



Gender Transformation & Empowerment

OKUMANYA OBUGABE BWawe, NIKWE KWERINDA

Ekitabo ekikwatire ahakwetegyereza obugabe bw'Abakazi



Kibandikirwe aba Uganda Women's Network: Okw'Ikumi n'Ibiri 2011

OKUMANYA OBUGABE BWawe, NIKWE KWERINDA

Ekitabo ekikwatire ahakwetegyereza obugabe bw'Abakazi

OKUSIIMA

Okuhandiika ekitabo eki ekikwatire aha bugabe bw’abakazi tikwakubaire kworobi kuri nogira ngu tituratungire obuhwezi kuruga omubantu abamwe hamwe n’ebitongole ebindi.

UWONET nesiima UN WOMEN abarikubarirwa ahansi ya UN Joint Programme on Gender abateire empiiha omukuhandiika ekitabo eki.

UWONET neyongyera kusiima abantu abamwe abayesasiire obwire bwaabo bakahweera omukurundaana amakuru agari omukitabo eki; okushwiinjuma, okworobya barikuteeka omururimi orwanguhi hamwe n’omundimi ezindi. UWONET nesiima omumuringo gw’omutaano omukyaara Susan Labwot owahamize ekitabo eki, Omuky. Rita Aciro Lakor, hamwe na Laureen Karayi abareebire ngu ekitabo kyashemezebwa.

UWONET nebaasa kuba etaakugambaho iwe nyamurungi, kwonka nesiima byona eby’okoziire nk’omuntu nari nk’ekitongole.

TABLE OF CONTENTS

Okusiima.....	ii
Table of contents.....	iii
Amakuru g'ebigambo ebihandikirwe omubugufu.....	1
Ekihandiiko ky'omutaano.....	2
Okumurika.....	4
1. Oburugo.....	4
2. Ekigyendererwa ky'Ekitabo eki.....	5
3. Ekyemerero ky'ekitabo eki.....	5
EKICWEEKA 1: Obugabe omuby'entaasya n'okutuura kwa boona.....	6
1. Obugabe bw'okutunga obwegyese.....	6
2. Obugabe Bw'okukora.....	9
3. Obugabe bw'okutunga amaizi agaboneire okutuura omumwanya omwecumi.....	12
4. Obugabe bw'okutunga eby'okurya ebirikumara.....	14
5. Obugabe bw'okushemererwa omumicwe n'emitwarize y'obuzaarwa.....	15
EKICWEEKA KYA 2: Obugabe bw'eb'obutegyeki n'ebirikukwaata aha bataka.....	16
EKICWEEKA 3: Obugabe bw'abakazi ahabintu.....	18
1. Obugabe ah'eitaka n'ebintu.....	18
2. Ebishemereire kukorwa kuriinda obugabe bw'abakazi aheitaka.....	20
EKICWEEKA 4: Enkoragana omumaka; n'okutaana.....	21
EKICWEEKA KYA 5: Obutabanguko omumaka hamwe n'obugabe bw'abakazi.....	29

EKICWEEKA 6: Obugabe ahaby’amagara.....	33
EKICWEEKA 7: Obugabe bw’abakazi ba kateyaamba.....	36
Okuhendera.....	38
Okujuriza kuri omubihandiiko ebi.....	39
Anntextures.....	41

Amakuru g'ebigambo ebihandikirwe omubugufu

UDHR-Universal Declaration of Human Rights

CEDAW-Convention on the Elimination of all forms of Discrimination against Women

ICCPR-International Covenant on Civil and Political Rights.

ICESCR-InternationalCovenant on Economic, Social and Cultural Rights

UWONET-Uganda Women's Network.

FIDA –U-Association of Women Lawyers in Uganda

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa

The Constitution-The Constitution of the Republic of Uganda 1995

Ekihandiiko ky'omutaano

Obugabe bw'abantu nikimanyisa ebintu ebi bury'omwe ashemereire kutunga yaaba ari omushaija nari omukazi, omwojo, nari omwishiki, omuto nari omukuru. Obugabe obu tiburikuheebwa omuntu okwihaho Ruhanga wenka. Abantu boona abaine omwiisyo- otakuratiire emyaaka, baaba bari abashaija nari abakazi, engaanda, eraangi y'omubiri, endimi, enyikiriza, entaniso omuby'entaasya n'eby'obutegeyeke, boona bashemereire kutunga obugabe obu.

