa 20th November 1959 (**Declaration of the Rights of the Child adopted by the General Assembly on 20 November 1959**), pa msonkhano waukulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) komanso mabungwe ena okhudzana ndi chisamaliro cha ana, Poganizira kuti monga zalembedwa m'ndondomeko zofotokoza ufulu wa mwana chifukwa cha kusakhwima m'maganizo ndi m'maonekedwe ake ndi wofunika chitetezo ndi chisamaliro chapadera kuonjezerapo kutetezedwa ndi malamulo ngakhale kuyambira asanabadwe,

Pokumbukira mfundo za mgwirizano wokhudza za chikhalidwe ndi malamulo pa zaumoyo ndi chitetezo cha ana makamaka zomwe zingapezeke m'zikalata izi: Ndondomeko yokhudza

mfundo za chikhalidwe cha anthu ndi malamulo (***Declaration of Social and Legal Principles***), ndondomeko yakayendetsedwe ka malamulo okhudza ana akalakwira boma (***The United Nations Standard Minimum Rules for the Administration of Juvenile Justice – The Beijing Rules***); ndi ndondomeko yokhudza katetezedwe ka amai ndi ana pa ngozi yogwa mwadzidzidzi ndiponsonthawi ya nkondo (***Declaration on the Protection of Women and Children in Emergency and Armed Conflict***),

Pozindikira kuti maiko onse a dziko lapansi muli ana omwe akukhala movutika kwambiri, ndipo kuti anawa ayenera kuganiziridwa mwapadera, Poganizira kufunika kwa miyambo ndi chikhalidwe cha mtundu uliwonse wa anthu pakatetezedwe ndi kakulidwe ka mwana, Pozindikira kufunika kwa mgwirizano wa pakati pa maiko pofuna kupititsa mtsogolo kakhalidwe ka mwana m'dziko lililonse, makamaka maiko amene akukwera kumene,

Agwirizana motere:

GAWO 1

Ndime 1

Mwana ndi munthu amene ali ndi zaka zochepera khumi ndi zisanu ndi zitatu (18) pokhapokha ngati malamulo a m'dziko angakhazikitse zaka zina.

Ndime 2

- (1) Ufulu wa mwana ndi wa mwana aliyense. Ndi udindo wa dziko kuteteza ana ku tsankho la mtundu uliwonse chifukwa cha mtundu khungu, mkazi kapena mwamuna, chilankhulo, chipembedzo, ndale kapena kusiyana maganizo, fuko, kochokera, chuma, kulumala, chibadwidwe kapena mkhalidwe uliwonse wamwanayo, makolo ena omulera ndi mmenealiri.
- (2) Pakhale njira zoyenera poonetsetsa kuti mwana akutetezedwa ku tsankho kapena chilango choperekedwa chifukwa cha ulemelero, maganizo, kapena zikhulupiliro za makolo, achibale ake, kapena ena amene akumusunga.

Ndime 3

- (1) Mu zonse zochitika zokhudza ana, kaya zochitidwa ndi mabungwe a boma kapena omwe siaboma amene amayang'anira anthu, mabwalo a milandu kapena mabungwe opanga malamulo, zichitike poganizira kwambiri zomupindulira mwanayo.
- (2) Mwana atetezedwe ndi kulandira chisamaliro chabwino choyenera paumoyo wake molingana ndi udindo wa makolo ake, ndi ena onse omulera, ndipo pochita izi atsatre mfundo zonse za malamulo.
- (3) Ntchito ndi zipangizo zothandiza kusamalira ndi kuteteza ana zigwirizane ndi ndondomeko zokhazikitsidwa ndi anthu odziwa bwino makamaka pa nkhani za chitetezo, zaumoyo, za kuchuluka ndi kufunika kwa anthu oyenera ogwira ndi oyang'anira bwino ntchito.

Ndime 4

Pakuyenera kukhala njira zoyenera zogwirizana ndi malamulo pakayendetsedwe ka ntchito za boma ndi njira zina pokwaniritsa zofunikira pa ufulu wa mwana. Poganizira za ufulu wa mwana wokhudza chuma, chikhalidwe ndi miyambo, maiko ayeneranso kuyesetsa kugwiritsa ntchito njirazi molingana ndi mgwirizano wa pakati pa maiko, ngati nkofunika kutero, komanso poganizira anthu oyenera, chuma, ndi zinthu zina zomwe maiko angagwiritsa ntchito.

Ndime 5

Dziko lilemekeze udindo wa makolo, abale ndi ena a pamtundu potsogolera mwana m'njira zoyenera molingana ndi kukhwima kwa nzeru zake.

Ndime 6

(1) Mwana aliyense ali ndi ufulu wokhala ndi moyo.

(2) Zonse zofunika zichitike kuti mwana akulendi moyo wabwino.

Ndime 7

(1) Mwana aliyense akangobadwa akhale ndi dzina, alembedwe m'kaundula wa chiwerengero cha anthu, akhale ndi fuko ndipo ali ndi ufulu wodziwa ndi kuleredwa ndi makolo ake.

(2) Zonse zotheka zichitike kuti ufulu wa mwana ukwaniritsidwe potsatira malamulo a dziko ndi udindo wa mfundo za m'mapangano a pakati pa maiko makamaka pamene mwana wapezeka kuti sinzika ya dziko lina lililonse.

Ndime 8

(1) Dziko lili ndi udindo woonetsetsa kuti mwana ali ndi chomuzindikiritsa ngati dzina, banja banja ndi abale monga mwalamulo popanda cholepheretsa chilichonse.

(2) Ngati mophwanya lamulo mwana alibe zina mwa zomuzindikiritsazi, maiko apereke chithandizo ndi chitetezo choyenera ndi cholinga chokhazikitsanso zomuzindikiritsazi mwamsanga.

Ndime 9

(1) Mwana ali ndi ufulu wokhala ndi makolo ake pokhapokha ngati kutero nkosampindulira mwanayo. Izi zingachitike ngati mwanayo akuzunzidwa, kapena kusasamalidwa ndi makolo ake, kapenanso pamene makolo alekana. Zikatero n'pofunikanso kuganizira za komwe mwanayo akakhale.

(2) Mu zonse zochitika zokhudzana ndi gawo loyamba la ndimeyi, onse okhudzidwa apatsidwe mwayi wokambirana ndiponso wopereka maganizo awo.

(3) Ufulu wa mwana yemwe walekanitsidwa ndi kholo kapena makolo pofuna kuti ubale wao upitirire ulemekedwe, pokhapokha ngati kutero sikumupindulira mwanayo.

(4) Ngati makolo alekana chifukwa cha zochita za dziko la mu mgwirizanowu monga kuikidwa m'ndende mosaimbidwa mlandu, kapena kumangidwa, kuthawa kapena kuthamangitsidwa ndi kubwezedwa ku dziko la kwao, kapenanso imfa (kuphatikiza imfa pamene munthu akusungidwa ndi boma) ya kholo, kaya makolo onse, kapenanso ya mwanayo, bomalo ndi lopemphedwa kupereka kwa makolowo, mwanayo kapenanso achibale, zonse zofunika kudziwa zokhudzanana ndi komwe munthu kapena anthu osowa a pabanjapo ali, pokhapokha ngati uthenga wofunikawo ungasokoneze chisangalalo cha mwanayo. Maiko aonetsetse kuti onse akhudzidwa ndi uthengawu asapeze mavuto chifukwa chochita izi.

Ndime 10

(1) Potsatira ndime 9, gawo loyamba, pempho la mwana kapena makolo ake kuti alowe kapena kutuluka m'dziko ndi cholinga choti akakhalenso limodzi, liganiziridwe ndi maiko moyenera, mwaumunthu, ndiponso mwamsanga. Maiko aonetsetsenso kuti pempholi lisabweretse mavuto kwa opemphawo ndi abale awo.

(2) Mwana amene makolo ake akukhala maiko osiyana ali ndi ufulu wopitiriza kugwirizana ndi

makolo ake pokhapokha ngati pali zifukwa zina zoletsa. Choncho, potsatira mfundo za m'ndime 9, gawo loyamba ndi udindo wa maikowa kulemekeza ufulu wa mwanayo ndi makolo ake ochoka m'dziko lawo kapena dziko lina lililonse. Ufuluwu udzaperekedwa potsatira malamulo a dzikolo, poganizira chitetezo cha dziko, bata, umoyo kapenanso chikhalidwe cha anthu a m'dzikolo, ufulu wa anthu ena womwe uli wogwirizana ndi ufulu wa mwana monga momwe zalembedwera mu mgwirizanowu

Ndime 11

- (1) Dziko lili ndi udindo wothetsa mchitidwe wakuba ana mowaumiriza kupita nao ku maiko a kunja osawabwezera kwao.
- (2) Maiko alimbikitse mapangano a pakati pawo kapena avomereze mfundo zina za mapangano zomwe zilipo kale.

Ndime 12

- (1) Mwana ali ndi ufulu wolankhula maganizo ake pa zinthu zomukhudza, ndipo zolankhulaza zolemekezedwe molingana ndi msinkhu ndi nzeru zake.
- (2) Pachifukwa ichi, mwana aliyense apatsidwe mwayi wovomeredwa zonse zomukhudza payekha, kapena kudzera mwa omuyimilira motsatira ndondomeko ya malamulo oyendetsera dziko.

Ndime 13

- (1) Mwana ali ndi ufulu wolankhula maganizo ake. Ufuluwu ukhudzenso kufufuza, kulandira ndi kufalitsa uthenga ndi maganizo a mtundu uliwonse, podzera mu kulankhula, kulemba, kujambula, kusindikiza kapena njira ina iliyonse imene mwanayo angasankhe posaganizira malire.
- (2) Ufuluwu uli ndi malire, koma malirewa angakhazikitsidwe pokhapokha malamulo atero ndipondi ofunikira pofuna:
 - (a) Kulemekeza ufulu wachibadwidwe kapena mbiri ya anthu ena; kapena
 - (b) Kuteteza dziko, kukhazikitsa bata, kapena chikhalidwendi umoyo wa anthu.

Ndime 14

- (1) Ufulu wa mwana woganiza, wosankha pakati pa chabwino ndi choipa ndiponso chipembedzo ulemekezedwe ndi dziko.
- (2) Udindo wa makolo, kapena omulera mwanayo pomutsogolera m'kagwiritsidwe ntchito ka ufulu wake mogwirizana ndi mmene akukulira.
- (3) Ufulu wa chipembedzo ndi zikhulupiliro ungakhale ndi malire ngati malamulo atero, ndiponso ngati malirewo ali oyenera pa chitetezo cha anthu m'dziko, pokhazikitsa bata, pa umoyo ndi makhalidwe a anthu, kapena pa ufulu wachibadwidwe wa ena.

Ndime 15

- (1) Mwana ali ndi ufulu wolowa m'bungwe lililonsendi kusunkhana mwamtendere.
- (2) Ufuluwu usakhale ndi malire kupatula okhawo amene akhazikitsidwa potsatira malamulo ndiponso ngati ali ofunika m'dziko la ulamuliro wokomera anthu onse (**demokalase**) pa chitetezo cha dziko, pokhazikitsa bata, pa umoyo ndi makhalidwe a anthu komanso ufulu wachibadwidwe wa ena.

Ndime 16

- (1) Ana ali ndi ufulu wa chitetezo pa chinsinsi chawo, cha banja lawo, kwawo ndi makalata,

- ndiponso ku njira inailiyonse yoononga ulemu ndi mbiri yao.
 (2) Mwana ali ndi chitetezo cha malamulo ku chisokonezo chotere.

