



Uthenga Wofunikira
(Basic Information)



TIMVERENI

Lekani Kugwiritsa Ntchito Ana

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



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Uthenga Ofunikira

Kabukuka ndi kamodzi mwa 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 mabuku kapena mbali yomwe mwasintha.

TIMVERENI – Lekani Nkhaza. Kulimbikitsa ufulu wa ana kudzera m'maphunziro, zaluso ndi njira zofalitsira mauthenga, Ntchito Yolimbana ndi Khalidwe Lolemba Ntchito Ana pa dziko lonse, International Programme on the Elimination of Child Labour (IPEC), International Labour Office (ILO), Geneva, 2011.

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Cholinga: Kupereka chiyambi cha nkhani zolembe ntchito ana ang'onoang'ono ndi kumvetsetsa za kukula ndi kuipa kwa mchitidwewu.



Phindu: Kuutsa chidwi cha achinyamata ndi maganizo awo pogwiritsa ntchito chiwerengero (statistics) ndi makanema owonetsa kuipa kogwiritsa ntchito ana ang'onoang'ono komwe kukuchitika m'madera mwawo.

Nthawi

Mukhoza kukumana kamodzi kapena kawiri

Chilimbikitso

Malingana ndi mmene anayerekezera a bungwe la ILO, pali ana okwanira 245 miliyoni amene amalembedwa ntchito asanakwanitse zaka 18; ana amenewa 179 akugwira ntchito m'malo oipa kwambiri.

Chimodzimodzi mayiko a mu chigwa cha Sahara muno mu Africa, Asia ndi mu Pacific, mwa ana zana (100), 83 aliwonse omwe alembedwa ntchito amakhala a pakati pa zakazisanu (5) ndi khumi ndi zinayi (14). Ana amenewa amagwira ntchito ali ang'onoang'ono. Iwowa amamanidwa mwayi wa sukulu ndipo amazunzidwa pogwira ntchito zolemetsa, kukakamizidwa kuchita nawo chigololo komanso kunyozedwa kapena kutukwanidwa kumene. Ena amalumala kapena kumwalira kumene asanakule kamba kogwira ntchito zikuluzikulu adakali ana. Ena maganizo awo amakhala osokonekera moyo wawo onse.



¹ *A future without child labour*, Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, ILO, 2011

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Kwa anthu ambiri, nkhani zolembe ntchito ana ndi zinthu zoti samazidziwa. Izi zili chonchi chifukwa anawa amagwira ntchito kumalo obisika kapena kuti dzikolilibe chidwi ndi nkhanizi. Bungwe la ILO laika zipangizo zokwanira poyetsetsa kuwunika chiwerengero cha kuchuluka kwa ana olembedwa ntchito pa dziko lonse lapansi. Koma kafukufuku woteroyo amatenga nthawi kuti akwaniritsidwe komanso ndi nkhani zina zokhuza ntchito zoopsa kwambiri; mwachitsanzo, ngati za ana ochita uhule, olembedwa ntchito za usilikali ndi ntchito zina zapakhomo, amachititsa ntchito yofufuza kukhala yovutirapo. Komabe kuwonetsa poyera mchitidwe wolembe ntchito anawa kuthandiza dziko kuti lizindikire za kusalabadira kwake za vutoli. Ichi ndiye cholinga chachikulu cha bukhuli.

Maphunziro komanso kulimbana ndi umphawi ndi mfundo zoyenera kwambiri zopititsa patsogolo ntchito yolimbana ndi vutoli. M'chaka cha 2000, mwa ana 100, 13 aliwonse azaka za pakati pa khumi (10) ndi khumi ndi zinayi (14) amagwira ntchito m'malo mopita ku sukulu. Pamene akanakhala kuti ana aja akumapita ku sukulu bwenzi mwayi woti n'kudzakhala mphawi bwenzi ukunka nucheperachepera chaka ndi chaka. Mwana aliyense ali ndi ufulu wophunzira, koma akhale maphunziro abwino ndiponso akhale opezeka mwaulere, kupanda kutero ambiri sangakwanitse ngakhale atafunitsitsa kuti aphunzire. Bukhuli likupereka chutchutchu ndi chiwerengero choti chithandize inu ndi achinyamata a m'gulu mwanu.

Bukuli likupereka tchutchutchu ndi chiwerengero choti chithandize inu ndi achinyamata a m'gulu mwanu. Mukamawauza amnzanu za chiwerengerochi, n'kofunika kuwakumbutsa achinyamata kuti chiwerengerochi chikupereka umboni wokwanira umene ulipo. Koma zambiri zikuchitika ndi cholinga choti tipeze anthu amene akuchita mchitidwe umenewu. Cholinga ndi choti tibweretse pamodzi ndondomeko ndi maganizo athu pamene bungweli lingakhazikitse ntchitoyi.



Chidziwitso

Ndi maganizo abwino kuyamba ndi phunziro limeneli kapena pamodzi ndi phunziro la "Kupanga zithunzi" koyambilira kwa pulojekitiyi. Maphunziro awiriwa adzathandiza kuyala chithunzithunzi cha mchitidwe wolembe ntchito ana m'maganizo a achinyamatawa. Maphunziro amenewa adzathandizanso kukhazikitsa maziko abwino ochitira maphunziro ena a mu pulojekitiyi.

Ngati mutafuna m'tsogolo mwa maphunzirowa, mungathe kuwonanso mu buku la "Kuchita Kafukufuku", kuti achinyamata akhale ndi chidwi chofufuza pawokha zambiri zokhudza mchitidwe wolembe ntchito ana. Choncho posafuna kuwononga chidwi chawo pa nkhanayi, buku ili likungopereka mlingo omwe mabungwe ambiri pa dziko lapansi amagwiritsa ntchito pa zinthu zambiri zokhudza mchitidwe wolembe ntchito ana.

Kukonzekera

Bukuli liwonetsa zochepa chabe zam'mene tingakonzekere chifukwa zambiri zimene mungazifune tazonetsa kale m'masamba ena amene tawawonjezera kumapeto kwa bukuli. Ntchitoyi ndi yongofuna kuwutsa chidwi c h a zokambirana m'magulu mwathu, ndipo ntchito yanu yeniyeni ndiyotengapo mbali ndi mphamvu komanso kudzutsa chidwi cha achinyamata. Muyenera kutambasula nkhani ili m'bukumu ndi kuwongolera zokambiranazi. Kukhonza kukhala kofunikira kugwiritsa ntchito yoyambilirayi kuti mudzutse zokambirana za ntchito yathuyi, mudziwitse gulu lanu kuti ntchitoyi ikhoza kuwoneka ngati yopanda pake koma chofunika ndi choti tiphunzirepo kanthu.



Chidziwitso

Ngati mungakwanitse kulumikizana ndi likulu la IPEC ku Geneva (onani buku la "Malangizo Ogwiritsira Ntchito Mabukuwa " kuti mupeze adiresi) ndiponso ngati muli ndi chipangizo chosewelerera zimbale za nyimbo kapena kanema (ma CD), pemphani kuti akupatseni filimu yotchedwa "Kuthana ndi Mchitidwe Wolembe Ntchito Ana: Cholinga Cha Dziko Lonse Lapansi" (Combating Child Labour: The Global Cause). Filimu imeneyi ndi yothandiza kuyamba nkhani ya mchitidwe olembe ntchito ana kudzera mu zithunzi. Filimuyi ikupereka uthenga ofunikira kwambiri komanso zithunzi za ana omwe akupezeka m'malo achiwopsezo chifukwa chogwiritsidwa ntchito. Ndi zovuta kuti munthu akhale osakhudwidwa akaona zithunzi zimenezi.

