



Kupanga Zithunzi
(Collage)



International
Labour
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 abukuwa kapena mbali yomwemwasintha.

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

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International Programme on the Elimination of Child Labour (IPEC)
International Labour Office (ILO)

4, Route des Morillons, CH-1211 Geneva 22, Switzerland
Telephone: +41 22 799 77 47
Fax: +41 22 799 81 81
Email: childlabour@ilo.org
Web site: www.ilo.org/scream

Cholinga: Kutulutsa magulu awiri a zithunzi (collage), gulu loyamba pa mutu wosatsa malonda; gulu lina pa mutu wa: mchitidwe wolembe ntchito ana.



Phindu: Zimautsa luso la kuona ndi kujambula ndipo zimathandiza kuonetsa kupelewerwa kwa zomwe ofalitsa nkhani amalemba zokhudza mavuto a mchitidwe wolembe ntchito ana

Nthawi

Maphunziro atatu: awiri ophatikizana ndi limodzi palokha.

Chilimbikitso

Cholinga chachikulu cha gawo ili ndikuthandiza achinyamata kumvetsetsa chikhalidwe “chosawoneka” cha mchitidwe wolembe ntchito ana ndikuonetsa kuti ndikovuta kukonza chithunzi chowonetsa mchitidwewu pogwiritsa ntchito zinthu zomwe timakhala nazo tsiku ndi tsiku.

M'moyo wa masiku ano zithunzi zimanena zambiri makamaka kwa achinyamata. Zofalitsira nkhani molemba (mabuku ndi magazini) zomwe cholinga chake ndikufikira achinyamata zimakhala ngati buku la zithunzi zokhazokha ndi nkhani za msangulutso. Mau amakhalamo ochepa. Wailesi zakanema, malo owonetsera kanema, mafilimu, masewero a pa kompyutala ndi zina zoseweretsa achinyamata zimadzaza ndi zithunzi zomwe cholinga chake ndikugwira chidwi cha achinyamata.



Chidziwitso

Phunziro limeneli liyenera kukhala loyamba chifukwa makamaka ngati ndikoyamba kuti gulu lanu limve za khalidwe lolembe ntchito ana aang'ono. Poganiziranso za maphunziro ena mu pulojekitiyi, achinyamatawa angathe kukhala ndi chidwi pa maphunzirowa ngati atayamba ndi phunziro la Zithunzili.

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Tanthauzo la 'Collage'

'Collage' ndi chiphatikizo cha zojambula zimene nthawi zina zimakhala ndi mau ndipo zimadulidwa k u c h o k e r a k u zosindikizidwa monga nyuzipepa, mabuku akale, zopachika pakhoma ndi zina zotero.

Z o j a m b u l i d w a z i zimamatidwa ku pepala lina lalikulu ndicholinga c h a k u t i z i p e r e k e chithunzithunzi cha nkhani kapena maganizo. Chithunzi chomwe mukupanga chiyenera kuonetsa mutu watsopano kapena maganizo amene mukufuna kuwonetsa.

Kudzera mu njirayi achinyamata amatha kupanga zithunzi zowasangalatsa. Zipangizo zogwiritsa ntchito ndi monga zomatira, makaka, zolemba ndi zina zambiri.

Mumabuku kapena magazini otere simukhala mawu ambiri koma kuonetsa zithunzi za zinthu zikuchitika. M'badwo wa achinyamata wamasiku ano ndiwofuna zinthu zabwino zopezeka mwamsanga komanso mosavutikira.

Zithunzi za mchitidwe wolemba ntchito ana ndi zochepa muzowerenga zambiri. Kumene mchitidwewu ulipo zimakhala zovuta kuona momwe zikuchitikira.

Mchitidwewu suwoneka ndi maso mwina chifukwa chakuti chidziwitso ndichochepa komanso mwina chifukwa anthu ambiri safuna kuchitapo kanthu polimbana ndi mchitidwewu. Anthu ambiri amafunsa mafunso oti, "Ana akugwira ntchito? Kuti? Sizoonala!" Ndizodabwitsa kuti ana amene chiwerengero chawo ndi chofanana ndi chiwerengero cha anthu okhala mu dziko lonse la United States of America, akugwira ntchito koma anthu ambiri sakudziwabe za izi, kapena sakufuna kudziwa. Tangoganizirani momwedziko la anthu pafupifupi 245 miliyoni lingamvere mu mtima mwawo ngati dziko lonse lapansi litakhala kuti silikudziwa kuti kuli dziko loteleli kwina kwake.