Obugabe bw'abantu nikyo kirikuhweera buri muntu kushemererwa nk'omuntu oine omwisyo. N'obu Uganda erikuteeka omukono aha Universal Declaration of Human Rights kandi eine na konsitushoni erikugamba ahabugabe obu, abakazi baingi omuri Uganda tibarikutunga obugabe bwabo nk'okukishemereire.

UWONET nekora kureeba ngu Uganda omubiro by'omumaisho yaabaho etaine kushoorwa omubakazi n'abashaija, abakazi boona; ba Maama, bahara baabo, ba mawenkuru n'abandi; ngu baabaho bashemerereirwe omubugabe bwabo. Obwiire obu abakazi boona barikutunga eby'okurya, amaizi amarungi; abakazi batakushoorwa ahamirimo, abakazi barikuheerezayo entekateeka yaabo bakahurirwa, barikubaasa kwejumba omuby'okukora sente n'ebindi. Kwonka eky'omutaano, UWONET neyeenda kureeba ngu abakazi omu Uganda tibarikubonabonesibwa kandi baine obusingye omumaka gaabo.

Okureeba ngu ebi byoona byahikiirira, hariho ekyetengo ky'okureeba ngu abanya Uganda boona bashomesibwa ahabugabe obu. Eki nikiza kuhweera munonga omukureeba ngu abantu bahindura entekateeka yaabo ahabakazi omu Uganda yoona.

Nk'oku Eleanor Roosevelt, mukuru w'entebe owa United Nations Human Rights Commission omumwaaka ogwa 1948 yagambire,

UWONET beine obwesigye ngu ekitabo eki nikiza kuhweera abanya Uganda ab'omubyaaro ahansi kubaasa kwetegyereza obugabe bw'abakazi. Nikiza kukozeza kumurikira hamwe n'okwegyesa abantu okukira munonga abakazi ahubari hoona n'ebibarikukora.

*“Omumyanya emikye
eri haihi n'omuka...
ehikaine munonga kandi
eri mikye kugira ngu
tekubaasa kureeba za
maapu z'ensi yoona...
obugabe obu bwaaba
butarikwetegyeerizibwayo,
nikimanyisa ngu
tiburikwetegyezibwa
ahandi hoona”*

Okwongyera okujanjaaza ebikwatiraine n'obugabe bw'abakazi n'ekintu ky'omuheendo munonga, ekirikumanyisa ngu omurimo ogu ogw'okureeba ngu habaho oburinganiza, kandi okubonabonesa abakazi kwahwaho, n'omurimo gw'Ihanga.

Rita Aciro Lakor

Executive Director

OKUMURIKA

1. Oburugo

Uganda Women's Network (UWONET) n'ehikanisa ebitongole by'abakazi hamwe n'abantu abarikwekozeza. UWONET ekatandikwa omuri Kampala omumwaka ogwa 1993. Mishani ya UWONET n'okushembutsya okukorera hamwe n'ekigyendererwa kimwe ky'okushemeza emitwarize etashemeire ahagati y'abashaija n'abakazi omu Uganda. Ekigyendererwa n'okureeba ngu amateeka, ebiragiyo n'emitwaarize byashagika abakazi nk'okubirikukorera abashaija okureetaho oburinganiza ahagati y'abakazi n'abashaija.

UWONET nekimanya ngu okureetaho oburinganiza ahagati y'abashaija n'abakazi tikirikutwaara obwiire bukye kandi okukira munonga nikireetwa emitwaarize eya ira erikuteeka abashaija omumwanya gw'aheiguru omunsi. Oburinganiza obu bwaaba buri obw'okubaho, abakazi boona bashemereire kushomesibwa ahabugabe bwabo kugira ngu babaase kureetaho empinduka omwihanga.

Uganda etongweize amateeka agarikureetaho oburinganiza ahagati y'abashaija n'abakazi omwihanga. Kinsitushoni ya Uganda n'emwe ahari za konsitushoni eziine amaani omuri Africa omukureetaho oburinganiza ahagati y'abashaija n'abakazi. Amateeka agatongozeibwe omu Uganda gariho okuhweera abaturagye kwiikiriza oburinganiza omumagara gaabo aga burijjo. N'obu ebi byoona bikoziwe, Uganda ekiri hare n'okuhikiiriza ebi nk'okubihandiikirwe omubitabo by'amateeka n'ebiragiyo.

