Kudziwa za ku malo a ntchito
(World of work)

International Labour Organiztion

TIMVERENI

Lekani Kugwiritsa Ntchito Ana

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

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

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

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

- Kuphuzira za zochitika kumalo a ntchito ndikuona mmene izi zimagwirizirana ndi mitu ina pa nkhani ya mchitidwe wolemba ntchito ana achichepere.
- Kupeza ndondomeko zolumikizana ndi mabungwe ena okhudzidwa ndi nkhaniyi kuti tithandizane nawo kuthetseratu mchitidwewu.
- Kulimbikitsa kukambirana pakati pa boma, mabungwe oimilira olemba anthu ntchito komanso mabungwe omenyerera ufulu wa anthu ogwira ntchito.

Phindu: Kumvetsetsa magawo amene anthu azintchito zosiyanasiyana akutengako pa nkhondo yofuna kuthetseratu mchitidwe wolemba ntchito ana achichepere. Komanso phunziroli lingathe kulimbikitsa anthu kuti atengepo mbali komanso kuthandiza pantchito zosokola ndalama.

Nthawi

Maphunziro asanu ndi limodzi ndi maphunziro atatu a zigawo ziwiri ngati mukupanga zonse nthawi imodzi

Chidziwitso

Phunziro ili limabwera pamwamba pa maphuziro awa: phunziro la Kulemba za Nsangulutso, phunziro la Kafukufuku ndi Mauthenga, Kuchita Kafukufuku Kudzera M'mafunso ndi Mayankho, Mtsutso komanso Kufalitsa Nkhani. Choncho zingathe kukhala bwino kudikira mpaka maphunziro amenewa ataphunzitsidwa musanayambe kuphunzitsa phunziroli. Phunziro lowona za umoyo ndi zina zonse zochitika kuntchito ndilofunika kwambiri pothandiza achinyamata kumvetsa mmene magulu a anthu amagwirizanirana pokambirana ndikuchitira zinthu limodzi. Koma ndikofunika kudikira mpaka atapita patsogolo ndi maphunziro komanso kupeza luso lowathandiza kuti agwire bwino ntchitoyi ndi kukwaniritsa cholinga chake.

Phunziro la Kafukufuku ndi Mauthenga lanena kale zambiri pa mgwirizano umene ulipo pakati pa mabungwe ndi boma makamaka pankhani zofunikira kwambiri zokhudza umoyo wa anthu kapena chitukuko. Phunziro lofunsa ndi kufufuza lawathandiza kukumana ndi anthu ofunikira kumalo ogwira ntchito. Phunziro la Kulemba za Nsangulutso lawathandiza kupititsa patsogolo luso lawo lolemba ndipo phunziro la kuulutsa nkhani mu nyuzipepala kapena m'mawailesi lawathandiza kupititsa patsogolo luso lofalitsa nkhani. Muphunziro la mtsutso, aphunziramo mmene angakungire mfundo pa nkhani yokhudza mchitidwe wolemba ntchito ana achichepere ndi kuzinena momveka bwino komanso mogwira mtima kwa anthu omvera amene ena mwa iwo ndi anthu ochokera kuzintchito zosiyanasiyana.

Chilimbikitso

Nthambi ya ILO ndiyopatulika panthambi zonse za bungwe la mgwirizano wa maiko onse pa dziko lapansi – ***United Nations (UN)*** kamba koti nthambiyi imaphatikizana ndi maboma a maiko amene ali mamembala ake, mabungwe omwe amayimilira olemba ndi ogwira ntchito. Ndondomekoyi imatchedwa "utatu" (***tripartite*** pa chingelezi). "Utatu" ukutanthauza mgwirizano wopatulika wa anthu ndi mabungwe amene ali pa ubale ndi bungwe la ILO kumene olemba ndi ogwira ntchito komanso boma amatengako gawo pokhazikitsa ndondomeko zogwilira ntchito kumalo antchito komanso kuteteza ufulu wa anthu ogwira ntchito pa dziko lonse. Utatuwu ndiye maziko odzetsa bata ndi mvano pakati pa anthu, komanso kukwela kwa chuma ndi chitukuko, choncho nkhani ya mchitidwe wogwiritsa ntchito ana achichepere ndi yofunika kuiwunika mwapadera.

ILO imalimbikitsa kuti utatuwu uzikhalapo m'maiko amene ali ma membala ake komanso imalimbikitsa kukambirana limodzi (***social dialogue***) pakati pa olemba ndi ogwira ntchito ndi boma. Mawu onena kuti "Kukambirana Limodzi" (***Social Dialogue***) akutanthauza kukambirana ndi kunenelera kumene kumakhalapo pambali zitatuzi - boma, olemba ntchito ndi ogwira ntchito kudzera mu mabungwe owaimilira. Chimodimodzi, phunziro ili cholinga chake ndikupititsa patsogolo kukambirana pakati pa achinyamata ndi boma ndi mabungwe oyimila anthu olemba ndi olembedwa ntchito a m'dziko limene iwo akukhala.

Lina mwa gawo lamaphunziro ndi kumvetsa mmene umoyo ndi ndondomeko zonse za kumalo antchito zimayendera komanso ndi mmene tonse timakhalira okhudzidwa pa zonse zomwe zimachitika m'magulu a anthu amene timakhala nawo tsiku ndi tsiku. Koma timakhala ozindikira nthawi zonse pamene tikukonza maphunzirowa kuti ndondomeko za ulamuliro, migwirizano ya anthu, oyimilira olemba ndi ogwira ntchito, ndi zina zotero zimakhala zosiyana kwambiri m'mayiko osiyanasiyananso. Zingathe kutheka kuti chikonzero ndi ndondomeko zomwe zikukambidwa apazi sizikugwirizana ndi momwe zinthu zilili m'dziko lanu, koma izi sizingalepheretse ntchito yophunzitsa zigawo zimene zili mphunziroli. Pena ndi pena musintha zinthu zina pofuna kugwirizana ndi chilinganizo cha Utatu chija. Phunziro ili likuthandizani kumvetsa chilinganizochi ndipo zambiri pa nkhaniyi zikupezeka ku ILO.

Ntchito yodziwitsa anthu za mchitidwe wolemba ntchito ana achichepere kenaka ndikuchitapo kanthu ndi ya aliyense. Ntchitoyi ikukhudza anthu ndi mabungwe ambiri amene ali m'madera mwathu makamaka amene akufuna kuti zinthu zisinthe ndipo mwamsanga monga Boma, ogwira ntchito ndi mabugwe owayimilira ***(trade unions)*** ndi olemba ntchito. Sikokwanira kupereka mphamvu kwa achinyamata kudzeram'maphunziro pa mchitidwe wogwiritsa ntchito ana achichepere ndi kupereka zipangizo zofalitsira uthengawu; tiyenera kuiunika nkhani ya mchitidwe wolemba ntchito ana achichepere mozama ndikuwalimbikitsa achinyamatawa kudziwa zambiri momwe zinthu zimayendera pantchito za chuma za dziko ndi mmene anthu amakhalira. Izi ziwathandiza kupeza madera oyenera kulunjika pa ntchito yawo youza anthu kuti atengeko mbali pothana ndi mchitidwe wogwiritsa ntchito ana.

Ngati mchitidwe wogwiritsa ntchito ana m'dziko mwanu ulipo ntchito ya Boma, anthu olemba ndi ogwira ntchito ndi kugwira ntchito limodzi kuwachotsa anawa kumalo antchitowo ndi kuwapatsa thandizo loti athe kubwelera ngati kale, mwayi wamaphunziro komanso kuwapatsa zonse zofunika pamodzi ndi mabanja amene akuchokera.

Koma ngati mchitidwe wogwiritsa ntchito ana m'dziko mwanu mulibe, iyi ikhalebe nkhani yoyenera kuti boma, anthu olemba ndi ogwira ntchito athandizepo powonetsa kugwirizana ndi maganizo a maiko onse ofuna kuthetseratu mchitidwewu.

Izi zingathe kuchitika munjira zambiri ndipo izi zafotokozedwa muntchito zotsatira. Phunziro ili likuwauza achinyamata zome mabungwe ndi anthu osiyanasiyana angachite pothandiza maiko apadziko la pansi pa nkhondo yofuna kuthetseratu mchitidwe wogwiritsa ntchito ana powafotokozera udindo wawo mkati mwa ntchito za chuma, za dziko komanso pakati pa anthu. Phunziroli limathandizanso achinyamata kukhala paubale wabwino ndi wamphamvu ndi mabungwewa. Pomaliza zithandiza kudziwitsa mabungwewa za polojekiti yawo komanso chithandizo chimene chikufunika chomwe mabungwewo angathe kuthandiza. Ili ndi gawo lina lopititsa patsogolo moyo wawo komanso kuyambapo kutenga mbali kapena kukhala ndi udindo pa zinthu. Izi zimawakhazikitsa achinyamatawa ngati nthumwi zomemeza anthu ndi za chitukuko.

Kukonzekera

Musanapange phunziroli chingathe kukhala chinthu cha nzeru kufufuza kaye zambiri pa magulu atatu aja – boma, mabungwe oimilira anthu ogwira ntchito ndi mabungwe oimilira anthu olemba ntchito - ndikuona momwe mgwirizanowu ukuyendera m'dziko lanu. Fufuzani ngati ena mwa iwo amakonza maphunziro a achinyamata. Mwachitsanzo mabungwe ambili owona za anthu ogwira ntchito amakhala ndi ma pologalamu a ana m'masukulu kapena mabungwe oyimilira achinyamata onena za ufulu wawo kumalo antchito, ubwino wokhala membala wa bungwe loona za ogwira ntchito ndi zithandizo zina zimene amapereka kwa achinyamata. Mungathe kuitana nthumwi za mabungwewa kuti zidzakulankhuleni.