Mabungwe ambiri anapanga mafilimu owonetsa za mchitidwe wopondereza ana monga kukakamizidwa kugwira ntchito mwa ukapolo. Pitani ku maofesi a mabungwe amanewa ndi kuwafunsa ngati angakubwerekeni mafilimuwa. Ku mayiko ena kulinso malo a zachitukuko ndi ufulu wachibadwidwe omwe amakhalanso ndi nyumba zobwereketsa mabuku ndi mafilimu. Pitani kumeneko ndi kuwona zomwe mungathe kupezako zomwe zingakuthandizeni kukwaniritsa pulojekiti yanu. Ngakhaleenso kumaofesi aboma mungathe kupezako mauthenga ofunikira. Yesani njira zambiri zopezera mauthenga.

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Mwina mukhonza kufunitsitsa kuti muwone chiwerengero ndi chiyambi chake kumasamba ali kumapetowa kuti muzindikire chimene chikuchitika musanapite mkalasi. Zikhonzanso kukuthandizani pa mitu imene mukufuna kuti muyikambirane.

Zofunikira



Mufunamo zinthu zochepa kwambiri m'bukuli zomwe zingalimbikitse zokambirana zanu zam'magulu zokhuzana ndi zamchitidwe wolembe ntchito ana adakali achichepere. Mutha kufunamozinthu ngati:

- Umboni kapena kuti tchutchutchu ndi chiwerengero chimene chili kumapeto kwa bukuli
- Bolodi kapena mapepala akuluakulu (Flip Chart)
- Mapepala, zolemba zoti gulu ligwiritse ntchito polemba.
- Kanema (ngati muli nayo)
- Buku la zinthunzi la (IPEC IPEC's Photo Catalogue) lopezeka pa CD-ROM imene taiphatikizanso mu maphunzirowa ndipo lili ndi zithunzi zoposera zana zowonetsa kuipa kogwiritsa ntchito ana achichepere.
- Mabuku kapena zolembedwa zina zilizonse zomwe mwakhala mukubwereka zokhala ndi zithunzi za ana amene akugwira ntchito.



Kuyamba



Khalani m'magulu mwanu chozungulira. Ngati achinyamatawa akhala kuseri kwa madesiki ndi matebulo, muchotse zimenezo. Sizofunika kukhala ngati mmene amakhallira m'kalasi. Sunthani madesiki onse ndipo akhalembali imodzi, ndipo muuze gulu lanu kuti lisanje mipando ndi kukhala mozungulira ndipo inu mukhale pakati. Nthawi zina, kupanga zimenezi kukhonzanso kuwutsa chidwi ndi chisangalalo pa gulupo. Popeza kuti iyi ndi nthawi ya zokambirana ndipo ndipofunika kwambiri kuti anthu akhale moyang'anizana ndiponso zipereka mwayi kwa inu kuti muthe kuyendera gulu lonse mopanda kupempha kuti mudutse

Yetsetsani kutenga nawo mbali powonetsetsa mmene anthu pa gulu akukhalira. Nthawi zambiri, m'malo ngati amenewa, atsikana amakhala kwaokha ndiponso anyamatanso kwaokha. Nthawi zinsano anthu ocheza limodzi amakhalanso pamodzi. Kunenanso mobwereza kapena kuti mosindikiza, ntchitoyi ndiyofuna kusintha zinthu, choncho anyamata ndi atsikana akhale mosakanikirana. Mwatchitsanzo, mnyamata /mtsikana/mnyamata/mtsikana, kuzungulira gulu lonse. Yetsetsaninsu kusiyanyitsa amene amacheza limodzi. Cholinga sikuti anthu akhale omangika koma ichi chimakhala chiyambi chotigulu lanu likhale lamphamvu ndi logwirizana.

Kukonza magulu



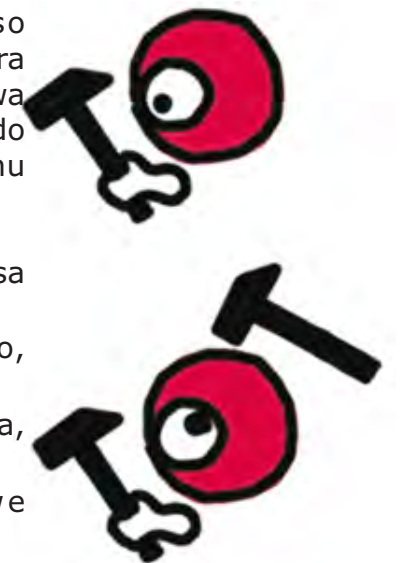
Gawo loyamba la zochita: Kodi mchitidwe wolemba ntchito ana ndi chiyani?

Phunziro limodzi la gawo limodzi kapena awiri (mphindi 40 kapena 80)

Yambani zokambirana zanu ndi funso laling'ono ngati ili: "Fotokozani kumvetsetsa kwanu pa za kulemba ntchito ana ang'onoang'ono? Nanga mchitidwewu umatanthauzansi kwa inu?" Limbikitsani aliyense kuti ayankhe zomwe akudziwa kale zokhuza mchitidwewu, zomwe akhala akumva kuchokera kwa anthu ena, kapena kuphunzira kuchokera m'makanema kapenanso kuwerenga m'manyuzipepala, mwinanso zikhonza kukhala zinthu zoti zinawachitikirapo mwa njira inayake. Cholinga chanu ndichoti mudziwe zomwe akudziwa kale pa msinkhu wawo wachicheperewu. Lembani mfundo mmene zikubwerera pa bolodi kapena pamapepala anu akuluakulu aja.

Ngati zinthu zikuchedwa kuyamba, mukhonza kuyambitsa powafunsa mafunso ngati awa:

- Tikamanena za ana olembedwa ntchito ali aang'ono, kwenikweni tikuganizira ana a msinkhu wake uti?
- Kodi akhonza kukhala anyamata kapena atsikana okha, kapena onse?
- Kodi ntchito zake zingakhale ngati ziti zomwe tingaziganizire?
- Kodi mchitidwewu umachitika kuti? Kwenikweni madera kapena mayiko ake angakhale ati?
- Kodi anawa amalipidwa?
- Nanga anawa amasamalidwa?
- Kodi amakhala m'makomo?
- Nanga amakhalanso ndi mwayi wopita ku sukulu?



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Chidziwitso

Musatenge nthawi yaitali pa gawolimeneli. Mudzakhala ndi nthawi yokwanira patsogolo yokambirana zambiri za mchitidwe wolemba ntchito ana. Simukuyenera kugwiritsa ntchito mauthenga onse ali mu bukuli. Gwiritsani ntchito zokhazo zomwe mukufuna kugwiritsa ntchito. Uwu simpikisano wofuna kudziwa amene amadziwa zambiri, koma ndi njira yoyenera ndiponso yothandiza poyamba maphunzirowa.

Ichi ndi chiyambi chabe chongofuna kuyambitsa zokambirana zanu ndi cholinga choti mugwiritse ntchito maganizo awo poona ngati nkhanayi anayamba ayiganizirapo ndipo ngati imawakhudza.

Ngati muli ndi zipangizo ndi kanema kuti muonetse gulu lanu, ngati njira yoyambitsira zokambirana zanu, mukhoza kutero ngati zokambiranazo zatsala pang'ono kuyamba. Mukayamba kuwonetsa kanema yanu, imani kumbali ndipo muonetsetse mmene aliyense zikumukhudzira zimene akuonazo.