Choncho chimene tiyenera kuchita ku mbali yamaphunziro ndi kubweretsa poyera mchitidwewu. Cholinga choyamba cha gawo ili ndikuonetsa achinyamata kuchepa kwa kulengeza za mchitidwewu kumene ofalitsa nkhani amapanga ndikuwapangitsa ofalitsa nkhaniwa kuti azindikire za kufunika koonetsa ana akugwira ntchito.

Zofunikira

Zofunika muchigawochi ndi zapafupi ndipo zimapezeka mosavuta, (kuchuluka kwake kudzanenera ndikuchuluka kwa anthu omwe ali mu gulu lanu).

- ✓ Magazini yakale, amasaizi osiyanasiyana, ma pepala ofalitsira nkhani, ndi zina zotere.
- ✓ Nyuzi zakale, mabuku a zithunzi ndi nkhani, timabuku tofalitsira nkhani, zithunzi zopachika pachipupa/pakhoma (posters).
- ✓ Ma pepala akuluakulu ogwiritsidwa kale ntchito kapena atsopano, amakaka (coloured) kapena ayi, ngakhale zidutswa za nyuzi zakale zikhonza kugwiritsidwa ntchito ngati malo amene mungathe kumatikako zinthu.
- ✓ Isesi kapena zida zomwe mukhonza kugwiritsa ntchito podula zithunzi, mwachitsanzo, chodulila mizele (ruler) osalala m'mbali mwake.
- ✓ Zomatira (glue) zamtundu uliwonse zimene mukhonza kupeza komanso (adhesive tape)
- ✓ Utoto (paint), mapensulo ojambulira amitundu yosiyanasiyana.
- ✓ Chipinda kapena malo otakasuka. Chipindachi chiyenera kukhala choti mpweya umalowa ndikutuluka bwino, makamaka ngati mukugwiritsa ntchito glue, kuti muchepetse fungo loipa.
- ✓ Malo okwanira apachipupa/pakhoma pamene mukhonza kupachika zithunzi zimene mwamaliza kupanga.



Kukonzekera

Pokonzekera zochitikazi, muyenera kuchita izi:

- Onetsetsani kuti muli ndi zipangizo zokwanira, makamaka magazini ndi nyuzi. Izi zikhale zochuluka mofanana ndi momwe anthu alili.
- Achinyamatawa asonkhanitse zoyenerazi: alimbikitseni kuti abweretse zomwe angathe kuchokera nazo kunyumba zawo kapena kwina kulikonse.
- Achinyamatawa akhonza kupeza izi ku mtaya, kumalo kumene amapangira mapepala kuchokera ku mapepala akale, kwa ogulitsa nyuzi, kapenanso kumene amasindikiza nyuzi.
- Pochita izi okha, achinyamatawa adzalimbikitsa umwini pa ntchitoyi, ndipo izi zidzawasangalatsa, komanso kuwalimbikitsa.
- Chidwi chawo chofuna kudziwa chifukwa chomwe akuchitira zonsezi chidzakwera.

Materials



Mitu yake

Ganizirani za mitu yosiyanasiyana imene akhonza kugwiritsa ntchito pa zithunzi zawo.

- Lembani mitu imene mwaganizira ndipo pakukumana kwanu koyamba, afunsemi achinyamatawa kuti atchule mitu yawo yotsatsira malonda.
- Gwiritsani ntchito mutu umene mwauganizira inuyo ngati achinyamatawa sangathe kupeza mutu wawo.
- (zikhonza kukhala zodabwitsa kuti achinyamatawa alepheleretu kupeza mutu wawo).

Kuyamba

Mwachidule unsani gululi kapena maguluwa kuti akonze zithunzi za mitundu iwiri. Gulu loyamba likonze mutu wotsatsira malonda wodziwika bwino monga: "Ubwino wogwiritsa ntchito ma telefoni a m'manja" "Kukhala ndi moyo wathanzi ndi wa mphamvu" "Ubwino wa nyumba zamakono". Gulu lachiwili likonze zithunzi pa mutu wa mchitidwe wolembe ntchito ana.

