



Kuchita Kafukufuku
(Research and Information)



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 zina 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 athe 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 mabukuwo kapena mbali yomwe mwasintha.

TIMVERENI – Lekani Kugwiritsa Ntchito Ana. Kulimbikitsa Ufulu wa Ana Kudzera M'maphunziro, Zaluso ndi Njira Zina Zofalitsira Mauthenga, Ntchito Yolimbana ndi Khalidwe Lolemba Ntchito Ana pa dziko lonse, International Programme on the Elimination of Child Labour (IPEC), International Labour Organisation (ILO), Geneva, 2011.

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Cholinga: Kupeza zoona zenizeni ndi chiwerengero pa mchitidwe wolemba nchito ana aang'ono komanso kudziwa za ndondomeko zikuluzikulu zovomerezeka ndi maiko onse a padziko lapansi, kudziwa mmene tingachitire kafukufuku mwaukadaulo pamitu ina ikuluikulu yamchitidwe wolenba ntchito ana aang'ono kudzera m'njira zosiyanasiyana kuphatikizapo *internet*.



Phindu: Kudziwa zambiri zaufulu wachibadwidwe makamaka wa ana ochepera komanso kudziwa kulumikizana kwa maiko a dziko lapansi pankhani yokhudzanandi malamulo oona chikhalidwe cha anthu.

Nthawi

Maphunziro asanu ndi limodzi kuphatikiza limodzi la magawo awiri.



Chilimbikitso

Dziko lapansi lakhalangati dziko limodzi kamba koti zochitika mbali ina zimakhudza dziko lonse komanso kamba koti zofuna za anthu ndi zofanana- fanana. Choncho ndikofunika kwa ana a misinkhu yochepera kuona ndi kudziwa kuti akulumikizana ndi ana amnzawo kumaiko ena. Izi zili choncho kaamba kopita patsogolo kwa ntchito za lamy, kufalitsa mauthenga pa wailesi ndi kanema komanso *internet*. Motero chilichonse chochitika anthu amachidziwa msanga. Cholinga chachikulu cha maphuzirowa ndi kukhazikitsa mgwirizano pakati pa ana achichepere monga awa:

Chidziwitso

Phunziroli ndilofunika kuwaphunzitsa mofulumira mundondomeko zamaphunzirozi kuti adziwe mmene angapangire kafukufuku komanso kuti asavutike pochita maphunziro ena makamaka maphunziro a kafunsi, mtsutso ndi zolembe ndi kuulutsa mau.

Choncho ndikofunika kuti gulu lithe mantha ndi kudzikhulupilira mamembala asanayambe maphunziro ovutirapo.



Ochokera ku mayiko otukuka kale komanso amene akukwera kumene pa dziko lapansi; amene ali m'maiko ankhondo ndi amene ali m'maiko amtendere; amene ndi ophunzira komanso ochokera ku mabanja okhazikika ndi amene ndi ogwiritsidwa ntchito m'malo osiyanasiyana. Popititsa patsogolo ndondomekoyi ndikofunika kuti mgwirizano wa ana achichepere ulimbikitsidwe ndi kufalitsidwa mokopa anawa kuti umodzi uyambe kuoneka ndi kukhazikika. Palikale mauthenga ambiri ku malo osiyanasiyana komwe tingapezeke uthenga wosiyanasiyana okhudza mchitidwe wolembe ntchito ana achichepere kuphatikizapo *internet*. Mwachitsanzo, ena mwa mauthengawa ndi awa: kumene mchitidwewu ukuchitika, chiwerengero, malamulo okamba za mchitidwewu, ntchito zomwe anthu ndi mabungwe osiyanasiyana akugwira potengapo mbali kuti mchidwewu uthe. Anyamata achichepere adziwitsidwe komwe angapeze mauthengawa komanso njira zoyenera kutsata kuti awupeze uthengawu. Mwaiwo wokha anawo angathe kuthandiza kuwonjezera mauthengawa pochita kafukufuku wawo pazomwe amnzawo akhala akuchita kuti athetse mchitidwewu.

Achinyamata azindikire kuti ndi mbadwa za dziko lapansi ndipo iwo ngati ena onse ali ndi udindo pazomwe zikuchitika padziko la pansi kaya zabwino kapena zoipa. Ngati anthu m'dziko makamaka amene ali m'mipando akufuna kuti ana achichepere azitengapo mbali pa zochitika, ndikofunika ndi koyenera kuti anawa apatsidwe udindo pa zinthu zomwe zofunika ndipo alemekezedwe pa maudindowo. Cholinga cha phunziro ili ndikupereka udindo kwa ana achichepere pokonzekera maphunziro apatsogolo amene adzawapatsa zipangizo ndi luso loyenerera kuti atengepo mbali. Palinso zolinga zina ziwiri: kuthandiza ana achichepere kupeza mauthenga amene alipo kale komanso kuwathandiza patsogolo kuonjezera mauthengawo pofufuza mozama zambiri za nkhanayi kwa anthu ena onse komanso akuluakulu a ntchito za malonda.

kuphunzitsa phunziro ili kuthandiza kuti ana achichepere kuti amvetsetse kuti ngakhale ntchito yothetsa mkhalidwe wolembe ntchito ana achichepere ndikovuta, iwo sali okha muntchitoyi. Pali mabungwe, magulu a anthu ndi ena otero amene akutengapo mbali pa nkhani yofunikirayi. Kuonjezera apo ipereka mwai wa maphunziro kwa ana achichepere odziwa malamulo ndi ndondomeko zina zomwe zidakhazikitsidwa padziko lonse zoti zithandize mayiko kutengapo mbali pa ntchito yothetsa mchitidwe wolembe ntchito ana achichepere.

China chomvetsa chisoni chomwe ana achichepere ayenera kumvetsa ndi choti mchitidwe wolembe ntchito ana achichepere ukuchitika ngakhale kuti mayiko ambiri akunja akuyesetsa kuthetsa mchitidwewu. Ndichifukwa chake tiyenera kutengako mbali mosatekeseka nthawi zonse mpaka mchitidwewu utatheratu. Yomwenso idzakhale nthawi imene ana onse achichepere adzakhale ndi ufulu ndi moyo wabwino wotetezedwa ndi kuleledwa bwino.

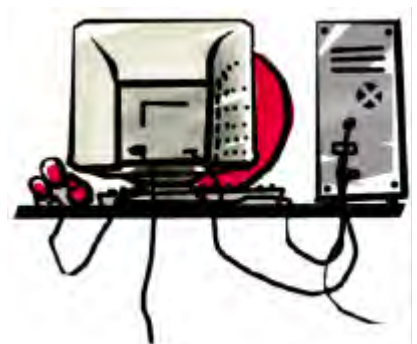
Kukonzekera

Pofuna kuti anthu onse atengeko mbali mu ndondomekoyi ndikofunika kuganizira bwino mabungwe amene tingapalane nawo ubwenzi. Iwowa angatithandize pa nthawi ya kafukufuku mumaphunzirowa komanso amene angathandize kupereka khani zambiri pa mutuwu.

Ena mwa abwenzi achidziwikire ndi nyumba zowerengerako zomwe zili pansi pa boma kuphatikizapo zomwe zili m'malo ochitiramo maphunziro (masukulu). Nyumba zosungiramo mabuku m'maiko ambiri zayamba kukhala zofunika kwambiri masiku ano makamaka posunga nkhani ndi mauthenga amene anthu akufuna kudziwa. Nyumbazi zili kalikiliki kukonzanso ndondomeko zina ndi zina monga kukambirana maso-ndi-maso ndi ana asukulu ndi kugwiritsa ntchito *internet* kuti ntchito zawo zipite patsogolo.

Funsani akukuakuluoyang'anira nyumbazi m'madera mwanu kuti muone ngati nkotheke kuti atengeko mbali pokhala okuthandizani pa mutuwu. Izi zingathe kukhala zothandiza kwambiri makamaka ngati nyumbazi zili ndi makina a kompyutala amene ali olumikizidwa ku *internet* amene angathe kukulolani kugwiritsa ntchito. Ngati ndikofunika afunseni oyang'anira nyumbazi kuti akupatseni maphunziro achidule a kompyutala ndi *internet*. Malo owerengera ndi osungirako mabuku a maiko ambiri amakhala okonzeka kupereka chithandizo kwa anthu mwaulere ndipo angathe kukhala osangalala ndi okonzeka kukhala abwenzi pa ndondomekoyi.

Nyumba yowerengerako Mabuku





Funsani akukuakulu oyang'anira nyumbazi m'madera mwanukutimuone ngati ndikotheka kuti atengeko mbali pokhala okuthandizani pa mutuwu. Izi zingathe kukhala zothandiza kwambiri makamaka ngati nyumbazi zili ndi makina a kompyutala amene ali olumikizidwa ku **internet** amene angathe kukulolani kugwiritsa ntchito. Ngati ndikofunika afunsemi oyang'anira nyumbazi kuti akupatseni maphunziro achidule a kompyutala ndi **internet**. Malo osungirako mabuku a maiko ambiri amakhala okonzeka kupereka chithandizo kwa anthu mwaulere ndipo angathe kukhala osangalala ndi okonzeka kukhala abwenzi pa ndondomekoyi.

Kambiranani ndi akuluakulu a nyumba zosungiramo ndi kuwerenga mabuku za m'dera mwanu ngakhale m'sukulu za pulayimale, sekondale ndi zaukachenjede ndikuwafotokozera za zolinga za polojekiti yanu. Ngati nyumbazizili zokonzeka kukupatsani chilolezo chomatha kugwiritsa ntchito mabuku ofunika kwambiri kuti achite kafukufuku. Funsaninso ngati iwo ali okonzeka kuphunzitsa gululani mmene mungagwiritsire ntchito mabuku okhala pamalo opatulika (reference); mmene angapezere mauthenga osiyanasiyana.



Chidziwitso

Phunzilo ili likuona za maluso onse a ntchito zamanja ngati zina mwa zipangizo zotumizira uthenga. Pezeranipo mwayi wowerenga phunziro lonena za malembedwe a luso ndikuyamba kupeza njira za mmene maphunziro awiriwa angagwirizanirane. Alembe akunja ndi am'dziko momwe muno amene angapezeke kupyolera m'nyumba zosungirako mabuku angathe kusankhidwa kuti akhale alembe achitsanzo amene angathe kuitanidwa kudzathandizilapo pa phunzilo la kalembedwe kaluso. Lembani maina awo ndi kumene akukhala ndipo muwaitane kuti mudzawauze za polojekiti yanu. Itanani olemba mabuku kuti adzaliwuzegululani mabuku amene iwo analemba komanso adzawadziwitse za mphamvu zomwe zimagona m'malemba maka maka pa mutu waufulu wa chibadwidwe wa anthu ndiponso kufunika kwake kotanthu azitengako mbali pochitapo kanthu.

Ngati pali **internet** funsani ogwira ntchito m'nyumbayi ngati angakupatseni maphunziro a mmene mungagwiritsire ntchito **internet**, kutsekula ma adilesi a e-mail ndi zina zotero. Pali uthenga wambiri wonena za mchitidwe wogwiritsa ntchito ana achichepere pa **internet**. Zingathe kukhala zothandiza kwambiri ngati gulu lanu lingapeze uthengawu. Nyumba ya mabukuyi ingathenso kukonza m'ndandanda wa mabuku amene ndi okamba nkhani zamsangulutso ndi amene amakamba nkhani zenizeni Zochitikadi makamaka pa mchitidwe wogwiritsa ntchito ana achichepere, khalidwe lopondereza ana ndi zina zokhudzana ndi khaniyi. Ndipo nyumbayi ipereke danga kwa gululi lowerenga mabukuwa. Pali alembi ambiri padziko lapansi amene amalemba mabuku opititsa patsogolo chilungamo pakati pa anthu. Malo osungiramo mabuku angathe kukhala malo abwino oliwonetsa gululi mabukuwa ndi kuwalimbikitsa kuwerengamabukuena ambiri pamutu womwewu.