Ngati muli m'dziko limene mchitidwe wolemba ntchito ana ukuchitika kapenanso ngati mukugwira ndi achinyamata amene zinayamba zawachitikirapo, bukuli likhonza kubweretsa kusintha kwakukulu. Ngati akudziwa bwino za mchitidwewu mmene ulili m'dera lawo ndi m'dzikolo, muyenera mufufuze limodzi mokwanira. Osaiwala kulemba mfundo zikuluzikulu za zokambirana zanu pa chipangizo chilichonse chimene muli nacho. Ntchitoyi ingawonjezere mphamvu kwa gulu lonse chifukwa akhala kuti akumanga mfundo zolimba pa zinthu zomwe akumana nazo. Koma ngati mwakambirana kwa nthawi yotalikirapo, mukhonza kuwafunsa za zimene akudziwa za mchitidwewu m'mayiko ena adziko lapansi. Funsani mafunso ofanana ndi amene ali pamwambapa kuti athe kuwagwedeza pang'ono. Apa achoka ku nkhanu imene akuyidziwa ndi kupita ku nkhanu imene sanayambe ayiganizirapo n'kale lomwe. Zoti ana enanso m'mayiko ena alinso m'mavuto kwambiri kamba ka mchitidwewu.

Kumapeto kwa bukuli kuli mndandanda wa chiwerengero ndi nkhanu zina ndi zina zokhuza kuipa kwa mchitidwe wolemba ntchito ana. Izi zikuthandizeni mu zokambirana zanu osati kungozikopera ndi kupereka ku gulu lanu. Mwachitsanzo, ngati mutu wina wazokambirana zanu ukuoneka kuti ukufooka, mukhonza kusintha mbali, mukhonza kufunsa kuti "Kodi mukuganiza kuti ana amene amagwira ntchito m'makomo amakhala ndi zaka zingati?" Wina akhonza kungopeka ndipo akhonza kuchititsa gulu lonse kuti liyambenso kukambirana. Komanso mukhonza kuwona chiwerengero chili kumapetoku ndipo mukhonza kufunsa "Kodi ndi ana angati amene analembedwa kugwira ntchito za pakhomu ku Indonesia, nanga amagwira ntchito nthawi yanji, nanga amazunzidwa m'njira yanji ndi ena otero".

Gwiritsani ntchito chiwerengerochi kuti chikuwunikireni, osangowerenga mndandanda wonse-ichisi cholinga chake. Mugwiritse ntchito kuti upititse patsogolo zokambirana zanu.

Musayerekeze kugwiritsa ntchito chiwerengero chonse. Takupatsani mndandanda wonsewundi cholinga choti muthe kusankhapo. Zikachuluka sizidyeka, mukatenga zambirimbi mukhonzani kusokoneza gulu lanu ndipo sangathe kugwiritsa ntchito zinthu zonsenzo. Sikoyenera kuti anthuwa akuthaweni pa nthawingati iyi, ndiye ndikoyenera kuti musawachulukitsire zochita.

Gawo lachiwiri la zochita: Zomwe zimayambitsa mchitidwe wolembe ntchito ana ndi zotsatira zake

Mphindi 30–35



Mukamaliza gawo loyamba la zokambirana zanu, mukhonzani kuganiza ngati zingatheke kupita gawo lina malingana ndi mmene chidwi cha anthu pa gulu lanu chiliri. Komanso kumbukirani kuti musawachulukitsire zochita; onetsetsani ngati anthuwo adakali ndi chidwi muzokambiranazo. Malingana ndi m'mene akuchitira, mukhonzani kudziwangati ali ndi chidwikapena ayi. Iyi ndi mitu yokambirana ndipo mukhonzanso kudzapitiriza tsiku lina poti ntchito siyatsiku limodzi.

Gawo 2 a zomwe tawonjezera kumapetoku, likupereka mfundo zofunika kuzidziwa pa zolembe ntchito ana ndipo zikhoza kudzutsa mtsutso waukulu. Zokambirana zanu zikamapitirira, onani pafupipafupi zomwe zalembedwazo kuti muone ngati mukusanthula mfundo zikuluzikulu. Mukhonzani kufanizira ndi zomwe akulemba amnzanu pagulupo ndipo mukhonzani kukambirana zinthu zimene zikuchititsa mchitidwe umenewu ndipo zomwe anthu angathe kuchita kuti vutoli lithe.

Mitu yokambirana *Ndi chifukwa chiyani kuli mchitidwe wolemba ntchito ana aang'ono?*



Mutu uwu ukupatsani mwayi kuti muyambe zokambirana pagulu panu pa za vuto la mchitidwe wolemba ntchito ana pa dziko lonse lapansi. Mbali imodzi yoti ikhonza kudzutsa mtsutso ndi funso loti “chifukwa chani?” ndipo ikhonza kukhala mbali yowatsangalatsa kwambiri achinyamatawa, makamaka mukakhala mdziko loti mchitidwewu sumachitika. Ngati muli m'dziko loti mchitidwewu umachitika, zikhonzanso kukhala zosangalatsanso kwambiri kuti mumve zimene achinyamataangathe kunena pa zifukwa zimene achinyamata amnzawo akugwira ntchito zoterezi. Zikhonza kutheka kuti ena mwa amene ali pagulupo amagwira ntchito zoterezi osatengera za kudziko kumene muli. Ichi chikhonza kukhala chiyambi cha zokambirana zanu. Funsani kuti ndi angati amene akugwira ntchito pagulu panu, fufuzani kuti amagwira ntchito zanje, ndipo amagwira nthawi yanji. Funsaninso kuti amalipidwa ndalama zingati, ndi maganizo awo pa ntchito yimene akugwira. Muwafunsenso chimene chinachititsa kuti ayambe kugwira ntchito. Chimene chinawachititsa kuti ayambe kufunafuna ntchito. Kodi zifukwazawondi zofanana ndi zomwe timazitcha za “mchitidwe wolemba ntchito ana aang'onoang'ono”?

Chimene chimachititsa ana kuti akhale “ofunika” kulembedwa ntchito

Mchitidwe wolemba ntchito ana umachitika chifukwa anthu olemba ntchitowa amafuna kulemba ntchito ana mmalo moti alembe anthu akuluakulu. Funsani gulu kuti chifukwa chani anthu machita zimenezi. Chifukwa chani munthu wachikulire azilimbikitsa ana kuti adzimugwilira ntchito? Kodi anthu oterewa ali ndi zifukwa zotani zochita khalidwe ngati ili, kodi iwowa amaganizira za kuipa kochita zimenezi? Kodi amawaganizira anawa kapena amangofuna kuti ntchito zawo ziyende? Kodi iwowa amakhulupilira kuti mwana aliyense ali ndi ufulu woti aphunzire? Kodi saona kuipa kwa zomwe akuchitazi?

Mbali ya mtsutsoyi imautsa mafunso ambiri opatsa chidwindipo amapangitsakukhala ndi zokambirana zakuya. Mwachitsanzo, mwina amene akulemba ntchitowa nawonso anagwirapo ntchito ali ana ndipo savomereza kuti kukhonza kuononga miyoyo ya anawa. Izi zimazutsa mafunso a chizolowezi ndi chikhalidwe.

Choncho ndikosakayikitsa kuti mafunso oti chinthu chabwino timachidziwa bwanji ndipo choipa chimaoneka bwanji, akhonza kuyamba. Ena amene amalemba ntchito anawa kumakhala kungonyalanyaza chabe. Anthu oterewa zolinga zawo zimakhala kupanga ndalama zambiri mosasamala zinthu zina ndi zina. Kodi tingathanenako bwanji kaganizidwe koteroko?

Kodi kulemba ntchito ana ndikoipa?

Anthu ena pagulu panu sangaganize kuti kulemba ntchito ana ang'onoang'ono ndi chinthu cholakwika kwambiri. Ambiri amanena kuti ndi chinthu cholakwika koma ndikoyenera kuchita chifukwa kupanda kutero mabanja ambiri akhonza kuvutika. Kambiranani pagulu panu kuti mchitidwewu uthe ndipo ngati akuganiza kuti mwana aliyense ali ndi ufulu kukhala mwana osatengera zina ndi zina. Mwana ali ndi ufulu osewera, wopita kusukulu, ndikukondedwa ndi makolo awo.



Kodi mchitidwe wolemba ntchito ana ang'onoang'ono umawononga bwanji ana?