Uganda eriyo negyezaho kureetaho oburinganiza ahagati y'abashaija n'abakazi, erikugyezaho kureeba ngu ebibaire ahabantu, ebyeteengo n'ebyetaago byabo byateekwa omumateeka, omukusharamu ebishemereire boona, omukushwinjuma ebirikukorwa, n'omukubariira sente. Okushoroora ahabakazi omu Uganda nikubareetera okutunga buheereza bw'entunguuka. Ekirikutuma abakazi batakutunga obuheereza nk'okukishemereire n'okushanga ngu hariho okushoroora ahagati yaabo n'abashaija. Abakazi omu Uganda nibakibonabonesibwa n'obu twine konsitushoni aya 1995 erimu amateeka agashemereire kuba nibareetaho oburinganiza.

2. Ekigyendererwa ky'Ekitabo eki

UWONET ekatandikwaho omumwaaka ogwa 1993 okukora bingi okukira munonga okurwanirira obugabe bw'abakazi omu Uganda. Ekitabo ekikwatire ahabugabe bw'abakazi nikimurika ahabugabe bw'abakazi omumagara gaabo aga buriijo.

Ekitabo eki nikimanyisa abakazi ahabugabe obubeine omukutunga oburinganiza okurugiirira ah'eiteeka ery'ensi yooni. Nikyoreka ngu omunsi yooni abantu bashemereire kutuura hamwe omuburinganiza baaba bari abashajja nari abakazi

Obu eishomo ry'ahabugabe bw'abantu ritari omumashomo agarikushomesibwa omu Uganda, UWONET neyeenda kushomesa abakazi n'abantu boona ahabugabe bwabo kugira ngu babaase kushaba ebibashemereire ekirikubaasa kumaraho okubonabonesibwa kw'abakazi omubantu n'omukihama.

3. Ekyemerero ky'ekitabo eki

Ekitabo eki kirimu ebikweeka mushanju ebirikwooreka obugabe bw'abakazi nk'okukyorekirwe ahansi:

- * Obugabe omuby'entaasya n'okutuura kwa boona
- * Obugabe oburikukwata ahabataka n'obwebeembezi
- * Obugabe bw'okugira ebintu
- * Obutabanguko omumaka; obugabe bw'abakazi
- * Obugabe omuby'amagara
- * Obugabe bw'abakazi bakateyaamba
- * Emitwarize omu maka

Buri kicweeka nikihaana ahaburugo n'enshonga ezindi ezikwatire ahabugabe obugambirweho omukicweeka ekyo. Nikyongyera omushoboora obugabe bwa buri mukazi kandi kyoreka ebihandiiko ebirikushagika obugabe obwo. Buri munya Uganda aine obugabe bw'otuura, okwejumba omuby'obwebeembezi, hamwe n'okubaho, okutunga entaasya n'okushemererwa omumitwarize y'ebyezaarwa bye.

EKICWEEKA 1:

Obugabe omuby'entaasya n'okutuura kwa boona

Obugabe omuby'entaasya n'okutuura kwa boona okurugiirira ahabugabe bw'abantu boona bwine ekigyendererwa ky'okuriinda ekitiinwa ky'omuntu. Obugabe obu nibukira kwetwa obugabe bw'okutunga obugwagye omumagara geitu ga buriijo. Bukwatire ahamushaija n'omukazi hatariho okushorooro omu ngaanda, eraanji y'emibiri yeitu, yaaba turi abashaija nari abakazi, endimi eziturikugamba, amadiini, entaanisa omubutegeye n'ebindi. Obugabe omuby'entaasya nibugambwaho amateeka ag'eihanga n'ensi yoon.

Omukicweeka eki, ekitabo ekishoboorora obugabe obu obw'abakazi bashemereire kuba nibatunga. Obugabe obu ni; obugabe bw'okutunga obwegyese, obugabe bw'okukora emirimo, obugabe bw'okutunga amaizi n'okutuura omumyanya enyecumi, obugabe bw'okutunga eby'okurya ebirikumara, obugabe bw'okutunga oburaaro hamwe n'obugabe bw'okushemererwa emitwarize ey'enzaarwa..

Okurugiirira ahari CEDAW, nikihinguzibwa ebibiina by'obutegeye kwejumba omukureetaho enkora omumyooaga y'obwegyese, okutuura hamwe kwa boona, entaasya, hamwe nemitwarize y'obuzaarwa; enkora yoon ehikire erimu okureetaho amateeka okureeba ngu abakazi batunguuka, kandi batunga obugabe bwabo nk'oku abashaija barikutwazibwa.