Thandizo La padera

Fufuzani ngati wina pafupi nanu mwachitsanzo, pa sukulu, pakati pa makolo a ana ena a mgululi kapena mdera lanu, ali ndi anthu owadziwa mboma, m'mabungwe oona za anthu olemba ntchito, oona za olembedwa ntchito kapena mabungwe ena amene amagwira ntchito ndi magulu tanenawa. Mabungwewa angathe kuthandiza pa phunziroli kapena angathe kubwera kudzalankhula ndi gulu lanu za ntchito zimene amagwira.

Kumbukirani kuti ngati muli kusukulu, ophunzitsa ena pasukulupa angathe kukhala kuti ndi ma membala a bungwe la aphunzitsi. Cheza nazoni nthumwi za pasukulu panupo mmene bungwe lawo lingatengereko mbali ndiponso ngati ndi kotheka kuti akuluakulu adzalankhule ndi gulu lanu.

Zofunikira

- Pepala, cholembera ndi pensulo.
- Bolodi lakuda/loyera/***flipchart. Overhead projector.***
- Telefoni /makina a lamya (ngati n'kotheka).

Kuyamba

Kupambana kwa phunziroli pomaliza, kutengera chidwi cha gulu lanu ndi kupezeka kwa nthumwi za magawo onse atatu a ku malo ogwira ntchito. Gulu liyenera kuganiza bwinobwino. Adziwe chifukwa chimene akufunira kukumana ndi ena mwa magulu atatuwa, chimene akufuna komanso zolinga zawo. Ayeneranso kuganiza ngati n'kofunika kukumana ndi mmodzi kapena awiri kapena onse atatu mwa maguluwa. Zingathe kukhala bwino ku kumana ndi onse popeza kuti nthambi iliyonse imakhala ndi udindo wake m'dziko.

Pofufuza anthu kapena mabungwewa liuzeni gulu kuti litenge nawo mbali. Alimbikitseni komanso muwathandize kulemba makalata kapena kuimba lamya ku ma ofesi a mabungwe owona za anthu olemba amnzawo ntchito, a mabizinezi, mabungwe a anthu ogwira ntchito, bungwe lomenyererau f u l u wa anthu apantchito komanso nthambi ya unduna woona zofalitsa mauthenga. Njira ina ndi kuligawa gulu lanu mutimagulu ting'onoting'ono, kagulu kalikonse ndikukapatsa udindo wokumana ndi gulu limodzi pamagulu atatuwa. Iyi ndi njira yabwino chifukwa imalimbikitsa kukambirana m'maguluwa.

Kukonza Magulu

Malingana ndi kukula kwa gulu lanu, pa ntchito zanu ziwiri zoyambirira, zingakhale za bwino kugawa guluri patatu ndipo chigawo chilichonse chikhale ndi mbali yake yowunika pa mbali zitatu zija–Boma, mabungwe a olemba ntchito ndi mabungwe anthu ogwira ntchito. Kusankha kwa maguluwa kuchitike mokomera anthu onse monga kuchita maula oti oyimilira magulu atole kapepala pamene palembedwa mbali yoti iwunikidwe popanda iwo kudziwiratu mbali inalembedwayo.

Koma ngati gulu loyamba lija ndi lalikulu kwambiri mungathe kuligawa muzigawo zambiri cholinga ndi choti pagulu lililonse pazikhala anthu osapitilira anayi kuti aliyense atengeko mbali. Mwachitsanzo gulu limene likuunika mbali ya boma lingathe kugawidwanso mumaunduna; kumbali ya olemba ntchito, mungathe kulifunsa gulu kuti lisankhe kampani kapena bungwe lomwe angachiteko kafukufuku; kumbali ya ogwira ntchito, angathe kusankha mabungwe osiyanasiyana omenyera ufulu wa anthu ogwira ntchito. Chofunikira ndi choti munthu aliyense pagulu lililonse ali ndi ntchito yochita.

Gawo loyamba la zochita: Kafukufuku

Phunziro limodzi kapena la magawo awiri, perekani mpata pakati wochitira kafukufuku

Chinthu choyambilira ndi kupeza chenicheni chimene mbali iliyonse mwa mbali zitatuzi imachita komanso momwe imagwilira ntchito. Maiko osiyanasiyana amatsatanso ndondomeko zosiyanasiyana zolongosolera magwiridwe a ntchito a maunduna a boma komanso mabungwe amene amaona za olemba ndi olembedwa ntchito.

Nanga munthu aliyense amakhudzidwa bwanji ndi mchitidwe wogwiritsa ntchito ana ndipo angathandize bwanji? Ndikofunika kwa achinyamatawa pa maphunziro awo apatsogolo ndi ukadaulo wantchito kuphunzira k u m e n e angapeze uthenga wofunikira komanso mmene angapezere uthengawu, ndikuwuika pamodzi mwa ndondomeko ndi momveka bwino, kuunika zotsatira zake ndikuzilemba mooneka bwino molingana ndi zolinga zawo.

Chidziwitso

Tikukulangizani kuti muone phunziro la Kafukufuku ndi Mauthenga pokonzekera ntchito iyi. Uku kukhala ngati kuwakumbutsa momwe angachitire kafukufuku pa mutu wina uliwonse. Mungathe kukhala ndi mwayi wopeza nyumba yosungiramo mabuku kapena makina a internet, zonsezi zingathe kukuthandizani pa kafukufuku wanu kapenanso mungathe kuchita kafukufuku pofunsa anthu maso ndi maso kapena powalembera kalata kapena kuwaimbira foni. Monga mwachizolowezi muyenera kugwira ntchitoyi molingana ndi zipangizo zimene muli nazo. Kumbukirani kuti boma limakhala ndi unduna umene ntchito yake ndikupereka uthenga ndi zidziwitso kwa anthu chimodzimodzinso mabunge aolemba ndi ogwira ntchito amakhalanso ndi uthenga wosiyanasiyana woti aliyense angathe kuupeza.

Kukonza zochita

Ntchito yawo ikhale kuchita kafukufuku pa mbali imodzi mwa mbali zitatu zija imene iwo anapatsidwa komanso kugwira ntchito imene muwapatse. Pali ntchito zambiri zimene mungathe kupanga, koma ndikofunika kuonetsetsa kuti ntchitoyi ndiyosangalatsa komanso yolimbikitsa kukambirana mwakathithi; mwachitsanzo mungathe kuwafunsa kuti apeze mayankho a mafunso awa:

Kodi unduna wa maphunziro ungatenge udindo wanji pa nkhondo yothetseratu mchitidwe wogwiritsa ntchito ana achichepere? Kodi mabungwe omenyera ufulu wa anthu ogwira ntchito akuchitapo chiyani pa nkhani ya mchitidwe wogwiritsa ntchito ana?

Magulu athandizepo pa kafukufuku ndi mfundo ndi ziwerengero ***(statistics)*** zotengedwa m'mabuku amene awerengako mkati mwa ntchito yawo. Ena mwa mafunso oti maguluwa apeze mayankho ake ndi awa:

- Kodi pakali pano mabungwe akuchitapo chiyani pa nkhani ya mchitidwe wogwiritsa ntchito ana?
- Kodi maganizo awo ndi otani pa mchitidwewu? Kodi amaulolera kapena amadana nawo?
- Nanga amathandiza bwanji pa nkhondo yofuna kuthetseratu mchitidwewu?
- kodi akuvomereza kuti ayenera kutengapo mbali pothandizana ndi maiko onse pa nkhaniyi?
- Ndi chiyani chimene ena mwa mabungwewa achitapo kale pa nkhaniyi?
- Kodi ali ndi mapolojekiti olimbana ndi mchitidwe wogwiritsa ntchito ana m'dziko muno kapena kunja?

Kodi ena mwa mabungwewa alinawo mu mgwirizano ndi mabungwe ena a ku mayiko akunja?

- Mgwirizanowu umagwira ntchito bwanji ndipo ukuchita chiyani pa nkhondo yolimbana ndi mchitidwe wogwiritsa ntchito ana achichepere?
- Kodi pali mbali zimene ena mwa mabungwewa ali ofooka kapena amphamvu?
- Ndiomasuka bwanji kutengako mbali pa kafukufuku kapena kuyankha mafunso okhudzana ndi mchitidwe wogwiritsa ntchito ana achichepere?

Kuchita kafukufuku

Anawa adzafuna chithandizo cha munthu wamkulu pamene akukonza ndondomeko zofuna kukumana ndi anthu. Kwa anawa ingathe kukhala ntchito yovuta kulemba kalata kapena kuimba lamya ku nthambi za maunduna a boma kapena kwa oyendetsa makampani akuluakulu kapena bungwe lomenyera ufulu wa anthu ogwira ntchito. Ndikofunika kugwira ntchito ndi gulu lina lililonse pamene akuchita kafukufuku wawo ndi kumawathandiza ponse pamene akufuna chithandizo. Vomerani thandizo lomwe lingapezeke kuchokera kwa ena akufuna kwabwino mwina kudzera kwa aphunzitsi kapena makolo.

Muyenera kuonetsa chidwi nthawi ya ntchitoyi. Ndipo muwafotokozere anawa mmene ntchitoyi idzawathandizire pa phunziro lawo lomaliza. Pofuna kukuthandizani pakafukufuku wanu, pansipa pali mndandanda wa maofesi, mabungwe ndi nthambi za boma ndi ena otero komwe mungapezeko uthenga wosiyanasiyana wonena za mchitidwe wolemba ntchito ana achichepere.