Kukopa anthu akumudzi

Mungathenso kupempha nyumba yosungira mabuku m'dera lanu kuti ikonze gawo lina m'nyumbayi yomwe iziyikapo mabuku onena za mchitidwe wolemba ntchito ana achichepere. Gawoli lidzakuthandizani panthawi ya polojekiti yanu. Poona kukonzedwa kwa gawoli m'nyumba yosungiramo mabuku, ophunzira ena angathe kukhala ndi chidwi chofuna kudziwa zambiri makamaka ngati izi zikuchitikira kusukulu. Komanso anthu ena onse atawona gawoli angathe kukhalanso ndi chidwi chofuna kuwerenga nawo mabuku a pa gawoli zomwe zingathandizenso pa maphunziro awo pa nkhaniyi. IPEC ili ndi zithunzi ndi zina zoonelera zosiyanasiyana zimene zimaperekedwa zikapemphedwa. Gwirani ntchito ndi gululi kuti muike poyera mabuku ofunika kwambiri (**reference**) ndi ena a msangulutso koma onena zamchitidwe wolemba ntchito ana achichepere komanso za ufulu wa ana, manambala achiwerengero ndi ntchito zina zagulu lanu monga zojambula, nkhani zazifupi ndi zina zotero. Izi zingathe kupangitsa gululi kuti likhale lonyadira komanso lokonzeka kugwira ntchito. Iwowa akuuza anthu zimene akuphunzira komanso zimene akuchita pa mchitidwe wogwiritsa ntchito ana.

Mabungwe

Malo ena ofunikira kwambiri kumene kumakhala mauthenga onena za ufulu wa anthu m'maiko ambiri ndi kumaofesi a mabungwe owonaza anthu olembedwa ntchito ndi mabungwe omwe si a boma (NGOs). Mabungwe oona za anthu olembedwa ntchito cholinga chawo ndikuonetsetsa kuti ufulu wa anthu ogwira ntchito ndi mabanja awo sukuphwanyidwa. Iwowa angathe kukupatsani uthenga pa zinthu izi: ufulu wa anthu ogwira ntchito, ufulu wa achinyamata ogwira ntchito, ufulu wa ogwira ntchito pakanthawi kochepa komanso zithandizo ndi upangili wsiyanasiyana umene bungwe loona za anthu ogwira ntchito limapereka ndi zina zotero.

Kuwonjezera apo, mabungwe oona za anthu olembedwa ntchito ndi mabungwe omwe si a boma (NGOs) alinawo mu mgwirizano waukulu wamabungwe ena aakuluakulu apa dziko lapansi omwe amaona za chikhalidwe ndi umoyo wa anthu dipo amakhala okhudzidwa ndi kuphwanyidwa kwa ufulu wa chibadwidwe wa anthu ulikonse kumene izi zingachitike padziko lapansi. Mabungwewa angathe kupereka uthenga pankhani za mchitidwe wolembe ntchito ana achichepere ndi kuphwanyidwa kwina ulikonse kwa ufulu wa ana.

Kuwonjezera apo ena mwa mabungwewa li ndi ma polojekiti amene holinga chake ndi kuthandiza ana ogwiritsidwa ntchito ndi mabanja awo m'mayiko osiyanasiyana padziko lapansi mwinanso m'dziko lanu. Apempheni oimilira mabungwewa kuti adzalankhule ndi gululi kapena lilimbikitseni gululi kuti lipite ku mabungwewa ndi kukapemmpa uthenga wofunikira.

Zofunikira



Zipangizo zogwilira ntchito za gulu lanu zitengera malo kumene muli komanso katundu amene ali pafupi. Tikudziwa kuti zipangizo zopangira ntchitoyi zikhala zosiyana kutengera ndi malo komanso m'mene zinthu ziliri ndi gulu lirilonse.

Chigawo choonjezera choyamba (**Annex 1**) ikupereka mabuku komanso makeyala a *painternet* amene angakhale ofunika kwa anawa pakafukufuku wawo. Zipangizo zina zingathe kupezeka kulikulu kwa IPEC ku Geneva. Kuwonjezera pamenepo mufuna zinthu izi:

- Pepela ndi zolembera monga pensulo.
- **Internet** ngati ilipo.
- Mauthenga a ku unduna ndi ma depatimenti oona za anthu ogwira ntchito pofuna kudziwa malamulo a dziko pa za mamphunziro ndi kulemba ntchito ana achichepere.
- Bolodi kapena mapepala akuluakulu (**flipchart**) ndi choko (**chalk**) kapena zolembera za pa ma **flip chart**.

Kuyamba Kukonza gulu



Magawidwe a magulu anu atengera kukula kwake kwa chiwerengero cha anthu onse amene akutenganawo mbali pa maphunzirowa komanso kukhutira kwanu ndi luso ndi kudzipereka kwa anthuwa. Phunziro ili ndilofuna kupezamaphunziro ndipo ndiloyenera uperekedwa m'malo ngati mkalasi kapena malo ena ofanana nawo. Koma pambuyopake mamembala a gululi afunsidwa kupanga kafukufuku paokha izi zingathe kuchitika m'magulu ang'ono a anthu osapitilira anayi kapena munthu payekha. Koma khalani tcheru pokonza maguluwa ndi cholinga chakuti mphamvu zawo zikhale zofanana.

Ngati mwachita mwayi wopeza **internet** kudzera mnyumba yosungirako mabuku kapena kwina kuli konse muona kuti ma kompyutala sangakhale okwanira aliyense. Ngati izi zili choncho ndikofunika kuchepetsabe magulu athu aja. Ana achichepere amagwira bwino ntchito m'magulu ang'ono- ang'ono. Amakonda kukambirana mwa iwo wokha choncho kafukufuku angathe kuoneka ngati ntchito yosavuta kwa iwo.

Gawo loyamba la zochita: Kulumikizika kwa anthu a pa dziko lonse

Phunziro limodzi

Poyambirira ndikofunika kuti ana amvetse bwino bwino chifukwa chimene ayenera kukhudzidwa ndi mchitidwe wolembe ntchitoana achichepere. Pali njira zingapo zapafupi zoonetsa kufunika kwake. Pochita ntchito iyi nkofunika kuti anawa akhale mkalasi kapena pamalo ofanana ndi amenewa.



Mwana aliyense alembe dzina lake pakati pa pepala loyera bwino. Awuzeni kuti alembe ndi zilembo zing'onozing'ono chifukwa adzafuna malo ambiri. Kenaka alembe maina a anthu achikulire khumi amene akuwadziwa monga: makolo awo, a m'banja mwawo, achibale, abwenzi, oyandikana nawo nyumba kapena kokhala, aphunzitsi a kusukulu, ogulitsa m'masitolo, mamembala a kalabu ya masewero ndi ena otero. Maina a anawa azungulilidwe ndi maina khumi a anthu achikulire tatchulawa. Kenaka auzeni kuti alembenso maina ena kuzungulira anthu akulu akulu aja amene iwo akuganiza kuti anthu akulu akuluwa akuwadziwa. Sinthawi zonse kuti anawa adziwa aliyense ndi dzina lake, nthawi zina angathe kungolota komanso nthawi zina angathe kungolembe kumene amagwira ntchito kapena anzawo kuntchito. Yesetsani kuwalimbikitsa kupeza anthu khumi pa munthu wa mkulu aliyense amene anamulemba poyambirira paja pamenepa chiwerengero cha maina papepala lawo chikhala 111.

Kangaude wa maina

Kenaka auzeni kuti alembe mizere kulumikiza onse maina amene iwo akuganiza kuti ndiolumikizana mwanjira ina iliyonse. Ogwirira ntchito limodzi ayenera kudziwana, ena ndi mamembala a kalabu imodzi yazamasewero, ena amapempera kumodzi, aphunzitsi amadziwa ena mwamakolo a ana ndi migwirizano ina yotero. Panthawi ino pepala lawo likuoneka kale ngati chisa cha kangaude chifukwa chodzaza ndi mizere.

Ngati angathe alimbikitseni kuonjezera maina ena ndi kulumikiza mizere. Pomaliza aliyense pa peparapo akhala olumikizana mwachindunji kapena mopanda chindunji ndi dzina limene lili pakatili.

Ngati mwachitsanzo titayarekeza kuti aliyense mwa anawa akudziwa anthu akulu akulu zana limodzi ndipo munthu aliyense wamkulu akudziwa anthu ena mazana khumi ndiye kuti chiwerengero chaanthu odziwana chikhala chotani. Auzeni tsono anawakuti achite masamu kuti adziwe chiwerengero cha anthu amene iwowo aliyense payekha payekha ali olumikizana nawo mwachindunji. Kulumikizana uku kukhala kukukulabe malingana ndikukwera kwa chitukuko cha lanya, mtengatenga ndi mtokomma ndi njira zina zofalitsira mauthenga. Choncho chifukwa chakulumikizana motere tiyenera kutengapo mbali pazomwezikuchitika padziko lapansi

Kulumikizana kosayembekezeka

Kulumikizana kwina kochititsa chidwi ndi kodzera muziwiya zomwe timagwiritsa ntchito kapena kudya zomwe zimatilunzanitsa ndi anzathu ena amene sitiwaona. Phunziro ili lingathe kuperekedwa motsatizana ndilapambuyo lija koma kuti tsopano palibe cholembedwa. Ingokhala nthawi yosinthana mau pakati pa mphunzitsi ndi ophunzira.

Funsani gululi mafunso awa komanso ngati pali ena owonjezera amene gululi lingasangalatsidwe nawo.

- Kodi munagulako zovala kapena nsapato posachedwapa zopangidwa ku maiko Asia, kapena opangidwa pakati kapena kumwera kwa Amerika? Agathe kuwona tinsalu takumbuyo kwa malaya awo pomwepo kuti adziwe kumene chovalacho chidapangidwa.
- Nanga munasewerako masewera ena aliwonse olimbitsa thupi amene mumagwiritsa ntchito zipangizo zopangidwa kunja ngati: mipira wamiyendo, mipira ya manja ngati **handball**, **volleyball** ndi **netball**. Nanga adayang'ana komwe zipangizozidapangidwa. Awiri mwa maiko amene amadziwika kwambiri ndikupanga mipira yamasewero padziko lonse ndi India ndi Pakistan.
- Kodi adagulako zipangizo zamagetsi zotchipa kuchokera ku Asia? Adadyako nsomba kapena ndiwo zina zowedza mmadzi zochokela kumaiko akumwera chakumawa kwa Asia? Adadyako chocolate kapena kumwa tiyi opangidwa ndi ma kampaniakuluakulu akunja?

- Adagulirako abale kapena anzawo mphatso ya Maluwa ochita kubzyala ?
- Adayendako kumaiko akunja ndikukhala mmahotelo kapena mmalo achitira tchuthi?

Lembani mayankho awo pa bolodi kapena pa ma mapepala akuluakulu. Alimbikitseni kuti aganize zitsanzo zina kuti awonjezere pamayankho awo, mwachitsanzo, liuzeni gulu pang'ono za zamasewero ndi tchuthi zimene iwo amachita. Anawa angathe kuona izi ngat zosangalatsa. koma panthawi yoyenera pasanapite nthawi yaitali mmaphuzirowa, mudzawauza kuti mosazindikira bwino lomwe nzachidziwikire kuti akumana ndi mwana olembedwa ntchito osati maso ndi maso. Komanso asati iwo wokha komanso anthu ambiri amene iwo akulumikizana nawo pa phunziro loyamba lija akulumikizana ndi mwana olembedwa ntchito mwa njira ina. Izi zikuchitika chifukwa cha izi:



- Ma esiteti a zaulimi aku Afrika, kumwera kwadera la Amerika kumene ulimi wa cocoa (opangila chocolate), tiyi ndi coffee ndiwodziwika bwino amalembanso ntchito ana achichepere.
- Makampani opanga zakudya m'mayiko ambiri padziko lapansi amagwiritsa ntchito ana popanga ndiponso pokonza chakudya.
- Ana olembedwa ntchito amapezekanso mmakampani owona zokopa alendo makamaka pantchito zosawonekela kugulu ngati yochapa komanso kukolopa
- Mchitidwewu umapezeka mmalo ambiri mmakampani ambiri opanga katundu osiyana-siyana padziko lapansi osati mmaiko otukukakale okha komanso amene akukwera kumene monga mmakampani opanga zipangizo zamagetsi, zipangizo zochitira maopaleshoni m'zipatala, magalasi, ndi miyala yoyika ansi m'nyumba ndi zina zotero.