Ndime 17

Dziko lionetsetse kuti ana akupeza mauthenga oyenera kuchokera ku malo ndi njira zosiyanasiyana makamaka zomwe zili ndi cholinga chopititsa mtsogolo umoyo wa uzimu ndi umoyo wabwino wa mwanayo. Potero maiko ayenera kuchita zinthuizi;

- (a) Kulimbikitsa ofalitsa mauthenga kuti afalitse mauthenga kwa anthu komanso zina zothandiza chikhalidwe cha mwana motsata ndime 29;
- (b) Kulimbikitsa mgwirizano pakati pa maiko pokonza, kusinthana ndi kufalitsa mauthenga oterewa ndi zina zochokera ku zikhalidwe ndi maiko osiyanasiyana;;
- (c) Kulimbikitsa kukonza ndi kufalitsa mabuku a ana;
- (d) Kulimbikitsa ofalitsa muthenga kuti aganizire mwapadera za zofunika pa chilankhulo cha mwana amene ali m'gulu la anthu omwe mtundu wawo uli wochepa m'dzikomo, kapena wa mbadwa zomwe zilibe mphamvu pandale;
- (e) Kulimbikitsa chitukuko chanjira zopititsa mtsogolo zoyenera pa chitetezo cha mwana ku mauthenga ndi zina zosayenera pa msinkhu wa mwanayo poganizira ndime 13 ndi 18.

Ndime 18

- (1) Makolo ali ndi udindo wofanana pa kaleredwe ka mwana ndipo maiko azindikire ichi. Makolo kapena olera ana, ali ndi udindo woyamba posamalira mwana pakakulidwe kake. Iwowa aganizire kwambiri zinthu zomwe zingamupindulire mwanayo.
- (2) Pofuna kutsimikiza ndi kupititsa patsogolo ufulu wa mwana, chithandizo chokwanira chiperekedwe kwa makolo ndi ena olera ana pokwaniritsa udindo wao wolera mwana. Ndipo maiko azionetsetsa kuti mabungwe, zipangizo ndi zina zothandizira kulera ana zilipo ndipo zikupita mtsogolo.
- (3) Njira zoyenera zipezeke zoti ana omwe makolo awo ali pantchito alandire chithandizo chomwe ayenera kulandira kuchokera ku mabungwe opereka ndi othandiza pa chisamaliro cha ana.

Ndime 19

- (1) Pakhale malamulo oyenera pa kayendetsedwe ka boma, chikhalidwe cha anthu ndi maphunziro, poteteza mwana ku mchitidwe wa nkhanza zina zilizonse, kuvulazidwa, kuchitiridwa nkhanza, kugwiritsidwa ntchito mosayenera, kuchitidwa chipongwe pa thupi lake monga kugwiriridwa, pamene mwanayo ali m'manja mwa kholo kapena makolo, omulera kapena anthu ena omusamalira.
- (2) Njira za chitetezochi, ngati nkofunika ziphatikizapo ndondomeko zoyenera zokhazikitsira zachitukuko zoti zilimbikitse chithandizo choyenera kwa mwana ndi onse olera ana kuonjezeraponso njira zopewera ndi kuzindikiritsa, kudziwitsa, kufufuza mchitidwe ndi kulondoloza pankhani zochitira nkhanza ana monga mmene zafotokozeredwa m'ndimeyi, ndiponso ngati nkoyenera, bwalo la malamulo likhudzidwepo.

Ndime 20

- (1) Dziko lili ndi udindo wopereka chitetezo chapadera kwa mwana amene alibe makolo, kapena yemwe pazifukwa zomupindulira sangathe kukhala ndi makolo ake, kuti atetezedwe ndi kuthandizidwa mwapadera ndi boma.
- (2) Pakhale malamulo omwe akupereka njira zotha kupereka njira zosamalira mwana wotereyo

13(3) Chisamalirochi ndi monga kuleredwa ndi banja lina, kuleredwa ndi banja motsatira mwabo wachisilamu (**kafala–Kafalah of Islamic Law**), kapena ngati nkoyenera kukhala m'malo oyenera osamalira ana. Poganzira njirazi, nkofunika kuonetsetsa kufunika kwa kupitiriza kuuza mwanayu za mtundu wake, chipembedzo, chikhalidwe ndi chilankhulo chake.

Ndime 21

M'malo momwe kulera mwana wa anthu ena kumavomerezedwa ndi lamulo kuleraku kungachitike poganzira kwambiri zomupindulira mwanapaumoyo wake ndipo zinthu izi zikuyenera kuchitika:

- (a) Kuonetsetsa kuti udindo wolera mwana wa munthu wina waperekedwa ndi anthu amene ali ndi mphamvu yotero, potsatira malamulo oyenera ndondomeko yake yokhazikitsidwa pa maziko odalirika. Komanso kuti kulera kwa mwanayo ndi kololedwa poganzira ubalewa mwanayo ndi makolo ake, achibale kapena aliyense womulera mwalamulo ndiponso kuti ngati nkofunika, anthu okhudzidwa wo avomereza kuti mwanayo aleredwe ndi anthu ena, atalangizidwa moyenera;
- (b) Kuzindikira kuti kuleredwa kwa mwana m'dziko lina ndi njira yosamalira mwanayo, ngati mwanayo sangathe kuleredwa kapena kusamalidwa m'njira yabwino iliyonse kwao;
- (c) Kuonetsetsa kuti mwana amene watengedwa nakaleredwa ku dziko lina akukhala mosangalala ndi motetezedwa mofanana ndi mmene angaleredwere m'dziko la kwao;
- (d) Kuonetsetsa kudzera m'njira zoyenera kuti mchitidwe wolera ana m'dziko lina usakhale njira yopezera ndalama mosayenera kwa iwo amene akukhudzidwa;
- (e) Kulimbikitsa pamene pafunika kutero, zolinga za ndimeyi p o g w i r i t s a n t c h i t o mapangano apakati pa maiko, ndi kuonetsetsa potsatira mgwirizano uno kuti ntchito yotumiza mwanayo m'dziko lina ichitidwe ndi mabungwe ovomerezeka okha ndi odziwa bwino ntchitoyi.

Ndime 22

- (1) Chitetezo chapadera chiperekedwe kwa mwana amene wathawa ku dziko lake pa zifukwa zosiyanasiyana amene akufuna kuganziridwa kuti ndi wothawa kwao kapenanso ngati anaganiziridwa kale potsatira malamulo ndi ndondomeko zina za dzikolo, iye payekha, kaya ndi makolo ake kapena munthu wina ayenera kulandira chitetezo choyenera ndi chithandizo cha ufumu womwe uli mu mgwirizanowu ndi ena omwe maiko anavomereza.
- (2) Pachifukwa ichi, ngati nkofunika, mogwirizana ndi Bungwe la Mgwirizano wa Maiko (**United Nations**), ndi mabungwe a boma kapena omwe siaboma odziwa bwino ntchitoyi maiko ateteze ndi kuthandiza mwana wotereyu pofufuza makolo, kapena abale ake pofuna kupeza njira yowayanjanitsa. Ndipo ngati makolo kapena achibale sakupezeka, mwanayo ayenera kutetezedwa mofanana ndi mwana wina aliyense amene sali m'manja mwa makolo pachifukwa china chilichonse monga zalembedwera mu mgwirizanowu.

Ndime 23

- (1) Mwana wolumala ali ndi ufumu wosamalidwa mwapadera kuti akhale moyo wabwino ndi wosangalala kumalo omwe angamupatse chisamaliro choyenera kumuthandiza kuti akhale wodzidalira kulikonse komwe akukhala ndipo athe kuchita nawo zinthu pagulula anthu.
- (2) Mwana wolumala ali ndi ufumu wokhala ndi chisamaliro chapadera ndipo zonse zofunika zikuyenera kuchitika kuti chithandizo choyenera chiperekedwe kwa omwe akusamalira mwanayo monga ndalama ndi zipangizo zina. Chithandizochi chiperekedwe poganzira mmene mwanayo, makolo kapena ena omulera akukhalira.
- (3) Chithandizo chofunika kwa mwana wolumala chiperekedwe motsatira gawo lachiwiri la

ndimeyi ndipo chiziperekedwa mwaulere, ngati nkotheke, poganizira za chuma cha makolo ndi onse omulera mwanayu, ndipo zikonzedwe moonetsetsa kuti mwana wolumalayo akhale ndi mwayi wophunzira, kulandira chithandizo cha za ukhondo, zachipatala, kukonzekera ntchito mtsogolo ndi kukhala ndi mwayi wopeza zomusangalatsa, pa chikhalidwe ndiponso pa moyo wake wauzimu.

- (4) Ntchito yolimbikitsa kusinthana kwa maganizo oyenera pantchito zakasamalidwe ka olumala, kuonjezerapo kufalitsa ndikupeza uthenga wokhudzana ndi ntchito zachipatala, ntchito zothandiza ndi zokwaniritsira kudzidalira ndi cholinga chothandiza kuti ntchitoyo ipite patsogolo. Ntchito ndi luso la maiko zipitenso patsogolo kuti adziwe zambiri pantchitozi. Poto pafunika kuganizira bwino zosowa za maiko osauka ndi amene akukwera kumene.

Ndime 24

- (1) Mwana ali ndi ufulu wokhala ndi moyo wathanzi ndi kulandira chithandizo cha umoyo monga mankhwala.

- (2) Ufulu wa mwana ukwaniritsidwe makamaka potsatira njira zoyenera, monga:

- (a) Kuchepetsa chiwerengero cha imfa ya ana;
- (b) Popereka chithandizo cha mankhwala ofunika pa umoyo wa ana, makamaka pa chitukuko cha chisamaliro cha umoyo wa anawo;
- (c) Kupewa matenda ndikuthetsa kunyentchera kwa ana potsatira chitukuko cha chisamaliro cha umoyo, kudzera m'njira zomwe zilipo kale monga katemera wa ana, komanso kupereka chakudya chopatsa thanzi chokwanira, madzi akumwa aukhondo, poganizira kuopsa kwa kuononga zachilengedwe;
- (d) Kuonetsetsa kuti amayi alandire chisamaliro choyenera pamene iwo ali oyembekezera ndiponso mwana atabadwa;
- (e) Kuonetsetsa kuti anthu onse, makamaka makolo ndi ana, akuuzidwa, kupatsidwa mwayi wophunzira ndi kuthandizidwa pa ntchito ya kulera, kufunika koyamwitsa ndi kasamalidwe ka thupi ndi ukhondowa malo okhalapo, ndi kupewa ngozi;
- (f) Kupititsa mtsogolo chisamaliro cha umoyo, malangizo operekedwa kwa makolo ndiponso maphunziro a zakulera.

- (3) Njira zipezeke zoyenera ndi zothandiza kuthetsa mchitidwe ndi miyambo ya makolo yomwe ingaononge moyo wa ana.

- (4) Ubale wa maiko utsatidwe ndi kulimbikidwa pofuna kukwaniritsa zofunikira pa umoyo wa mwana zomwe zili m'ndime ino. Pa chifukwachi zosowa za maiko osauka ndi okwera kumene ziganiziridwe.

Ndime 25

Mwana wosungidwa ndi anthu omwe si makolo ake potsatira mfundo za boma aziganiziridwa kawirikawiri pofuna kuwona ngati akukhala bwino;

Ndime 26

- (1) Mwana aliyense ali ndi ufulu wolandira chithandizo ku Boma, ndipo atsatre njira zofunika kuti akwaniritse zofunikira pa umoyo wa mwana potsatira malamulo a dzikolo;
- (2) Ngati nkoyenera, chithandizochi chiperekedwe poganizira kapezedwe ka zinthu ka mwanayo ndi anthu omwe ali ndi udindo womusamalira, kuonjezerapo chithandizo china chilichonse chimene iwowa angapemphe.