Boma Lalikulu

Unduna oona zakunja: Unduna oona za ubale ndi maiko akunja komanso zonse zochitika kumaiko akunja. Undunawu ndiumene umalumikizananso ndi mabungwe ambiri akunja omwe amapereka chithandizo chosiyanasiyana. Ku undunaku ana angathe kudziwa zimene maiko ena akunja akuchita pofuna kuthana ndi mchitidwe wolemba ntchito ana.

Unduna wa Zantchito: Undunawu umaona za anthu olemba ndi olembedwa ntchito ndipo umasungira uthenga wosiyanasiyana mwachitsanzo za ufulu wa anthu olembedwa ntchito. Ku undunawu ndikofunika kuti achinyamata akafikeko kuti adziwe ufulu wawo kumalo ogwirako ntchito. Nanga iwo ndiwotetezedwa bwanji? Ndindondomeko zanji zomwe zidakhazikitsidwa kuti owalemba ntchito azilemekeza ufulu wawo? Chimachitika ndi chiyani ufuluwu uka phwanyidwa? Iwo angathe kuchita chiyani? Kodi mlingo wa m'munsi wa zaka za munthu woyenera kulembedwa ntchito ndi uti?

Unduna Osamalira anthu ndi Ana: Ndikofunika kudziwa chithandizo chimene boma limapereka kwa anthu osowa. Nanga undunawu umathana bwanji ndi umphawi maka maka okhudza ana? Nanga zithandizo za undunawu zimakonzedwa bwanji ndipo anthu angazipeze bwanji? Zithandizozi ndi zamtundu wanji? Nanga boma limathandiza bwanji anthu osowa pofuna kusintha miyoyo yawo kudzera powapatsa ntchito, maphunziro kapena pokhala ndi zina zotero, kodi pali ntchito zina zilizonse zosamalira anthu kapena anthu amadzithandiza okha?

Unduna wa maphunziro: Pofananitsa mauthenga ochokera ku unduna wa zantchito ndi maphunziro achinyamata angathe kudziwa mlingo wa m'munsi wazaka zochokera kusukulu m'dziko lawo. Choncho athanso kudziwa mlingo wotsika wa zaka zovomerezeka ndi malamulo oti achinyamata angathe kuyamba kugwira ntchito. Milingo iwiriyi imagwirizana ndipo imakhudzananso kwambiri ndi mchitidwe wogwiritsa ntchito ana. Achinyamatawa afufuze okha chifukwa chake. Dera lina lakafukufuku lingathe kukhala kuunika mgwirizano wa 138 ***(ILO convention 138)*** wa bungwe la ILO womwe umanena za mlingo wa m'munsi wa zaka zoti achinyamata angathe kulembedwa ntchito ***(minimum age of legal employment).*** Mgwirizanowu ndiwofunika kwambiri padziko lapansi pa nkhondo yofuna kuthetseratu mchitidwe wolemba ntchito ana achichepere. Chifukwa chake ndi chiyani? Alimbikitseni ana kuti apeze zifukwa zake.

Unduna Oona Zamalonda Ndi Mafakitale: Uwu ndi unduna umene umaona zamalonda ndi mafakitale. Undunawu ukutipatsa mwayi wophunzira zambiri zamomwe mafakitale amasamalira, kulemekezera ndikutetezera anthu ogwira ntchito m'dziko. Komanso ndikofunika kudziwa zomwe zimachitika m'mafakitale akunja makamaka owe amatumiza katundu opangidwa kale kudziko lanu.

Nanga boma limachitapo chiyani powonetsetsa kuti katundu amene likugula kunja sakulimidwa kapena kupangidwa ndi mafakitale amene amalemba ntchito ana?

Pali ndondomeko zanji zofuna kudziwa ngati mafakitalewa amatsatira malamulo a anthu ogwira ntchito ovomerezeka ndi maiko onse? Kafukufuku amene mukuchita ndi bungweli akhudzenso malamulo oyenera kutsatira anthu ogwira ntchito ndipo awonenso zimene mabungwe ngati **EU, SADC** ndi ena otero akunena pa nkhaniyi.

Maboma aang'ono

Magulu akumanenso ndi unduna wa zamaboma aang'ono ndi chitukuko chakumidzi makamaka kudzera ku ma khonsolo kuti amve ngati andale am'dera mwawo akudziwapo kanthu pa za mchitidwe wolemba ntchito ana achichepere. Nanga izi zikutanthauza chiyani kwa anthu am'dera mwawo ndipo iwo akuchitapo chiyani pofuna kuthana ndi mchitidwewu. Pofuna kuthetseratu mchitidwe wolemba ntchito ana ndikofunika kuti andale awonetse chidwi ndi kudzipereka.

Kuphatikizapo kuonana ndi anthu a ku unduna wa zamaboma aang'ono achinyamatawa angathe kuonananso ndi magulu awa:

- Mtsogoleri wa dziko, wachiwiri kwa mtsogoleri wa dziko ndi ma ofesi awo;
- Akuluakulu azipani, akulikulu ndi ku ma boma;
- A pampando amakhonsolo;
- Anthu andale olemekezeka ndi odziwika kwambiri komanso opanda mpando mboma; andale amene ali ndi chidwi pa chitukuko kapena pa nkhani zosamalira anthu;
- Andale achinyamata;

Olemba anthu ntchito

Anthu ndi makampani olemba anthu ntchito ndi mabungwe owaimilira amagwira ntchito yopatulika pofuna kuthetseratu mchitidwe wogwiritsa ntchito ana achichepere pa dziko lonse. Mchitidwe wogwiritsa ntchito ana umakhudza ana amene amagwira ntchito zosayenera ndi msinkhu wawo. Choncho ngati muona anawa akugwira ntchito ndiye kuti akugwira ntchito yolembedwa ndi munthu wina popeza kuti pa msinkhu wawowo sangakhale ndi kampani yawo kuti tinene kuti akudzigwilira ntchitoyo. Mwachidule tinganene kuti olemba ntchito amalemba ana, ndi chifukwa chake pali vutoli. Ana ambiri amagwira ntchito m'minda yamakolo kapena abale awo. Izi ndi zoona tikaona kumbali ya ulimi.

Nthawi zina olemba ntchito sazindikira kuti akulemba ntchito ana. Komabe ali ndi udindo popeza kuti amatengapo gawo pandondomeko zonse zopanga katundu wogulitsa m'dziko mwawomo kapena maikoa kunja. Anthu ndi makampani olemba anthu ntchito ali ndi udindo wothandiza ogwira ntchito awo, boma, owagula malonda komanso anthu onse.

Chitsanzo chamakampani ngati amenewa ndi makampani akuluakulu amene amapezeka m'maiko ambiri padziko lapansi. Nthambi ndi zigawo zamakampaniwa zimayendetsedwa m'maiko osiyanasiyana mwachitsanzo ntchito za chuma za kampani zingathe kumayendetsedwa dziko lina pamene dziko lina likuyendetsanthambi yowona anthu ogwira ntchito akampani yomweyi; mwachidule tingati kuyendetsa kwa makampaniwa kumagawidwa m'maiko osiyanasiyana ndipo dziko lirilonse limatha kukhala likulu la ina mwa nthambi ya kampaniyi.

Apa ndipamene pali nkhani yovuta kwambiri yokanirana kuti wolakwa ndani. Mwachitsanzo ngati kampani yovomelezeka yopanga mipira yamiyendo ya dziko *A* yagulitsa mipira ku kampani yayikulu ya dziko *B* pogwiritsa ntchito ana m'mafakitale ake ndi kuyinyamula kuyigulitsa ku kampani C ndi ndani amene tinganene kuti akupititsa patsogolo mchitidwe wogwiritsa ntchito ana? Kodi ndi wolemba ntchito a dziko A amene adalemba ana mu mafakitale opangira mipirayo? Kapena ndi kampani ya dziko B imene ikunena kuti sikudziwa kuti ana adalembedwa ntchito popanga mipirayo? Kapena ndi masitolo a dziko C amene akugulitsa mipirayo koma ikuti siikudziwa kuti ana ndi amene adapanga mipirayo? Kodi kapena ndi boma la dziko A lomwe lili ndi malamulo othana ndi mchitidwe wogwiritsa ntchito ana? Kapena ndi maboma a maiko B ndi C amene sadawonetsetse kuti makampani a m'maikowa akulemekeza mfundo zikuluzikulu za ndondomeko za magwiridwe a ntchito, ufulu wachibadwidwe komanso kuwona kuti akutenga udindo wawo wothandiza anthu? Nanga anthu ogula mipirayo nawonso ndi wokhudzidwa chifukwa chogula zinthu osaona kuti chikuchokera kuti ndipo chidapangidwa bwanji? Kodi anthu onse ndiwokhudzidwa maka chifukwa cholekelera kuti mchitidwe wogwiritsa ntchito ana uzipitilira? Kumapeto kwake tonsefe ndife okhudziwa mwanjira ina yake.

Aliyense ali ndi udindo. Olemba anthu ntchito ali ndi udindo waukulu woonetsetsa kuti ana sakulembedwa ntchito kumakampani awo kapenakumakampani ena amene alinawo pamgwirizano wamalonda. Izi ndizina mwa nkhani zoti opanga kafukufuku akazifufuze.

Anthu, mabungwe ndi makampani ambiri olemba ntchito, pokhapokha ngati ndi aang'ono kwambiri, amakhala ndi bungwe lawo ***(association).*** Mabungwe amenewa amakhala ndi malamulo ndi ndondomeko zoyenera kutsata ngati membala wabungweli. Zina mwa izi zimanena za mkhalidwe komanso ndondomeko zabwino zolembera ndi zosamalira anthu antchito zomwe zimanenaponso za kulemba ana achichepere ntchito.