1. Obugabe bw'okutunga obwegyese

Obwegyese ni abantu ab'obunaku obu okuha obwengeye, emishono n'emicwe abandi ab'obunaku obw'omumaisho. Okurugiirira aha mateeka ga Uganda, abaishiki n'aboojo beine obwinganisa omukutunga obwegyese. Kwonka, omubare gw'abaishiki abari omumashomero aga sekeendure n'amatendekyero ag'emishomo ey'ahaiguri, gukiri mukye. Obucweka 53 ahari 100 obw'abaishiki nibwe bwine obwegyese kugyeranisa n'obucweka 61 ahari 100 obw'aboojo.

Okushomesa abaana okukira munonga abaishiki nikiheera omukazi okutunguuka omumagara gaabo babaase kutahikwaho obutabanguko obubehinguririize. Okuteeka empiiha nkye omukushomesa omwishiki nikiheereza amagoba maingi eihanga. Nk'oku kiri kugambwa, "okushomesa omwaana w'omwishiki noba wayombeka eihanga".

Ekitabo eki nikyoreka obugabe, obujunaanizibwa bw'abazeire, abantu hamwe n'abandi boona abukikwatireho kureeba ngu omwaana w'omwishiki yashomesibwa.

Maputo protocol neragiira ngu amahanga gashemereire kukora kyona ekirikubaasika okwiihaho okushoroora kwemiringo yoona ahabakazi kandi garebe ngu habaho oburinganiza omukushomesa nokutendeka boona.

Endagiiriro egi neyongyera kuhiga abukikwatireho kukora kyoona kukwiihaho obutamanya omubakazi, kubashomesa nokubatendeka omubyi sayaansi na tekinologia.

Abakazi beine obugabe bw'okutunga obwegyese kandi n'oha orikububaha?

- * Okutunga obwegyese n'obugabe bw'obuhangwa ahabw'abantu boona, abakazi n'abashaija.
- * Buri muntu aine obugabe bw'okushoma, nk'okukirikugambwaho omukicweeka 30 ekyi konsitushoni ya Uganda eya 1995, Beijing Plat Form for Action and the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) hamwe n'ebindi.
- * Uganda eine kuhikiiriza obujunaanizibwa obw'ensi yoona okukora kyona ekirikubaasika kwiihaho okushoroora ahagati y'abakazi n'abashaija omubyi obwegyese.
- * Boona Bashome eya prayimare na sekeendure eteibweho omu Uganda ababwa boona.
- * Abakazi baine oburinganiza omukutunga obuhweezi bw'empiiha omubyi okushoma nka za sikolashiipu.



Enshonga ezirikutuma hariho omubare mukye ogw'abaishiki abarikuza omwishomero kandi nabwe baingi batarikuheza amashomo

N'obu hakuba hariho amateeka maingi aha ndeengo zoon, abaishiki n'abakazi bakiyine obuzibu bwingi oburimu ebi;

- * “Amaka maingi nigashagika aboojo baaba omuby'okushashura ebishare by'eishomero1” okurugiirira ahari Antonia Harsh omushomesa omwiteendekyero ry'aharureengo rwa distrikiti
- * Omubare mwingi ogw'abaishiki abarikuruga omwishomero nigureetwa abazeire okutagira sente z'okushahura ebishare by'eishomero hamwe n'abarikwenda kukozeza abaana omubyaro.
- * Okushweerwa bakiri bato hamwe n'okutwaara enda.
- * Okushoroora aha baana b'abaishiki. Abaishiki n'aboojo tibarikutwazibwa aharureengo rurikwingana omuby'obwegyese.
- * Omu maka agamwe nibakira kugira ngu; eka erimu abaishiki bonka, terimu baana; n'ahabw'ekyo, tihariho oshemereire kubasiisiraho obwiire na sente.

1AFROL Gender Profiles: Uganda. AFROL is a news agency and is among the leading independent news providers covering the African continent in English language, and the leading provider in Spanish language.

N'ekyomugasho kumanya ngu n'obu gavumeenti eratekeho oburyo bwona, abantu omu maka baaba batahindwiire entekateeka yaabo ahakushomesa omwaana omwishiki, tihariho ekirikuza kuhindikaho. Buriika, eine obujunaanizibwa bw'okushomesa abaishiki.

2. Obugabe Bw'okukora

Bury'omwe aine obugabe bw'okukora omu Uganda; kwonka omwaana ori ahansi y'emyaaka 12 tayikiriziibwe kukora murimo gwona.¹ Amateeka ag'omu Uganda hamwe n'omunsi yoona nigashembutsya obugabe bw'abakazi ahamurimo. Obugabe bwoona obu abashaija beine abamurimo nibushana n'obw'abakazi, shana obugabe obukwatire ahaby'okuzaara n'ebiro ebibarikuheebwa baana bazeire.