Pafupi-fupi aliyense m'gulu lanu, ngati siangakhale onse, wakwanitsa kupeza kulumikizana mwina osati kwa chindunji ndi mwana olembedwa ntchito. Aphunzitsi atsindike pamutu wu ndipo awapatse mpata anawa kuti a sinkhe-sinkhe pakanthawi kochepa ndikuti azindikire zomwe izi zikutanthauza papolojekiti yawo. Cholinga chanu pamaphuzirowa awiriwa ndi kufuna kuti gululi liwone kufunika kochitapo kanthu pa ana olembedwa ntchitowa.

Kumvetsetsa za mavuto a ana



Ili ndi phuziro losavuta loganiza lomwe lapangidwa kuti ophunzira athe kuona masomphenya a chiwerengero cha ana amene ali olembedwa ntchito padziko lonse. Phunziroli liyenera kuchitika pa malo wopanda phokoso komanso odekha. Auzeni ophunzira kuti akhale omasuka mmalo awo, angathe kukhala pena paliponse malingana kuti akhale malo oti akhonza kulingalira momasuka. Ena mwa ophunzira angathe kuona phunziroli ngati lovuta koma auzeni kuti adekhe ndipo asawasokoneze ena amene angathe. Ngati ena akusokoneza pochita phokoso ndiponso siokonzeka kuchita nawo phunziroli auzeni kuti aziwerenga kapena kuchita zina mwakachetechete. Phunziroli ndi lalifupi kwambiri.

Ndi kwabwino kuti ophunzira atseke maso pochita phunziro ili ndikumawalankhula nthawi zonse pamene mukuwatenga paulendo wamaganizowu. Auzeni kuti adzitenge ngati ali paulendo ndipo akuyenda mumsewu owongoka koma waung'ono. Pamene akuyenda kumanja kwawo mphepete mwansewumo mwandanda ana pamzere wamphepete mwansewumo moyanganana ndi msewuwo. Mwa anawa ena akuwoneka mwaunve, osasamba, ovala zovala zong'ambika, alibenso nsapato ofooka komanso onyombzolo ndipo akuku yanganani ndinkhope zakugwa zachisoni pamene inu mukudutsa. Kuchoka pomwe paima mwana mmodzi kufika pamene paima wina pali mita imodzi kapena kuti pafupifupi mapazi awiri.

Auzeni ophunzira kuti pamene akuyenda mnjiramo Aziwayang'ana mmaso anawa asayang'ane kumbali ndipo pamene iwo aku wayang'ana ndi nkhope zakugwa zomvetsa chisoni iwo awayang'ane ndi nkhope za chiyembekezo ndi mphamvu.

Tiyerekeze kuti ulendo wathu tanyamuka 8 kiloko mmawa ndipo tadya mfulu wabwino ndipo tili okhuta (izi ziwapangitsa kuti amnve chisoni ndikukhala okhumudwa akalingalira kuti ana amene akuwaonawo ali ndi njala) tiyeseze kuti ayenda m'mawa monse kupitilira mwana m'modzi pamapazi awiri aliwonse paulendowu ndipo akupitilirabe ndi ulendowu. Afunseni ngati angathe kuwakhudza kapena kucheza nawo akamawadutsa.

Ayenda mtunda wautali chichele chatsiku limenelo ndipo cham'mawa momwemo ayima ndikuyang'ana komwe akuchokera ndikuona kuti mdandanda wa ana ndiwautali zedi kuyambira komwe akuchokera. Onse akumatembenuka ndikuma wayang'ana odotsawo. Zikwi zikwi za ana zikuyang'ana ndi nkhope zomvetsa chisoni zopempha chitsandizo. Akatembenukira kutsogolo akuwonanso kuti mdandanda wa anawa ukupitilirabe mpaka kutali kosaoneka ndi maso. Iwo nyamukanso kupitiliza ulendo wawo ayenda mpaka nthawi ya nkhomaliro kufikiranso nthawi ya mgonero madzulo koma mdandanda wa ana ukupitilirabe kutsogolo omanso kumbuyo kwawo. Ayendabe mpaka 10 koloko yausiku. Atopa ndipo akulingalira kuti akhala akuyenda tsiku lonse mosapuma kwenikweni kwa ma ora khumi ndi anayi ndipo atopa ndipo adutsa ana okwanila zikwi makumi asanu ndi atatu (80,000). Auzeni ophunzira kuti ayenera kuyenda choncho kuti apitilire ana onse amene akukakamizidwa kukhala asilikali nkondo mmadera amene muli ziwawa padziko lapansi.



Kwalero apumile pomwepa ndipo akhale, adye ndikugona. Ndipo akhale mbali yakumanzere yamsewu kuti akhale moyang'anana ndi mdandanda wa ana wakumanja uja, anawa akungoyang'ana mwakachetechete pamene iwo akugona.

Tsopano ophunzira ayerekeze kuti pamene akhalapa akuyang'ana mozizwa kutalika kwa m'ndandanda wa ana achichepere amwe analembedwa ntchito, ndipo akumbutsidwe kuti paulendo umene ayenda tsikulimodzi lokha apitilira ana olembedwa ntchito okwana 80,000.

Pali ana ogwiritsidwa ntchito okwanira 186,000,000 pa dziko lonse la panso omwe ndi azaka kuyambira zisanu mpaka khumi ndi zinayi. Aphunzitsi afunseni ophunzira kuti zingawatengere nthawi yaitali bwanji kuti apitilire ana onsewa paulendowu.

Zingatenge nthawi yaitali bwanji kupitilira ana onse mmadera awa:

- Ku Asia ndi Pacific komwe kuli ana 27,000,000.
- Ku Latin Amerika ndiku Caribbean komwe kuli ana 17,500, 000
- Ku Sub-Saharan Africa komwe kuli ana 48,000,000
- Maiko olemera komwe kuli ana 2,500,000

Ngati mwapeza ziwerengero zina mungathe kugwiritsa ntchito zimenezo.

Adakali chokhala panso maso awo ali chotseka apatseni mpata ophunzira pakamphindi kochepe kuti asinkhe sinkhe za kuchuluka kwa chiwerengero cha ana amene aliwokhudzidwa komanso kutalika kwa mzere wa ana wogwiritsidwa ntchito amene ayimilira m'mbali mwamsewu wammaloto mwawo.

Kenaka awuzeni kuti atsekule maso awo. Afunсени zamomwe phunziroli linalili kwa iwo. Amamva bwanji ndipo anaona chiyani? Zingathe kukhala bwino patsogolo pake atalankhula za momwe amamvera.



Chidziwitso

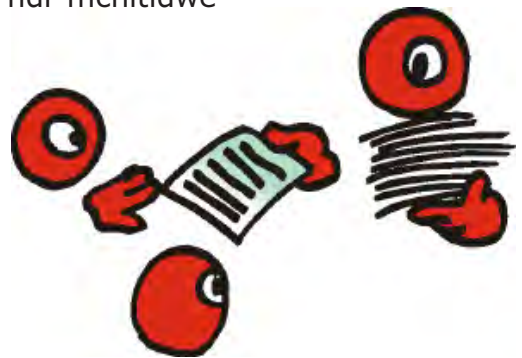
Pofuna kulimbikitsa achinyamata kugwiritsa ntchito maganizo awo, kumbukirani kuti izi sizinthu zimene adazolowera mmoyo wawo wa tsiku ndi tsiku m'malo aliwonse ophunzirira. Ana amagwiritsa ntchito kwambiri maganizo awo pamene ali ang'ono kwambiri mwina m'mene adakali ku pulayimale sukulu. Koma zonvetse chisoni nzakuti maphunziro a m'masekondale m'maiko ambiri sa limbikitsa ana asukulu kugwiritsa ntchito maganizo awo kwambiri. Zimakhalira m'mene munthu alili koma nzofunika kumazichita pafupipafupi kuti phunziroli likhale lofunikira. Choncho musadabwe ngati maphunziro oterewa akutenga nthawi kuti ana awazolowera ndikuwadziwitsitsa. Zambili zikhallira mphamvu ndi kudzipereka kwanu kuti mulithandize gulu la ophuzirawa pogwiritsa ntchito mau ndi thupi pofuna kuthandiza chinyamatawa kuti alingalire mozama ndi modekha pamene akuwona mizere yawo ya ana wolembedwa ntchito adakali ang'ono. Muyenera kukhala olimba mtima komanso opilira. Kupambana kwa phunziro ili kutengera kwambiri pamaganizo a ana ang'ono ndi ukadaulo wawo pazinthu zosiyansiyana. Maphunzirowa amagwiritsa ntchito luso losiyansiyana monga la kanema, zolembe lembe ndi zisudzo, choncho nkofunika kulimbikitsa anawa kuti azigwiritsa ntchito maganizo awo pafupi pafupi adakali ang'ono.

Gawo lachiwiri la zochita: Kudziwa za Ufulu wa Chibadwidwe pa mchitidwe yogwiritsa ntchito ana ang'ono

Phunziro limodzi la magawo awiri

Tsopano popeza kuti ophunzira ali ndi chithunzithunzi cha chiwerengero cha ana olembedwa ntchito komanso aona kulumikizana kwa anawa ndiophunzirawa komanso awonanso mavuto a wanawa ndikusoweka chithandizo kwao, ndi nthawi yabwino kutengerapo mwai woyamba kukambirana ndi ophunzira za mchitidwe ogwiritsa ntchito ana ntchito pogwirizana ndi ziphunzitso zoonza ufulu wachibadwidwe wa anthu. Kulemba ntchito ana achichepere ndikuphwaya malamulo a ufulu wachibadwidwe makamaka ufulu wachibadwidwe wa ana. Koma mutuwu usana patsidwe kwa ophunzira kuti aukambirane nkofunika kudziwa kumvetsa kwa ophunzirawa pa zaufulu wachibadwidwe, m'mene maufuluwa amaphwanyidwira ndi zimene anthu amachita ufuluwu ukaphwanyidwa. Iyi ndi nthawinso yabwino kubweretsa ena mwa malamulo okhudzana ndi mutuwu opangidwa ndi kuyenera kutsatidwa ndi maiko onse padziko lapansi ngati iwo asayinila malamulowa (pachingelezi amatchula kuti **international conventions**)maka maka okhudza ufulu wa anthu ndi mchitidwe ogwiritsa ntchito ana.

Izi zingathe kupangika mwa njira ziwiri. Njira yoyamba ndikupeza malamulowa ndikuwakopela mapepala ndi makina a photocopy iyi ingathe kuperekedwa ngati ntchito yoti ophunzira achite phunziroli lisanaphunzitsidwe kapena aphunzitsi angathe kupeza malamulowa ndikuwaika m'mapepala ndikuwapereka kwa ophunzirawa.



Itanani m'modzi mwa ophunzirawo kuti abwere kutsogolo akhale ngati mlembi. Ophunzirayu azilemba nfundo zokhazokha ndi maganizo amene anthu akupereka mzozokambiranazo pa bolodi. Cholinga cha phunziroli ndikuonetsa poyera mgwirizano wa mchitidwe ogwiritsa ntchito ana ndi nkhani za ufulu wachibadwidwe wa anthu. Aphunzitsi a funse ophunzira kuti ufulu wachibadwidwe umatanthauza chiyani. Pamene ophunzira ayamba kuyankha mmodzimodzi tanthauzo la ufulu wachibadwidwe alimbikitseni kuti ofotokozere bwino ndikuwafunsanso mmene ufuluwu umaphwanyidwira ndikupereka zitsanzo mwina zina anawerenga mmanyuzi kapena anaona pakanema.