Mabungwewa amatha kukhala olumikizana ndi mabungwe ena akuluakulu padziko lapansi omwe amalemba anthu ntchito ndikupanga chibungwe chimodzi chachikulu choimilira mabungwe onse pa dziko lapansi.

Pamene akumana ndi oyendetsa masitolo kuti akambirane mmene amasamalira anthu ogwira ntchito, ayesetse kupeza zambiri makamaka ngati ogulitsawa ndi mamembala abungwe lina lirilonse. Ngakhale kuti kungathe kukhala kovuta kufikira olemba amnzao ntchito ndi kukambirana nawo pa nkhani ya mchitidwe wogwiritsa ntchito ana ndi ndondomeko zina zotsatira polemba anthu ogwira ntchito, s i iwo okha amene akukhudzidwa ndi mchitidwewu n g a k h a l e kuti yenera kutengako gawo pavutoli potengera mmene ana amalembedwera ntchito ndi makhalidwe ake a kumalo a ntchitowo Ambiri mwa anthu olemba amnzawo ntchito ndi mabungwe owaimilira akhala akugwirizana ndi boma, mabungwe omenyera ufulu wa anthu apantchito ndi nthambi za UN polimbana ndi mchitidwe wogwiritsa ntchito ana. Choncho kuti mchitidwe wogwiritsa ntchito ana utheretu magulu amenewa n'kofunika kuti azikhala nawo ndikutengako mbali pazochitika zokhudzana ndi nkhaniyi kuti zinthu zisinthe.

Mabugwe omenyera ufulu wa anthu ogwira ntchito

Mabungwe omenyera ufulu wa anthu kawirikawiri amakhala achangu pothandiza pachitukuko, ndi pa nkhani za chikhalidwe cha anthu ndi ufulu wawo wachibadwidwe. Mabungwewa anali oyamba kalelo kukhazikitsidwa pofuna kuteteza ufulu wa anthu ogwira ntchito. Anthu ogwira ntchito anazindikira kuti kugonjetsa mphamvu zachuma zochuluka zimene zinali ndi owalemba ntchito komanso mphamvu za ndale za maiko awo kukanatheka pokhapokha atagwirana manja kuti athe kumenyera ufulu wawo pantchito. M'maiko otukuka kale mchitidwe wogwiritsa ntchito ana udali ponseponse kumayambiliro kwa zaka za m'ma 1900. Koma chifukwa cha ntchito za mabungwe omenyera ufulu wa o g w i r a ntchito ndikutukuka kwa miyoyo ya anthu zinthu zinayamba kusintha, malamulo anakonzedwa mwatsopano, maphunziro anasinthidwa ndipo ana anayamba kupatsidwa chitetezo choyenelera. Cholinga chachikulu cha mabungwe omenyera ufulu wa anthu ogwira ntchito ndi kuteteza zofuna zamamembala awo komanso kuonetsetsa kuti akupata phindu muntchito imene akugwirayo, akupeza malipiro abwino komanso ufulu wawo ukulemekezedwa ndi owalemba ntchito ndi anthu ena. Ndi kusintha kwa nyengo ndi nthawi komanso makhalidwe a anthu ndi ntchito za chuma, ntchito ya mabungwe omenyera ufulu w a a n t h u ogwira ntchito zinasinthanso. Tsopano mabungwe omenyera ufulu wa anthu ogwira ntchito

Chidziwitso

Malingana ndi mmene mabungwe oona za anthu ogwira ntchito anakhazikitsidwira komanso mmene amagwilira ntchito padziko lonse komanso kukonzanso kwa malamulo oyendetsera mabungwewa, ndi kofunika ngati muli kusukulu, kuitana aphunzitsi ena amene angathe kuthandiza gulu lanu kuika kafukufuku wanu m'maloa ke oyenelera. Mwachitsanzo, aphunzitsi a mbiri yakale, chikhalidwe cha anthu, malonda ndi zachuma angathe kupereka mauthenga ofunikira pokonza dongosolo la kafukufuku wanu. Kumbukirani kuti mabungwe ambiri omenyera ufulu wa anthu ogwira ntchito ali ndi gawo lamaphunziro a achinyamata amene angathe kubwera kudzanena za chiyambi cha bungwe lawo. Ugwiritseni bwino ntchito mwaiwu.

ayamba kusanduka othandiza anthu mu zinthu zambiri monga ntchito zachitukuko ndi zosamalira anthu. Choncho mabungwewa akhala okhazikika pakati pa anthu ndipo angathe kuthandiza mosavuta pankhondo yolimbana ndi mchitidwe wogwiritsa ntchito ana.

Pa kafukufuku wawo ndikofunika kuti achinyamatawo awafunse mabungwewa ngati ndi mamembala a mabungwe ena akuluakulu a kunja kuti awafikire mabungwewa ndi kuwafunsa za ntchito zimene amagwira komanso kupeza uthenga wosiyanasiyana.

Mabungwe ambiri akunja omenyera ufulu wa anthu a pantchito ndiokhudzidwa ndi mchitidwe wogwiritsa ntchito ana ndipo amathandiza ntchito ya IPEC. Nthawi zambiri amapanga ntchito zawo komanso mapologalamu amaphunziro pa nkhani ya mchitidwe wogwiritsa ntchito ana m'maiko osiyanasiyana padziko la pansi. Kudziwa kwa ndondomeko zosiyanasiyanazi ndikuunika ngati zikuthandiza mooneka bwinobwino pa nkhondo yothana ndi mchitidwe wogwiritsa ntchito ana kungathe kuthandiza achinyamatawa kumvetsa ntchito zotamandika zimene mabungwe omenyera ufulu wa anthu ogwira ntchito akugwira.

Mabungwe omenyera ufulu wa anthu ogwira ntchito ndi amene amakhala patsogolo kumalo a ntchito. Nthumwi zawo zimagwira ntchito mkati kapena pafupi ndi malo kumene ana angathe kulembedwako ntchito. Choncho mabungwewa angathe kutenga udindo woonetsetsa kuti mchitidwe wogwiritsa ntchito ana siukuchitika ndipo angathe kuneneza aliyense amene angampeze akuchita mchitidwewu kwa akuluakulu oyenelera.

Kuwonjezera apo, mabungwe omenyera ufulu wa anthu ogwira ntchito podzera mu kukambirana pakati pa iwo, boma, anthu ndi mabungwe olemba anthu ntchito angathe kupeza njira zopewa kuti mchitidwe wogwiritsa ntchito ana usachitike kumalo ogwira ntchito osiyanasiyana. Ana akumalembedwa ntchito m'malo mwa anthu akuluakulu ndipo ndikofunika kufufuza chifukwa chake.

Pogwilira ntchito limodzi mogwirizana mabungwe omenyera ufulu wa anthu ogwira ntchito, boma, anthu ndi mabungwe olemba anthu ntchito angathe kupezamayankho a vutoli ndikuteteza kuti ana achichepere asalembedwe ntchito m'malo ogwira ntchito.

Kawirikawiri kumalo kumene kuli mabungwe omenyera ufulu wa anthu ogwira ntchito amphamvu ndi okhazikika, mchitidwe wogwiritsa ntchito ana supitilira. Koma sikonse kumene kuli mabungwe oterewa kulibenso mchitidwe wogwiritsa ntchito ana. Choncho ngakhale kuti ina mwa njira yothana ndi mchitidwewu ndi kukhazikitsa mabungwe omenyera ufulu wa anthu ogwira ntchito amphamvu, palinso mbali zina yoyenera kuziona; choncho ndikofunika kugwira ntchito limodzi kuti zinthu zisinthe.

Nanga ndi chifukwa chiyani mchitidwe wogwiritsa ntchito ana udakalipo m'maiko amene muli mabungwe omenyera ufulu wa anthu ogwira ntchito kumenenso kuli malamulo oletsa kugwiritsa ntchito ana achichepere? Apa ndiye achiyambi pa mutu wina woona za chitukuko cha anthu ndi chuma, umphawi kusiyana kwa chikhalidwe, kusowa mwayi wa sukulu, ngongole zakumaiko akunja ndi zina zotero.

Kupereka za kafukufuku

Kambiranani ndi gulu za momwe aulutsire zotsatira za kafukufuku. Gulu liyenera kudziwa kuti pali njira zambiri zowulutsira kafukufuku zina ndi zabwino koma zina ndi zosakhala bwino. Zina mwa zosakhala bwino ndi kumangolankhula kwa anthu ngati olalikira zomwe zimapangitsa omvera kugona kapena kuvutika kumvetsa chomwe chikufuna kunenedwa. Awuzeni mwa chimvekere kuti aliyense atengeko mbali powulutsa zotsatira za kafukufuku. Alimbikitseni kuti asavutike ndi kufotokoza nkhani zitalizitali. Njira zabwino zowulutsira zotsatira za kafukufuku ndi zimene zimapatsa chidwi komanso kusangalatsa omvera, zomwe zimawapangitsa kukumbukira zomwe amvazo ndipo zimawapangitsa kusinkhasinkha kwambiri namva kugunda muntima mwawo kuti achitepo kanthu.