Abakazi omu Uganda bashemereire kwetegyereza ngu gavumeenti eteireho amateeka aga okuriinda obugabe bwabo ahamurimo. N'obujunaanizibwa bw'abantu okurwaanira obugabe obu ahamurimo.



2 Section 32(1) Employment Act 2006

CEDAW negira ngu boona bashemereire kureeba ngu bateekaho entebekanisa y'okumaraho omushoroora ahabakazi omuby'emirimo kugira ngu abakazi beinganisa n'abashaija obugabe okukira munonga ebi:

- * *Obugabe bw'okukora nk'abantu abandi boona*
- * *Obugabe bw'okutunga emirimo, bakarabira omubuteeka nk'obw'abandi nk'okukora za intavyu*
- * *Okweshariramu ekibarikweenda kutendekwamu bakakora, okureeba ngu emirimo yaabo yariindwa kandi batunga akasiimo nk'abandi*
- * *Obugabe bw'okutwaarwa nk'abandi ahamurimo n'okuheebwa ekitiinisa.*
- * *Obugabe bw'okuriindwa amagara gaabo ahamurimo harimu n'byokuzaara*



Obugabe bw'abakazi ahamurimo

1. Obugabe bw'okutunga omurimo n'okweshariramu ugu barikwenda kukora.
2. Obugabe bw'okukorera omumbeera erikubarinda, enyecumi kandi etarimu okushoroora omu ngaanda, amahanga, oburugo, eby'obutegyeki, emyaaka n'ebindi.
3. Obugabe bw'okushashurwa kurungi hatariho okushoroora.
4. Obugabe bw'okutunga ekihuro, n'okuhumura baaba bazeire. Okuru-giirira ahakicweeka kya 56 eky'eiteeka ky'abakozi *"ahabw'okugira ngu nibazaara, abakozi abakazi beine obugabe bw'okuheebwa ebiro ebirukhika 60 eby'emirimo baaba bazeire nari barugirwemu enda, barikushashurwa nka burijjo"*
5. Obugabe bw'okugaruka ahamurimo gwabo baruga omukihumuro ky'okuzaara omumbeera eshemereire.
6. Obugabe bw'okukora eshaaha ezishemeire ezirikwingana na 48 buri wiki okurugiirira ah'eiteeka ry'abakozi.
7. Obugabe bw'okubashumbuusha batunga butandu ahamurimo
8. Obugabe bw'okutabonabonesibwa omuby'okuteerana



Okushoroora nitumanyisa ki?

Okubonabonesa, okubiima ebibashemereire barikugyendera omu ngaanda, erangi y'omubiri, obushaija nari obukazi, amadiini, ebibiina by'obutegyeki, obukomooko, eby'akakooko ka silimu nari oburema.

Okubonabonesa omuby'okuteerana nitumanyisa ki?

Eiteeka nirikishoboorora riti; okushaba abakazi okuteerana nabo omubantu nari kyaba kitashemereire, okuhaamba, okutoroboza, nari okubatariza kubi omuby'okuteerana ahamurimo bateenzire.

Ebyagambwaho aheiguru kubyakubaho, nobaasa kuza nkahi kuroonda obuhweezi?

Ofiisi y'obukozi eteibweho kushoboorora enshonga ezakubaho ahamurimo. Omukugu ogwe aine obushoboorozi bw'okuhurikiza, okucondooza n'okushoboorora emishango egyo. Nabaasa kuteekaho omushanga omu kooti okurugiirira ekibeireho.

3. Obugabe bw'okutunga amaizi agaboneire okutuura omumwanya omwecumi

Abakazi nibo barikusingayo okukozesa amaizi. Nibataha amaizi omu maka gaabo; bageegura, bagarembeeka omuka. Beine obujunaanizibwa bw'okukora emirimo nk'okuteeka, okuyoonja, okwooza ebintu n'ebijwaaro, n'okunaabisa abaana. Beine obujunaanizibwa bw'okureeba ngu omuka haabamu obwecumi nk'omubihoroonyo, hamwe n'okuyoonja byoona



Kwonka, obucweka 54 ahari 100 bw'abantu omuri Uganda tibarikutunga amaizi agaboneire. Okutunga amaizi agaboneire nitugyenderera kumanyisa abantu abataine maize omu mwaanya ogubehinguririize ogurikwingana na kilomita emwe n'ekicweka haza abarikutuura omukyarokandi omundeembo, ni mita amagana abiri. Emyanya emingi, teri haihi n'amaizi n'ahabw'ekyo, abakazi nibatambura omwanya mureingwa kutaha amaizi.