**Pangano la
M'gwirizano wa
Maiko pa za Ufulu
wa Chibadwidwe**

Pangano la mgwirizano wa maiko ndi chiyani?

Ndi mgwirizano pakati pa maiko popanga malamulo limodzi mmene azichitira zinthu potsata ndondomeko zovomerezeka ndi maiko ambiri. Migwirizano iyi imapangidwa pansi pa bungwe la United Nations, Nthambi zake ndi mabungwe ena akulu akulu a padziko lapansi. Maiko amene amasainila ndikuvomereza kukhala pansi pa mgwirizanowu amafunsidwa kuphatikiza nfundo zikulu zikulu za migwirizanoyi mmalamulo a maiko awo ndikuonetsetsa kuti malamulowa akugwira ntchito ndikutsatidwa. Koma dziko likakhala lalikulu zedi kapena losauka, mungathe kuona m'mene zingakhaliye zovuta kuona kuti malamulowa akutsatidwa.

Payenera kukhala anthu owona kuti malamulowa akugwira ntchito ndipo akutsatidwa mwachitsanzo oyang'anila za anthu ogwira ntchito. Anthuwa amayenera kulipidwa komanso kukhala ndi ndalama zoyendetsera ma ofesi awo izi ndizovuta kwa maiko osauka komanso ndi zovuta kwa maiko akulu akulu amene ali ndi malo ochuluka komwe anthu akugwirako ntchito. Choncho maiko ena ndiwofunika thandizo ndipo pankhani yokhudza mchitidwe olemba ntchito ana thandizoli limapezeka ku IPEC.

Chifukwa choti palikufotokozera molunjika za ufulu wachibadwidwe wa anthu komanso kuphwanyidwa kwake, ziumbeni mkota kuti mlembi alembe bwino zotsatira za zokambirana zanu. Yesetsani kuti kukambiranaku komanso kunena maganizo pankhaniyi kukhale kosangalatsa komanso kopatsa chidwi. Ngati ophunzira sakutha kunena nfundo atsogolereni kumfundozo ndipo mulimbikitse kukambirana pamfundozo. Zokambirana zanu zikhale pa mfundo zikulu zikulu za ufulu wachibadwidwe wa anthu. Kukambiranaku kukayamba kutha musachedwe kuyambitsa mutu wina womwe ndikuona kuti kodi maufuluwa akutetezedwa bwanji pa dziko lapansi nanga anthu amauzidwa bwanji za maufuluwa. Cholinga chanu nkufuna kuti wina atchule malamulo a ufulu wachibadwidwe okhazikitsidwa ndi bungwe la **United Nations** pakanthawi mukhale mukukambirana zambiri pa mutu umenewu. Ngati sayambitsa okha afunseni zimene amadziwa zanthambi za bungwe la **United Nations** ndipo mmau awo afotokozere udindo ndi ntchito zanthambizi makamaka nthambi ya **International Labour Organisation** yomwe imawona za anthu ogwira ntchito izi zithandiza kuti anawa amvetse ndikudziwa udindo ndi ntchito za ILO pothandiza kuthetsa mchitidwe ogwiritsa ntchito ana.

Ngati muli ndi mapepala pomwe palembedwa malamulo a UN onena zaufulu wachibadwidwe wa anthu iyi ndi nthawi yabwino kuwapatsa anawa kapena kumata malamulowa pakhoma kuti ophunzirawa awawerenge m'magulu awo kapena panthawi yawo.

Werengani malamulo akuluakulu ndipo afunseni ana ngati akudziwa kuti ena mwamalamulowa amaphwanyidwa mdziko lina ililonse padziko lapansi. Kambiranani zakuphwanyidwa kwa mafuluku ndipo ophunzira ayambe kuganiza kuti ndichifukwa chiyani malamulo ogwirizana kale zaka makumi asanu zapitazo akukhala akuphwanyidwabe mpaka lero. Afunseni ngati ufuluwu umaphwanyidwa kulikonse padziko apansi, kodi akuona kuti nkofunika kuti maiko ena akhale okhudzidwa ndikulowerelapo kuti akonze zinthu? Chifukwa chiyani? Iwowo akumva chimodzimodzi pamchitidwe ogwiritsa ntchito ana? Kumbukirani kuti mukufuna kuti ophunzira akhale ndi mtima wa chisoni komanso wokhudzidwa ndikuti akhale ndichilakolako chotengako mbali pamchitidwewu.

Pamene mukukambirana za ufulu wachibadwidwe wa anthu ndi gululi, lowetsani mutu wa maufulu a wana ndipo afunseni ophunzirawo ngati akuonangati nkofunika kuti ana ndi achinyamata akhalendi maufulu awoawo amene ayenera kulemekezedwa ndi anthu akuluakulu ndi atsogoleri a dziko. gululimodzi lizilemba mitu ikuluikulu yomwe yatchulidwa aphunzitsi afunse ophunzira ngati akudziwa malamulo enanso ofanana ndi malamulo amene UN idakhazikitsa woteteza ufulu wa ana amenenso adavomerezedwa ndikukhazikitsidwa pafupi fupi ndi maiko onse. Cholinga chathundikuona ngati anawa akudziwa za malamulo oona za ufulu waana imene bungwe la mgwirizano wa maiko lidakhazikitsa otchedwa **UN Convention on the Rights of the Child** pachingelezi.

***Pangano la
mgwirizano wa
maiko pa Ufulu wa Ana***



Ngati ndikotheka, mupeze malamulowa ndipo muwapachike pakhoma mchipinda chophunziriracho kuti awawerenge pa nthawi yawo. Fananitsani fundo zimene gululi linapereka ndi zimene malamulo a UN owona zaana adalemba. Ngati ena asanamveko zamalamulowa pezani nthawi yokambirana nawo mfundo zikuluzikulu mmalamulowa kwenikweni mfundo yonena zamaphunziro kwa aliyense (Fundo kapena kuti article 28) komanso yokhudza kuponderedzedwa kwa ana pantchito zomwe kumapezeka phindu landalama (ntchito zamalonda) iyi ndi mfundo kapena kuti article 32.

Akumbutseni ophunzira za ntchito zanthambi zosiyanasiyana za bungwe la United Nations afotokozereni mwachidule zolinga ndi udindo wa nthambi yoona anthu ogwira ntchito pa dzikolonse (ILO). ILO ndi nthambi ya UN yowona zaanthu ogwira ntchito ndipo cholinga chake ndikupititsa patsogolo chilungamo pakati pa mamembala ake omwe ali maiko. Udindo wawo wina wofunikira zedi ndikuona kuti anthu akulemekeza maufulu kumalo ogwira ntchito ndipo imachita izi mosavuta poti mbali ina bungweli limakhala ngati boma, mbali ina ngati olemba ntchito mbali inanso limakhala ngati loyimilira anthu ogwira ntchito. Ngati mukufuna kudziwa zambiri za bungwe la ILO onani phunziro la za kuntchito.

***Lamulo la bungwe la
ILO pamsinkhu oyenera
kulembedwa ntchito***



Adziwitseni ophunzirawa lamulo 138 (***ILO convention 38***), afotokozereni kuti ili ndiye lamulo lomwe likuwapatsa mphamvu yoyamba nkhondo yolimbana ndi mchitidwe ogwiritsa ntchito ana. (malamulowa alipo mu kabuku komwe muli malamulo pa m'ndandanda wa maphunzirowa) (pogwiritsa ntchito malamulowa)(ngati mwalemba kale malamulowa pamapepala apatseni ophunzirawo) afunseni ophunzira ngati akudziwa mafunso oyenera kufunsidwa asanayambe kuunika za mchitidwe ogwiritsa ntchito ana, chimene mukufuna ndi kudziwa ngati angafotokozere tanthauzo la mchitidwe olemba ana ntchito bwino lomwe. Afunseni m'mene angatanthauzire "Child Labour" komanso njira zomwe tingatsate kuti mchitidwewu tiupeze (mwachitsanzo mlingo wa zaka zimene anthu achichepere ali oloedwa kugwira ntchito m'dziko) Mvetserani mwachidwi mayankho awo lembani maina a ana omwe akuyandikira mayankho okhoza. Alimbikitseni pofunsa mafunso komanso kupitiliza kukambirana mpaka mutamva mayankho okhoza.



Lamulo lofotokoza mlingo wa zakazomwe ana angalembebe ntchito limafotokoza mwachimvekere mmene maiko angaikire mlingo wa zaka za ana amene ndiololedwa kugwira ntchito mmaiko osiyanasiyana. Lamuloli imanena kuti ana amalize sukulu ya sekondale asanakhale oyenera kulembedwa ntchito yokhazikika. Kuonjezera apo lamuloli limaloleza ntchito zopepuka monga ntchito zapakhomo ndi zina zotero koma likukaniza kugwira ntchito usiku komanso zakalavula gaga monga zamigodi. Ngakhale kuti lamuloli limafotokozera ndondomeko zonse zoyenera kutsatidwa kuti tithane ndi mchitidwe olemba ntchito ana achichepere, kwa ana ang'ono lamuloli ndilozovuta kulimvetsa ndikulitanthauzira bwino kamba koti lidalembedwa pogwiritsa ntchito mmau ndi ziganizozokhwima. Choncho khalani tcheru kuti ana asasokonezeke pofuna kukambirana nsonga za amulori mwatsatane tsatane Kumbukirani kuti cholinga chanu sikufuna kusula mwaukachenjede ophunzirawa pa zamalamulo okhudzana ndi mchitidwe olemba ana achichepere ntchito Koma kuwathandiza kuti azindikire kuti pali mabungwe ena akulu akuluamene akuthandiza maiko ambiri kuthana ndi mchitidwe oyipawu. Cholinga chanu chenicheni ndikuwadziwitsa za migwirizano ndi malamulo amaiko onse pankhaniyi ncholinga chakuti adziwe kuti alipo komanso kuti adziwe zambiri pankhaniyi. Koma musatengepo nthawi yayitali pa mutuwu kamba koti zambiri zolembedwa mmalamulowa ndizovuta kuti ana azimvetse mwachidule.

afotokozeleni kuti maiko amayenera kuika malamulowa u mndandanda wa malamulo a maiko awo mwanjira yomwe yili yovomerezeka m'maikomo. Bungwe la UN sililamulira dziko lapansi komalimangopereka malangizo ndi chithandizo pamene zikufunika. Khalani tcheru kumvetsera ngati wina angafunse kuti ngati malamulowa alipo nchifukwa chiyani mchitidwewu ukupitilirabe ndipo nchifukwa chiyani ufulu wachibadwidwe ukuphwanyidwa padziko lapansi? Ili ndi funso lalikulu lomwe lingadzetse kukambirana Kozama komanso kosangalatsa za m'mene ntchito a ndale, zachuma ndi zachitukuko cha anthu zikuyendera padziko lapansi. Ngati mpata ulipo aloleni anawa kuti akambirane kwa kanthawi pang'ono. Kumva maganizo ana achichepere pankhani zamtunduwu zonfunika kwambiri pamaphunziro awo ndi a wathu ena omwe komanso zingathandize kuti atengeko mbali.

Tili ndichikulupiliro kuti kukambiranaku kukhudza nsonga zina monga kufunikira kwake kweni-kweni kwa malamulowa, Ntchito yake yeni-yeni imene amagwira, zolinga ndi ntchito za **UN** ndi nthambi zake ndi zina zotero. Ngati anawa sanazithule, afunseni mafunso ndipo azindikilitseni motsindika kuti malamulowa agwire ntchito bwino mdziko zimatengera luntha ndikukhulupirika kwa dzikolo.