- Kugwiritsa ntchito makina owonetsa zilembo ngati kanema pachipupa ***(projector)*** – kuti anthu aone ndi maso.
- Kuchita zisudzo zoyesezela maudindo a anthu ***(role-play)*** – alimbikitseni anawa kuti poulutsa zotsatira zakafukufuku achite zizudzo zamtunduwu mwachitsanzo, wina angathe kukhala wonfunsa wina angathe kukhala wofunsidwa; kapena kuwulutsa nkhani; kapena kuyesezela nthawi ya mafunso m'nyumba ya malamulo ndi zina zotero.
- Njira zina ndi kukambirana potsatira mutu wankhani – mwachitsanzo, omvetsera angathe kumafunsa mafunso ndi kunena maganizo awo ndipo akatswiri ankhaniyi akhale kutsogolo ndi kumayankha mafunsowo.

alangizeni anawa mmene angalankhulire kwa anthu poulutsa zotsatira zakafukufuku makamaka momwe angagwiritsire ntchito manja, maso komanso ziwalo zathupi lonse.

Ngati muli ndi mwayi wopeza munthu wina wapadera woti akuthandizeni pa nthawi imeneyi mungathe kutero. Mwachitsanzo ngati muli kusukulu, ngati pasukulupo pali gulu lochita zamtsutso mungathe kuitana aphunzitsi amene amatsogolera gululi. Mwinanso mungathe kugwiritsa ntchito makolo amene amadziwa kulankhula kugulu mwaukadaulo. Ngati zingathandize kuti ntchitoyi ikhale yosangalatsa mungathe kupanga kampikisano mophatikizana ndi tinthabwala kuti chidwi cha anyamatawa chikule, mwachitsanzo:

- Kupereka mphotho kwa omwe apanga mtsutso mogwiritsa mfundo zozama ndi zomveka bwino.
- Kupereka mphotho kwa amene aonetsa luso polankhula ndi kukunga mfundo.

Gulu lirilonse lilembe mwandondomeko zotsatirazo mu lipoti. Zotsatirazi zigathe kupachikidwa pa khoma kapena m'kalasi kumene gululi limakonda kukumana kawirikawiri. Malipotiwa awonjezera pamauthenga amene atoleledwa kale ndipo adzathandiza kuti anthu onse amene anatengako mbali akhale ndi chikumbumtima cha ntchitoyi m'tsogolo. Phunziro ili lidzakhala lofunika kwambiri pa ntchito yotsatira.

Gawo lachiwiri la zochita: Kufunsa mafunso

Maphunziro awiri otsatana

Gulu lirilonse lisankhe munthu woti likamufunse m'mabungwe atatu aja - boma, mabungwe oimilira ogwira ntchito ndi oimilira olemba anthu ntchito. Ngati mukukumbukira mu phunziro la Kuchita Kafukufuku Kudzera M'mafunso ndi Mayankho munalangizidwa kufunsa anthu ndi mabungwe osiyanasiyana mmene mungathere. Mwachitsanzo, kuitana andale, a bizinezi ndi akuluakulu a mabungwe oimilira anthu ogwira ntchito kuti abwere ndi kudzalankhula ndi gulu lanu pa mutu umene mungasankhe kapena kukhala nawo pa mtsutso kapena zisudzo zimene mungapange pa mitu yomweyi. Mungathe kupanga dongosolo lowapatsa akuluakuluwa mndandanda wa mafunso kuti ayankhe nthawi imene adzayendera gulu lanu.

Chidziwitso

Mukulangizidwa kuona phunziro la Kuchita Kafukufuku Kudzera M'mafunso ndi Mayankho pokonzekera ntchitoyi. Bukuli likukumbutsani mmene mungakonzere ndondomeko zake komanso kufunsa mafunso. Malangizo onse onena za kufunsa mafunso, kusankha anthu oyenera kuyankha mafunso, kukumana ndi anthu oyenera kuyankha mafunso ndi zina zotero ndizofunika kwambiri pantchitoyi.

Maphunziro amene aperekedwa mu ndime yoyamba kuphatikizapo ndi amene aperekedwa mu phunziro la Njira Zopezera Mauthenga zithandiza kupeza mafunso ofunsa anthu adzasankhidwe kuyankha mafunso anu pa nthawi ya kafukufuku.

Gawo lachitatu la zochita: Kukambirana kwa magulu atatu pa nkhani ya kulemba ntchito ana aang'ono

Phunziro limodzi ndi lina la magawo awiri, Kuphatikizapo phunziro limodzi lounikira zochitika zenizeni

Chidziwitso

Zingakhale bwino kuyambira phunziro la Mtsuto phunziro lazakuntchito lisanaphunzitsidwe. Kukambirana kwanu pachigawo ichi kukhale ngati kwa kunyumba yamalamulo. Kukhale kwa dongosolo komanso kwa anthu olemekezeka. Magulu anuwo aimilira zigawo zitatu zija.

Panthawi ino, magulu ayenera kudziwa ntchito ndi maudindo amabungwe atatu aja - boma, olemba ntchito, ndi oimilira ogwira ntchito. Nthawi ino ikupereka mwayi wogwiritsa ntchito zimene iwo akudziwa za magulu atatuwa.

Gawani gulu lalikulu m'magulu ena atatu, lirilonse kuimira mbali imodzi mwa mbali zitatu zija: boma, olemba ntchito ndi ogwira ntchito. Cholinga ndi chakuti gulu lirilonse liwonetse maganizo alionse mwa mbali zitatuzi pa mchitidwe wogwiritsa ntchito ana.

Ili ndi phunziro labwino makamaka pofuna kuti mbali zitatu tatchulazi zitengeko gawo mu pulojekiti yanu komanso zithandiza ana kuona mwamtundu wina mchitidwe wolemba ntchito ana ndi nkhani yaufulu wawo. Potengera mmene amnzao kumbali zina za dziko lapansi amaonera zinthu zithandiza kuzamitsa kumvetsa kwawo kwa mmene mavuto amakhalira komanso kufunikira kwake kogwilira ntchito limodzi kuti mavutowo athe.

Ngati mwachizolowezi, pa mtsutso pamayenera kukhala mutu kapena mfundo zogwirizana, zomwe zimaonetsa malire ndi momwe mtsutsowo ukhalire. Mu ntchito yakumbuyo mu phunziro la Mtsutso gulu limaika maganizo awo pachiganizo – kuvomera kapena kukana. Koma mu ntchito yatsopanoyi sizachidule choncho ayi. Mu mtsutso uwu aziona ndondomeko zoyendetsera mbali zitatu zija komanso udindo wa mbali iliyonse pankhaniyi kotero kuyankha kwake kuzitengera ndi malamulo ndi zolinga zamabungwewa. Bungwe lirilonse lizipereka mfundo zonena zifukwa zomwe akupangira zinthu zina zimene ena akuziona kuti ndi zolakwika koma chachikulu ndi chakuti pamapeto pake agwirizane mfundo imodzi.

Pa mtsutsowu pali mutu umodzi wokha pankhaniyi:

Kupanga malangizo

"Kuteteza kuponderezedwa kwa ana ku ntchito zimene ogwiritsa ntchito ana amapezako phindu" Gulu lililonse libwerere kumalo ake kukakambirana za mutuwu motsata ndondomeko zotsatirazi. Chonde zindikirani kuti izi zangolembedwa mosaganizira kufunika kwake kapena ubwino wake. Koma popeza ndi zambiri kungakhale kwabwino kukonzekeratu mapepala ndikuwagawira maguluwa; pakamphindi kochepa afotokozeleni za mtsutsowo ndi mutuwo kambidwawo ndipo werengani nawo limodzi mndandanda wa mafunso ndikuonetsetsa kuti amvetsetsa zomwe zikufunika kumapeto a ntchitoyi. Cholinga ndi chakuti gulu lirilonse likambirane mafunsowa mofanana ndi bungwe limene iwo akuimilira. Aliyenese–boma, olemba ntchito, ogwira ntchito - ayankha mafunsowa mosiyana potengera ndi udindo umene iwo alinawo komanso ntchito zimene amagwira.

Kodi mwana ndi ndani?

- Kodi potengera ndi zaka mwana ndi ndani? Kodi pali zinanso zomwe tingatengere pomutchula munthu kuti ndi mwana?
- Iliyonse mwa mbali zitatuzi imaona chiyani kuti inene kuti pamalo pali mchitidwe wolemba ntchito ana?

Maphunziro

- Kodi maphunziro akhale okakamiza m'dziko lathu?
- Izi zitakhala kuti zili chonchi, ana asukulu aziloledwa kuchoka ku sukulu pa zaka zanji?
- Nanga ndondomeko za ntchito za ana amene adakali okakamizidwa kukhala pa sukulu zizipangidwa bwanji?

Mlingo wa zaka zoyambira ntchito

- Kodi ana aziloledwa kugwira ntchito akafika zaka zanji? Kodi mlingo wa mmunsi wa zaka zolembera anthu ntchito m'dziko ukhale otani? Kodi mlingo wa m'munsi wa zaka zolembera anthu ntchitowu ukhale ofanana pa ntchito zonse? Kapena uzisiyana malingana ndi ntchito yake?
- Mwachitsanzo, kodi mlingo wazaka ukule pantchito zoopsya ngati za migodi, usilikali ndi kugwira ntchito usiku, kugwira ntchito pa makina oopsya ndi zina zotero?

Tanthauzo la "ntchito"

- Kodi ntchito tingayilinganize bwanji tikafuna kuvomereza ana kugwira ntchito? Mwachitsanzo ngati ana ali pasukulu kodi aziloledwa kugwira ntchito pa ma ora ochepa? Kodi ntchitozi zingasiyanitsidwe bwanji kuti iyi ndiyopepuka, yolemererako ndi yakalavula gaga.
- Nanga ana amene amathandiza pantchito za pakhomo, kapena amene amathandiza pa ntchito zamalonda za pakhomo, pa munda ndi zina zotero? Kodi ana aziloledwa kugwira ntchitozi kuphatikizapo kupita kusukulu? Kodi pakhale malire pofuna kuteteza ana amene ali m'malo otere?
- Ngati ana angaloledwe kugwira ntchito zofewa, kodi izi tingazisanthule bwanji ndipo malire ake tingazikhazikitse bwanji? Mwachitsanzo, kodi ndikoyenera kuti ntchitozi zisokoneze maphunziro awo kapena kuika pa chiopsezo thupi ndi umoyo wawo?