Poyambilira pa kukumana kwanu, fotokozani kwa achinyamatawa cholinga cha ntchitoyi. Musawauze mutu wachiwiri. Ndikantchito kosangalatsa ndikophweka ndipo ayenera kukakonda. Onetsetsani kuti aliyense akutenga nawo mbali komanso kuti gululi likulumikizana bwino pa zonse.

Kukonza gulu

Ngati muli ndi gulu lalikulu, ligaweni mu magulu ang'onoang'ono ochuluka monga momwe malo ndi zogwiritsa ntchito zanu zingalolere. Ngati gulu loyamba lili laling'ono (asanu kapena kuchepera) akhonza kukhala awiriawiri kapena aliyense payekhapyekha. Onetsetsani kuti mugulu limodzi musakhale anthu oposa asanu.

Onetsetsani kuti pasakhale wina ongokhala. Ngati mmodzi kapena awiri akusaka zithunzi za mu magazine ena azidula ndipo ena azimata pa mapepala amene mwakonza kuti mumatepo. Onetsetsani kuti pali kukambirana ndikugawana maganizo komanso kuti zikuchitika mwa chisangalalo.

Gawo loyamba la zochita: Zithunzi za nkhani iliyonse

Phunziro limodzi (kapena theka la nthawi ya phunziro limodzi)

Lifunseni gulu lanu kuti lipange zithunzi pogwiritsa ntchito zida zimene alinazo pa mutu umene iwo eni angasankhe.

Apempheni kuti afotokoze kuti zithunzizi zikutanthauzanji; makamaka kwa iwo amene sakutsimikiza pa tanthauzo lake. Alimbikitseni kuti agawane nzeru pa mitu ya zithunzi zimene apanga. Lembani ina mwa mituyi pa bolodi kapena papepala kapena aloleni kuti asankhe mutu umodzipamene ntchitoyi ikupitilira.

Ikani zipangizo zanu pa malo amene aliyense akhoza kufikira ndipo apatseni mphindi pafupifupi makumi awiri kuti apange zithunzi zawo. Musawapatse nthawi yambiri zedi poopa kuti chidwi chawo pa ntchitoyi chingayambe kuchepa. Yendayendani m'maguluwa pamene akugwira ntchitoyi. Lankhula nawoni pa zimene akuchita. Perekani malangizoku maguluwa ngati ndikoyenera. Alimbikitseni kuti agawane nzeru pakati pa maguluwa ndipo onetsetsani kuti akuchita zonse momasuka komanso ali okondwa.

Pamene nthawi yatha, liuzeni gulu lililonse kuti linyamule m'mwamba zithunzi zimene lapanga kuti amnzawo awone. Mukhonzanso kuzipachika pabolodi kapena pakhoma kuti onse athe kuona ndipo funsani amugulu lililonse kapena owaimira kuti afotokoze chimene zithunzi zawo zikutanthauza. Lolani kuti ena apereke ndemanga zawo kapena kufunsa mafunso.

Kuti zinthu zikome, mukhonza kuyambitsa mpikisano mwachitsanzo:

- Auzeni maguluwa kuti asunge mitu ya zithunzi zawo ngati chinsinsi ndipo afunse magulu ena kuti alote mituyi.
- Auzeni maguluwa kuti avoterezithunzi zimene azikonda kwambiri ndipo asankhe opambana.
- zani gulu lina la achinyamata (kalasi ina ngati ndi pa sukulu) kuti abwere ndi kudzaona ndi kupereka chigamulo.



Onetsetsani kuti simunachulutse zochitika za mpikisano popeza ichi sicholinga chenicheni cha gawoli. Cholinga chachikulu ndi chakuti aliyense, ngakhale amene alibe mphatso yokhonza kusankha zithunzi zabwino akutenga nawo mbali momasuka. Ngati mukuona kuti mpikisano ungabweretse maudani kapena kusokoneza ubale wa mugululi, chitani zomwe mukuona kuti zingabweretse umodzi mugululi ndipo musachititse mpikisanowu.