Mutu uwu ukupatsani mwayi kuyambitsa zokambirana pagulu panu m'mene ntchito makamaka zowononga moyo zikhoza kuwononga ana. Musatengere kuti pagulu panu pali achiyamata oti akugwira ntchito kapena sakugwira; ndipofunika kuti azindikire kuipa kwa ntchito zinazi ndi kufunika koti athe kutetezedwa. Achinyamata ena nthawi zambiri amaganiza kuti "sizingawachitikire" makamaka mayiko anzathu otukuka. Akhonza kuganiza kuti palibe chimene chingachitike ndipo kugwira ntchito sichinthu choti n'kuda nacho nkawa. Koma, achinyamata akhonza kukhala m'dani wamkulu wa moyo wawo womwe. Samamvetsetsa za kuipa kwina komwe kumabwera Pang'onopang'ono ndipo zimadzawonekera pakadutsa nthawi.

Gawo2, la zomwe taphatikiza kumapetoku, likuwonetsa mwatchutchutchu za momwe ntchito zina zingathe kuwononga ana. Yambitsani zokambirana zanu pofunsa gulu za m'mene ntchito zingathe kuwononga miyoyo ya ana. Mu gawo 3 tawonetsa m'mene ntchito zina zingathe kuwononga miyoyo ya ana. Bwereraninso ku ntchito zosiyanasiyana zomwe ana amagwira ndipo funsanani za kuipa kwa ntchito zimenezi kwa ana. Osaiwala kulemba ndemanga zimene zikukambidwa pa bolodi lanu. Mukafika pakatipa zokambirana zanu, aliyense payekhapayekha adzatha kuzindikira za chiwophyezo chimene chilipo kwa ana olembedwa ntchitowa adakali aang'ono.

Chidziwitso

Kutengera ndi momwe mwakonzekera, mungathe kugawana mu magulu kuti mukambirane mozama. Gulu lililonse lingathe kukambirana mutu wapadera ndi kufotokozero gulu lonse zomwe akambirana. Zikatero ndiye kuti aliyense angathe kupindula ndi zomwe timagulu takambirana. Mungathenso kungopereka mutu umodzi kwa magulu onse. Ndi zoona kuti mungakondwe kukhala ndi anthu onse mu gulu limodzi pa nthawi yonse yokambirana za mu phunziro lonseli. Zonse zidzatengera momwe inu mwafunira.

Zoyenera kuchita ndi



- Vomerezani maganizo a wina aliyense. Chilichonse chomwe munthu angathe kunena ndichofunikira ndipo ndikoyenera kuti mumumvere.
- Limbikitsani wina aliyense kuti atenge nawo mbali muzokambirana zanu. Khalani tcheru kwa amene akuchita manyazi kapena kunyalanyaza kuti atengeko mbali. Afunseni maganizo ndi ndemanga zawo.
- Muthanso kupereka uthenga pogwiritsa ntchito thupi lanu ngati manja komanso kuyendera gulu lanu kuti muone kapenanso kuti mupereke ndemanga zosiyanasiyana.
- Gwiritsani ntchito umboni ndi chiwerengero chomwe chikupezeka mu zowonjezera zomwe zili kumapetoku kuti zokambirana zanu zikhale zakupsa.
- Zokambirana zanu zisatalike kwambiri. Khalani tcheru ndi mmene anthu akutengera mbali muzokambiranazo. Ngati mukuwona kuti chidwi chayamba kuchoka malizani zokambiranazo mwamsangamsanga. Ndi chofunika kuti anthu asayambe kuthawa kamba koti mwawatopetsa. Muyenera kukambirana pokhapokha ngati anthu onse adakali ndi chidwi, osati chifukwa choti munthu mmodzi kapena awiri okha ndi amene zikuwasangalatsa. Chidwicho ngati chilipobe mukhonza kukambirana ntchito zina ndi zina zomwe zili mbukuli.
- Yesani kupempha anthu apagulu panu kuti athenso kutsogolera zokambiranazo. Ngati pali wina amene akuwonetsa chidwi, mulimbikitseni kuti atsogolereko zokambiranazo mmalo mwa inu. Cholinga cha zokambiranazi ndi kulimbikitsa achinyamata kuti akhale ozidalira, kotero mukhonza kusinthako mmene zinthu ziyenera kukhalira ndi cholinga choti mulimbikitsane, mukhululupirane komanso mupatsane ulemu.
- Mukhonza kunenako tinthabwala, kuserewulanako, kuseketsana, ngati mungakwanitse.
- Musachite zinthu zoti zingawaikitse anthuwo pa mpanipani kapena kuwadelera. Ngati pali wina amene sakutengapo mbali ndipo sakufuna kuyankhula mwina chifukwa choti alibe maganizo ena aliwonse, muyeneranso kumulemekeza ndipo patsani mpata kwa amene angathe kuyankhula. Aliyense akhonza kuyankhula panthawi imene wafuna ndipo ena amafuna nthawi yambiri kuti alizolowere gululo makamaka masiku oyambilira.

Kukambirana komaliza

Mphindi 10–15

Mukaganiza zoti mutsirize zokambirana zanu, itananinso gulu kuti mumalizitse kucheza kwanu. Iyi ikhonza kukhala nthawi yoyamba kukumana ndi gulu lanu ndipo n'kotheke kuti mwina ena, mwinanso onse, zinali zowavutirapo. Mwina awona tchutchutchu wa chiwerengero choti kunali kovutirapo kuti munthu wamkulu angathe kuzivomereza, nanga kuli bwanji kwa achinyamata? Mchitidwe wolemba ntchito ana, zoonadi, ndi njira imodzi yozunzira ana osowekeka ndipo zikhonza kuwaononga maganizo, kuchepetsa kaganizidwe kawo kapena kuwapha kumene. Ichi chikhonza kukhala chiyambi choipa chowadziwitsira anthu za ana miyandamiyanda amene miyoyo yawo ili pa chiwopyezo kamba ka mchitidwewu.



Tsopano gulu likhonza kumvetsetsa za mchitidwe wolemba ntchito ana adakali achichepere ndi zifukwa zomwe zikuyambitsa mchitidwewu. Mwina simunathe kukambirana mfundo iliyonse payokhapayokha, koma kabukuka kanalembedwa ndi cholinga choti kafukule zina ndi zina zomwesitimatha kuzidziwa zokhuza mchitidwewu.

Mwina zokambirana zina zinali zolemetsa makamaka kwa achinyamata amene azivindikira ndi mavuto awoawo. Ichi ndi chifukwa chake muyenera kuyendetsa zokambiranazi mosamala. Osalora kuti anthu azitaya chidwi, kuwachititsa kuti adzatenge nawo mbali muzokambirana zina m'tsogolo muno. Gwiritsani ntchito gawo lomalizali kuti amasuke ndi kunena za kukhosi kwawo mmene afunire. Asakakamire nkhani ya zamchitidwe wolemba ntchito ana zokha ngati sakufuna kutero. Aloreni kuti abweretse mitu ina ya nkhani zomwe akuona kuti ndi zogwirizana. Zokambiranazi ndizopatsa chidwi chifukwa zikupatsani chithunzithunzi cha mmene akuganizira ndiponso mmene aimvera nkhani yomwe amakambirana ija. Aloreni kuti anene mmene akufunira ndipo musawaletse. Sibwino kuwatchinga, nthawi zina n'koyenera kuti anene zomwe ali nazo kukhosi kwao popanda malire.

Kuwapatsa mwayi umenewu kuwapatsa chilimbikitso ndikuchititsa kuti akukhulupilireni. Ndikoyenera kuti awone kuti akhonza kuyankhula momasuka kugulu ndi kwa inu. Awonenso kuti inu mukumvetsera zomwe akuyankhula ndipo mukuthanso kuwayankha. Izi zipatsa mphamvu ku gulu lanu ndipo chidzamanga umodzi umene ndi wofunikira kwambiri kuti ntchito yathuyi iyende bwino.