Lamuloli lidavomerezedwa mchaka cha 1999, ndipo cholinga chake ndikuthetsa mchitidwe olemba ana ntchito zimene ndizosayenera konse kugwiridwa ndi ana. Pa phunziroli akumbutseni ana kuti mchitidwe ogwiritsa ntchito ana ndi vuto lalikulu ngakhale kuti pali malamulo opangidwa ndi maiko onse komanso a m'maiko oletsa mchitidwewu, izi zikuchitikabe ndipo ana ambiri akuona nkhanza zosiyana siyana ndipo ana ambiri akugwirabe ntchito. Maganizo ena omwe ana angakhale nawo pamene akuyamba kuona mozama za mchitidwe ogwiritsa ntchito ana ndiakuti ndi chifukwa chiyani mchitidwe ogwiritsa ntchito ana ndi vuto lalikulu ndipo anthu ambiri komanso mabungwe akhala akulimbana nawo mchitidwewu kwa zaka zambiri, tsono ife ndife ndani kuti tingachitepo kanthu ndipo tingachite chiyani?

**Lamulo 182 la ILO
lokHUDza mtundu
oyipitsitsa wa
mchitidwe ogwiritsa
ntchito ana.**

Ili ndi funso limene muyenera kupereka yakho lake. Auzeni ophunzirawa kuti chifukwa choti mchitidwe ogwiritsa ntchito ana ntchito ukupitilira kukhala vuto ngakhale kuti maiko ambiri akuyesetsa kuthana ndi mchitidwewu, kwasanduka koyenera kuonjezera mphamvu choncho ndikofunika ndikoyenera kuti aliynse atengeko mbali kuti mchitidwewu utheretu.

Pachiyambi pomwe pamene lamuloli limakhazikitsidwa ichi ndiye chidali cholinga chake. Zidali zodziwika kale kuti mchitidwe ogwiritsa ntchito ana ntchito ndi vuto lalikululomwe silingatse tsiku limodzi komanso pongo pereka ndondomeko zamulingo wa zaka zoyenera kuti anawa alembedwa ntchito. Choncho lamulo lina linakonzedwa kuti lithane ndi mchitidwe ogwiritsa ntchito ana zomwe ndizosayenera mpang'ono pomwe kuti ana azigwire. Ntchitozi ndimonga uhule waana achichepere, ana achichepere kupatsidwa mfuti kuti akhale asilikali a nkondo, kuzembetsa mankhwala osokoneza bongo ndi ntchito zina zoopsya. Fotokozani mwachidule mmene lamuloli limagwirira ntchito, zolinga zake ndi mdondomeko zake. Koma musatenge nthawi yaitali pa lamuloli, mungowonako mfundo pang'ono chabe zomwe ndi zongokwanira kudziwa zambiri za ntchito zoyipitsitsa zimene ana akugwira molembedwa ndi anthu ena. Fotokozaninso chifukwa chimene kuli koyenera kuthana ndi mavutowa poyamba tisanaganizire ntchito zina zilizonse zimene ana ukulembedwanso ntchito.



Chidziwitso

Auzeni mwachimvekere ophunzira kuti pali zipangizo pofuna kuonetsetsa kuti ana akutetezedwa ndikuti apeze maphunziro ndikukhala osangalala zili kwa ife tonse m'madera mwathu kuphatikizapo achinyamata ku wonetsetsa kuti malamulo oyenererawa akhazikitsidwa ndipo akugwira ntchito ndikuonetsetsanso kuti onse olemba anthu ntchito akutsatira malamulowa. Aliynse ali ndi gawo pa nkondo yolimbana ndi mchitidwe olemba ntchito ana achichepere pofalitsa mauthengawa ndi upangiri.

pomaliza auzeni ana za kulengeza kwa Mfundo Zikuluzikulu ndi Ufulu kutchito ndi kalondolondo wake zolengezedwa ndi ILO (***ILO Declaration on Fundamental Principles and Rights***) zomwe zidakhazikitsidwa mchaka cha 1998. Ngakhale kuti malamulowa ndi osiyana mphamvu komanso ntchito ndi malamulo ena aja, ndi malamulo ofunikirabe kwambiri padziko lapansi maka maka chifukwa choti akulonjeza mwatsopano luntha ndi kudzipereka kwa bungwe la ILO ndi mayiko amene amatsatira ndondomeko za bungweli padziko la pansi, kulemekeza, kupititsa patsogolo ndikuona kuti mfundo ndi maufulu awa akhazikika:

Pangano la ILO pa Ufulu wa anthu ku ntchito (ndi zotsatira za panganolo)

1. Ufulu wa anthu ogwira ntchito kukhalanawo pagulu komanso kuvomereza kuti anthu ogwira ntchito ali ndi ufulu opempha zofuna zawo kwa mabwana ngati gulu. (***fundamental trade union rights***);
2. Kuthetseratu ntchito zonse zogwira mokakamizidwa (ukapolo)
3. Kuthetseratu mooneka ndimaso mchitidwe olemba ntchito ana achichepere. (***cholinga chachikulu cha TIMVERENI***);
4. Kuthetseratu kusankhana pantchito ndi maudindo (***kapena kusankhana pachifukwa china chilichonse***).

Tsindikani pa mutu wachitatu popeza kuti ukukhudzana kwambiri ndi maphunziro awanawa. Mwachimvekere maiko onse anavomereza kuti ali okonzeka ndiku dzipereka kuthetsa mchitidwe ogwiritsa ntchito ana posatengela kulemela kapena kusauka kwawo, chikhalidwe, mbiri yawo yakale kapenanso chiwerengero chamalamulo a ILO amene adavomereza ndikusainila. Lamuloli ndilochititsa chidwi. ILO ilinso ndi udindo wothandiza maiko onse amene akufuna chithandizo kuti akwanilitse cholinga chawo chofuna kuthana ndi mchitidwe ogwiritsa ntchito ana.

Afotokozereni ophunzira m'mene lamuloli limagwirira ntchito ndi kalondo londo wakemaka maka podzera mnjira ziwiri izi: kuwunika m'mene lamuloli lagwirira ntchito chaka chilichonse komanso kusindikiza lipoti ladzikolonse lonena m'mene maiko agwiritsira ntchito lamuloli.



Chidziwitso

Nkhani zambiri za ntchito za ILO zimapezeka pa *internet* pa adilesi iyi: www.ilo.org pomweponso pali njira zolondola komwe mungapeze zambiri pa Migwirizano

Kuwunika kwa pachaka kumaumba mkota ma lipoti ochokera m'maiko amenesadasainile lamulo lomwe lili ndi songa zinayi tazitchula zija mwachitsanzo Lamulo (**convention**) 138 ndi Lamulo 182. Lipotili limakamba za momwe zinthu zayendera mmaiko amenewa makama kuwona ngati mayikowa akulemekeza ndondomeko zina komanso maufulu osiyana siyana okhudzana ndi anthu ogwira ntchito.

China chomwe chingakhale chosangalatsa kwa ophunzira ndi chakuti mabungwe a wanthu olembedwa ntchito ndi a wanthu olemba anthu ntchito amapempedwa kutengako mbali pankhaniyi ndikuwonetsetsa kuti m'malipotiwa iwo akuperekapomaganizo awo.

Alangizeni ophuzirawa kuti angathe kukambirana nkhanayi ndi nthumwi ina iliyonse ya mabungwe a wanthu olembedwa ntchito (**trade union**) kapena mabungwe a olemba ntchito anthu (mwachitsanzo amabizinezi).

Angathe kuwafunsa zomwe akudziwa zokhudzana ndi nfundo za mgwirizanowu, ndipo kuti achitapo chiyani popititsa patsogolo cholinga cha mgwirizanowu ndiponso ngati amatenganawo mbali popeleka lipoti lapachaka. Payenera kukhala gawo lomwe likukamba za mchitidwe ogwiritsa ntchito ana mulipotiye. Ndipo ophunzirawa angathe kufunsa zomwe zidalembedwa mu lipoti la boma la chaka chatha pankhaniyi Mungathe kuwona kuti nthumwizi zilizodabwa pamafunso a ophunzirawa ndipo mwina sangadziwe kuwayankha kwake. Iyi ndi mbali yamamphunziro athu ndipo zithandiza kuti ophunzirawa azindikile udindo wawo popititsa patsogolo mwachidule ziphunzitso za mgwirizanowu, zolinga zake, maufulu a anthu ogwira ntchito ndi chilungamo pakati pa anthu. Aliyense ali ndi gawo lomwe angatenge pankhaniyi.

Lipoti la dziko lonse lapansi (**global Report**) limasindikizidwa chaka chilichonse koma kusiyana ndi lipoti lina lija limangoona chigawo chimodzi chandondomeko zoyenera kutsatidwa ndi ufulu wa anthu apatchito chaka ndi chaka. Lipotili limalemba za maiko onse amene ndi mamembala a ILO posatsatira kuti adasainila kapena ayi migwirizano yofunikira choncho pa zakazinayi nsonga zonse zinayi zoonza za zolinga za mgwirizanowu ndi ufulu wa anthu ogwira ntchito zimakhala zitaunikidwa.

Chaka cha 2011 chidali chaka choganizira mchitidwe ogwiritsa ntchito ana. Pomaliza pa zokambiranazi, ophunzira akhale atamvetsa kuti mgwirizanowu ndi chida chonekeratu chothandiza kuchita kalondo-londo ngati mamembala a ILO a kulemekeza malamulo anayi amugwirizanowu amene akulimbikitsa chilungamo pakati pa anthu padziko lonse

Gawo lachitatu la zochita: Kugwiritsa ntchito zithunzi

Phunziro limodzi

Pa nthawi ya phunziloli mphunzitsi azilankhula pafupipafupi ndi ana zomwe zingathandize anawa kuti amvetse mitu ikuluikulu ya Migwirizano kupzyolela pofananitsa zithunzi.

Muyenera kukonzeratu zipangizo za phunziroli. poyamba lembani pa bolodi kapena malo ena aliwonse olembapo mitu ikuluikulu kapena ziganizo za migwirizano iyi: Pangano la mgwirizano wa maiko pa ufulu wa ana (**UN Convention on the Rights of the Child**), Lamulo la bungwe la ILO, nambala 138 ndi nambala 182 (**Conventions 138 and 182**). Mwachitsanzo yonena kuti, “Mayiko azindikire ufulu waana pamaphunziro” kapena kuti “mayiko azindikire ufulu wa ana potetezedwa kuntchito zowapondereza zimene owalembawo amapeza nazo phindu. Lembani mooneka bwino moti magulu onse angathe kuwerenga ziganizosi ndipo onetsetsani kuti ziganizosi ndi zazifupi. Kenaka pogwiritsa ntchito zipangizo kapena mabuku osiyana siyana amene ali pafupi (onani phunziro la “Chithunzithunzi”, sankhani zingapo mwazithunzi kapena ma pikitchala zina mwaizi zingathe kukhala zosindikizidwa, zam’mabuku kapena timapepala tamauthenga (**leaflets**)-za ana amene akuponderezedwa, amene akuzunzidwa kapena kumanidwa ufulu wawo ena mwa iwo ndi ana olembedwa ntchito kapena ana oyenda yenda m’misewu kapena onyentchera.

Ngakhale kuti musankha zithuzi zambiri zomwe zikugwirizana ndi mitu kapena iganizo za migwirizano itatuyi, funani zithunzi zina kumalo ena zomwe zikunena za kuphwanya ufulu wachibadwidwe, mwachitsanzo, munthu wopenyedwa ndi a police, anthu othawa kwawo obwezedwa mokakamiza kuti



abwerere kwawo ndi dziko lomwe anafikira, mzimayi osalidwa pazifukwa zosiyana siyana ndi zina zotero. Zithunzizi zidzagwira ntchito pakukambirana komaliza pa phunziroli.