Gawo lachiwiri la zochita: Zithunzi za nkhani ya mchitidwe wolembe ntchito ana

*Phunziro limodzi (kapena theka la nthawi ya
maphunziro awiri)*



Pamene zithunzi zoyamba zatha, khazikitsani bata pa gululi ndipo liuzeni mutu wa zithunzi zachiwiri omwe ndi: Masomphenya awo pa mchitidwe wolembe ntchito ana. Panthawiyi musaphatikize kena kalikonse inuyo. Mwina mukhonza kukhala kuti mwagwiritsa kale ntchito chigawo cha *Uthenga Wofunikira* musanachite chigawo ichi ndipo mwina gulu lanu likudziwa kale kuti mchitidwe wolembe ntchito ana ndi chiyani. Aloleni kuti apitilire mu maganizo awo ndi kuti azame mu luso lawo lolenga zinthu zimene angathe. Izi sizimene zili mu masomphenya anu kapena momwe mumamvera nkhani ya mchitidwe wolembe ntchito ana. Ndi nthawi yowalimbikitsa achinyamatawa.

Auzeni kuti akhonza kupanga zithunzi za mtundu wina uliwonse umene kwa iwo ukuonetsa mchitidwe wolembe ana ntchito. Apange zithunzi ndi kuzipachika monga momwe anachitira muzochitika zoyamba zija, kudula zithunzi za mu magazini ndi nyuzipepala zakale zimene zilipo ndikuzimata penapake. Apatseni nthawi yofanana ndi imene munawapatsa poyamba paja ndipo zina zonse zisasinthe (nkutheka kuti akhonza kufuna nthawi yocheperapo popeza mwina sangathe kuchita ntchitoyi mwatsatanetsatane ngati momwe anachitira poyamba paja. Onetsetsani momwe akuchitira).

Chimodzimwazinthu ziwiri chikhonza kuchitika. Choyamba ndi chakuti, maguluwa akhonza kuyang'anayang'ana pa zonse zimene alinazo koma osatha kupeza zithunzi zokwanira zoti agwiritse ntchito popanga zithunzi zoyenera zokhudzana ndi mchitidwe wolembe ntchito ana. Ili sivuto ndipo zimachitika kawirikawiri. Auzeni kuti apangebe chinachake ngakhale chikhala chosaonetsa mozama m'chitidwe olembe ana ntchito ngati momwe anachitira pa zithunzi zotsatsa malonda zija.

Chachiwiri chimene chingachitike ndichakuti ena mwa maguluwa akhonza kukhala ndi anthu aluso loposa pa ntchito ngati iyi. Ngati zitakhala chonchi ndiye kuti muli ndi mwayi waukulu chifukwa zithunzi zimene angatulutse zikhonza kukhala zabwino pa zochitika ngati izi. Monga momwe munachitira ndi zithunzi zoyamba zija, uzani gulu lililonse kuti linyamule m'mwamba kapena lionetse zimene lachita ndikufotokoza kwa amnzawo chimene zikutanthauza. Alimbikitseni kupereka maganizo awo pa zomwe iwo ndiamnzawo achita ndipo ngati ndikoyenera chititsani mpikisano woti mupeze ntchito yabwino kuposa zina zonse.

Zoyenera kuchita ndi zoyenera kupewa

- Mosalole kuti gulu lina linyoze kapena kudzudzula ntchito ya gulu lina. Nthawi zonse limbikitsani kuti ayamikilane pa zabwino zimene ena achita.
- Lolani kutipakhale kukambirana, nthabwala, ndi mpikisano ngati izi sizingadzetse chisokonezo.
- Musapereke nthawi zotalika mosiyana kumaguluwa kuti amalize ntchito yawo. Simukufuna ntchito za luso-mukuyesera kuphunzitsa chinthu chinachake. Komabe ngati ntchito za luso zingatuluke, zikhonzanso kukhala bwino. Choncho perekani nthawi yoyenera ndipo yendayendani m'maguluwa kuwalimbikitsa kuti amalize pa nthawi imene apatsidwa.
- Pezani nthawi yoti mupachike zithunzi zonse zomwe gulu lililonse lapanga ndipo lolani kuti maguluwa akambirane ndi kuyamikirana.



Kukambirana komaliza

Phunziro limodzi

Zokambirana zomaliza ndi gululi zifotokoze kuti mchitidwe wolembe ntchito ana ndi imodzi mwa njira zoipitsitsa zophwanyira ufulu wa munthu za munthawi yathu ino ndipo kuti ukupitililabe kumera mizuponseponse m'dziko lapansi. Ngakhale kuti izi zili chonchi ofalitsa nkhani sakupereka chidwi chokwanira pofalitsa a mchitidwewu ndipo kuti ukukhalabe ngati mchitidwe obisika.