Limbikitsani uthenga wa chikhulupiliro pakati panu kuti mukhale anthu okhulupilirana. Mchitidwe wolemba ntchito ana tikhonza kuwugonjetsa. Ndi chinthu choti chitha kuchitika, sinkhambakamwa chabe.



Kuunika momwe ntchito yayendera ndi kuchita kafukufuku

Kabukuka kalibe mlingo woyezera weniweni. Cholinga chenicheni ndichoti tiyambepo ntchitoyi ndiponso kuti anthu ena ayambe kukhala ndi chidwi ndi nkhaniyi. N'kofunika kuti mupeze maganizo a anthu; m'mene akuimvera nkhaniyi, ndemanga ndi kamvetsetsedwe kawo. Choncho muyenera kukhala ndi ndondomeko yoyambitsira nthitoyi ndi kakwaniritsidwe kake.

Chidwi chimene anthu anali nacho komanso m'mene amatengera mbali, kudzathandiza inu kudziwa ngati zokambirana zanu zapindula kapena ayi. Muyenera kuchita izi ndi chilungamo. Zokambiranazi zikhonza kukhala zopereka chidwi ndiponso zosangalatsa kwa achinyamata ambiri.

Kabukuka kakhonza kuwoneka konyozeka koma ikhonza kukhala njira yabwino kwambiri yotsegulira maso ndi makutu a achinyamata ambiri pa nkhaniyi, ngakhale mukhale m'dziko loti mchitidwewu ukuchitika kapena ayi. Ayenera kutengamo phunziro lalikulu la moyo wawo. Adzayamba kudzindikira za chiyambi, kuipa, ndi mavuto omwe amadza kamba ka kolemba ntchito ana achichepere. Izi ziwapatse chilakolako kuti adziwe zambiri ndipo n'koyenera kuti achitepo kanthu mu njira ina iliyonse.

Kabukuka kayamba kutsegula mitu ya achinyamata za nkhanza zimene zikuchitika pa dziko lonse lapansi makamaka m'mayiko amene akutukuka ndi omwe anatumuka kale. Chifukwa chimene mchitidwe umenewu wakhala ukuchitika kwa zaka zambiri ndipo ukupitilirabe ndichoti zinthuzi zakhala zikuchitika mobisika. Zakhala zikubisika ndi maganizo oti anthu sazauzindikira. Pa chifukwa chimenechi, mayiko, anthu a maudindo awo, olemba ntchito sanakhale ndi chidwi kuti achitepo kanthu. Izi zikuchitika pang'onopang'ono koma ndi chikhulupiliro, ndipo ngati chiwerengero cha anthu ozindikira za nkhaniyi chikamawonjezereka, chidzakhala chiyambi choti ayambe kuchitapo kanthu.

Mukamaliza kugwiritsa ntchito kabukuka mokwaniritsidwa, mukhonza kuyamba kukambirana za kabukhu kenanso mutu wake ndi *"Kupanga zithunzi"* kamene kali ndi zosangalatsa zambiri pamenetikupitiriza zokambirana zathu.



Zowonjezera

Gawo 1

Tchutchutchu ndi Chiwerengero ²

- Pali ana okwanira 245.5 miliyoni padziko lonse amene akugwira zintchito zosiyanasiyana, ndipo anawa sanakwanitse zaka 18. Mwa chiwerengerochi, ana oposa 186 miliyoni zaka zawo zili pakati pa zisanu (5) ndi khumi ndi zinayi (14). Ndipo ana oposera 59 miliyoni ali ndi zaka pakati pa 15 ndi 17.
- Mongoganizira, ana 170 miliyoni amagwira ntchito m'malo oipa kwambiri. Muchiwerengerochi, ana oposera 111 miliyoni ali ndi zaka pakati pa 5 ndi 14, ndipo oposera 59 miliyoni ali ndi zaka pakati pa 15 ndi 17.
- Mongoganiziranso chabe, ana 179 miliyoni akugwira ntchito zoipitsitsa kwambiri. Kuonjezera apo, mwa ana amenewa, oposera 8 miliyoni a k u g w i r a zintchito zoipa mowumilidzidwa motinso sangathe kukana. Muchiwerengerochi muli ana pafupifupi 6 miliyoni amene akugwira ntchito zokakamizidwa ndi zaukapolo, 0.3 miliyoni akugwira zausirikali, pafupifupi 2 miliyoni akuchita zauhule ndi makhalidwe ena olawula.
- Pafupifupi 1.2 miliyoni ndi oti anachita kutengedwa kumayiko ena mopanda chilolezo.
- Pali kuganizira kuti pali ana pafupifupi 352 miliyoni, pa dziko lonse, azaka pakati pa 5 ndi 17, amene ali ndi njira zopezera chuma. Ndipo mwa ana amenewa 211 miliyoni ndi a zaka za pakati pa 5 ndi 14 ndipo pafupifupi ana 141 miliyoni ali ndi zaka pakati pa 15 ndi 17.
- Pafupifupi mwana mmodzi pa ana 6 aliwonse, ali ndi zaka pakati pa 5 ndi 17 akhoza kukhala kuti amagwira zintchito zolemetsa adakali wachichepere.
- Ana 60, pa 100 aliwonse, kwa ana okwanira 211 miliyoni, amene ali pafupifupi 127 miliyoni, amene amagwira zintchito zosiyanasiyana, amapezeka ku Asia ndi ku Pacific. Ana 48 miliyoni ali mu mayiko a muchigwa cha Sahara muno mu Africa. Ndipo 13.4 miliyoni amapezeka kumpoto kwa Africa ndi mayiko a chiluya. Pafupifupi 17.4 miliyoni ali m'mayiko achiLatini ku America ndi ku Caribbean.
- Mayiko a muchigwa cha Sahara muno mu Africa ndi amene ali ndi chiwerengero cha ana ochulukirapo amene analembedwa ntchito adakali achichepere. Ana ambiri ogwira ntchito m'madera akumudzi amagwira ntchito za ulimi.
- Mu Africa, ana a zaka 8 kapena 9 amalowa pansi panthaka ndipo amakhala maola mwina 7 kapena 8 patsiku akukumba migodi. Iwo amadutsa m'timipata ting'onoting'ono mosadutsa mpweya komanso mu mdima ndipo nthawi zambiri nthaka imatha kuwakwirira.

2 Zachokera ku mabuku awa:
A future without child labour, Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, ILO, 2011
 Targeting the intolerable: A new international Convention to eliminate the worst forms of child labour, ILO, 1999