Ikanizithunzi zonse zomwe zikugwirizana ndi migwirizanoyi patebulo pafupi ndi pamene mwalemba mitu ndi ziganizo zamigwirizanoyi awuzeni ophunzirawa kuti abwere patebulo ngati gulu kapena mmodzi mmodzi kuti ayang'ane mozama zithunzi ndiponso ziganizo zomwe zalembedwa. awuzeni kuti asankhe zithunzi zomwe mmaganizo mwawo zikufotokoza ziganizo zitatu ndipo ayambe chimodzi chimozi kuti pazikhala kukambirana kaye. Mwachitsanzo mmodzi mwa phunzirawa angathe kusankha chithunzi cha mwana akugwira ntchito kufakitole yopanga ziguduli zoyala pansi (**carpet**) ndikufananiza ndi chiganizo choti "Mayiko akuzindikira ufulu wa ana kuti atetezedwe ku khalidwe lowalemba ntchito ndicholinga chopeza phindu pa malonda", i.e., kutetezedwa kumchitidwe olemba anaachichepere ntchito.

Funsani aliyense amene akufananiza chithunzi ndi ziganizo kuti afotokoze chifukwa chomwe wasankhira chithunzi chimenecho. Ndipo muwafunse onse ngati akugwirizanako kusankhaku. Alipo wina amene adakasankha chithunzi china? Ngati ndi choncho auzeni kuti anene chifukwa chake. Afunseni kumvetsa kwawo pa mau oti "ufulu" nkotani? Kodi iwo amati ufuluwu umatanthauza chiyani? Ndipo umawakhudza bwanji anthu mmadera mwawo? Kaya ndi anthu amene ali m'misewu nanga iwo ngati achinyamata umawakhudza bwanji. Asiyeni kuti akambirane momasuka malingana ngati pali chidwi ndiponso ngati zokambiranazi zikusangalatsa.

Onetsetsani kuti ziganizo zonse zomwe zalembedwa zili ndi ithuzi zogwirizana nazo chosachepera chimodzi. Ndikotheka kuti chithunzi chimodzi chingathe kugwirizana ndi ziganizo zingapo-izi zilibe ntchito. Panthawi yokambirana ndikofunika kupeza kulumikizana kwake kwa maufuluwa molingana ndi mmene imanenera migwirizano ya pa dziko lonse lapansi Komanso ndondomeko za malamulo a m'maiko.

Kuti ufulu umene ukukambidwa mmigwirizanoyi ukhazikitsidwe m'dziko nkofunika kuti dzikolo limphatikize maufuluwa mundondomeko za malamulo ake. Potelo nzika zingathe kukhala ndi thandizola malamulo amene zingathe kuwagwiritsa ntchito pamene ufulu wawo ukuphwanyidwa mwanjira ina iliyonse izi zilinso chomwechi ndi ufulu wa ana.

Zokambirana zikafika pamapeto penipeni, onetsani zithunzi zina zimene munapeza zosonyeza kuphwanyidwa kwa maufulu ena. Apatseni zithunzizo kuti onse awone kenaka afunseni kuti ndimaufulu ati amene akuphwanyidwa malingana ndi zithunzi awonazo. Kambiranani za maufulu akuphwanyidwawo. Ena mwa maufuluwa angathe kukhala osadziwika bwino ku gululi mwachitsanzo kusolidwa kwa amayi. Nkhani yokhudza kusolidwa ndiyofunika kwambiri makamaka poonetsetsa kuti aliyense ali ndi ufulu wachibadwidwe ndipo nkhanayi ingathe kudzetsa zokambirana zochititsa chidwi pakati pa gulu lanu maka maka ngati mukuchokela kumadera omwe anthu amitundu yosiyana-siyana amakhalira limodzi

Yambani tsopano kukambirana zomwe boma ndi anthu lingachite pofuna kuti ufuluwu usamaphwanyidwe. Tingatani kuti poonetsetsa kuti ufulu wachibadwidwe wa anthu sukuphwanyidwa? Ndipo aliyense tingamuteteze bwanji? Kodi nkofunika kuti aliyense atetezedwe? Nanga gululi likuona kuti sionse oyenera kutetezedwa kapena kuti sionse oyenera kukhala ndi ufulu? Anthu amenewa ndi ndani ndipo ndichifukwa chiyani akuganiza motere.

Monga tanenakale, gululi liyenera kuona kugwirizana pakati pa zonena za migwirizano yokhazikitsidwa ndi mabungwe akuluakulu padziko lonse monga la UN ndi zonena za Malamulo a maiko. Kudzera mu zonena za migwirizanoyi maiko amatha kukonzanso bwino malamulo awo maka maka owonetsetsa kuti ufulu waanthu ukutetezedwa mokwanira. Kudzeranso mu ndondomeko zomwezi anthu adziko lapansi akhathe kunena kusakhutira kwawo ndi mkhalidwe wa dziko lina lililonse ndipo angathe kuyesa kuchitapo kanthu poliletsa kuphwanya ufulu wachibadwidwe wa anthu amdzikomo. Mmbiri yadziko lapansi ngakhale lero lino pali zitsanzo zambiri zamtundu wu.

Migwirizano ikulu ikuluyi ndiyofunika kwambiri ndipo imagwira ntchito yotamandika kwambiri poteteza anthu maka maka osoweka thandizo monga ana.

Gawo lachinayi la zochita: Kudula nkhani ndi zithunzi za mu nyuzipepa

Phunziro limodzi kapena angapo



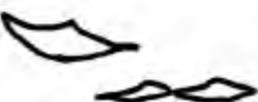
Gulu lingathe kupatsidwa ntchitoyi nthawi iliyonse, ntchitoyi ingathe kupatsidwa koyambirira kwa polojekiti koma ingathe kukhala ikupangidwa nthawi yonse ya phunziroli. Mwa chitsanzo ngati mwayamba polojekiti yanu ndi phunziro la koleji, ili liapangitsa ana kuganiza zambiri pa nkhani ya mchitidwe ogwiritsa ntchito ana komanso kusanenapo kanthu kwa nyumba zo ulutsa mau ndi jusindikiza ma nyunzi pa za mchitidwewu. Choncho ndi chinthu chanzeru kuwalimbikitsa kutivazichita kalondolondo wa zomwe nyumba zosindikiza ndikufalitsa nkhani zikunena ndikuchita kalemba wazomwe zikunena za mchitidwe ogwiritsa ntchito ana kapena mitu ina iliyonse yokhudzana ndi nkhaniyi. Alimbikitseni kuti azitsatira bwino nkhani zomwe zikuchitika pa dziko la pansi ndikukhala ndi chidwi pankhanizi



Cholinga cha ntchito iyi ndikulimbikitsa gululi kuti liziwerenga zimene nyuzipepala kapena mabuku amene amalemba nkhani zongochitika kumene zalembe. Komanso kufufuza ngati alembako nkhani yokhudzana ndi mchitidwe ogwiritsa ntchito ana kapena nkhani zilizonse zokhudza mutuwu.

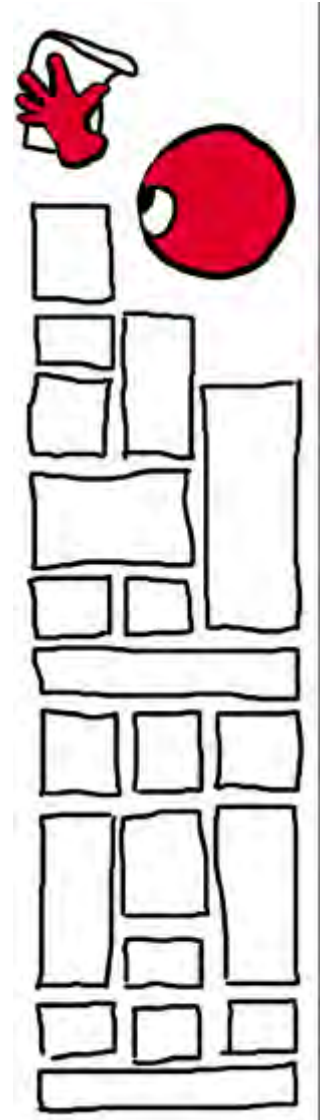
Ngakhale kuti nyumba zosindikiza ndi kuulutsa mau sizilemba kapena kuulutsa kawirikawiri nkhani zokhudza mchitidwe olemba ntchito ana a chichepere, litakhala tcheru gululi lingathe kuyamba kuzindikira zolembedwa zomwe zikukhudzana ndi mchitidwewu. Akazipeza azidula pepala pamene nkhanizo zalembedwa ndikuyamba kupanga kawundula wa zomwe zikulembedwa pa za mchitidwe ogwiritsa ntchito ana. Kupanga izi nkosavuta ndipo zingathe kupangidwa pa gulu limodzi lalikulu kapena magulu ang'onoang'ono machitidwe ake atengera mmene inuyo mungaonere.

Pali chizolowezi cha mamembala ena apagulu panthawi yowerenga manyuzi pepala kapena magazine kukhala otanganidwa ndi nkhani zomwe sizikukhudzana ndi mutu omwe tikuwufufuza. Ngakhale kuti kuwerenga nyuzi nkofunika chifukwa kumapangitsa kuti ma membalawa adziwe zambiri, ndikofunika kukumbutsa gululi komanso aliyense ntchito yoyenera kuchitika.



Chitani ntchito iyi kosapitilira kamodzi pamulungu ndi cholinga chakuti nthawi zonse pazikhala ma nyuzi pepala ndi ma magazini okwanila kwa aliyense kuti chidwi chisathe. Alimbikitseni ma membala a m'magulu kuti azibweretsa nyuzi pepala kapena magazini okha, kaya kochokera kunyumba kwawo, mmasitolo kapena kwa ogulitsa ma nyuzi pepala ngati angathe kuwapatsa zoti zatha ntchito. Abizinezi ambirindi wokonzeka kuthandiza kuti atengeko mbali pankhaniyi. Yesetsani kuti pamalopo pakhale bata pochita ntchitoyi ayendereni maguluwa ndi kuwalankhula akamachita ntchitoyi. Ngati muli ndimwayi oti mungathekuona manyuzipepala ofunika pokonzekera phunziroli chitani choncho kenaka atsogolereni anawo kuti akazipeze izi mwaokha limbikitsani kukambirana pakati pa anthu agulu limodzi mwina kungathe kukhala kofunika kugwirizana kaye ngati nkhani yalembedwayo ikugwirizana ndi mchitidwe olemba ntchito ana achichepere kapena ayi. Ngati ndi yogwirizana, ikugwirizana munjira yanji?

Onetsetsani kuti phunziroli lisatalike chifukwa mwina chidwi chawondichoperewera makamaka pamene palibe nkhani zokwanira mukaona kuti aleka kufufuza mwachidwi komanso ena ayamba kuwerenga nkhani zina ngati zamasewero auzeni kuti basi elekere pomwepo ndipo abwerere mmagulu mwawo kuti afotokoze zimene apezako. Ndipo auzeni onse amene anadula tidzidutswa tamanyuzi pepa kuti afotokoze mwachindunji nkhani adulazo ndipo anene kugwirizana kwake ndi nkhani ya mchitidwe ogwiritsa ntchito ana. Alimbikitseni kufunsa mafunso pazimene azawo akufotokozera zochokera mutizidutswa tama nyuzi timene akonza. Ndimu iyinso isatalike ndipo pamene muona kuti chidwi chikuchepa pitani ku mutu wina. Onetsetsani kuti magulu asunga bwino zodula zammanyuzi pepala mwachitsanzo kuika mu failo.



Chidziwitso

Ngati mukuchita phunziro ili kumalo okhazikika ophunziriramo ngati pa sukulu ya pulayimale mungathe kuphatikiza phunziro ili ndi lina lofanana nalo limene limaphunzitsidwa pasukulupo. Mwachitsanzo ngati sukulu yanu ili ndi phunziro lowona zautola nkhani, mungathe kufunsa mphunzitsi waphunziroli kuti athandize kuphunzitsa kutolera nkhani zimene alembi a manyuzi ndi ma magazini alemba.