Ndime 27

- (1) Mwana aliyense ali ndi ufulu wokhala ndi moyo wabwino mogwirizana ndi kakulidwe kake, nzeru, moyo wa uzimu, kusiyanitsa pakati pa chabwino ndi choipa, ndi chikhalidwe.
- (2) Makolo ali ndi udindo woyamba wowonetsetsa kuti mwana ali ndi moyo wabwino poganzira chuma chimene ali nachondi zina zofunika pa kakulidweka mwana.
- (3) Udindo wa dziko ndi kuwonetsetsa kuti makolo akukwaniritsa udindo wao ndipo udindowu ungakwaniritsidwe popereka chithandizo monga chakudya, zovala ndi malo okhala.
- (4) Njira zonse zitsatidwe zoyenera pofuna kupeza chithandizo cha mwana kuchokera kwa makolo ake, kapena wina aliyense yemwe ali ndi udindo woyang'anira mwanayu yemwe ali ndi udindo woyang'anira mwanayu yemwe akukhala m'dzikomo kapena m'dziko lina. Makamaka, pamene munthu amene ali ndi udindo wopereka ndalamazi akukhala m'dziko lina losiyana ndi la mwana, maiko alimbikitse kuchepetsa zopinga zimene zimakhala potumiza ndi kulandira ndalamazi.

Ndime 28

- (1) Mwana ali ndi ufulu wophunzira, ndipo ndi udindo wa dziko kuonetsetsa kuti mwayi waperekedwa wofanana kwa ana onse. Popititsa patsogolo ufuluwu, maiko aonetsetse kuti:
 - (a) Maphunziro a ku pulaimalendi aulere ndi oumiliza;
 - (b) Alimbikitse chitukukocha maphunziro osiyanasiyana asekondale kuphatikizapo a ntchito za manja zosiyanasiyana ndiponso achite zoyenera monga kukhazikitsa maphunziro aulere ndi kupereka chithandizo cha ndalama kwa osowa;
 - (c) Mwana aliyense akhalendi mwayi wochita maphunziro apamwamba a m'makoleji molingana ndi nzeru zake;
 - (d) Uthenga wofotokoza za maphunziro ndi malangizo a zaumisiri wosiyanasiyana ukhalewopezeka kwa ana;
 - (e) Apeze njira zolimbikitsa ana kupita ku sukulu ndi kuchepetsa chiwerengero cha ana ojomba, kuthawa ndi kusiya sukulu.
- (2) Mwambo wa pa sukulu oyendetsedwe mogwirizana ndi molemekeza umunthu wa mwana molingana ndi mfundo za mgwirizano.
- (3) Mgwirizano pakati pa maiko pa za maphunziro makamaka ulimbikitsidwe pothandiza kuthetsa umbuli ndi kusadziwa kulemba ndi kuwerenga m'dziko lonse lapansi, ndiponso poonetsetsa kuti njira zamakono zophunzitsira sayansi zikupezeka. Pachifukwachi zosowa za maiko osauka ziganiziridwe.

Ndime 29

Ndemanga pa mmene izi zichitikire:

- (1) Maiko aonetsetse kuti maphunziro a mwana alimbikitse zinthu izi:
 - (a) Kutukula umunthu, luso ndi nzeru zake momwe mwanayo angathere;
 - (b) Kutukula ndi kulemekeza ufulu wachibadwidwe wa anthu, ndiponso mfundo zofotokozedwa mu chikalata cha Bungwe la Mgwirizano wa Maiko (**Charter of United Nations**);
 - (c) Kuthandiza kulemekeza makolo ake, ndi kupititsa mtsogolo chikhalidwe, chialankhulo ndi zofunikira zake, za m'dziko limene akukhala, kumene anachokera, ndi chikhalidwe cha anthu ena;
 - (d) Kuthandiza kukonzekera kukhala ndi udindo wodzidalira m'dziko lokomera anthu onse (**demokalase**), ndi mtima womvetsa, wamtendere, wolemekeza maganizo a anthu ena, wosakondera aliyense mkazi kapena mwamuna, wokhala mu mtendere ndi anthu

onse, mitundu, zipembedzondi magulu ena a m'dzikondi mbadwa zenizeni za m'dziko;

(e) Wothandiza kuzindikira ndi kusamalira zachilengedwe.

- (2) Mbali iliyonse ya ndime iyi kapena ndime 28 isatanthauzidwe kuti ikulowelera pa ufulu wa anthu kapena mabungwe okhazikitsa kapena kuyendetsa sukulu, ngati mfundo za m'gawo loyamba la ndimeyi zikutsatidwa ndiponso ngati maphunziro m'sukuluzi akutsatira ndondomeko zokhazikitsidwa ndi boma la dzikolo.

Ndime 30

M'maiko momwe mukupezeke gulu la mbadwa zenizeni kapena gulu la anthu amene chiwerengero chawo ndi chochepa chifukwa cha mtundu, chipembedzo kapena chilankhulo, ndi zina, mwana wa magulu amenewa asaletsedwe mu ufulu wake, mofanana ndi anzake, kusangalala ndi chikhalidwe chake, kutsimikiza ndi kutsatira chipembedzo chake, kapena kulankhula chilankhulo chake.

Ndime 31

- (1) Mwana ali ndi ufulu wa kupumula ndi kusangalala ndiponso kusewera mogwirizana ndi zaka zake, ndi kuchita nawo za masewero, za chikhalidwe cha anthu ndi za luso momasuka.
- (2) Ufulu wa mwana monga wochita nawo za chikhalidwe ndi za luso ndiponso mwayi woyenera wofanana uperekedwe mofanana kwa onse pa za masewero, za chikhalidwe ndi za luso, ndi zosangulutsa.

Ndime 32

- (1) Mwana alindi ufulu wotetezedwa ku mchitidwe wogwiritsidwa ntchito mwankhanza ndi kulipidwa malipiro ochepa, kugwira ntchito yomwe ingasokoneze maphunziro ake, kapena kuopseza umoyo wake, nzeru zake, moyo wauzimu, kakulidwe ndi kakhalidwe kake.
- (2) Malamulo ogwiritsa ntchito pa kayendetsedwe ka ntchito ndi maphunziro aonetsetse kuti mfundoizi zokutsatidwa. Maiko ayenera:
- (a) Kukhazikitsa zaka zomwe mwana angayambire kulembedwa ntchito;
 - (b) Kukhazikitsa maola amene anthu azigwirira ntchito, ndi zina zoyenera pa ntchito;
 - (c) Kukhazikitsa zilango zoyenera pothandiza kuti mfundo za m'ndimeyi zitsatidwe.

Ndime 33

Ana ali ndi ufulu wa chitetezo ku mankhwala ozunguza bongo, ndiponso pantchito yopanga ndi kugulitsa mankhwalawo.

Ndime 34

Dziko liteteze ana ku mchitidwe wowanyengerera kuchitidwa chipongwe pa matupi ndi kuwaumiriza kuchita nawo zachiwerewere. Pachifukwa ichi maiko atsati njira zoyenera m'maiko mwaondi pakati pa maiko awo pofuna kuthetsa:

- (a) Kunyengerera ndi kuumiriza kuchita mchitidwe wa chiwerewere;
- (b) Kugwiritsa ana ntchito ya uhule ndi mchitidwe wina uliwonse woyenera wa chiwerewere;
- (c) Kugwiritsa ntchito ana pochita zolaula, monga pa kanema, m'zithunzi zoonetsa maliseche, ndi zina.

Ndime 35

Ndi udindo wa dziko kuthetsa mchitidwe wakuba ndi kugulitsa ana.

Ndime 36

Mwana ali ndi ufulu wa chitetezo ku mchitidwe uliwonse wosokoneza umoyo wake.

Ndime 37

Maiko aonetsetse kuti:

- (a) Mwana asalangidwe mozunzidwa, mwankhanza, kapena monyozedwa. Mwana aliyense wochepera zaka 18 akalakwa, asalamulidwe kuti anyongedwe kapena kukhala m'ndende moyo wake wonse;
- (b) Mwana aliyense asamangidwe mosavomerezeka ndi malamulo, kusungidwa m'ndende kwa mwanayo kukhale kokhako kotsatira malamulo ndipo kuchitike pokhapokha ngati njira zonse zomuthandizira mwanayo zalephereka, ndiponso nthawi yake yokhala m'ndendemo ikhale yochepa moyenera.
- (c) Mwana amene wamangidwa ayenera kusungidwa molemekeza umunthu wake komanso moganizira zofunika pa msinkhu wake. Makamakanso mwanayo emwe wamangidwa ayenera kulekanitsidwa ndi akuluakulu pokhapokha ngati kutero kuganiziridwa kuti sikum'pindulira mwanayo, ndipo mwanayo akhale ndi ufulu woonana kapena kulemberana makalata ndi makolo ndi abale ake pokhapokha ngati pali zoletsa zina;
- (d) Mwana amene wamangidwa akhale ndi ufulu wolandira chithandizo molingana ndi malamulo ndi zina, kuphatikizapo ufulu wotsutsa kumangidwa kwake ku bwalo la milandu ndi mabungwe ena oyenera ali onse kudzanso ufulu wakumva m f u n d o iliyonse pa nkhaniyo mwamsanga.

Ndime 38

- (1) Maiko aonetsetse kuti malamulo oteteza munthu m'maiko onse panthawi ya nkondo omwe amakhudzanso ana akulemekezedwa.
- (2) Ana amene sanakwanezaka 15 asaloledwe kutenga nawo mbali kapena kulowelera nawo pa nkondo kapena nkhani zilizonse zaudani m'maiko.
- (3) Ana omwe sanakwanitse zaka 15 asalembedwe ntchito m'gulu la nkondo la maiko awo. Polemba ntchito anthu amene ali pakati pa zaka 15 ndi 18 maikowo apereke mwayi woyamba kwa amene ali okulirapo.
- (4) Ana amene akuvutika panthawi ya nkondo ndi mikangano alandire chitetezo ndi chisamaliro molingana ndi udindo wa maiko wokhudzana ndi malamulo a pakati pawo oteteza anthu wamba panthawi ya nkondo.

Ndime 39

ziko lili ndi udindo woonetsetsa kuti mwana yemwe wazunzidwa, sanasamalidwe, wachitiridwa nkhanza kapena kugwiritsidwa ntchito mosayenera alandire chithandizo choyenera kuti achire ndiponso kuti athe kukhala nzika yabwino m'dziko.

Ndime 40

- (1) Mwana amene waganiziridwa kuti waphwanya lamulo la dziko, ayenera kuthandizidwa moyenera kuti mwanayo azindikire ndi kulemekeza ufulu wa chibadwidwe wa anthu ena. Izi zichitike poganiziranso msinkhu wa mwanayo ndi cholinga choti akhale nzika yabwino m'dziko.