- M'malo okumba golide m'dziko la Peru, ana a zaka 6 amagwira ntchito nthawi yayitali m'malo mopanda chitetezo ngakhale pang'ono. Iwo sakhala ndi chitetezo ku zinthu zovulaza matupi awo kapenanso kumatenda osiyanasiyana. Ngozi ndiye zimakhala zosaneneka ndipo matenda odza kamba kopuma mpweya oipa amakhalanso a nkhaninkhani.
- Ana ogwira ntchitowa amagwira ntchitozo nthawi yayitali ndiponso mu nthawi yosayenera.
- Ntchito ya pakhomu ndi ntchito imodzi imene ili yofala ndipo yoti anthu ambiri anayizolowera. M'mayiko ambiri, ntchitoyi ndiyofala kwambiri makamaka kwa atsikana, ndipo imakhala ngati ndi mmene ayenera khukhalira moyo wawo ukamanka nusuntha.
- Mabanja ambiri m'madera am'matawuni amakatenga ana kumudzi kudzera mwa achibale, amnzawo kapenanso kulumikizana kwa mtundu wina uliwonse. Poti anawa amakhala kuti akuchokera kumudzi, kumakhala kotu mwina akuchokera ku mabanja osauka, kapena ndiwoti anakanidwa, ena amakhala kuti ndi amasiye, mwinanso kuti ali ndi kholo limodzi.
- Nthawi zambiri, makamaka akakhala zoti anakanidwa kapena akakhala amasiye, ana a ntchito uja amakhala kuti akudalira kwambiri abwana awo. Zinthu ngati izi zimachititsa mwana uja kusanduka kapolo. Nthawi zambiri anawa amadya zakudya zotsala, amalandiranso malipiro ochepa mwinanso osalandira ndi komwe, amagona pansu, nthawi zinsanso a matha kugwiliridwa, sakhalanso ndi mwayi wokumana ndi makolo awo komanso wopita kusukulu kapenanso kusewera ndi amnzawo a msinkhu wawo.
- Ambiri mwa ana amene amagwira ntchito zapakhomumu, amakhala ndi zaka pakati pa 12 ndi 17, koma kafukufuku wina amawonetsanso kuti nthawi zina ana a zaka 5 kapena 6 amathanso kulembedwa kugwira m'makomumu mwaukapolo.
- Ana ogwira ntchito zapakhomumu amagwiritsidwa ntchito nthawi yayitali; nthawi zambiri amagwira kwa maola 15 kapena 16 tsiku lililonse.
- Chiwerengero cha ana ochepera zaka 18, amene anakakamizidwa kulowa m'magulu ausilikali, kaya aboma kapena osakhala aboma; kunyamula mifuti, kapena kugwira ntchito zautumiki, zophika kapena woti azigonana ndi asilikali, akuganiziridwakuti akhonza kukwana 300, 000 ndipo 120, 000 ndiwochokera mu Africa mokha. Ndipo anawa amakhala kuti ali ndi zaka zokwanira 8.
- Ana ambiri amagwira m'madera a kumidzi, ngakhale kuti izi zikhonza kusintha chifukwa anthu ambiri masiku ano akuthamangira m'matawuni.
- Ana ambiri omwe amagwira ntchito zosalipidwa amakhala kuti ndi achibale, nthawi zambiri izi zimachitika mu midzi. Amene amalipidwa, amalandira ndalama zocheperako ndipo malipiro awo amasinthasintha potengera msinkhu wawo kapenanso kuti ndi mkazi kapena mwamuna. Atsikana amalandira zocheperapoposiyanitsa ndi anyamata.
- Ana ambirinso amagwirantchito madzulo kapenanso usiku kwambiri. Atsikana olembedwa ntchito za pakhomumu nthawi zambiri amakhala usiku wonse m'nyumba ya

abwana awo ndipo amakumana ndi nkhanza zosiyanasiyana kuphatikizapo kugonedwa.

- Nthawi zinanso ana amagulitsidwa. Khalidwe logulana ndi kugulitsana likuwoneka kuti silinathe.
- Njira imodzi imene imabweretsa ukapolo, komanso imene imachitika m'mabanja ambiri, ndi pamene ana amagwirantchito ndi cholinga choti abwenze ngongole imene anthu ena pakhomopo anatenga. Obwereketsa ndalamazo, omwe nthawi zambiri amakhla kuti ndi eni ake a nyumba zimene akukhalazo. Nthawi zambiri iwowa amavutitsa zinthu moti kumakhala kovuta kuti wogona munyumba zawozo akwanitse kubwenza ndalamazo, choncho amalamula kuti muyambe kuwagwirira ntchito zina ndi zina. Zikaterere, banjalo limakhala pa ukapolo kwa zaka zambiri, ananso amadzayamba kugwiranso ntchito zomwezo makolo awo akamakalamba.
- Mwina kugwirizana kwa mtundu umenewu, umene makolo osauka amapereka ana awo kwa anthu akunja ndi cholinga choti akagwire tchito ndi cholinga choti azipezako ndalama. Iwowa amaganiza kuti ndi bwino kukhala akapolo osalipidwa kusiyana ndi mmene angakhalire atamakhala pakhomu pawokha.
- Anawo nthawi zambiri amaputsitsidwa m'njira zosiyasiyana kuti azichita uhule kapena makhalidwe ena olawula.
- Kukakamiza ana kuti azichita zauhule, ndi njira imodzi yoipisitsa kwambiri. Ana ochitidwa nkhanzawa amatha kuvulala m'thupi komanso kaganizidwe kawo. Nthawi zambiri, izi zikhoza kubweretsa chiwopsezo pa moyo wawo wonse ndipo zikhonzanso kusokoneza kakulidwe kawo.
- Ana amene amachita makhalidwe a uhule amakhala pa chiwopyezo chotenga mimba adakali ana, kumwalira pa nthawi yobereka, kutenga matenda opatsirana pogonana kuphatikizanso Edzi. Kafukufuku wambiri komanso kutengera zomwe amanena anawo, mchitidwewu umawasokoneza kwambiri moti sathanso kuti abwelere m'moyo wawo bwinobwino. Ana ambirinso amatha kumwalira adakali achichepere.
- Kukakamiza anyamata kuchita zauhule ndi nkhani inanso imene ikukulirakulira.
- M'mayiko a chigawo chapakati ndi ku vuma kwa dziko la Europe, pali umboni okwanira woti mchitidwe wotenga azimayi ndi atsikana amayiko ena kukagwira ntchito ukukulirakuliranso.
- Chaka ndi chaka, mwayi woti akhonza kulembedwa ntchito, umakhala wochuluka kusiyana ndi woti akhonza kupita ku sukulu.

Gawo 2

Zomwe zimachititsa kuti anthu azilemba ntchito ana ndi zotsatira za mtchitidwewu

1. Kusowa kwa mwayi wopita kusukulu

Pali zifukwa zambiri zimene ana amagwilira ntchito m'malo mopita ku sukulu. M'mayiko ambiri, sukulu za mkaka sizimakhala zaulere koma ana ambiri amakhala ndi mwayi wopita m'masukulu amenewa. Nthawi zambiri, masukulu akakhalapo, maphunziro ake amakhala ofooka mwinanso opanda phindu kwenikweni. Nthawi yoti maphunziro akakhala okwera mtengo kapena kuti makolo sakuona phindu lake, ana amawuzidwa kuti azikasaka zintchito m'malo mopita kusukulu. Nthawi zambiri, izi zimasokoneza ana amene akuchokera m'mabanja osauka kapena amene akuchokera mu zikhalidwe kapena miyambo ina yoti anthu sayiwerengera. Chifukwa cha izi, ana oterowo amakhala akapolo woti aziwagwilira zitchito anthu ena.

2. Umphawi

Zoonadi, umphawi ndi chifukwa chimodzi chachikulu chimene chimachititsa ana kuti azifunafuna zintchito. Mabanja osauka amafuna ndalama ndipo, anawa amabweretsa pafupifupi gawo lachinayi (25%) ya chuma chapakhomo. Poti mabanja osaukawa amawononga ndalama zambiri pa zakudya, ndi zosabisa kuti ndalama zimene amabweretsa anawa, ndizofunikira kwambiri pakhomopo. Komabe, sitinganene kuti umphawi ndi umene umachititsa ana kuti alembedwe ntchito. Chithunzithunzi chimenenechi chimasiyanasiyana. M'mabanja ambiri osauka, ana ena amasankhidwabe kuti azipita ku sukulu. Chimodzimodzi, pali madera ena m'mayiko osauka kumene mchitidwewu umachitika kwambiri pamene mayiko ena, omwe ali osauka chimodzimodzi, mchitidwewu sumachitika. Mwachitsanzo, dera la Kerala limene lili mu India, ngakhale lili losauka, linathetseratu mchitidwe wolembe ntchito anawu. Mayiko akhonza kukhala osauka koma kupezeka kuti kwina mchitidwewu umafala kwambiri pomwe kwina kulibiretu.