Kagwiridwe ka Ntchito

- Kodi milingo ya maora ogwilira ntchito achinyamata pantchito zosiyanasiyana ikhale motani? Mwachitsanzo, ogwira ntchito maora owerengeka amenenso amapita kusukulu? Nanga kwa amene aloledwa kusiya sukulu kuti akagwire ntchito yokhazikika; nanga kwa amene akugwira ntchito zomwe zimatengedwa ngati zoopsa komanso zowopseza chitetezo cha moyo wawo.
- Kodi pakhale mlingo wa mmunsi wa malipiro wa ana kapena achinyamata amene akugwira ntchito? Kodi pakhale mlingo wa malipiro kwa amene amagwira ntchito maora ochepa?
- Kodi pakhale milingo ina ya achinyamata a zaka zosiyanasiyana? Zonsezi zikhale motani?

Ntchito zoopsa/kuponderezedwa koipitsitsa

- Kodi tingazisiyanitse bwanji ntchito zoopsya ndi ntchito zina zonse?
- Kodi udindo wa mbali zitatu zija ndiwotani pamene ana akugwira ntchito yau h u l e n d a l a m a z a k e ndikumalandira ndi owalemba ntchito? Kapenanso pamene akukakamizidwa kugwira ntchito yozembetsa makhwala osokoneza bongo ndi ntchito zina zaumbanda?

- Choyenera kuchitika kwa anawa ndi chiyani makamaka pa moyo wawo, mabanja awo, nanga angathe kukonzekanso bwanji nd zina zotero. Nanga tichite nawo chiyani amene amakakamiza ana kugwira ntchito zachisembwere ndi zina zophwanya malamulo ngati kuzembetsa mankhwala osokoneza bongo. Nanga udindo wa mbali zitatu zija pa mchitidwe wosowetsa ana ndi wotani? Kodi mchitidwewu ungaletsedwe bwanji? kodi chimachitika ndi chiyani kukapezeka kuti banja la ana osowetsedwawa likapezeka kuti ndilo likulimbikitsa mchitidwewu?

Kolondolondo

- Kodi mbali zitatuzi zingachite kalondolondo bwanji kuonetsetsa kuti ana sakuponderezedwa makamaka kuphwanyiridwa ufulu wawo? Kodi mbalizi zigwire ntchito limodzi? Kapena ukhale udindo wa mbali imodzi? Choyenera kuchitika ndi chiyani? Ndi ndondomeko ndi dongosolo lanji lomwe lingakhazikitsidwe?
- Kodi anthu ndi makampani ophwanya malamulo pa kalembedwe ka ntchito ana alangidwe bwanji?
- Kodi pakhale ndondomeko ya chilango?
- Kodi mbali zitatuzi zingaonetsetse bwanji kuti aliyense akuzindikira kuti mchitidwe wogwiritsa ntchito ana ndi woipa ndipo kuti ndi wofunika kuuthetseratu?

Kuganizira mafunso amenewa kufukulanso mafunso ena. Asiyeni anawo akambirane momasuka popeza cholinga ndikulimbikitsa kuganiza mozama kwa anawa popereka mafunso ongofuna kuyambitsa kukambirana pankhaniyi.

Kuwonjezera apo, komalizila kwa bukuli kuli chigawo china chome chikunena zambiri za maudindo ndi zolinga za mbali zitatu zija zomwe ndipo mitu yazigawo yalembedwa motere: - Gulu la a boma, gulu la olemba ntchito ndi gulu la ogwira ntchito, zomwe ziwathandize achinyamatawa kumvetsetsa nkhawa ndi zolinga za mbali ina iliyonse ndikupereka malangizo awo poganizira izi.

Kungakhale kwabwino kulimbikitsa kukambirana mwapadera pa gawoli ndipo gulu lirilonse itenge mbali imene ikulikhudza. Ngati mukuona kuti ndi zothandiza pangani fotokope ***(photocopy)*** gawoli ndikuwagawira maguluwa motengera gawo limene akuwunika. Apatseni mpata wokwanira wokambirana komanso kukonzekera. Cholinga cha chigawo ichi cha ntchito ndikuti gulu lirilonse lipereke mndandanda wa malangizo ake pa mutu woteteza ana kuponderezedwa powagwiritsa ntchito zoti owalembawo akupezapo phindu la chuma komanso kulemba chiganizo kufotokoza maganizo awo pa nkhaniyi. Maganizo awo komanso mndandanda wa malangizo awo zikhale zofanana ndi mmene maganizo a bungwe lomwe akuliimilira alili. Anawa azifuna malangizo anu pafupipafupi, choncho athandizeni nthawi yonse akufuna chithandizo. Onetsetsani kuti aliyense akutengapo gawo. Gulu lirilonse lisankhe mlembi amene azilemba chilichonse gulu limodzi liyenera kuwerenga chiganizo cha bungwe lawo pankhaniyi.

Nthumwi imodzi kapena ziwiri zisankhidwe pa gulu lirilonse zomwe zikapange nawo mtsutso wa pakati pa mbali zitatuzi. Nthumwi zidzakhala ndi mwayi wofunsira nzeru ku gulu lonse pa nthawi ya mtsutso.

Chithandizo chapadera

Mungathe kuona kudzera m'mafunso afunsidwawa kuti zingathe kuthandiza kupeza chithandizo china kwa anthu ena. Mwachitsanzo kwa amene ali m'malo asukulu mungathe kupempha aphunzitsi a maphunziro a ***social studies, geography ndi business studies*** kuti athandize maguluwa kudzikonzekera pa mtsutso umene udzakhalepo patsogolo. Aphunzitsiwa angathe kuonjezera pamafunso amenewa ndikuthandiza gulu kusefa mafunsowa ndikupeza mfundo zenizeni mwatsatanetsatane.

Kuonjezera apo, ntchito iyi ikukupatsani mwayi woitana nthumwi zina za boma, ogwira ntchito ndi mabungwe olemba anthu ntchito kubwera kudzathandiza kukonza mfundo za mtsuto m'maguluwa motengera ndi mbali imene gulu lirilonse likuunika.

Zokambirana za mbali Zitatu

Pa nthawi ya mtsutso yeniyeniyo, gwiritsani ntchito phunziro la mtsutso, makamaka gawo limene likunena kuti Kuyamba ndi kukonza magulu/chilinganizo cha magulu. Mtsutsowu udzakhala wa ndondomeko ndi dongosolo lolemekezeka ngati kukambirana kwa ku nyumba yamalamulo. Gulu silikuyembekezeka kulankhula kapena kuthilira ndemanga zovomereza kapena kutsutsa chiganizo chimene chikunenedwa. Sikofunika kwenikweni kukhala ndi omvelera, koma chingathe kukhala chinthu chabwino kupeza anthu ena a padera ndi kuitana nthumwi zochokera ku mabungwe atatu aja.

Ndondomeko yabwino ndiyokwaniritsa bwino ntchitoyi ndiyakuti aliyense olankhulila gulu alankhulepo mau pankhani yomweili m'bwalo–kutetezedwa kwa ana kumchitidwe owapondereza powagwiritsa ntchito zimene owalembawo amapezako phindu la chuma. Mauwa asakhale aatali onena mwatsatanetsatane mmene zinthu ziliri komaanene mwachindunji mosachulukitsa gaga m'diwa maganizo abungwe lomwe akuliimilira pa ma bungwe atatu aja pankhaniyi.

Mayendedwe a mtsutsowu atengera mmene gulu lirilonse linakonzekera makamaka pokonza mndandanda wa malangizo awo pankhaniyi. Koma payenera kukhala ndithu poyambira ndipo poyambira pena pabwino ndi kuyamba kaye kulongosola kuti mwana ndi ndani? Maphunziro okakamiza ndi otani, mlingo wa m'munsi

wa zaka zoti mwana alembedwe ntchito komanso woti angathe kugwira ntchito zoopsa.

Muzigawo zonsezi gulu lililonse linene maganizo ake komanso malamulo ndi ndondomeko zina zimene bungwe akuliimiliralo limatsatira komanso malangizo awo. Magulu ena agathe kusagwirizana kwa 'tuwagalu ndi maganizo a nthumwi zina za mbali imodzi mwa mbali zitatu zija. Onetsetsani kuti kugwirizana kapena kusagwirizana kuchitike mosasokoneza mtsutsowu. Musalole kuti mtsutso wanu usanduke mpikisano wa anthu osokosela, koma yesetsani kuti aliyense apereke ndemanga pazomwe zikunenedwa komanso pa maganizo a mabungwe ena. Umu ndi mmene mtsutso wa mbali zitatu umakhalira; izi zithandiza achinyamata kuzindikira kuti mabungwe a zolinga zosiyana amakhala ndi maganizo osiyana pa mutu umodzi chifukwa cha mmene iwo aliri komanso zomwe amaimilira. Mwachitsanzo, ena olemba ntchito angathe kufuna zaka zolembera ana ntchito zitatsitsidwa m'malo mwina koma mabungwe omenyera ufulu wa anthu ogwira ntchito angathe kusagwirizana nawo maganizowa chifukwa choti akufuna kuteteza ntchito zawo komanso moyo wa achinyamata.