(2) Choncho molingana ndi mfundo zina zokhudza maiko onse, maiko a mu mgwirizano aonetsetse kuti:

- (a) Mwana aliyense asaganiziridwe kuti walakwira lamulo ndipo asam'zenge mlandu potsatira malamulo ena amene ali ovomerezeka m'dzikomo kapena pakati pa maiko, omwe panthawi yolakwayo, sanali ovomerezeka;
- (b) Mwana wolakwira lamulo kapena amene akungoganiziridwa chabe:
 - (i) Asaganiziridwe kuti walakwa pokhapokha ngati bwalo la milandu lagamula kuti ndi wolakwa;
 - (ii) Adziwitsidwe msanga ndi mwatchutchutchu za mlandu womwe azengedwe ndipo ngati nkotheke, kudzera mwa makolo ake kapena omuyang'anira komanso apatsidwe chithandizo cha malamulo ndiponso china chilichonse pokonzekera milandu yake;
 - (iii) Apatsidwe mwayi wotengeredwa mofulumira ku bungwe kapena bwalo la milandu losakondera ndi loima palokha komanso pakhale chithandizo chokwanira malinga ndi malamulo pokhapokha ngati izi sizili zomupindulira mwanayo poganizira msinkhu wake, m'mene ali ndiponso makolo akendi ena omuyang'anira;
 - (iv) Asaumirizidwe kupereka umboni kapena kuvomereza kuti ndi wolakwa; afunse mboni komanso omuyimilira amufunsire mboni zina zomwe zingamuthandize pa mlandu wake popanda kukondera;
 - (v) Ngati apezake kuti walakwa, chilango chiunikidwenso ndi bwalo la milandu la pamwamba kapena bungwe lina lapamwamba lololedwa ndi losakondera mbali ina iliyonse;
 - (vi) Apatsidwe chithandizo chaulere cha wotanthauzira ngati mwanayo sangathe kulankhula chilankhulo chomwe chikugwiritsidwa ntchito m'bwalo la milandu;
 - (vii) Panthawi yonse yozengedwa mlanduwu, mwanayo apatsidwe ulemu wonse woyenera.

(3) Maiko alimbikitse kukhazikitsa malamulo ndi ndondomeko zoyenera, mabungwe ndi malo oyenera a ana amene akuganiziridwa, kapena alakwira malamulo, makamaka kuti:

- (a) Akhazikitse zaka zomwe mwana wochepera pamenepo asatengedwe kuti angathe kuphwanya lamulo;
- (b) Ngati nkotheke ndi kofunika kupeza njira zolangira mwanayo m'malo momuzenga mlandu, poonetsetsa kuti ufulu wake ukulemekezedwa ndi kutetezedwa.

(4) Njira zina zothandiza mwana wolakwa monga kumutsogolera ndi kumuyang'anira, kumulangiza, kuleredwa ndi anthu ena, kumuphunzitsa, kapena maphunziro a umusiri, kapena njira zina zipezeke pofuna kuonetsetsa kuti mwanayo athandizidwe bwino molingana ndi mmene moyo wake ulili komanso kulakwa kwake.

Ndime 41

Pomwe malamulo oyenera a dziko ndi a pakati pa maiko a ufulu wa mwana ali opambana kuposa amene ali m'chikalata chino, malamulo opambanawo atsapidwe ndi kugwiritsidwa ntchito.

GAWO II

Ndime 42

Maiko aonetsetse kuti mfundo za mgwirizanowu zidziwike ponseponse, pozifalitsa m'njira zoyenera kwa akuluakulu ndi ana omwe.

Ndime 43

- (1) Maiko akhazikitse komitiyoona za ufulu wachibadwidwe wa mwana yomwe ntchito yake idzichitika potsatira mfundoza mumgwirizanowu.
- (2) Komitiyi idzakhala ya anthu khumi (10) amakhalidwe ndi mbiri yabwino komanso odziwa bwino za ufulu wa mwana kuchokera pakati pa nzika zawo ndipo adzagwira ntchito modziimilira wokha, moganizira mbali zonse zomwe akuchokera, ndiponso mfundo zikuluzikulu zomwe malamulo amaboma awo amatsata.
- (3) Mamembala a m'komitiyi asankhidwe pogwiritsa ntchito chisankho cha chinsinsi kuchokera pa mndandanda wa anthu omwe atchulidwa ndi maboma awo. Dzikoliri lonse lingatchule munthu m'modzi pa m'ndandanda wa nzika zake.
- (4) Chisankho choyamba cha komitiyi chikhalepo isanathe miyezi isanu ndi umodzi (6) kuchokera tsiku limene mfundo za mu mgwirizanowu zinayamba kugwira ntchito ndiponso pakatha zaka ziwiri zilizonse. Pakatsala miyezi inayi tsiku la chisankho lisanafike, Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) alembe kalata ku maboma a mgwirizanowu yowapempha kuti apereke maina a anthu odzaima pa chisankhochi miyezi iwiri isanathe. Akalandira mainawa, Mlembiyu adzalembe maina a anthuwa ndikuonetsa maiko omwe awatchula ndikuwapereka ku maiko a mu mgwirizanowu.
- (5) Chisankho chichitike chitaitanitsidwa ndi Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) ku likulu la bungweli. Ku msonkhanowu chisankho chichitike ngati anthu opitilira theka ($\frac{2}{3}$) abwera. Anthu opambana akhale amene apeza chiwerengero cha mavoti ambiri kuposa opikisana nawo ndiponso mavoti ochuluka a nthumwi za maiko a mu mgwirizanowu.
- (6) Mamembala a komitiyi adzagwira ntchito kwa zaka zinayi. Iwowa adzakhala ndi mwayi woimanso pachisankho ngati atchulidwa. Mamembala asanu osankhidwa pa chisankhochi adzagwira ntchito kwa zaka ziwiri. Pambuyo pa chisankhochi, wapampando wa komitiyi, adzasankhanso mamembala asanu aja mwamaye.
- (7) Ngati membala wamwalira, kapena kusiya ntchito pachifukwa china chilichonse, dziko la mu mgwirizanowu lomwe lidamusankha lisankhenso wina wodziwa bwino ntchito yake m'malo mwake kuchokera m'dziko lomwelo kuti akagwire ntchito m'bungweli kufikira nthawi yogwirira ntchitoyi itatha. Izi zichitike pokhapokha komitiyi yavomera.
- (8) Komitiyi ikhazikitse ndondomeko ya malamulo ake ogwilira ntchito.
- (9) Komitiyi idzasankha anthu ogwira ntchito pa zaka ziwiri zilizonse.

- (10) Misonkhano ya komitiyi izichitika kulikulu la Bungwe la Mgwirizano wa Maiko (**United Nations**) kapena malo ena alionse omwe komitiyi ingasankhe. Komitiyi izikumana kamodzi pachaka. Masiku ochita msonkhano wa komitiyi azakhazikitsidwe ndi kukonzedwanso, ngati nkoyenera kutero, pamsonkhano wa maiko a mu mgwirizanowu, movomerezedwa ndi Msonkhano wa Maiko (**United Nations**).
- (11) Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) adzapereka anthu ogwira ntchito ndi zipangizo zofunika kuti ntchito ya komitiyi iyende bwino molingana ndi mgwirizanowu.
- (12) Mamembala a komiti yomwe yakhazikitsidwa adzalandira malipiro kuchokera ku Bungwe la Mgwirizano wa Maiko (**United Nations**) motsatira njira zomwe msonkhanowu ungagwirizane ndi kuvomereza.

Ndime 44

- (1) Maiko apereke malipoti a zomwe achitapo pazaufulu wa mwana ndiponso momwe kukhazikitsa ntchitoyi kukupitira mtsogolo ku komitiyi kudzera mwa Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**):
 - (a) Pasanathe zaka ziwiri chiyambireni pomwe mgwirizanowu unayamba kugwira ntchito m'dzikomo kenaka;
 - (b) Pakatha zaka zisanu zilizonse.
- (2) Malipoti olembedwa kutsatira ndimeino afotokoze za mavuto ndi zina, ngati zilipo, zomwe zikulepheretsa kukwaniritsa mfundo za mgwirizanowu. Malipotiwa akhalenso ndi mauthenga okwanira othandiza kuti komitiyi imvetsetse momwe ntchito yokhazikitsa mgwirizanowu ikuyendera m'dzikomo.
- (3) Dzikola mu mgwirizanowu siliyenera kubwereza mfundo zomwe zinaperekedwa kale motsatira gawo loyamba (1b) la ndimeyi.
- (4) Komiti ingafunse maiko a mu mgwirizanowu zowonjezerapo pofuna kukwaniritsa mfundo za mu mgwirizanowu.
- (5) Komiti idzapereke malipoti a ntchito zake pakatha zaka ziwiri zilizonse ku Msonkhano Waukulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**), kudzera mu nthambi ya za huma ndi chikhalidwecha anthu (**Economic and Social Council**).
- (6) Maiko a mumgwirizanowu adzafalitsa malipoti a ntchito zawo kwa anthu onse m'maiko mwawo.

Ndime 45

Pofuna kulimbikitsa kagwiritsidwe ntchito ka mgwirizanowu, ndi kulimbikitsa mgwirizano wa maiko pa zomwe zalembedwa mu mgwirizanowu:

- (a) Mabungwe apadera osamalira ana, nthambi ya Bungwe la Mgwirizano wa Maiko Wokhudza Ana (**UNICEF**) ndi nthambi zina za Bungwe la Mgwirizano wa Maiko (**United Nations**) zidzakhala ndi nthumwi zowaimilira pokambirana zakagwiritsidwe ntchito ka mfundo za mgwirizanowu. Komitiyi ingaitane mabungwe apaderawa, nthambi ya Bungwe la Mgwirizano wa Maiko yokhudza ana (**UNICEF**) ndi nthawmbi zina zomwe zingathe kupereka upangiri pa zakagwiritsidwe ntchito ka mfundo zomwe zikugwera mbali yawo. Komitiyi ingapemphe mabungwe apaderawa, (**UNICEF**), ndi nthambi zinazi kuti zipereke malipoti pakagwiritsidwe ntchito ka mgwirizanowu m'mbali zomwe zikukhudzana ndi ntchito zawo;
- (b) Ngati kuli koyenera, komiti itumize zotsatira zonse zofunika ndi pempho la chithandizo cha malangizo akagwiridwe ka ntchito ochokera ku maiko amgwirizanowu ku

nthambi za paderazi, nthambi ya Bungwe la Mgwirizano wa maiko yokhudzana (**UNICEF**) ndi nthambi zokhudzidwa, kuphatikizanso magazine a komitiyo ngati alipo pa zopemphazi;

- (c) Komitiyi ipemphe Mlembi Wamkulu wa Maiko (**United Nations**) kudzera mu Msonkhano Waukulu wa bungweli, kuti achite kafukufuku pa mfundo zina zokhudzana ndi ufulu wa mwana;
- (d) Komitiyi ingapereke maganizo ake ndi mfundo zina zoyenera kuti zichitike potsatira ndime 44 ndi 45 za mgwirizanowu. Maganizowa ndi mfundo zotsatidwazi zitumizidwe ku dziko lililonse lokhudzidwa ndiponso ku Msonkhano Waukulu wa Bungwela Mgwirizano wa Maiko (**United Nations**), kuonjezerapo maganizo ena, ngati alipo, kuchokera ku maiko a mgwirizanowu.

GAWO III

Ndime 46

Maiko onsendi oloedwa kusaina mgwirizanowu.

Ndime 47

Maiko adzaunika ndi kuvomereza mgwirizanowu. Zikalata zosonyeza kuvomereza mgwirizanowu zidzaperekedwe kudzera mwa Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**).

Ndime 48

Dziko lililonse ndilololedwa kuvomereza mgwirizanowu. Mphamvu zovomerezedwa kulowa mu Mgwirizanowu zidzakhala ndi Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**).

Ndime 49

- (1) Mgwirizano uwu udzayamba kugwira ntchito patatha masiku makumi atatu (30), kukuchokera pa tsiku lomwe maiko makumi awiri (20) avomereza mgwirizanowu.
- (2) Dziko lililonse lovomereza mgwirizanowu atasaina maiko makumi awiri (20) oyamba aja, mgwirizanowu udzayamba kugwira ntchito m'dziko patatha masiku makumi atatu (30) kuchokera pa tsiku lovomereza lija.