3. Zikhalidwe/Miyambo

M'madera ena, ndi chikhalidwe chawo kuti ana azitsatira moyo umene adutsamo makolo awo. Ngati banjalo lili ndi chikhalidwe chochita ntchito zoipa kwambiri ngati yokonza zikopa, ndikosavuta kuti ananso akhonzanso kudutsa momwemo. Mumakampani moti malipiro satengera mulingo wa ntchito yomwe munthu wagwira, ana amayitanidwa kuti akathandize achibale ena pakhomopo. Izi ndi zochulukirapo m'malo a zomangamanga ndi zintchito zochitikira m'makomo.

4. Kusowekera kwapadera

Ana ambiri amene amagwira zintchito zoipa kwambiri amakhala ochokera m'mabanja osowekera; mabanja oti kapezedwe kawo kachuma ndi kovutikira kamba koti mwina makolo anasiyana. Nthawi ambiri, mabanja oterewa amakhala ndi ngongole kapena pa chiopsezo choti akhoza kulowa moyo wa ngongolewo. Izi ndi zimene nthawi zambiri zimakhala chiyambi choti ana alowe ntchito zoipa ndi zochititsa ukapolo, nthawi zina amathanso kugulitsidwa ndi cholinga choti abweze ngongolezo.

5. Kuchuluka kwa anthu ofuna kulemba ntchito ana

Anthu ambiri amasankha kulemba ntchito ana chifukwa amawapatsa ndalama zochepa pofanizira ndi akulu. Ngati njira imodzi, n'kofunika kusakasaka anthu amene amapindula pogwiritsa ntchito ana monzunza. Tithetse mchitidwe umenewu ndi kuwakakamiza kuti ayambe kukonza ndi kuthandiza amene amazunzidwawo, ana ndi mabanja awo omwe.

Kafukufuku wambiri pa zomwe zimayambitsa mchitidwe wolembe ntchito ana, umayang'ana mbali imodzi; yoti kuchuluka kwa ana funa ntchitowo ndi kumene kumachititsa kuti mchitidwewu udzipita patsogolo. Kafukufuku wotereyu amaonetsa kuti umphawi ndi umene umachititsa ana ambiri kuti azinka nafunafuna ntchito. Koma tiyeneranso kuzindikira kuti palinso anthu ambiri amene amafuna atalemba ntchito anawa. Nanga ndi chifukwa chiyani mabwana ambiri amakonda kulemba ntchito ana? Yankho lake ndiloti anawa amalipidwa ndalama zochepa komanso kuti anawa amagwira ntchito mwachangu posiyantsa ndiakulu.

Kafukufuku yemwe anachita bungwe la ILO anasonyeza kutindi bodza lalikulu kuti ana ndi amene amagwira ntchito mofulumira. M'makapani ambiri ngati opanga magalasi, migodi yosiyanasiyana, ntchito zambiri zomwe amagwira ana, anthu aakulunso amathanso kugwira nawonso limodzi. Ntchito zosiyanasiyana zimaonetsa kuti anthu aakulu amagwira bwino kusiyana ndi ana. Ntchito ngati zopanga makalupeti (carpets), kafukufuku amasonyeza kuti mwa anthu 2,000 amene amaluka, ana ambiri amaposedwa. Choncho, ngati ana amalephera kugwira ntchito zoterezi, n'kovuta kukhulupilira kuti ana ndi amene amagwira bwino ntchito. Nanga amene anayambitsa kaganizidwe kameneka, umboni anawutenga kuti?

Kaganizidwe kena koti "ana amateteza chuma cha mabwana awo", ndikofunika kukawunikanso bwino. Ndi zoona kuti nthawi zambiri ana amalipidwa ndalama zochepa posiyantsa ndi akulu, koma sitinganeneletu kuti kuchita choncho ndiye kuti munthu ateteza ndalama zake. Bungwe la ILO lapeza kuti ngati gawo la mtengo womaliza wa zinthu monga makalupeti ndi zibangili kwa makasitomala, ndalama imene imasungidwa kuchokera ku ntchito imene agwira ana imakhala yochepa kwambiri.

Akagulitsa zibangili, pa K100 iliyonse yosunga imangokhala K5, akagulitsa makalupeti amatha kusungako pakati pa K5 ndi K10 pa K100 iliyonse yomwe angapeze. Nanga ndi chifukwa chiyani anthu amakondabe kulemba ntchito ana? Yankho limapezeka kumene kumachitikira nthitoyo. Mwachitsanzo, mu kampani yopanga makalupeti, mwini wa makinawo, amene amayang'anira ntchitoyo, ndi amene amapindula pompopompo. Chifukwa choti ndi osauka, amatha kuwonjezera malipiro ake kawiri pogwiritsa ntchito anawo.

Izi zikuonetsa kuti kulemba ntchito ana sikungathandize kukweza chuma mu kampani yopanga makalupeti kukakhala zoti mpikisanowamakampaniwu ndi waukulu. Kafukufukuyu akuonetsa kuti kampani iliyonse isadalire ana ngati akufuna kuti achite bwino. Choncho ndi zoonza kuti, ngati dziko limodzi lingathetse mchitidwe wolemba ntchito ana, kudzachititsa kuti mabizinesi ambiri apite kumalo komwe mchitidwewu ukuchitikabe. Choncho kuti mchitidwewu uthe, mpofunika kuti mabwana onse agwirizane.

Choncho kutengera zotsatirazi, anthu ambiri amalemba ntchito ana osati ndi cholinga choti ateteze ndalama zawo. Ana amalolera kugwira ntchito zoterezi

chifukwa sazindikira kwambiri za ufulu wawo, samavutitsa mabwana awo, amamvera, ndiwokhulupirika, ndiponso samajombajomba kuntchito. Onetsetsani kuti mfundozi zikubwera momveka bwino mu zokambirana zanu, ndipo funsani gululo mmene likuganizira za mfundo zimenezi. Kodi apsa nazo mtima, akhumudwa, akunyalanyaza kapena sakukhulupilira? Gulu lanu liyenera kukhala ndi maganizo ena ake pamfundozi.

KUYIPA KWA NTCHITOZI PA ANA

Chifukwa choti ana amasiyana ndi makolo mukaganizidwe ndi kakhwimidwe ka matupi, ndi amene moyo wawo umakhala pachiopezo chachikulu kusiyana ndi anthu achikulire. Chifukwa choti sanakhwime bwinobwino mumaganizo awo, samatha kuzindira za kuopsa kwa ntchito zimene akugwira.

Kuipa kwa malo amene anawa akugwilira ntchito kukhonza kubweretsa chionongeko pa miyoyo ya ana. Ntchito zambiri zolemetsa ngati kunyamula zinthu kapena kukhalandimaudindo ena ndi ena, zikhonza kuwalumalitsa kapena kuononga matupi awo. Pali umboni wokwanira kuti ana amavutika kwambiri ndizimankhwala zoipa kusiyana ndi makolo, ndipo chitetezo chawo ndi chochepa kwambiri.

Nthawi zambiri atsikana:

- Amayamba kugwira ntchito pamsinkhu wocheperako kusiyanitsa ndi anyamata.
- Amalipidwa ndalama zochepa kusiyana ndi anyamata koma pa ntchito yofanana.
- Amaikidwa m'malo amene mumalipidwa ndalama zochepa koma atagwira ntchito nthawi yayitali.
- Amagwira ntchito malo obisika ndi osasamalidwa, kuchititsa kuti avutike kapena kuzunzidwa.
- Amaikidwa m'makampani omwe ntchito zake zimakhala zoipa kwambiri moti chitetezo chawo ndi moyo wawo umakhala pachiopsezo chachikulu.
- Amasiyisidwa sukulu kapena kuzunzidwa pophatikiza ntchito zitatu nthawi imodzi: zapakhomo, zakusukulu ndi zofunafuna ndalama. Akatakwe pa nkhani za umoyo ndi chitetezo amatenga ulimi, mbali imene imalemba ntchito ana ochuluka, kuti ndi ntchito imodzi imene imaika miyoyo ya ana ambiri pa chiopsezo. Kugwira ntchito m'nyengo zolakwika, ntchito zolemetsa kuposa msinkhu wawo ndi ngozi zobwera chifukwa chozicheka, ndi zinthu zina zoipa zomwe ana amakumana nazo. Njira za ulimi wa makono, zilinso ndi kuipa kwambiripa moyo wa ana. Mwachitsanzo, kugwiritsa ntchito zimankhwala zakupha ndi zimagalimoto. Ana ambiri amaphedwa ndi kugwa kwa mathalakitale ndi zimagalimoto zina zoyendera zomwe zimabwera m'mindamo.