Kungakhale kwabwino kupanga failo imodzi yayikulu la zolembe atolankhani ndi manyuzi pepala ndi cholinga choti aliyense angathe kugwiritsa ntchito failo pantawi yakafuku-fuku wawo. Failo iyi ingathenso kuthandiza pama phunziro ena mwachitsazo a mtsuto, phunziro limenenso limafuna kafukufuku kuti liyende nwino. Alimbikitseni kuwerenga manyuzi, kumvera mailesi ndikuonelera wailesi zakanema maka maka kuti amvere nkhani. Ngati anthu padziko alibe chidwi chofuna kudziwa kuti ku,maiko ena kukuchitika chiyani zinthu zoipa ngati mchitidwe ogwiritsa ntchito ana ungathe kufika poipa kwambiri komanso kunderezana kungathe kunjezekera. Njira yodula manyuzi ndiyosavuta komanso yotchipa komanso imapangitsa kuti chidwi pakati pa anyamata pazomwe zikuchitika padziko lapansi chikule.

Gawo lachisanu la zochita: Kafukufuku

Maphunziro awiri, ndi nthawi yochitira ntchito za padera pakati pa maphunzirowa

Phunziro lapitali limafuna kuti inu muzilankhula pafupi pafupi kwakanthawi komatsopano ndintawiyo lipatsa gulu ntchito kuti igwire palokha. Pali chiopsyezo chakuti mungathe kutenga nthawi yayitali mukulankhula ndi gululi yesetsani kuti izi zisachitike. Migwirizano ya UN ndi ILO ndiyofunikira ndipo ndikofunika ndikoyenera kuti gululi lidziwe ndondomeko zimenezi zankhondo yolimbana ndi mchitidwe ogwiritsa ntchito ana. Migwirizano yinthandiza kuwonetsa kufunika kwake kwa polojekiti ya gululi.

Komabe pali malo ambiri kumene mungapeze zambiri zokhudzana ndi mchitidwe ogwiritsa ntchito ana. Uthengawu ungathe kupezeka pochita kafuku fuku m'malo awa: m'mabuku ochokera ku IPEC ndi mabungwe ena olimbana ndi mchitidwe ogwiritsa ntchito ana; m'nyumba zosungirako mabuku zomwe zili m'dera mwanu; Pa **internet** komanso mabungwe amene siaboma komanso amene amaona za anthu olembedwa ntchito.

Ganizani ntchito yowapatsa achinyamatawa kuti iwathandize kuchita kafukufuku paokha. Apatseni m'ndandanda wamabuku woti akawerenge komanso ma adilesi ofunikira kwambiri apa **internet** (osati onse ena apezeka okha gati gawolinala kafukufuku). Ngati nkofunika apatseni maphunziro a **internet** makamaka a m'mene agapezere madera kumene kuli zomwe iwo akufuna pakafukufukuyu.

Gawani gululi mtimagulu ting'ono ting'ono ta anthu awiri koma osapitilira anthu anayi. ntchito yawo ingathe kukhala kupeza malo a pa **internet**. Mwachitsanzo, gulu lililonse lipeze malo atatu amene akukamba za mchitidwe ogwiritsa ntchito ana. Kuonjezera apo gulu linene mwachindunji nkhanizapa tsambapo, bungwe limene limasindikiza malowo, ntchito zake ndi zotani ndi zina zotero.

Kugwiritsa ntchito internet

Kuti izi zichitike ndikofunika kuti maguluwa akhale ndi chidwi powona ma web sites ndikulemba bwinobwino. Gulu lililonse lipereke zomwe lapeza mulipoti lolembedwa bwino. Maguluwa asankhe nthumwi kapena gulu limodzi lakuti liumbe mkota wa malipoti onsewa mulipoti limodzi lomwe lingagawidwe kwa aliynse ngati lipoti lakafukufuku.

Kupanga m'ndandanda wa nfundo

Apatseni magulu ang'ono ang'ono ntchito zokonzama ndandanda wa mfundo (fact sheet) kuchokera pazomwe awerenga pa **internet** kapena mmabuku. Ndondomeko ya nfundoyi iyenela kukhala, mwachitsanzo, ndi mfundo khumi zonena za mchitidwe olemba ntchito ana chichepere. Angathe kuyikapo chiwerengero komanso ntchito zamabungwe omwe siaboma. Chachikulu ndi choti gulu lililonse likhala ndi mdandanda wake ndikomwenso mfundozo azipeza. Panthawi imene gulu lililonse likunena zimene lapeza mungathe kuwafunsa maguluwa kuti awerengeko imodzi kapena ziwiri mwanfundo zimene alemba kugulu. Chimodzimodzinso zotsatirazi zilembedwenso mbuku limodzi ndikugawidwa kwa onse.

Chidziwitso

Zindikirani kuti sikofunika kuchonga ntchito ina iliyonse imene yagwiridwa ndi maguluwa mu polojekiti imeneyi ndiponso musayerekeze ntchito ya gulu lina ndi ya gulu lina. Awa sanali mayeso. Cholinga chake chinali choti aliyense adziwe udindo wake ndiku limbikitsa ana chichepere kuti atengeko gawo pa nkhanayi.



Zoyenera kuchita ndi zoyenera kupewa



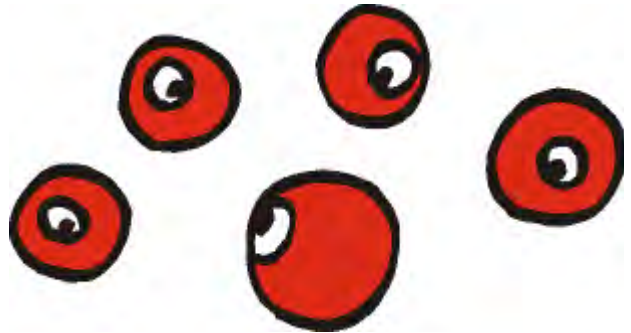
- Onetsetsani kuti aliyense akutengapo mbali pa maphunziro onse
- Gwiritsani ntchito nthabwala pamene mukuphuzitsa ndi zina zilizonse zosangalatsa.
- Limbikitsani aliyense peyekha kulemba mwandondomeko zokambiranazi maka maka posankhula mitu ikuluikulu yokhayokha. Ili ndi phunziro lufunkira kwambiri kumbali yamaphunziro awo atsiku-ndi-tsiku.
- Ndikofunika kuti inunso muzilemba nfundo zikulu-zikulu zimene zikunenedwa. Lembani zigawo zikulu zikulu za zokambirana ndipo IPEC ingathe kukhala yosangalala kulandira lipoti yanu chifukwa izi zingathe kuthandiza kudziwa kufunikira kwamaphunziro komanso kowona madera ena atsopano amene ana alinawo ndi chidwi.
- Musapange ntchito za phunziro ili ngati mpikisano mwanjira ina iliyonse musadzitse kugawanikana pakati pa gulu kapena mamembala ake. Kumanga mgwirizano wamphamvu ndikofunika kwambiri choncho musachepetse kufunika kwake kwa phunziroli.
- Onetsetsani kuti mwawerenga ntchito zonse zimene magulu apanga mosasankha kapena kukondera kapena kuganizira kuti zina ndi zolondola kuposa zina. Ntchito ndi maganizo a aliyense ndi ofunika choncho musaweruze.
- Gwiritsani ntchito kukambirana uku ngati chida cholipangitsa gulu kulankhula momasuka komanso mwaufulu. Maphunzirowa anali ovutirako choncho apatseninthawi kuti alankhule zonse zakukhosi posasiyako kanthu.

Kukambirana komaliza

Phunziro limodzi

Kutengerandigulu a anyamata limene mukugwira nalo ntchito, kukambirana mutu okhudza ufulu wakusankha chimene munthu akufuna kungathe kukhala kosangalatsa komanso kobweretsa chidwi. Mmayiko ambiri ana achichepere amagwira ntchito munjira zosiyana-siyana zina mwantchito zawo zingathe kukhala za mnyumba, kuthandiza ma banja awo ntchito zakumunda (ku mafamu) kapena kugwira ntchito mmakampani a makolo awo ndi zina zotero. Ndi kwabwino kudziwa kumabanja kumene anawa akuchokera. Alimbikitseni kulakhulapo kanthu pazomwe azikachita nthawi imene sakuchita polojekitiyi. Kodi amachita zamasewero? Masewero ake ndi ati? Kodi amachita bwino m'masewerowo? Kodi ali ndi zina zochita panthawi yawo? Kodi ndi mamembala a gulu lina lililonse? Kodi amakonda kuwerenga? Afunsitseni kuti afotokoze bwinobwino momasuka.

Pamene akufotokoza afunseni mafunso pakusiyana kwa moyo wawo umene akufotokoza ndi moyo wa ana amene amalembedwa ntchito. Nchachidziwikire kuti ana ambiri amakhala moyo wosangalala pochita masewero osangalatsa osiyana siyana ndipo ali ndi ufulu wambiri monga wokhala mamembala a makalabu osiyana siyana amakula ndikuleledwa mmabanja abwino. Auzeni mwachimvekere anawa kuti zosangalatsa zimene iwo aziona mu ubwana wawo ana olembedwa ntchito saziona ndipo ana ochoka mmabanja abwino sathanso kuzindikira kuti zimene iwo zimawa sangalatsa anzao alibe. Mwachidule tinganene kuti ubwana umene ana ambiri amakhala nawo ndipo naonamo zonse zowasangalatsa ana olembedwa ntchito amakhala alibe mmalo mochita masewera osiyana siyana iwo amakhala akugwira ntchito ndipo ngati pali zosangalatsa zina zilizonse zimakhala zokhudzana ndi ntchito yawoyo.



Afunseni kusiyana kwakukulu kumene iwo akukuona pakati pa iwo ndi ana olembedwa ntchito. Mwina ena ena angathe kunena kuti zimatengera ndikusankha kwa munthu. Izi ndizoona chifukwa ngakhale aliyese amene akuchita nawo polojekitiyi angathe kusankha kugwira ntchito mwina mokakamizidwa ndi makolo kapena banja la kwawo kapena umphawi wosiyana siyana ndi zina zotero. Koma chodziwika ndi chakuti wogwira ntchito amachita izi mwaufulu wake ndiponso palibe amene akufuna kumulanda ufulu wake wosankha chimene iye akufuna. Kuonjezera apo amakhala ndi makolo ake ndiku mapita ku sukulu ndipo pamwamba pogwira ntchito amakhala ndi nthawi yosewera. Koma kwa ana achichepere olembedwa ntchito izi sizichitika.



Chidziwitso

Malo ena ofunikira kwambiri kumene kumapezeka uthenga wokhudza ufulu waana omwenso uli mmalamulo a dziko owona za anthu apantchitondi nthambi za maunduna a boma zoonza za malonda, za ogwira ntchito ndi ambungwe omenyerera ufulu wa anthu ogwira ntchito. Kumanani nawo mabwana amaofesi amenewa kuti mupeze uthenga umene alinawo. Nthawi zambiri amakhala ndi zithunzi zauthenga pa mapepala akulu akulu ndi tima book ting'onoting'ono zomwe zimasindikizidwa kuthandiza achinyamata amene akuyamba ntchito kumene. Ndizodabwitsa kuona kuti ndi ana ochepa amene amadziwa ufulu wawo ndipo amakhala amantha kuteteza ufulu wawo.