Ndime 50

- (1) Dziko lililonse lingathe kupempha kuti mfundo zinazisinthe kudzera mwa Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**), ndipo Mlembiyu adziwitse maikowa ndi ena ndi kuwafunsa ngati akugwirizana ndi maganizowo. Akatero aitaniitse msonkhano woti uwunike pempholo ngati liri lofunika pasanathe miyezi inayi (4) ndipo ngati maboma ochepera theka ($\frac{1}{3}$) avomereza, Mlembiyu aitaniitse msonkhano mothandizidwa ndi Bungwe la Mgwirizano wa Maiko (**United Nations**). Nthumwi za ku msonkhanowu zikavomereza kusinthaku, mfundozi ziperekedwe ku Msonkhano Waukulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) kuti zivomerezedwe.
- (2) Mfundo yosinthidwayi motsatira gawo la ndimeyi, idzayamba kugwira ntchito pamene Msonkhano Waukulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) wavomereza, ndiponso ngati maiko opitilira theka ($\frac{2}{3}$) a mu mgwirizanowu avomerezanso.

- (3) Pamene mfundo yosinthidwa yayamba kugwira ntchito ndiye kuti idzasinthidwa ndi maiko onse amene ayivomereza, maiko ena adzapitilira kutsatira mfundo zina za mu mgwirizanowu ndi zina zonsinthidwa zomwe anavomereza kale.

Ndime 51

- (1) Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) alandire ndi kutumiza zikalata za zomwe maiko a mu mgwirizanowu sadakhutitsidwe nazo pa nthawi yovomereza kapena yosaina mgwirizanowu, ku maiko onse a mgwirizanowu.
- (2) Mtsutso wosagwirizana ndi cholinga cha mgwirizanowu siudzaloledwa.
- (3) Dziko litha kubweretsa kutsutsaku pa nthawi ina iliyonse podziwitsa Mlembi Wamkulu wa Bungwe la Mgwirizano wa Maiko (**United Nations**) yemwe adziwitse maiko ena onse. Chidziwitsochi chidzayamba kugwira ntchito pa tsiku lomwe chalandiridwa ndi Mlembiyu.

Ndime 52

Dziko lililonse la mu mgwirizanowu lingalandule mgwirizanowu podziwitsa Mlembi Wamkulu wa Bungwe la Maiko (**United Nations**). Kulandulaku kudzayamba kugwira ntchito patatha chaka chimodzi kuchokera pomwe Mlembiyu walandira chidziwitsochi.

Ndime 53

Mlembi Wamkulu wa Bungwe la Maiko (**United Nations**) ndiye msungi wa zikalata zokhudza mgwirizanowu.

Ndime 54

Chikalata choyamba cha mgwirizanowu chomwe chidalembedwa m'zilankhulo za Chiluya, Chitchainizi, Chingerezei, Chifaransa, Chirasha ndi Chisipanishi ndi chovomerezeka ndi choona m'zilankhulo zonse ndipo chidzasungidwa ndi Mlembi Wamkulu wa Bungwe la Maiko (**United Nations**).

AKAZEMBE amene asaina maina awo m'musimu movomerezedwa ndi maboma awo, akuchitira umboni mgwirizanowu.

3. C138–Mgwirizano pa Zaka Zochepa Zimene Munthu Angalembedwere Ntchito, 1973

Mgwirizano wokhudza Zaka Zochepetsetsa Zimene Munthu Angalembedwere Ntchito (Dziwani Izi: Tsiku lomwe unayamba kugwira ntchito: 19 June 1976)

Msonkhano Waukulu wa Bungwe la Maiko Loona za Antchito, Womwe unakomana ku Geneva pambuyo poitannitsidwa ndi Bungwe Loyendetsa Ntchito za Ofesi Yoona za Antchito, pamsonkhano wake wa 58 pa 6 June 1973, ndiponso, Pambuyo poganizira mfundo zingapo zokhudza zaka zochepetsetsa zimene munthu angalembedwere ntchito, womwe unali mutu wachinayi pazokambiranazo, ndipo, Polingalira mfundo za Mgwirizano wa Zaka Zochepetsetsa zomwe Munthu Angalembedwere pantchito za Mafakitale wa chaka cha 1919; Mgwirizano wa Zaka Zochepetsetsa zomwe Munthu Angalembedwere pantchito za Panyanja wa chaka cha 1920; Mgwirizano wa Zaka Zochepetsetsa zomwe Munthu Angalembedwere pantchito za Ulimi wa chaka cha 1921; Mgwirizano wa Zaka Zochepetsetsa zomwe Munthu Angalembedwere pantchito zogwiritsa ntchito Zipangizo Zakuthwa komanso za Malasha wa chaka cha 1921; komanso migwirizano ina younikiranso izi yokhudza ntchito zosakhudzana ndi mafakitale wa m'chaka cha 1932, wa ntchito zapanyanja wa 1936 ndiponso wounikiranso zaka zochepetsetsa pantchito za mafakitale wa m'chaka cha 1937; wa ntchito za usodzi wa m'chaka cha 1959 ndiponso wa ntchito za migodi kapena zina zonse za pansi panthaka wa m'chaka cha 1965,

ndiponso, Poganizira zoti nthawi yafika yokhazikitsa mfundo ndi malamulo othandiza pankhaniyi, amene pambuyo angazalowe mmalo mwa migwirizano yonse yomwe yakhala ikugwiritsidwa ntchito yomwe inalibe mphamvu kwenikweni, komanso poganizira zofuna kuthetseratu mchitidwe wogwiritsa ntchito ana ochepa misinkhu, ndiponso, Pambuyo pomanga mfundo yoti malamulowa akhale mumgwirizano wokhudza maiko ambiri, wavomereza lero pa 26 June, m'chaka cha 1973 mfundo zomwe zikudziwika kuti Zaka Zochepetsetsa Zimene Munthu Angalembedwere Ntchito (**minimum age**) wa 1973:

Ndime 1

Dziko lililonse lomwe lasaina mgwirizanowu likukakamizidwa kukhazikitsa mfundo zothandiza kuthetsa mchitidwe wogwiritsa ntchito ana ochepa misinkhu zomwe cholinga chake ndi kuzindikiritsa anthu nthawi mosalekeza za zaka zochepetsetsa zimene munthu angalembedwere ntchito poganizira kakulidwe ka mwana kumbali ya thupi ndiponso maganizo.

Ndime 2

- (1) Maiko onse ovomereza mgwirizanowu alongosole mwatchutchutchu zaka zochepetsetsa zimene munthu angalembedwere ntchito m'dziko lawo; ndipo poganizira ndime 4 mpaka 8 za mgwirizanowu, palibe mwana aliyense amene adzalembedwa ntchito ngatizaka zake zili zochepa pa zimene zakhazikitsidwa.
- (2) Dziko lililonse limene lavomereza mgwirizanowu likuyenera kudziwitsa Mkulu Woyendetsa ntchito za mu Ofesi ya Mgwirizano wa Maiko pa za Antchito, za kusintha kumene kungachitike koonjezera zaka zimene munthu angalembedwere ntchito.
- (3) Zaka zochepetsetsa zimene munthu angalembedwere ntchito molingana ndi gawo

- loyamba la ndime ino, zaka zolembedwera ntchito zisakhale zochepera msinkhu womaliza sukulu yokakamiza, zimene munjira iliyonse, sizikuyenera kuchepera pa khumi ndi zisanu (15).
- (4) Posaganizira zimene zili mu ndime 3, ngati chuma kapena zipangizo za maphunziro zili zosakwanira m'dziko, ndipo potsatira kukambirana pakati pa mabungwe a anthu olemba ndi olembedwa ntchito, zakazi zingathe kutsitsidwa kufika pa khumi ndi zinayi (14).
 - (5) Dziko limene zakazi zatsitsidwa kufika pa khumi ndi zinayi (14) mogwirizana ndi zimene zili m'gawo la pamwambali, pamene malipoti akuperekedwa mogwirizana ndi ndime 22 ya malamulo a Bungwe la Mgwirizano wa Maiko pa za Antchito, akuyenera kulongosola kuti:
 - (a) chifukwa chimene lamuloli linasinthidwira chilipobe;
 - (b) tsiku limene akufuna kuti lamuloli likhale likuyamba kugwira ntchito.

Ndime 3

- (1) Zaka zimene munthu angalembedwere ntchito, imene malinga ndi mmene ntchitoyo ilili ndi yoika umoyo, chitetezo ndi chikhalidwe cha umunthu pa chiopsezo, zisakhale zosachepera khumi ndi zisanu ndi zitatu (18).
- (2) Mitundu ya ntchito zomwe gawo la pamwambali likukamba zidzalongoledwa mwatchutchutchu m'malamulo ndi mfundo zina za boma ndiponso mabungwe okhala ndi udindo woyenera pankhaniyi pambuyo pokambirana ndi mabungwe a olemba ndi olembedwa ntchito, ngati alipo m'dzikomo.
- (3) Posaganizira zomwe zili mu gawo 1 la ndime ino (pamwambapa), malamulo a m'dziko angathe kulola kuti zakazi zitsitsidwe kufika pa khumi ndi zisanu ndi chimodzi (16), koma izi zichitike pambuyo pokambirana ndi mabungwe okhala ndi udindo pankhaniyi kuphatikizapo mabungwe a olemba ndi olembedwa ntchito, ngati alipo. Mfundo yaikulu ikhale yofuna kuti umoyo, chitetezo ndiponso chikhalidwe cha umunthu cha achinyamata chikhale chikuganiziridwa kwambiri. Chinanso ndi choti achinyamata alandire maphunziro oyenera okwanira a za umisiri pantchito imene akugwirayo.

Ndime 4

- (1) Ngati nkofunika, pokambirana ndi mabungwe okhala ndi udindo pankhaniyi kuphatikizapo mabungwe a olemba ndi olembedwa ntchito, ngati alipo, akuyenera kusankha mitundu ya ntchito zomwe zingaikidwe m'malamulowa popanda kubweretsa mavuto ali onse.
- (2) Dziko lililonse lomwe lavomereza nawo mgwirizanowu lidzayenera kufotokozera bwino zigawo zomwe zapatulidwa molingana ndi gawo 1 la ndime ino mu lipoti lake loyamba molingana ndi ndime 22 ya Malamulo a Bungwe la Maiko a pa Dziko la Pansi Loona za Antchito. Pophatikiza apo, m'malipoti otsatira adzayenera kulongosola mmene malamulo alili poganizira za zigawo zopatulidwa ndikufotozera bwino momwe akukwaniritsira malamulowa kapena momwe akuwonerera kuti adzakwaniritsa zopatulidwazo mogwirizana ndi panganoli.
- (3) Ntchito zimene zikukhudzidwa ndi Mutu 3 wa mgwirizano uno sizikuchotsedwa pa m'ndandanda wa ntchito zokhudzidwa ndi mgwirizano uno mogwirizana ndi Mutu uno.

Ndime 5

- (1) Dziko limene chuma chake ndi ma ofesi oyendetsera ntchitoyi ndizosakwanira, akhonza kukambirana ndi mabungwe olemba anthu ntchito komanso ogwira ntchitowo kuti achepetseko madera amene mgwirizanowu ungagwire ntchito.