M'mayiko ambiri, izi zimaphatikizana ndi kusowa kwa zipatala, masukulu, nyumba ndi ukhondo mwinanso kusowa kwa chakudya choyenera kwa anthu ogwirantchito m'midzi. Malamulo ambiri oteteza anthuwa ndi okhuza zaulimi. M'mayiko ambiri, malamulo sanenapo kanthu za ana omwe

amagwira ntchito m'makomo. Ngakhale pakanakhala malamulo oterowo, ndizovuta kuti malamulowo agwire ntchito chifukwa malo ambiri amene mumachitika ulimi amakhala ovuta kufikako.

NDI CHIFUKWA CHIYANI MCHITIDWE WOLEMBA NTCHITO ANA UYENERA KUTHA?

- Mchitidwe wolemba ntchito ana cholinga chake chenicheni ndi kuononga kapena kuika pa chiopsezo miyoyo ya ana, kumene kuli kuphwanya malamulo adziko lonse lapansi.
- Ntchito zina zimasokoneza maganizo, thupi komanso chikhalidwe cha ana.
- Ntchitozi zimawalepheretsa ana kupita kusukulu kapenanso zimawachititsa kuti aphantikize sukulu ndi ntchito ndipo nthawi zambiri zimawasokoneza. Zikhonzanso kuwaika muukapolo ndi kuwatalikitsa ndi mabanja awo.
- Zikhonza kubweretsa umphawi waukulu kwa anawo komanso ku mabanja awo.
- Chifukwa choti anawa amakhala kuti sanakhwime muthupi, m'maganizo komanso mu uzimu, ntchito zoterezi zikhoza kuwaika pa chiopsezo chachikulu kusiyana ndi kuti akanagwira anthu aakulu.
- Makafukufuku ambiri m'mayiko osiyanasiyana akuwonetsa kuti ana ambiri anavulala kapena kudwala akamagwira ntchito zoterezi, ndipo ena mwa anawa sangathenso kuzagwiranso ntchito.
- M'malo amene amagwiritsa makina ndi zida zosiyanasiyana, ngati a ulimi, ana ovulala amakhala ambiri. Mu minda, m'migodi ndi malo a zomangamanga, ndi malo amene miyoyo ya ana imakhala pa chiopsezo chachikulu.

Gawo 3

Zitsanzo za ntchito zomwe zingakononge miyoyo ya ana

Ntchito/Malo a ntchito	Zomwe amachita	Zowononga moyo	Zotsatira zake
KUKUMBA MIGODI	Amakumba pansi pa n t h a k a ; amanyamulanso zida zolemerakwambiri	Kugwirantchito malo a f u m b i , u t s i ; kusinthatintha kwa nyengo; kakhaliidwe kosayenera akamagwira ntchito monga kuwerama, kugona, komanso kugwada.	Matenda odza kamba kopuma mpweya woipa; kutupa mapapo; kuonongeka kwa minofu ndi mafupa; kuthyoka mafupa kapena kumwalira kumene dothi likawakwilira
Kuumba njerwa	Kukonza, kukumba, kuphwanya, kusankha ndi kusakaniza dothi	Michere yoipa ngati siliketi ndi ina; kunyamulunyamula zinthu zolemetsa; kupsa ndi moto; zida zochititsa ngozi.	Kuonongeka kwa minofu ndi mafupa; nthawi zina kuvulala kumene.
Za ulimi	Kugwira ntchito ndi makina osiyanasiyana, mankhwala a ulimi, kukolola ndi kulongeza	M a k i n a o o p s a , mankhwala oipa ngati ophera tizilombo touluka; kunyamula zinthu zolemetsa; malo otentha	Mankhwala akupha; kukhala ndi mabala ndi kuvulala kwina ndi kwina; kutenganso matenda
Ntchito zomangamanga	K u k u m b a d o t h i ; kunyamula zolemetsa, kusakaniza simenti ndi mchenga; kulimbana ndi zitsulo	Kuombedwa ndi zinthu Zikamagwa; kuponda zinthu zakuthwa; kugwa kuchokera pamwamba; kukhala malo a fumbi; otentha komanso a phokoso; kunyamula zinthu zolemetsa.	Kuwononga thupi kuyambira m'mphuno; kulumala kamba ka n g o z i z o m w e zimachitika ngakhale kugwakumene.

Ntchito/Malo a ntchito	Zomwe amachita	Zowononga moyo	Zotsatira zake
Kupanga zikopa	Kupanga komanso kusunga zikopa zosiyanasiyana.	Kugwira ankhwala a dzimbiri; zikopa zoola	Kutenga matenda aziweto zosiyanasiyana, kutupa khungu
Kuwedza munyanja zakuya	kumiram'madzi mokwanira ma mita 60 kukatchera maukonde.	Nyengo zosinthatintha; kugwidwa ndi zinsomba zoopsa ndi zina zaululu.	Matenda omwe amadza kamba kosinthatintha malo mwadzidzidzi; kuwonongeka makutu; kuvulala kumene, komanso kudwala m'mimba
Za ulimi	Kugwira ntchito ndi m a k i n a o siyanasiyana, mankhwala a ulimi, k u k o l o l a n d i kulongeza	Makina oopsa, mankhwala oipa ngati ophera tizilombo touluka; kunyamula zinthu zolemetsa; malo otentha	Mankhwala akupha; kukhala ndi mabala ndi kuvulala kwina ndi kwina; kutenganso matenda
Fakitale yopanga magalasi	Kunyamula ziphala zopangira magalasi	Kupanikizidwa chifukwa cha kutentha; fumbi loipa, kuponda kapena kunyamula magalasi osweka.	Kusokonekera 'maganizo; Kuononga maso kutopa chifukwa chogwira ntchito malo otentha; matenda obwera chifukwa chopuma mpweya woipa, kupsa ndi kuchekekachekeka
Kupanga machesi ndi zipolo polo	K u s a k a n i z a z i m a n k h w a l a z o t e n t h a , k u p a n g a m a c h e s i , k o m a n s o z i n a z o p a n g i r a z i p o l o p o l o .	Kugwiritsa ntchito zimankhwala zoyipa, moto ndi kuphulika kwa zinthu	Kuphatikizana kwa zimankhwala zosiyanasiyana ; matenda obwera chifukwa cha mpweya oyipa ; kupya ; kuvulala ndi kufa komwe chifukwa cha kuphulika kwa zinthu.
Kutoleza	Kuzinyozetsa, kugwira zinyasi ; kutoleza zinthu zotayidwa kudzala k u p h a t i k i z a z i m a n k h w a l a z o o p s a z o c h o k e r a m ' z i p a t a l a , a m a p a n g a i z i a s a n a v a l e k a n t h u m'manja.	Kuchekeka manja chifukwa chogwira Magalasi ndi zitsulo, Kupezekapezeka malo onyasa; chifungo chazinthu zosiyanasiyana; kuteledwa ntchetchi ndi zilombo zina zouluka, kudya zinthu zosala.	Nthenda ya ulombolombo; Zimankhwala zakupha ndi chiopsezo chotenga matenda opatsilana; zakudya za mankhwala komanso kupsa chifukwa Chakuphulika kwa zinthu.



Lekani Kugwiritsa Ntchito Ana

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