Tili pa phunziro lomweri ndi chinthu chabwino kudziwa zimene gululi likudziwa pankhani ya ufulu wawo wachibadwidwe mdziko mwawo. Ndizotheka kuti kafukufuku adachitika kale mmaiko ambiri ofufuza maganizo a ana pa maphunziro ndi moyo ndi chikhalidwe ku malo ogwirirako ntchito. Awa angathe kukhala malo abwino otsekera phunziroli. Afunseni kuti anene mwatsatane-tsatane zimene akudziwa pa zaufulu wawo ndipo alembe mayankho pa bulaki bolodi kapena ma flipchart. Funsanikutianene zinthu izi: mlingo wa maora ogwirira ntchito, mlingo wa zaka zoti mwana angathe kugwira ntchito, mlingo wa mmunsi wa malipiro, ndondomeko za ogwira ntchito za mmawamawa kwambiri ndi usiku, nthawi yopumira komanso udindo wa anthu ndi ma kampani amene amalemba ntchito anthu. Ndikofunika kwambiri kuti pamene IPEC ikufuna kuti ana ayambepo kutengeka mbali pa nkondo yothana ndi mchitidwe ogwiritsa ntchito ana mmaiko osiyana siyana, anawa adziwe ndi kumvetsa ufulu wawo mogwirizana ndi malamulo a mmaiko mwawo. Iyindi mbali ina yauphunzitsi kotero mphunzitsi ayenera kuchita kafuku fuku wokwanira pa mutu wu asanaphunzitse phunziroli.

Ana achichepere olembedwa ntchito nthawi zambiri sadziwa ufulu wawo - mwina sakutha kulemba kapena kuwerenga ndipo palibe woti angawauze zaufulu wawo. Nthawi zina olemba ntchito anawa kapena amene amagwira nawo ntchito pamodzi anawa sadziwa kuti ndikuphwanya malamulo kulemba ana achichepere ntchito. Tsono ngati zinthu zakhala zili chonchi nthawi yonse yonseyi nchifukwa chiyani lero tikufuna kuti zinthu zisinthe?

Choncho maphunziro ndiwofunika kwa onse otengapo mbali; ana, makolo, olemba ntchito ndi anthu amaudindo.

Kuwunika momwe ntchito yayendera ndi kuchita kalondolondo

Ngati mukugwiritsa ntchito chithandizo chochokera kwina, pali zinthu zingapo zofunika kukwaniritsa (ngati cholinga) kuphatikizapo kuwona momwe gulu latengera nawo mbali.

Kusinthika kwa anthu a mgulu lanu sikungaoneke pa nthawi yochepa pokhapokha mutapita patali ndi maphunzirowa.

Phunziro ililingathe kukhala maziko a maphunziro apatsogolo. Phunziroli ndi mbali yaulendo wawo wamaphunziro ndipo lithandiza kuti gululi likhale ndiuthenga ofunikira pamutu wonena za mchitidwe olemba ntchito ana achichepere. Popanda phunziroli zidakakhala zovuta kwambiri kupitilira ndi polojekitiyi, choncho ngakhale kuti nthawi zina zimakhala ngati zinthu zovuta nkofunika kupilira. Gawo ili lamaphunziro lisatalike kwambiri ndipo nkofunika kumalowetsamo tinhabwala. Mukamaliza phunziro ili mukhala okonzeka kuyamba Phunziro la Kuchita Kafukufuku Kudzera Mmafundo ndi Mayankho (**Interview and Survey**). Kuphatikizana kwa maphunziro awiriwa kumapanga maziko okwanirira opangitsa achinyamata kukhala ozindikira komanso kupeza luso lotsogolera chitukuko kuti zinthu zisinthe kumadera.



Gawo Lowonjezera (Annex 1)

Komwe mungapeze uthenga okhudza za mchitidwe ogwiritsa ntchito ana ang'onopa website

Name of Organization	Web Site Address	Brief Profile
International Programme on the Elimination of Child Labour (IPEC)	www.ilo.org/public/english/standards/ipec/	Since the early 90s, the International Labour Organization (ILO) has mounted a major offensive against child labour through its IPEC programme by assisting member States in the implementation of national policy and programmes to solve child labour problems.
United Nations Children's Fund (UNICEF)	www.unicef.org	UNICEF is the UN body dealing with child-related issues. Child labour features prominently among its activities. It co-operates closely with IPEC.
Anti-Slavery Society	www.anti-slaverysociety.org	A concerned NGO which has a series of pages hosted on the geocities network. It provides student and teacher resources and related links.
Global March Against Child Labour	www.globalmarch.org	The Web Site of the official organizers of the 1998 Global March. It contains details of the march itself world-wide, background information on child labour and links to concerned organizations.
International Federation of Building and Woodworkers (IFBWW)	www.ifbww.org	International trade union organization running a campaign to eliminate child labour from the global construction industry.

Name of Organization	Web Site Address	Brief Profile
Education International (EI)	www.ei-ie.org	International trade union organization for teachers which targets teachers in an anti-child labour campaign, specifically in terms of producing teaching materials.
Union Network International (UNI)	www.union-network.org	International trade union organization for the services sector which runs an anti-child labour campaign primarily in the commerce sector world-wide.
International Confederation of Free Trade Unions (ICFTU)	www.icftu.org	International trade union organization for union centres which co-ordinates the international trade union campaign for the elimination of child labour.
International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)	www.iuf.org	International trade union organization that conducts its campaign primarily in a field of significant exploitation: plantation and agricultural workers.
Public Services International (PSI)	www.world-psi.org	International trade union organization for public sector workers currently conducting a campaign to prevent the use of surgical instruments made by children in public hospitals.
Free The Children	www.freethechildren.org	Registered US charity with programmes and activities to reduce poverty and exploitation of children throughout the world.
One World	www.oneworld.net	One World is an online community of over 250 like-minded organizations concerned about social justice and humanitarian issues – child rights and labour figure prominently.

Name of Organization	Web Site Address	Brief Profile
Amnesty International	www.amnesty.org	International organization for the protection of human rights world-wide.
Child Rights Information Network	www.crin.org	A global network of organizations sharing experiences and information on children's rights.
World Alliance of YMCAs	www.ymca.int	The World YMCA movement is concerned at the global exploitation of children in any form and its national societies are engaged in activities to combat this development.
Pan-Pacific & South-East Asia Women's Association International	www.ppseawa.org	An international women's association engaged in activities to promote peace and understanding among women in this region. Resources are also devoted to women and children's welfare.
Sweatshop Watch	www.sweatshopwatch.org	Sweatshop Watch is a coalition of like-minded organizations and individuals committed to eliminating exploitation in sweatshops. Their work includes public education, public policy advocacy and coalition-building.
Casa Alianza – Covenant House Latin America	www.casa-alianza.org	NGO dedicated to the rehabilitation and defence of street children in Guatemala, Honduras and Mexico. It is the Latin American branch of the US-based Covenant House.
Alberta Sports, Pakistan	www.alberta-sports.com	Football manufacturer based in Sialkot, Pakistan, which is part of the ILO programme to eliminate child labour from this industry.

Name of Organization	Web Site Address	Brief Profile
New Concept Information Systems	www.newconceptinfo.com	Group of professionals in India that offers research and publishing services in several areas of social development, including child labour.
Defence for Children International (DCI)	www.defence-for-children.org	NGO promoting and protecting rights of the child. DCI branches exist throughout the world.
CAFOD	www.cafod.org.uk	CAFOD is the official relief and development agency of the Catholic Church in England & Wales. It runs a major campaign for child labour in the garment manufacture industry.
GreenNet	www.gn.apc.org	GreenNet is part of a global computer network specifically designed for environment, peace, human rights and development groups. 200 members have sites on GreenNet.
The World Bank Group	www.worldbank.org	The web site for the World Bank and related development/finance institutions
Essential Information	www.essential.org	Essential Information is a network of like-minded organizations focusing on development and humanitarian issues.
Agência de Notícia dos Direitos da Infância (ANDI)	www.andi.org.br	Brazilian news agency on children's rights issues.
Labors of Love Project	www.childlabor.org	NGO sharing information about child labour with the aim of persuading people to work more effectively together to end the practice while encouraging appropriate training and education for children.

Name of Organization	Web Site Address	Brief Profile
Children's House	www.child-abuse.com/childhouse/	An interactive resource centre for the exchange of information that serves the well-being of children.
Christian Aid	www.christian-aid.org.uk	Official agency of 40 church denominations in the UK and Ireland. It seeks to combat the root causes of poverty.
Co-op America	www.coopamerica.org	US NGO aims to provide economic strategies, organising power and practical tools for businesses and individuals to address social and environmental problems.
ChangeNet	www.changenet.sk	Virtual community for Slovak NGOs exchanging information and resources.
Terre des Hommes	www.tdh-geneve.ch	Swiss development cooperation NGO which acted as the Global March co-ordinator for the final events in Geneva.
Environmental Development Action in the Third World (enda)	www.enda.sn	International NGO based in Dakar, Senegal, concerned with sustainable development in Third World countries.
Save The Children	www.oneworld.org/scf/	UK's leading international children's charity.
ACTIONAID	www.actionaid.org	Leading development charity working directly with three million of the world's poorest people in Africa, Asia and Latin America, helping them in their fight against poverty.
Action for Solidarity, Equality, Environment and Development (ASEED)	www.antenna.nl	Global youth network focusing on issues of environment and development.

Name of Organization	Web Site Address	Brief Profile
Corporate Watch	www.corpwatch.org	On-line magazine and resource centre covering corporate accountability, globalisation, social and environmental justice.
Child Workers in Asia	www.cwa.tnet.co.th	CWA is a network of NGOs and individuals involved in the anti-child labour movement in various countries in Asia. It currently has links with NGOs in Pakistan, Bangladesh, Nepal, India, Laos, Vietnam, Cambodia, Thailand, Malaysia, Indonesia, Philippines and Hong Kong.
Council of Europe	www.coe.int	This site includes texts from recommendations, resolutions and press releases of the Council of Europe on its commitment to combat child labour.
Global Exchange	www.globalexchange.org	Global Exchange is a non-profit research, education and action centre dedicated to advocating and working for political, economic and social justice on a global scale. It aims to increase global awareness among the US public and move them to action while building international and domestic partnerships around the world.
Department for International Development (DFID)	www.dfid.gov.uk	UK government department dealing with developmental issues, including child labour.
United States Agency for International Development (USAID)	www.usaid.gov	USAID is the independent US government agency that provides economic development and humanitarian assistance to advance US economic and political interests overseas.

Name of Organization	Web Site Address	Brief Profile
Department of Labor, US Government	www.dol.gov	The US Department of Labor is charged with preparing the American workforce for new and better jobs, and ensuring the adequacy of America's work places.
The RUGMARK Foundation International	www.rugmark.de	RUGMARK is the fair trade label given to manufacturers of carpets and rugs who abide by the RUGMARK code of practice.
American Association of Farmworkers	www.afop.org	This site includes the AFOP campaign to eliminate child labour from agriculture in the US.
National Consumers' League (NCL), USA	www.nclnet.org	One of the largest consumer organization sites with a number of links to child labour sites as well as its own policy and programmes.
UNITE!	www.uniteunion.org	The textile and garment workers union in the US with a wide range of information on child labour and sweatshops. It also provides a number of links primarily to union sites.
Youth Advocate Program International (YAPI)	www.yapi.org	This site covers a wide range of issues of interest to young people and the organization also runs its own programmes world-wide.
The Concerned for Working Children	www.workingchild.org	This site provides some information and links on child labour.
European Union (EU)	www.europa.eu.int	This is the official Web site of the EU. It provides a wide range of links to associated sites as well as policy statements and departmental links within the Commission.

Name of Organization	Web Site Address	Brief Profile
International Save the Children Alliance	www.savethechildren.net	While this is not the best Save The Children site, it provides all the links to the national affiliates and is a good starting point for some of the good work on child labour done by this organization.
Levi Strauss & Co.	www.levistrauss.com	The official web site of the jeans multinational has a section relating to its community and grants programme. The company funds projects in certain fields, including social justice.
Reebok	www.reebok.com	Reebok has published a human rights statement on its Web site. It claims to be in favour of fair trade and good working conditions and to be against child labour in the manufacture of its products.
Clean Clothes Campaign	www.cleanclothes.org	The Clean Clothes Campaign (CCC) aims to improve working conditions in the garment and sportswear industry. One of their key objectives is to target retailers who sell products made with child labour.



Lekani Kugwiritsa Ntchito Ana

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