- (2) Dziko lililonse limene latsata zolembidwa mu ndime yoyamba ya mutu uno liyenera kuneneratu mu kalata yake yophatikizidwa ku kalata yovomereza kutsatira mgwirizanowu, nthambi za zachuma kapena ntchito zina zonse zimene zidzakhudzidwendi mgwirizanowu.
- (3) Mgwirizano uno uyenera kugwira ntchito poyambilira ku ntchito zokhudzana ndi: migodi, zopanga katundu, zomangamanga, zamagetsi, za gasi ndi madzi, zaukhondo, za mtengatenga ndi mtokoma, zogwira ntchito m'minda ikuluikulu ndi zaulimi wolima zogulitsa kupatulapo kulima zakudya pakhomu ndi ulimi waung'ono.
- (4) Dziko lililonse limene lili ndi madera ochepa omwe mgwirizanowu ukugwira ntchito, motsatana ndi mutu uno
- (a) liyenera kuonetsa mu malipoti ake otumizidwa ku Bungwe lalikulu lowona zo ntchito pa dziko lapansi **International Labour Organisation-ILO** momwe zinthuzilili pa nkhani yolembe ntchito anthu ochepa misinkhu ndi ana mu madera amene achotsedwa mu mgwirizano uno ndi zina zabwino zimene zikuchitika pofuna kuti mgwirizanowu uyambe kugwira ntchito m'madera ochulukirapo.
- b) nthawi ina iliyonse likhonza kuonjezera polemba kalata kwa mkulu wa **International Labour Office-ILO** madela amene mgwirizanowu uzigwira ntchito.

Ndime 6

Mgwirizano uno siukukhudza ntchito zimene ana amagwira ku sukulu ngati mbali imodzi ya maphunziro awo kapenanso ntchito imene ana a zaka 14 angagwire molingana ndi momwe bungwe loyang'anira nkhani iyi lingalamulire ngati ntchitoyi itakhala dera la

- a) maphunziro amene ali pansu pa sukulu imene ali;
- (b) pologalamu ya maphunziro imene yavomerezedwa ndi bungwe loyang'anira ntchitoyi; kapena
- (c) pulogalamu yamaphunziro yomwe cholinga chake ndikuthandizao p h u n z i r a kusankha ntchito imene angathe kudzagwira.

Ndime 7

- (1) Malamulo a dziko angalole kuti ana a zaka zapakati pa 13 ndi 15 agwire ntchito zo pepuka zimene
- (a) sizingakhale zoononga umoyo kapena kukula kwawo; komanso
- (b) zimene sizingawalepheretse kupita ku sukulu, kapena kutenga mbali pa maphunziro a ntchito amene a bungwe loyang'anira nkhanayi avomereza.
- (2) Malamulo a dziko akhonzanso kulola kuti ana a zaka zosachepera pa zaka 15 amene sanatsirize maphunziro awo oumilizidwa agwire ntchito imene ikugwirizana ndi zomwe zafotokozedwa mu ndime
- (a) ndi (b) za ndime yoyamba ya mutu uno.

- (3) Bungwe loyang'anira nkhanayi liyenera kugamula pa zochitika zimene zingapangitse kulola kuti ntchito yomwe yafotokozedwa mu ndime 1 ndi 2 ya Mutu uno igwiridwe ndipo liyenera kufotokoza ma ola komanso zoyenera zonse kuti ntchito ya mtundu igwiridwe.
- (4) Mosamangidwa ndi zomwe zalembedwa mu ndime 1 ndi 2 za Mutu uno, dziko limene lasankha kutsata zolembedwa mu ndime 4 ya Mutu 2 likhonza kusintha m'malo mwa zaka 12 ndi 14 ndikuyikapo zake 13 ndi 15 mu ndime 1 ndi zaka 14 m'malo mwa zaka 15 mu ndime 2 ya Mutu uno.

Ndime 8

- (1) Kutsatira kukambirana ndi mabungwe olemba anthu ntchito ndi ogwira ntchitowo, bungwe loyang'anira nkhanayi, likhonza kupereka zilolezo zapadela zoletsa malamulo omwe aperekedwa mu Mutu 2 wa mgwirizano uno ngati litaona kuti ndikoyenera kutero, pa zinthu monga zovinavina kapena zoyimba.
- (2) Zilolezosi zikaperekedwa ziyenera kupereka ma ola oloedwa komanso zoyenera zina kuti ntchito igwiridwe.

Ndime 9

- (1) Payenera kukhala ndondomeko zoyenera kuphatikizapo chindapusa, pofuna kuonetsetsa kuti aliyense akutsatira moyenera mgwirizanowu.
- (2) Malamulo a dziko kapena bungwe loyang'anira nkhanayi liyenera kufotokoza kuti ndi ndani amene ayenera kuonetsetsa kuti mgwirizanowu ukutsatidwa.
- (3) Malamulo a dziko kapena bungwe loyang'anira nkhanayi liyenera kufotokoza mtundu wa mabuku oti olemba ntchito anthu asunge momwe muyenera kakhala maina ndi misinkhu ya ogwira ntchito.

Ndime 10

- (1) Chipangano ichi chikuwunikanso ndi kusintha kutengera zomwe anagwirizana pa Gawo limeneli pa malamulo awa okhudza zaka zochepa zomwe mwana angalembedwe ntchito: lamulo lokhudza mafakitare-1919, lamulo lokhudza ogwira ntchito pa Nyanja-1920, lamulo lokhudza ntchito za ulimi-1921, lamulo lokhudza ogwira ntchito zosula zitsulo-1921, lamulo la ogwira ntchito wamba (zosakhala mumafakitore)-1932, lamulo lokhudza ntchito za zapanyanja (losinthidwa)-1936, lamulo lokhudza ogwira ntchito mu mafakitore (losinthidwa) - 1937, lamulo la ogwira ntchito wamba (zosakhala mumafakitore-losinthidwa)-1937, lamulo lokhudza a sodzi -1959, ndi lamulo lokhudza ntchito za migodi - 1965.
- (2) Kukhazikitsidwa kwa mgwirizano uno sikukuletsa misinkhu yololedwa kuti munthu alembedwe ntchito pa ntchito za: pa Nyanja (1936) mu mafakitole (1937) zosakhudzana ndi mafakitole (1937) asodzi (1959), kapena ogwira ntchito pansa pa nthaka (1965).
- (3) lamulo lokhudza zaka zochepa zolembedwera ntchito ku mafakitore-1919, pa Nyanja -1920, ku ntchito za malimidwe-1921, la osula zitsulo - 1921, adzayimitsidwa kuti asasayinidwe mpaka mamembala onse adzavomereze za kuyimitsidwako posayina panganolu kapena potsata chigamulo chopita kwa mkulu wa ofesi yayikulu yowona zolembe anthu ntc hito - Director- General of the International Labour Office.
- (4) Mayiko onse omwe anavomereza mfundo za mu migwirizano yokhudzana ndi msinkhu wololedwa kuti munthu athe kulembedwa ntchito yomwe inakonzedwanso mu zaka zosiyanasiyana, ayenera kusiya kutsata mfundo za migwirizano yakaleyo ndikuyamba kutsata mfundo za mu mgwirizano uno.
- (5) Kuvomereza mfundo za mu mgwirizano uno

- (a) kukutanthauza kusiya kutsata mfundo za mu mgwirizano okhudza ogwira ntchito mu mafakitore wa 1919, mogwirizana ndi mutu 12 wa mgwirizanowu,
- (b) pa ntchito zaulimi zitanthauza kusiya kutsata mfundo za mu mgwirizano wa 1921 mogwirizana ndi Mutu 9 wa mgwirizanowu,
- (c) pa ntchito za ogwira ntchito pa Nyanja zitanthauza kusiya kutsata mfundo za mu mgwirizanowa 1920, mogwirizana ndi Mutu 10 wa mgwirizanowu.

Ndime 11

Kuvomereza kwa mfundo za mu mgwirizano uno kuyenera kuchitika polemba kalata kwa wamkulu wa office ya kalembela waku ***International Labour Office.***

Ndime 12

- (1) Mgwirizano uno uzigwira ntchito ku mayiko amene ndi mamembala a **International Labour Organisation** amene anadziwitsa mkulu wa bungweli (**Director General**) zakuvomereza kwawo.
- (2) Mgwirizanowu udzayamba kugwira ntchito patatha miyezi 12 kuchokera pa tsiku limene mayiko awiri alembedwa ndi mlembi wa bungweli (**Director General**) kuti avomereza mfundozi.
- (3) Kuchokera pa tsikuli mgwirizanowu udzayamba kugwira ntchito ku dziko lililonse pakatha miyezi 12 kuchokera pamene kuvomereza kwa dzikolo kwalembedwa.

Ndime 13

- (1) Dziko limene lavomereza mfundo za mgwirizano uno likhonza kusiya kutsata mfundo za mu mgwirizanowu patatha zaka 10 kuchokera pa tsiku limene mgwirizano uno unayamba kugwira ntchito popereka chidziwitso cha lamulo limene dzikolo lakhazikitsa lofuna kuleka kutsata mgwirizanowu kwa mkulu wa **International Labour Office**. Kusiya kutsata mfundozi kudzichitika patatha chaka chimodzi kuchokera pamene chidziwitso chalembedwa mu kaundula za kufuna kwa dzikolo kuti lichoke mumgwirizanowu.
- (2) Dziko lililonse limene lavomereza mgwirizano uno ndipo silinadziwitse **Director-General** kuti likufuna kuchoka mu mgwirizanowu, liyenera kutsatira mfundo za mgwirizanowu kwa zaka zina 10.

Ndime 14

- (1) Mkulu wa **International Labour Office** ayenera kudziwitsa mayikoonse omwe ndi amembala a **International Labour Organisation** zakulembetsedwa kwa mayiko omwe avomereza mgwirizanowu komanso amene akufuna kuchokamo.
- (2) Podziwitsa ma membala a bugweli zakulembetsedwa kwachiwiri kogwirizana ndi mfundo za mgwirizanowu, mkulu wa bungweli ayenera kukumbutsa ma membala za tsiku limene mgwirizanowu udzayambe kugwira ntchito.

Ndime 15

Wamkulu wa bungwe la **International Labour Office** ayenera kudziwitsa mlembi wamkulu wa bungwe la **United Nations** zonse zoyenera zokhudzana ndi kulembetsedwa kapena kutuluka kwa dziko mu mgwirizanowu kuti zilembedwe mu kaundula malingana ndi Mutu 102 wa malamulo a bungwe la **United Nations**.

Ndime 16

Panthawi imene bungwe loyang'anira bungwe la **International Labour Office** lawona kuti ndiyoyenera, liyenera kupereka ku msonkhano wa mayiko onse lipoti la momwe mgwirizanowu ukugwirira ntchito ndipo likhonza kuunikira ngati kuli koyenera kupempha mayikowo kuti aunikenso zina mwa mfundo za mumgwirizanowu kapena mfundo zonse za mu mgwirizanowu.

Ndime 17

- (1) Ngati msonkhanowu wagwirizana zosintha mfundo zonse za mu mgwirizanowu kapena zina mwa mfundozi, pokhapokhapo msonkhanowu utagamula mwa njira ina:

- (a) kuvomereza kwa mfundo za mgwirizanowu ndi dziko lililonse, kudzatanthauza kusiya kutsata mfundo za mu mgwirizano uno pamene mgwirizano watsopanowo wayamba kugwira ntchito, mosamangidwa ndi Mutu 13;
 - (b) kuyambira pa tsiku limene mgwirizano watsopanowo wayamba kugwira ntchito, mgwirizano uno udzasiya kukhala oti mayiko akhonza kuuvomereza
- (2) Gwirizano uno udzakhala ukugwirabe ntchito monga momwe ulili kwa mamembala amene anauvomereza koma sanavomereze mgwirizano umene wasinthidwa kumenewo.