Gululi limvetsetsa izi bwino tsopano chifukwa likhala litaona kuti ndizosavuta kupanga zithunzi zokhudzana ndi zochitika zina za moyo uno, makamaka pazabwino, komanso kuti ndikovuta kupanga zithunzi pa zinthu zoipa za moyo uno. Ngakhale kuti magulu ena akhonza kukhala atakwanitsa kupanga zithunzi zokhudzana ndi mchitidwe wolembe ntchito ana, ayenera kukhala atazindikira kuti zinali zovuta kwambiri kupanga zithunzi zotere kusiyana ndi kupanga zithunzi zokhudza zinthu zosangalatsa za m'moyo uno.

Limbikitsani kukambirana wamba pakati pa a gululi pakusaoneka kwa mchitidwe wolembe ntchito ana. Afunseni kuti akumva bwanji pa kuchepa kwa chidwi chofalitsira nkhani zokhudza mchitidwe wolembe ntchito ana.

- Akuganiza kuti ndizoipa?
- Kodi ofalitsa nkhani akuyenera kupereka chidwi chokwanira ku nkhaniyi?
- Kodi ndi zinthu ziti zimene zikhonza kulembedwa mu nyuzi?
- Kodi amene amagamula kuti izi zikhonza kulembedwa mu nyuzi kapena ayi ndi ndani?
- Kodi ndi zinthu ziti zimene ziyenera kuganiziridwa pogamula ngati nkhani ndizoyenera kusindikizidwa kapena kuti magazine yokamba za mchitidwe wolembe ntchito ana zokhazokha ifalitsidwe.
- Kodi gulu lina lake lingagule, kapena kuona mongodutsa, magazini imene ili ndi zithunzi ndi nkhani zokhudza mchitidwe wolembe ntchito ana? Kunena mwachilungamo ambiri a iwo sangachite izi.
- Kodi izi zikuwauza chiyani pa khalidweli ndi zimene anthu amasiku ano amafuna?

Zina mwa zokambiranazi ndi zozama kwambiri, makamaka kwa achinyamata amene ali otanganidwa kwambiri ndi zochitika zawo komanso mavuto awo. Zikhonza kuwachotsa chidwi ndikuwapangitsa kukhala osasangalatsidwa ndi zokambirana za mtunduwu. Choncho muyenera kusamala poongolera zokambirana zotere. Onetsetsani kuti maganizo ambiri akuchokera kwa iwo ndipo inu mudzingoikirapo ndemanga ndi mau achilimbikitso apa ndi apo. Bweretsani mitu ina, madela ena a ufulu wa anthu amene akhonza kufalitsidwa ndi ofalitsa nkhani, monga nkondo za pachiweniweni kapena za anthu othawa kwawo. Ndichifukwa chiyani izi zili chonchi? Ndichiyani chimene chimapangitsa kuti zidzipezeka mu nyuzi?

Chimene muyenera kupewa ndikupereka chithunzithunzi chakuti palibe chiyembekezo. Ngati achinyamata aona kuti mutu wa nkhani ndiwozama kwambiri, ndikuti sangathe kuumvetsa amataya chikhulupiliro msanga. Limbikitsani zinthu zabwino nthawi zonse.

- Tsopano akudziwa momwe zinthu zilili
- Mwina akufuna kuchitapo kanthu.
- Akhonza kuuza ena
- Ndi anthu ogula zinthu choncho ali ndi mbali yoti achiteko.



Kuwunika momwe ntchito yayendera ndi kuchita kalondolondo



Pazizindikiro zoti zikhonza kuyesedwa muchigawo ichi, pali zotsatila zingapo zimene zingayesedwe kuti muwone ngati zachitika kapena ayi.