Mukaona kuti mphamvu ndi chidwi zayamba kuchepa, yambani kupanga ndondomeko zotseka mtsutsowu; funsani gulu lonse kuti lichite voti pa mutuwu poganizira mfundo zimene amva. Musaonetse kutenga mbali poona ngati ina mwambali zitatu zija ndiyopambana. Lifotokozereni gulu kuti onse ndi ofanana ndipo ali ndi ufulu kuvotera chimene iwo akuwona kuti ndi cholondola. Mwachitsanzo ngati pali kusiyana maganizo pa mlingo wa zaka, chitani voti kuti mupeze mlingo weniweni; chimene ambiri asankhe povota ndichomwecho. Afotokozereni kuti munthu sayenera kuvotera malangizo a gulu lake. Ndizovomerezeka kutengeka ndi mfundo za gulu lina ndiponso kugwirizana nawo maganizo ndi gululo. Choncho sipakuyenera kukhala kaupo kogamula kuti wapambana ndani pa mtsutso umenewu.

Onetsetsani kuti inuyo kapena wina osankhidwa pagulu asunge chiwerengero cha mavoti komanso mfundo zomwe zamangidwa. Lolani kuti mtsutsowu upitilire kulekezera pomwe inu mukuona kuti chidwi ndi mphamvu zachepa. Zikafika pamenepomungathe kutsekeratu mtsutsowo kapena mungathe kutseka kwa lero lokha ndikudzapanganso tsiku lina kuti anthu apume.

Kutalikakwa ntchito iyi mukonza nokha. Ndizosadandaulitsa ngati nthawi zambiri simukumvana chimodzi. Chofunikira ndi kuti gulu limvetse za kuntchito ndi mmene maiko ndi anthu amayesetsera kugwira ntchito koma pamene palinso kusiyana maganizo komanso zolinga. Iwo adzazindikira kuti ndi kovuta kuthetsa mavuto pamene pali zolinga zosiyana. Kutenga nawo mbali kwa aphunzitsi ena kapena nthumwi zina za kunja zingathe kukulitsa chidwi cha gulu ndikuyambitsa kukambirana kwatsopano kapena kuganizira mfundo zina zimene iwo paokha sadakatha kuzitulutsa.

Zilimbikitseni nthumwi zinazo kuti akhalebe ndi maguluwa nthawi yonse ya mtsutsowu popeza kuti achinyamatawa afuna thandizo lawo kwambiri. Mutu uwu ungathe kukhala ovuta komanso osangalatsa. Mtsutsowu ungathe kufika potentha kwambiri izi ndiye zabwino. Kumbukirani kuwalimbikitsa maguluwa kuti akhale ndi luso ndi ukadaulo pokonzekera mtsutsowu. Musawauzire chilichonse, apangitseni kuti apereke maganizo awo pa zomwe a boma, olemba nthcito ndi ogwira ntchito angafune nanga ndi chifukwa chiyani angafunezimene atchulazo. Cholinga cha ntchitoyi sikufuna kuonetsa kudziwa kapena kulondola koma kuti iwo asangalale pochita ntchitoyi, adziwe kuti mtsutso ndi chiyani ndiponso kuti amvetsetse kuti pofika anthu kumanga mfundo imodzi zimakhala bwanji.

Mtsutsowu ukatha ntchito ina ndi kuti gulu lilembe mtsutsowu. Ingathe kukhala ntchito ya ulu yolemba lipoti la polojekiti. Ngati mukugwira ntchito ku sukulu mungathe kuonetsa zotsatira za mtsutsozi pena paliponse poyera kuti anthu ena pasukulupo akhale ndi chidwi.

Mungathe kulinyengelera gululi kuti lichite chionetsero cha kulemba ndi kuulutsa mau pa mutu wa mtsutsowu ndikutulutsa chikalata kapena kulemba nkhani yoti itulutsidwe mu nyuzipepala ya sukulu ***(school magazine).***

Kulumikiza za m'malamulo ndi zochitika zenizeni

Ngakhale kuti ntchito yowonjezerayi itengera ndi nthawi imene gulu lanu ilinayo ndi kupezeka mosavuta kwa uthenga umene ukufunika, tikukulangizani kuti muchitebe ntchitoyi chifukwa chaku ti zithandiza kulumikiza zimene aphunzira ndi zimene zikuchitikadi. Cholinga cha ntchito iyi ndikuti gulu lifananitse zotsatira za mtsutso wawo ndi zimene zikuchitikadi m'maiko mwawo. Zingathe kutheka kuti ntchitoyi inachitika kale; mwa chitsanzo, muphunziro la Kafukufuku ndi Uthenga. Izi zilibe kanthu, koma zikungosonyeza kuti uthenga umene gululi likufuna uli pafupi kupezeka.

Ndizothekanso kuti uthenga wina umene gululi likufuna siukupezeka pafupi ndipo ndikofunika kuti gulu lichitenso kafukufuku kuti lipeze mayankho ku mafunso ena. Pofuna kukopa anthu, chingathe kukhalanso chinthu chabwino kuitana nthumwi za mbali zitatu zija kuti zidzakambirane mafunso amenewa ndi gulu lanu.

Choncho, cholinga chathu ndi kuti gulu lifananitse ndondomeko a malamulo a m'dziko ndi zotsatira za mtsutso wawokomansomfundozomangidwa pa za kutetezedwa kwa ana. Mauthenga onena za mlingo wa m'munsi wa zaka zomwe ana angathe kulembedwa ntchito, maphunziro, ndi zina zotero zimapezeka ku maunduna kapena kumaofesi a khonsolo. Mabungwe oimilira anthu olemba komanso olembedwa ntchito amapezekanso ndi uthengawu.

Zingathekukhalanso zochititsa chidwi kufananiza zotsatira zamtsutsozi ndi m'mene zinthu zilili pa dziko lonse poyerekeza ndi zonena za Migwirizano ya maiko onse yokhazikitsidwa ndi ma bungwe a UN ndi ILO (Onani phunziro la Kafukufuku ndi Mauthenga).

Pa ndime iyi pakhale kukambirana pagulu lonse mwachidule. Fananizani zotsatira za mtsutso wawo ndi ndondomeko za m'dziko mwanu komanso za mayiko onse. Onani zimene zikusiyana. Kodi gulu likuona kuti mfundo zawo ndi zabwino kwa ana? Kodi gulu likuona kuti malamulo awo ngakhale a padziko lonse sakuteteza ana mokwanira? Akumva bwanji ndikusiyanaku? Kodi akufuna kunenapo kanthu pakusiyanaku? Kodi akufuna kukumana ndi mbali zitatuzi ndi kukapereka ndemanga zawo poyera kuti anthu onse adziwe? Kodi akufuna kulemba makalata kwa anthu akuluakulu owafunsa kuti ndi chifukwa chiyani zambiri sizikuchitika pofuna kuteteza ana kumalo antchito komanso kuwapondereza? Ntchito iyi ingathe kukhala yosangalatsa kwambiri komanso yopereka mphamvu kwa achinyamata. Tsopano ali ndi maphunziro ngati chida chawo komanso amvetsetsa kufunika koteteza ana m'madera komanso machitidwe ake. Ili ndi gawo lofunika pa moyo wawo komanso moyo wa anthu onse kudera choncho ndikofunika kuwalimbikitsa pa zina zomwe angafune kuchita pankhaniyi. Zina mwa izi zingathe kukhala kulemba kalata kwa andale a m'boma kapena ku kukhonsolo, mabungwe oimilira anthu olemba ntchito ndi mabungwe oimilira anthu ogwira ntchito. Njira ina ndikupanga zionetsero zolemba ndi kuulutsa mau, kuitana anthu ofunikira kudzakambirana nawo nkhani zofunikirazi mwanjira ya mtsutso, mwachitsanzo, ndondomeko yokambirana imene akuluakululu amakhala kutsogolo ndi kumayankha mafunso aanthu pa mutu umene anthu agwirizana kuti akambirane. (Onani phunziro la Mtsutso). Ngati akufuna kuitengera nkhaniyi pena asiyeni kutero achite chimene iwo akuona kuti ndi cholondola; inu athandizeni mmene mungakwanitsire. Izi ndizimene mukulakalaka zitachitika pa phunziro limeneli.

Zoyenera kuchita ndi zoyenera kupewa

- Onetsetsani kuti aliyense akutengapo mbali mu magawo onse a phunziroli. Ndi phunziro lofunika kwambiri munjira zambiri mwachitsanzo anawa aphunzira zambiri zochitika ndi momwe kumakhalira kumalo antchito—kumalo kumene iwo akakhale nthawi yambiri ya moyo wawo.
- Gwiritsani ntchito nthabwala ndi zina zoseketsa muzigawo za phunziroli kuti ana asatope.