Ndime 18

Zonse zolembedwa mu zilankhulo za Chingelezi ndi Chifalansa zokhudza mgwirizano uno zili ndi mphamvu zofanana pa momwe mgwirizano uno ungagwiritsidwire ntchito.

4. C182 – Mgwirizano okhudza m'chitidwe woipitsitsa olemba ntchito ana, 1999

Mgwirizano okhudza kuletsa ndikuchitapo kanthu mwamsanga pothetsa m'chitidwe woipitsitsa wolembe ntchito ana (Chidziwitso: Tsiku loyamba kugwira ntchito: 19 November 2000)

Msonkhano waukulu wa bungwe la International Labour Organization, Utakumana pa msonkhano wake wa nambala 87 ku Geneva pa 1 June 1999, Poganizira zakufunika kokhazikitsa ndi kuvomereza malamulo oletsa ndi kuthetsa m'chitidwe woipitsitsa ogwiritsa ntchito ana polimbikitsa mgwirizano wa 1973 okhudzana ndi msinkhu woledwa kuti munthu athe kulembedwa ntchito umene uli wofunikabe polimbana ndi kulemba ntchito ana,

Poganizira kuti kuthetsa m'chitidwe woipitsitsa ogwiritsa ntchito ana kumafunika kuchita kanthu mwamsanga poganizira za sukulu yaulele ndi kuchotsa ana ku malo antchito komanso kuwathandiza anawa kuyambanso moyowina,

Pokumbukira mfundo zokhudzana ndi kuthetsa m'chitidwe ogwiritsa ntchito ana zomwe zinamangidwa pa msonkhano wa nambala 83 wa **International Labour Conference** m'chaka cha 1996,

Pozindikira kuti gwero lalikulu la m'chitidwe ogwiritsa ntchito ana ndi umphawi ndikuti njira yabwino yothetsera m'chitidwewu ndikutukula ntchito za chuma ndi za umoyo wa anthu (**social**) makamaka maphunziro ndi kuchepetsa umphawi,

Pokumbukira za mfundo zomwe zili mu mgwirizano wokhudza Ufulu wa Ana omwe unavomerezeka ndi msonkhano waukulu wa **United Nations** wa pa 20 November 1989, Pokumbukira mfundo za **ILO** pa zokhudza Ufulu wa anthu ogwira ntchito omwe unavomerezedwa pa msonkhanowa nambala 86 m'chaka cha 1998,

Pokumbukira kuti m'chitidwe wina woipitsitsa wogwiritsa ntchito ana umafotokozedwa ndi malamulo ena okhudza mayiko, makamaka Mgwirizano wokhudza kugwira ntchito moulilizidwa wa m'chaka cha 1930, Mgwirizano othetsa Ukapolo, ndi migwirizano ina yotere, Utaganizira zovomereza maganizo ena okhudzana ndi kugwiritsa ntchito ana, Utagwirizana kuti maganizowa adzasanduka mgwirizano wa mayiko ambiri, ukuvomereza, lero, pa 7 June 1999, mgwirizano uno omwe udzitchedwa "Mgwirizano pa m'chitidwe woipitsitsa ogwiritsa ntchito ana wa mchaka cha 1999" motere

Ndime 1

Dziko lililonse limene livomereze mgwirizanowu liyenera kukhazikitsa mwamsanga njira zothandiza kuletsa komanso kuthetsa m'chitidwe woipitsitsa wogwiritsa ntchito ana.

Ndime 2

Potanthauzira mgwirizano uno, “mwana” akutanthauza munthu aliyense amene sanakwanitse zaka 18.

Ndime 3

Potanthauzira mgwirizano uno mawu oti “mchitidwe woipitsitsa wogwiritsa ana ntchito” akuphatikiza:

- (a) mchitidwe uliwonse waukapolo kapena ofanana ndi ukapolo, monga kugulitsa ndi kuba ana, kupereka ana ngati chikole, kuumiliza ana kulowa usilikali ndikumenya nkhondo;
- (b) kugwiritsa ntchito ana, kapena kupereka ana kuti akagwiritsidwe ntchito za chiwerewere, kapena kuwajambula ali maliseche ndikugwiritsa ntchito zithunzizo pamalonda;
- (c) kugwiritsa ntchito ana kapena kupereka ana kuti akagwire ntchito zosaloledwa ndi malamulo monga kuzembetsa mankhwala osokoneza bongo;
- (d) kuwagwiritsa ntchito imene ikhonza kuononga moyo wawo kapena kuopseza chitetezo cha ana.

Ndime 4

- (1) Mitundu ya ntchito zomwe zakambidwa mu Mutu 3(d) ziyenera kufotokozedwa bwino ndi malamulo a dziko kapena bungwe lomwe linakhazikitsidwa kuti liziyang'anira nkhanizamtundu uwu litakambirana ndi mabungwe olemba anthu ntchito kapena anthu ogwira ntchitozo poganizira za momwe mayiko ena amachitira pa nkhan ngati zimenezi.
- (2) Bungwe lomwe linakhazikitsidwa kuti liziyang'anira nkhan za mtundu uwu, likakambirana ndi mabungwe olemba anthu ntchito komanso ogwira ntchitowo, liyenera kupeza ku malo kumenantchitozi zimagwiridwa.
- (3) M'ndandandawa mitundu ya ntchito zomwe zakambidwa mu ndime 1 ya Mutu uno uyenera kumaunikidwa pafupipafupi mogwirizana ndi mabungwe olemba ntchito anthu ndi anthu ogwira ntchitowo.

Ndime 5

Dziko lililonse, likakambirana ndi mabungwe olemba ntchito anthu ndi ogwira ntchito, liyenera kukonza njira zoyenera yowonetsetsera kuti mfundo za mu mgwirizano uno zikutsatidwa.

Ndime 6

- (1) ziko lililonse liyenera kukonza dongosolo la ntchitozoti ligwire poonetsetsa kuti m'chitidwe woipitsitsa ogwiritsa ntchito ana wathetsedwa.
- (2) Dongosolo la ntchito lotere liyenera kugwiritsidwa ntchito mogwirizana ndi mabungwe oyenera a boma, olemba anthu ntchito ndi mabungwe olemba anthu ntchito pomvetsera moyenera maganizo a anthu ndi mabungwe ena okhudzidwa.

Ndime 7

- (1) Dziko lililonse liyenera kugwiritsa ntchito njira zoyenera zothandiza kuti mgwirizano uno ugwire bwino ntchito yake kuphatikizapo kuika malamulo ndi zilango zoyenera.

- (2) Dziko lililonse liyenera kuganizira za kufunika kwa maphunziro pothetsa m'chitidwe olemba ntchito ana komanso kugwiritsa ntchito njira zogwirizana ndi nthawi pofuna:
- (a) kuteteza ana ku m'chitidwe woipitsitsa ogwiritsa ntchito ana
 - (b) kupereka thandizo kwa ana oti achotsedwe m'malo amene akugwira ntchito komanso kupeza njira zoti ayambire moyo watsopano ndikuyamba kukhalanso limodzi ndi anzawo;
 - (c) kuonetsetsa kuti anawo apatsidwa mpata woimba sukulu yaulele, ndipo, ngati kutatheka, maphunziro a ntchito zamanja kwa ana onse amene achotsedwa ku malo ogwira ntchito
 - (d) kupeza ndi kuthandiza ana amene ali pa chiopsezo chapadera,
 - (e) kusamalira atsikana mwapadera
- (3) Dziko lililonse liyenera kukhazikitsa bungwe limene liziyang'anira momwe mgwirizano uno ukugwirira ntchito.

Ndime 8

Mayiko onse ayenera kuthandizana powonetsetsa kuti mgwirizano uno ukugwira ntchito polimbikitsa mgwirizano wa pakati pawo kuphatikizapo kulimbikitsa kukweza ntchito za chuma ndi chitukuko, kuthetsa umphawi, ndi maphunziro aulere.

Ndime 9

Kuvomereza kwa dziko pa mgwirizano uno, kuyenera kuchitika polemba kalata kwa mkulu wa **International Labour Office** kuti alembe mu kaundula.

Ndime 10

- (1) Mgwirizano uno ukhala ndi mphamvu pa mayiko okhawo amene ndi ma membala a **International Labour Organization** amene alembedwa mu kaundula ndi mkulu wa **International Labour Office**.
- (2) Mgwirizanowu udzayamba kugwira ntchito patatha miyezi 12 kuchokera pa tsiku limene mayiko awiri oyamba alembedwa mukaundula ndi mkulu wa bungweli.
- (3) Kuchokera pamenepo, mgwirizano uno udzayamba kugwira ntchito pa dziko lina lililonse pakatha miyezi 12 kuchokera pa tsiku limene kuvomereza kwa dzikolo kwalembedwa mu kaundula wa mkulu wa bungweli.

Ndime 11

- (1) Dziko limene lavomereza mgwirizano uno likhonza kutuluka mu mgwirizanowu patatha zaka 10 kuchokera pa tsiku limene mgwirizano uno wayamba kugwira ntchito, podziwitsa mkulu wa bungweli kudzera mu lamulo limene dzikolo lapanga **(Act)** logamula kuti lichoke mu mgwirizanowu kuti alembe mu kaundula wake. Kutulukaku sikuyenera kuchitika mpaka patatha chaka kuchokera pa tsiku limene chidziwitso chawo chalembedwa mukaundula.
- (2) Dziko lililonse limene lavomereza mgwirizano uno, ndipo patha chaka chimodzi chithere cha zaka 10 zoyamba chilowere, koma silinadziwitse bungweli kuti lifuna kuchoka mu mgwirizano uno, liyenera kukhalabe membala kwa zaka zina 10 lisanaloledwe kuti lichoke

Ndime 12

- (1) Mkulu wa bungwe la International Labour Office ayenera kudziwitsa ma membala onse a International Labour Organization za kulembedwa kapena kutuluka kwa dziko lililonse mu mgwirizanowu.
- (2) Podziwitsa ma membala a bungweli za kulembedwa kwa dziko mukaundula, mkulu wa bungweyu ayenera kudziwitsa ma membalawa za tsiku imene mgwirizanowu udzayambe kugwira ntchito.

Ndime 13

Mkulu wa bungwela **International Labour Office** ayenera kudziwitsa mlembi wamkulu wa bungwe la **United Nations**, zonse zoyenera kuti zilembedwe mu kaundula zokhudza mayiko amene avomereza kapena atuluka mu mgwirizano uno, malingana ndi ndime 102 yoyendetsera bungwela **United Nations**.

Ndime 14

Pa nthawi imene bungwe lotsogolera **International Labour Office** lawona kuti ndikoyenera, likhonza kupereka lipoti ku msonkhano waukulu wa bungweli la momwe mgwirizano uno ukugwirira ntchito ndipo likhonza kuunika ngati ndikofunika kuti msonkhanowo ukambirane kuti usintheko zina kapena mfundo zonse za mu mgwirizano uno.

Ndime 15

- (1) Ngati msonkhanowo utavomereza mgwirizano watsopanowo, wonse kapena mfundo zina, ndiye kuti:
 - (a) kuvomereza mgwirizanowu kwa dziko lililonse kutanthauza kuti lisiye kutsata mfundo za mu mgwirizano uno pamene zosinthidwazo zayamba kugwira ntchito mosamangidwa ndi zomwe Mutu 11 ukunena;
 - (b) kuyambira pa tsiku limene mgwirizano watsopanwo wayamba kugwira ntchito, mayiko sadzaloledwanso kuvomereza mfundo za mu mgwirizano uno;
- (2) Mgwirizano uno udzakhala ukugwirabe ntchito monga momwe ulili ku mayiko amene anavomereza koma sanavomereze mgwirizano watsopanowo.