- **Zithunzi pa mitu yosiyanasiyana.** Gulu lililonse likuyenera kukhala litapanga zithunzi za tundu wina wake. Ngati sanatero, ndikoyenera kulingalirapo zogwiritsanso ntchito chigawo ichi pa nthawi ina mtsogolo pamene azindikirapo zambiri. Nkutheka kuti mwina mukugwira ntchito ndi gulu lovuta kumva momwe zinthu zilili. Khalani nalobe popeza papezeka chigawo china chimene chidzawutse chidwi ndi kudzipereka kwawo.
- **Zithunzi zokhudza mchitidwe wolembe ntchito ana.** Maguluwa akuyenera kupeza kuti ntchitoyi yovuta, mwinanso yosatheka. Komabe zithunzi zili zonse zimene angapange zayenera kukhala zowonetsa luso lopangidwa ndi achinyamatawa pawokha ndipo muyenera kuzigwiritsa ntchito. Zikhonza kukhala chiyambi cha ntchito yodziwitsa anthu mu dela lanu pa za momwe zinthu zilili pa mchitidwewu. Mukhonza kugwiritsa ntchito zithunzizi pogwira ntchito ndi ofalitsa nkhani a mudela lanu kapena a dziko lonse (onani m'munsimu). Ichi ndi chizindikiro chakupambana kokwanira ndipo zidzalimbikitsa momwe zochitika za m'chigawo ichi zingathe kupitilizidwila.

Chigawo ichi ndi chosavuta koma chothandiza kwambiri powonetsa mavuto obisika a mchitidwe wogwiritsa ntchito ana-kunena kuti ndi vuto losawoneka komanso kuti anthu amalichepetsa pa zifukwa zosiyanasiyana. Maphunziro a zochitika za mchitidwe wogwiritsa ntchito ana pakati pa achinyamata akuyenera kukweza chidziwitso pakati pawo cha momwe zinthu zilili. Akuyenera kuphunzira phunziro lalikulu kuchokera mu chigawo ichi. Adzayamba kuzindindikira kufunika kounika bwino zochita za anthu ndikuona zoonza zenizeni za zomwe zimachitika mu moyo wa munthu. Izi zitanthauza kuti asamangokhulupilira zonse zomwe falitsa nkhani amafalitsa koma kuti aziunikanso bwino zonse zomwe amamva ndikupanga maganizo awo mosaumilizidwa ndi china chilichonse.

Ngati mungathe, siyanizithunzizanu muchipinda mumene mumagwiliramo ntchito kuti ena athe kuziona. Ntchito zosiyanasiyana zomwe gululi lachita zokhudzana ndi mchitidwe wogwiritsa ntchito ana ndi njira inanso yabwino kwambiri yofalitsila pulojekiti yanu kwa anthu ena. Limbikitsani achinyamata ena kuti aone luso lomwe achinyamatawa apanga ndipo limbikitsani olemba nkhani kuti abwere ndikudzajambula kuti zisindikizidwe mu nyuzipepala ya mudela lanu kapena ya dziko lonse.

Zithunzizi zidzaimira mau a akulu okhudza mchitidwe wolemba ntchito ana ndipo ndikoyenera kuti mulimbikitse anthu amudera lanu kuti ayamikire ntchito imene achinyamata awo akuchita. Konzani chionetsero cha ntchito zomwe zagwiridwa ndipo itanani anthu okhala mudela lanu, makolo, anthu a ndale a mudela lanu, nthumwi za woimira anthu ogwira ntchito, ndi za mabungwe omwe si aboma, komanso olemba anthu ntchito a muderali kuti adzaone ntchitoyi. Gulitsani ntchitoyi pa mitengo yopikisana (auction) kuti mupeze ndalama zogwilira ntchito yolimbana ndi mchitidwe wolemba ana ntchito kapena zoti mugulire zinthu zoti mukhonza kupereka kumasukulu amene amathandiza kusamalira ana amene analembedwapo ntchito. Aka mwina kakhonza kukhala koyamba kuti anthu amudela lanu amve za pulojekiti yanu ndi mutu wake, choncho muyenera kuyamba kupanga maziko a momwe mungatukulire ntchitoyi mtsogolo mwake komanso kubweretsa anthu okhala mudela lanu kuti atengeko mbali pa zochitikazi. Gulu la achinyamata limene mukugwira nalo ntchito likhonza kuyamba kuona kukula kwa zolinga za ntchito yawo.

Pamene mwamaliza chigawo ichi ndipo mwakhutitsidwa pitani kuchigawo china. Tikulimbikitsa kuti chigawo china chimene mungayambe chikhale cha "Chithunzithunzi".

Zolembe zina

[illegible]

Zolembe zina

[illegible]



Lekani Kugwiritisa Ntchito Ana

ILO
International programme on the
Elimination of Child Labour (IPEC)

ILO/ IPEC Malawi Project
Mantino Complex
Behind Bizonowaty filling station
PO BOX 30135
Lilongwe

Tel: (+265)-0- 1 770 388/ 199/155

www.ilo.org/ipecc

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