- Limbikitsani membala aliyense pagulu kuti azilemba zomwe zikukambidwa komanso kuti akhale ngati mlembi wolemba mfundo zokhazokha. Ili ndi luso lofunika kwambiri loti ana alidziwe ndipo lidzawathandiza kumaphunziro ena onse.
- Inunso muzilemba mfundo zonse zimene mamembala a m'magulu akutulutsa.
- Gwiritsani ntchito bwino mpata wofotokozera m'mene zinthu zayendera pa chigawo chilichonse ndi gulu lifotokoze momasuka ndi mwaufulu m'mene aonera.
- Mungathe kugwiritsa ntchito chojambulira zithunzi za kanema kapena kompyutala ngati zilipo, makamaka nthawi yolankhula ndi akuluakulu kapena nthawi ya mtsutso.
- Musavutike ndikuti mupange zigawo zonse mu phunziroli. Kutengera ndi nthawi, zipangizo ndi zina mugathe kupangako ntchito imodzi yomwe ikuyenerana ndi nthawi ndi zipangizo zimene mulinazo.
- Onetsetsani kuti mafunso oti anthu adzafunsidwe ndi ndondomeko yakafunsidwe kake zakonzedwa bwino ndipo muzikambirane mokwanira (onani phunziro la Kafukufuku Kudzera M'mafunso ndi Mayankho).
- Alimbikitseni maguluwa kulemba makalata othokoza anthu onse amene anabwera pa mwambo wa mtsutsowu.
- Onetsetsani kuti aliyense mwamupatsa udindo oyenerana ndi luso lake; musawapatse anawa malo oti sangakwanitse kuopa kuti mungawachititse manyazi.
- Munthu aliyense akhale ndi udindo muntchitozi. Athandizeni ndipo muonetsetse kuti aliyense ndiwokondwa ndi udindo umene wapatsidwa.
- Onetsetsaninso kuti mamembala onse akutengapo gawo pa ntchito za kafukufuku monga kulemba makalata popeza izi zidzawathandiza pamoyo wawo komanso kuwapatsa luso lolumikizana ndi anthu.
- Ntchito za m'phunziroli zisakhale ngati mayeso.
- Yesetsani kuwerenga zolemba za magulu onse osati zokhazo zimene mukuona ngati ndiye zabwino ndi zofunika.
- Ntchito ndi maganizo a munthu aliyense ndiofunika; choncho, musaoneke ngati ndinu okondera ndi oweruza.

- Musalole kuti gulu lina liseke monyodola ntchito za amnzawo kapena pa nthawi ya zokambirana.
- Athandizeni mokwanira komanso kuwalimbikitsa maguluwa ngati aganiza zochitapo kanthu potsatira zokambirana za mbali zitatu zija. Chithandizo ndi chilimbikitso chanu ndi chofunika kwambiri kwa iwowa ndipo chithandiza kulimbikitsa mgwirizano ndi chikhulupiliro pakati pa inu ndi maguluwa.

Kukambirana komaliza

Phunziro limodzi

Pamene ntchito yomaliza ya phunziroli yatha asonkhanitseni magulu onse pa malo amene mumakumanira nthawi zonse kapena m'kalasi ndipo onetsetsani kuti aliyense wakhala momasuka ndipo muli bata. Panthawiyi mungathe kupeza anthu ena oti mukakhalire nawo limodzi pomvelera zimene maguluwa azipereka lipoti la ntchito yawo. Sonkhanitsani zotsatira zonse za ntchito za maguluwa kaya ndi malipoti a mmene afunsira anthu, kanema kapena zotsatira za mtsutso wa magawo atatu otengako mbali kumalo antchito.

Kambani za mmene ntchito inaliri mwa tsatanetsatane kuyambira pa chiyambi mpaka pamapeto ndipo limbikitsani kukambirana kwachidule pa gawo lirilonse lantchitozi. Ndichiyani chimene iwo anachikonda? Nanga ndi chiyani chomwe iwo sanachikonde? Asiyeni alankhule zakukhosi momasuka pa nkhani iliyonse. Kupereka mpata wolankhula momasuka kwa achinyamatawa pamene polojekiti yawo ikupitilira zithandiza kulimbikitsa mtima odzidalira kwa achinyamatawa komanso kulimbikitsa ubale wabwino pakati pawo.

Kukambirana komaliza paphunziroli ndikofunika kwambiri potengera kuchuluka kwa ntchito imene gulu lanu lagwira. Phunziro la zakuntchito ndi gawo lofunika kwambiri mundondomeko yofuna kudziwitsa ana achichepere za mchitidwe wogwiritsa ntchito ana. Zikuthandiza kuika nkhaniyi m'malo ake enieni ndi kuyamba kumvetsa bwino zifukwa zimene zikupititsa patsolo mchitidwe wogwiritsa ntchito ana komanso momwe ana angatetezedwere.

Kudzera mu zokambirana za mbali zitatu zopezeka kumalo antchito adzazindikira kuti mbali zitatuzi ndi zimene zimapititsa patsogolo vuto la mchitidwe wogwiritsa ntchito ana komanso ndizomwe zili ndi mayankho ku vutoli.

Onani magawo a kukambirana komaliza mu maphunziro a Mtsutso, Kafukufuku ndi Mauthenga ndi Kufukufuku kudzera Mmafunso ndi Mayankho. M'menemu muli uthenga wofunikira umene ungakuthandizeni pa zokambirana zomaliza pa phunziro la Kudziwa za ku Malo Antchito.

Kuona momwe ntchito yayendera ndi kuganizira za m'tsogolo

Phunziro ili liri ndi akalozera ooneka bwino amene angatiuze ngati zomwe timayembekeza kuti zichitike phunziro ili likachitika zachitikadi kapena ayi. Malingana ndi ntchito imene munasankha kuchita, magulu anayenera kupanga kafukufuku, kufunsa anthu kapena kuchita mtsutso/zokambirana pakati pa magulu atatu–boma ndi mabungwe oimilira olemba ndi oimilira ogwira ntchito-pa nkhani ya mchitidwe wogwiritsa ntchito ana.

Ena mwa akalozera a phunziro ili ndiosaonekera kwambiri pa kanthawi kochepa. Ndi pokhapokha maphunziro otsatira ataphunzitsidwa ndi pamene zipatso zaphunziroli zingayambe kuonekera.

Phunziroli, likupatsa mwayi achinyamata wokumana ndi boma, mabungwe oimilira olemba ntchito ndi mabungwe omenyera ufulu wa anthu ogwira ntchito zomwe ndizofunika ku maphunziro awo komanso kumoyo wawo wa ntchito wakutsogolo. Phunziroli lapereka mwayi wopititsa patsogolo miyoyo ndi luso lawo komanso kupangitsa achinyamata kuzindikira udindo wawo. Phunziroli lawathandizanso kumvetsa zimene boma, mabungwe oimilira olemba ndi ogwira ntchito angachite pa nkhondo yofuna kuthetseratu mchitidwe wogwiritsa ntchito ana.

Mukamaliza phunziroli ndipo ngati mwakhutitsidwa pitani ku phunziro lina.

Gawo lowonjezera

Gawoli likufotokoza zambiri zokhudzana ndi ntchito za mbali zitatu zokhudzidwa kwambiri pa zochitika kuntchito. Pa gawo lino tifotokozera mowumba mkota koma ngati munthu akufuna kudziwa zambiri awerenge pa tsamba la internet ili: www.ilo.com mubuku lomweli koma lolembedwa m'chingelezi.

Boma

Kumbali ya boma gawoli likufotokoza za malamulo amene dziko kapena boma limakhazikitsa oteteza anthu, ana, ogwira ntchito ndi ena otero. Gawoli likunenenanso za ntchito zosamalira anthu zimene boma limachita monga zaumoyo, za maphunziro, za mayendedwe, magawidwe ake, mmene ntchitozi zimalipidwira komanso pali mafunso osiyanasiyana amene akufunsidwa okhudza maphunziro, zaumoyo ndi zina zotero. Kuonjezera apo pali mafunso a mtundu wa boma ngati bomalo ndi la demokalase kapena ayi. Pomaliza penipeni gawoli likunena za ufulu wa anthu.

Olemba amnzawo ntchito

Kumbali ya olemba amnzawo ntchito pali malamulo okhazikitsidwa onena za mlingo wa zaka zoyamba ntchito, zonena za ufulu wa anthu ogwira ntchito komanso mchitidwe olemba ana ntchito ndi zina zotero. Gawo linanso likunena za udindo wa anthu olemba ntchito kwa anthu onse, mwachitsanzo makampani amayembekezeka kupereka gawo laphindu lawo ku ntchito za chitukuko zokomera anthu onse monga kumanga masukulu, kuteteza zachilengedwe ndi zina ***(Social responsibility).*** Mutu wina ndi okhudza kugulitsa makampani aboma pamene pali mafunso ambiri opita kwa olemba nthito ngati ndi kwabwino kuti agule makampani aboma kuti aziyendetsedwa ndi iwo kapena awasiye m'manja mwa boma momwemo.

Nkhani ina yaikulu ndi yokhudza moyo wa anthu apantchito monga ndalama zolipidwa akapuma ntchito, tchuthi cha munthu akadwala, tchuthi cha amayi akabadwitsa mwana, maphunziro a ana amunthu wolembedwa ntchito, ndondomeko zakuchipatala ogwira ntchito akadwala ndi zina zotero. Kuonjezera apo palinso mutu okhudza ufulu wa anthu ogwira ntchito womwe nthawi zambiri umalimbana ndi zofuna za olemba ntchito. Pomaliza penipeni gawoli liri ndi funso ngati ndikotheka kuti anthu olemba ntchito nawo azikhala ndi bungwe lawo lomwe liziyang'anira zofuna zao.

Ogwira Ntchito

Gawo ili likufotokoza za ntchito za bungwe lomenyera ufulu wa anthu ogwira ntchito. Ngati magawo ena onse apanso pali nkhani yokhudzana ndi malamulo makamaka oteteza anthu ogwira ntchito, mabanja awo, anthu ovutika, oteteza za chilengedwe komanso ufulu wa anthu ogwira ntchitowo.

Kuwonjezera apo palinso nkhani yamlingo m'munsi wa zakaz o y a m b i r a ntchito, za mtundu wa ntchito zoti ana angathe kugwira ndi zina zambiri. Mwachidule tinganene kuti gawo ili ndi lofananirako ndi gawo la olemba ntchito koma kusiyana kuli pa zolinga zawo ndi mutu wokhudza za ndale pamene akufunsa ngati ndi koyenera kuti mabungwe omenyera ufulu wa anthu apatchito azilowererako kundale.

Lekani Kugwiritsa Ntchito Ana

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