Ndime 16

Mgwirizano wolembedwa muzilankhulo za Chingelezi ndi Chifalansa uli ndi mphamvu zofanana.

5. Mfundo za ILO pa Ndondomeko ndi Ufulu wa pa Ntchito.

Pamene bungwe la ILO linakhazikitsidwa ndi chikhulupiro chakuti chilungamo ndi chofunika pofuna kukhazikitsa mtendere pa dziko lonse;

Pamene chitukuko pa chuma ndichofunika koma chosakwanira polimimbikitsa kugawana bwino chuma chimene chilipo, kuchepetsa umphawi, ndi kulimbikitsa chilungamo;

Pamene bungwe la ILO tsopano liyenera kukhazikitsa ndondomeko za kafukufuku makamaka pa zolemba komanso kuphunzitsa anthu ntchito, pofuna kulimbikitsa kuti mfundo zoyendetsera zinthu zithandize pobweretsa chitukuko;

Pamene bungwe la ILO likuyenera kuthandiza mwapadera anthu amene ali ndi mavuto apadera, makamaka amene sanalembedwe ntchito komanso ogwira ntchito ochokera m'mayiko ena, ndikulimbikitsa mfundo zopezera anthu ntchito; Pamene, pofuna kulimbikitsa kugwirizana pakati pa chitukuko pa chuma ndi chitukuko cha umoyo wa anthu, komanso kulimbikitsa ufulu wa anthu ogwira ntchito kuti athe kupeza gawo lawo pa chuma chimene athandiza kupanga;

Pamene bungwe la ILO linapatsidwa udindo ndi mayiko onse oti liyang'anire m'chitidwe wa pa ntchito m'mayiko onse;

Pamene pali pofunika, pa nthawi ino pamene kudalirana pa chuma kukukulirakulira, kuti titsimikize za ndondomeko ndi maufulu a bungwe la ILO ndi kulimbikitsa momwe zingagwirire ntchito; Msonkhano waukulu wa mayiko onse wa ma bungwe oyang'anira anthu apa ntchito,

1. Ukukumbukira:

- (a) kuti polowa mu bungweli mwaufulu, mamembala onse avomereza mfundo ndi maufulu onse amene akupezeka mu malamulo ake, ndi mfundo za msonkhano wa ku Philadelphia, ndipo agwirizana zogwira ntchito yothandiza kukwaniritsa zolinga za bungweli;
- (b) kuti mfundo ndi maufuluwa zafotokozedwa ndi kumangidwa ngati maufulu ndi zoyenera kuchitika mu migwirizano yovomerezeka mu bungweli komanso kunjika kwa bungweli.

2. Lamanga kuti mamembala onse, ngakhale amene sanavomereze migwirizanoyi, ali ndi udindo ochokera pakukhala membala, kuti alemekeze, atukule komanso azindikire mfundo zokhudzana ndi maufulu amene akugwirizana ndi migwirizanoyo omwe ali:

- (a) Ufulu okhala membala wa gulu lililonse ndi ufulu otha kunenelera zofunika pa ntchito ngati gulu;
 - (b) kuthetsa mchitidwe uliwonse owumiriza munthu kugwira ntchito
© kuthetsa mchitidwe olemba ntchito ana; ndi
 - (d) kuthetsa kusalana kokhudzana ndi ntchito imene munthu akugwira.
3. Likuzindikira udindo wa bungweli othandiza mamembala ake, kuti likwaniritse zolinga zake pogwiritsa ntchito zipangizo za malamulo, zachuma ndi zina zomwe lilinazo kuphatikizapo zimene lingapeze kuchokera kunja kwa bungweli mogwirizana ndi Mutu 12 wa malamulo oyendetsera bungweli:
- (a) popereka maphunzira ndi ulangizi wapadera othandiza kuti dziko livomereze ndikugwiritsa ntchito migwirizano yofunika;
 - (b) pothandiza mamembala amene sanatsimikizebe zovomereza ina kapena yonse ya migwirizaniyi pofuna kulemekeza, kutukula komnso kukwaniritse mfundo zokhudzana ndi maufulu amene akukhudzana ndi migwirizano; ndi
 - (c) pothandiza mamembala kuti akonze zinthu zothandiza kuti chuma ndi umoyo wa anthu zitukuke.
4. Bungweli lakonza kuti, pofuna kuti mfundo yikhale ndi mphamvu zake zoyenera, payenera kukhala kulondolanso pa ntchito zotukula ntchito za bungweli, molingana ndi malamulo omwe akhazikitsidwa mu zophatikiza zomwe zili pomalizira pa mgwirizano uno.
5. Kutsimikiza kuti m'chitidwe wa pa ntchito sukuyenera kugwiritsidwa ntchito poteteza amalonda ophangira, ndikuti kalikonse kamu Mfundo ino sikayenera kugwiritsidwa ntchito mwanjira imeneyi.

Gawo lowonjezera Kalondolondo pa Malamulowa

I. Cholinga chachikulu

1. Cholinga kalondolondo kumene kwafotokozedwa m'musimu ndikulimbikitsa mayiko omwe ndi mamembala a bungwe lino kuti athe kulimbikitsa mfundo ndi maufulu amene ali mu malamulo oyendetsera bungwe la ILO komanso mfundo za ku msonkhano wa ku Philadelphia.
2. Mogwirizana ndi cholingachi, chimene chili chofuna kufalitsa za malamulowa, kalondolondoyu adzathandiza kupeza madera amene thandizo lapadera lochokera ku bungwe lino lingakhale loyenera kupitako pothandiza mamembala kuti athe kugwiritsa ntchito mfundo ndi maufulu ofunika. Kalondolondoyu siakulowa m'malo mwa ntchito yoyang'anira kagwiridwe ka ntchito ka mgwirizanowu ndipo siakuyenera kulepheretsa kagwiridwe kake ka ntchito.
3. Mfundo ziwiri zimene zili m'musimu zokhudza kalondolondoyu zakhazikika pa ndondomeko zimene zikugwiritsidwa ntchito panopa: kalondolondo wa chaka ndi chaka okhudza malamulo/mapangano amene sanavomerezedwe amangoyang'ana momwe Mutu 19 ndime 5 (e) ikutsatidwira mu malamulo oyendetsera bungweli; ndipo lipoti la dziko lonse lidzathandiza kupeza njira zabwino zogwirira ntchito potsatira malamulo oyendetsera bungweli.

II. Kalondolondo wa chaka ndi chaka pa malamulo omwe sanavomerezedwe (ndi mayiko ena)

A. Cholinga

1. Cholinga ndikupereka mpata owunika chaka ndi chaka momwe mamembala amene sanavomereze mgwirizano uliwonse kuchitira poyesera kuti avomereze migwirizanoyi. Izi zikulowa m'malo mwa ndondomeko yomwe inakhazikitsidwa m'chaka cha 1995 yomwe imachitika pakatha zaka zinayi.
2. Kalondolondoyu akukhudza madera anayi a mfundo ndi maufulu amene ali mu Mfundo ino.

B. Kachitidwe

1. Kalondolondoyu adzachitika molingana ndi malipoti omwe mamembala apemphedwa kuti apereke mgwirizana ndi Mutu 19, ndime 5(e) ya malamulo oyendetsera bungweli. Ma lipoti ayenera kuperekedwa kuti mayiko awone ngati dziko lavomereza umodzi kapena ingapo ya migwirizano yofunika, zakusinthwa kwa malamulo aliwonse kumene kwachitika komanso kusinthwa kwa m'chitidwe uliwonse polingalira Mutu 23 wa malamulo oyendetsera bungwelino.
2. Malipotiwa ayenera kuunikidwa ndi bungwe lotsogolera la **International Labour Office**.
3. Bungwe lotsogolerali likhonza kuitanitsa akatswiri kuti adzalankhule pa msonkhanowo ndi cholinga choti aunikire mozama malipoti amene aperekedwa ndikuti awongolere zokambiranazo.
4. Ndondomeko zoyendetsera bungwe lotsogolera ziyenera kumasinthidwa nthawi ndi nthawi ndi cholinga chofuna kupereka mwayi kwa mamembala ena omwe sali nawo mu bungweli oti athe kupereka nawo maganizo awo ndikutenga nawo mbali pa zokambiranazi.

III. Lipoti la dziko lonse

A. Cholinga

1. Cholinga cha lipotili ndikupereka chithunzithunzi cha dziko lonse lapansi cha momwe zinthu zilili chokhudza chilichonse cha mfundo ndi maufulu zimene zachitika mu zaka zinayi zimene zangotha komanso kuti aunikenso bwino momwe thandizo losiyanasiyana lomwe bungweli lapereka lagwirira ntchito. Lipotili limathandizanso kuti bungweli lipange dongosolo la ntchito zofunika kuti zigwiridwe mu zaka zinayi zotsatira.
2. Chaka chilichonse, lipotili lidzakhudza limodzi la madela anayi a mfundo ndi maufulu ofunika.

B. Machitdwe

1. Lipoti lidzaperekedwa ndi mkulu wa bungwe (Director-General) molingana ndi zimene wauzidwa komanso wapeza potsatira ndondomeko zimene zinakhazikitsidwa. Kwa mayiko amene sanavomereze migwirizano yofunika, lipotili lidzalembedwa pogwiritsa ntchito zimene zapezeka munjira yomwe yafotokozedwa m'mwambamu pa kutsatirapo kwa chaka ndi chaka. Kwa mayiko amene anavomereza migwirizano, lipotili lidzalembedwa pogwiritsa ntchito malipoti munga momwe zalembedwera mu Mutu 22 wa malamulo oyendetsera bungwelino.
2. Lipotili idzaperekedwa ngati lipoti la mkulu wa bungweli ku msonkhano waukulu kuti alikambirane. Msonkhanowu ukhonza kusankha kuti lipotili alikambirane mwapadela motsata Mutu 12 woyendetsera zokambirana. Potsiliza pa zokambirana zonse, ndi bungwe lotsogolera la International Labour Office limene lidzipanga mfundo zomaliza zokhudzana ndi ntchito zofunika kuti zigwiridwe mu zaka zinayi zotsatira.

IV. Tagwirizana kuti:

1. Maganizo ayenera kuperekedwa ofuna kusintha mfundo zoyendetsera ntchito za bungwe loyang'anira ndi msonkhano zomwe zingafunike pofuna kukwaniritsa zimene zafotokozedwa m'mwambazi.
2. Msonkhano uyenera kuunikanso za ndondomeko ya kalondolondoyu pogwiritsa ntchito zimene zaphunziridwa pofuna kudziwa ngati cholinga chachikulu cha ntchitoyi chomwe chili mu Gawo 1 chakwaniritsidwa.

Zili pamwambazi ndi mfundo za ILO zokhudza dongosolo ndi Maufulu a ku malo ogwira ntchito ndi Kutsatirapo ndipo zavomerezedwa ndi Msonkhano Waukulu wa International Labour Organization womwe wachitika pamsonkhano wake wa nambala 86 omwe unachitikira ku Geneva ndipo watsekedwa pa 18 June 1998.

NDI CHIKHULUPIRIRO MU ZONSEZI ife tikuvomereza malamulowa ndipo tikutsimikiza zimenezi posayina pansipa lero pa 19 June 1998.

President wa Msonkhano,

Director-General wa International Labour Office.

Lekani Kugwiritsa ntchito Ana



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