Uganda eteireho entebeekanisa hamwe n'amateeka g'okureeba ngu abakazi batunga amaizi amarungi. Ebi byaaba biteirwe omunkora, nihaza kubaho empinduka omumagara g'abakazi n'okutunga amaizi amarungi. N'ahabw'ekyo, n'obugabe bwa bury'omwe kushaba embariirira y'okuhisya amaizi haihi na boona.

Obugabe bw'okutunga amaizi n'okutura omumyanya omwecumi nibuhereza omukazi ebi:

- * Amaizi amarungi agarikumara.
- * Amaizi okuba haihi nawe
- * Amaizi agarikubaasikwa buryomwe g'okukozesa omuka
- * Entebeekanisa enungi y'okurembeka nari okubiika amaizi amarungi
- * Entebeekanisa enungi y'okunaga ebisasiro n'ebintu ebirofa ebindi

Ebi gavumeenti eshemereire kukora kureetaho amaizi amarungi hamwe n'ensi enyecumi:

- * Okureeba ngu abakazi bayejumba omukutebeekanisa, okwirukirira n'okuriinda obuhangwa hamwe nokureeberera eby'obuhangwa ebyine omuhendo ah'eidaara ryona.
- * Okushagiika n'okuhagira entunguuka y'ebigombe by'abakazi.
- * Okuteekaho eidaara ry'okurundaaniramu, okutambuza n'okunagiramu kasasiro n'ebindi ebitarikwetaagwa ebirikushiisha obuhangwa.

Omundagiiriro eya Maputo ekicweka kya 18 nikigira kiti: abakazi beine obugabe bw'okutuura omunsi enyecumi kandi erikubabeisaho kurungi. Abebeembezi boona bashemereire kukora ekirikubaasika kyona kureeba ngu abakazi nabo bayejumba omukutebeekanisa, okwirukirira n'okuriinda obuhangwa hamwe nokureeberera eby'obuhangwa ebyine omuhendo

Omu Maputo protocol ekicweeka kya 15 eky'ahabugabe bw'okutunga eby'okurya ebirikumara; bury'omwe aine kureeba ngu abakazi batunga eby'okurya ebirimu ekiriisa kandi ebirikumara. Omury'eki, bashemereire kureeba ngu:

- * *Abakazi batunga amaizi ag'okunywa, enku nibirikukora nkazo, eitaka ry'okuhingamu eby'okurya ebirimu ekiriisa*
- * *Bataho entebeekanisa y'okuheereza, okuhunika eby'okurya*

4. Obugabe bw'okutunga eby'okurya ebirikumara

Obugabe bw'okutunga eby'okurya ebirikumara n'obwa bury'omwe, hatariho okushorooro. Obugabe obu burimu kureeba ngu bury'omwe yabona entebeekanisa nungi y'okuhunikamu eby'okurya.

Ekihandiiko, The state of Uganda Population report (2007) nikyoreka ngu obucweeka 31 ahari 100 obw'omubare gw'abanya Uganda ogurikwingana miliyoni 28.4 nibatuura omubukyene kandi tibeine by'okurya ebirikumara. Eki nikiteeka abantu abamwe nk'abakazi, abaana hamwe na ba kiriinju umukabi k'okwiitwa enjara.



Abakazi n'abaishiki bary'omukabi k'okutatunga eby'okurya ebirikumara ahabw'okuba nibariisa amaka agarimu abantu beingi. Omu bwiire bw'enjara, abakazi nibariisa abandi besaasira ebyetaago byabo.

Tweena tushemereire kukimanya ngu kuri okuhikiiriza obugabe bw'okutunga eby'okurya kwaba kutahikiriziibwe; okuha obushoboorozi, embariira hamwe n'entunguuka nibibandama. N'ahabw'ekyo, abantu boona bashemereire kukora n'omujinya kureeba ngu bakoze ebiriho byoona kuhinga n'okuhunika eby'okurya ebirikumara.

Enshonga ezirikureetera abakazi okutatunga obugabe bw'okutunga eby'okurya ebirikumara

- * Uganda emazire emyaaka eri omuntaro omubicweka ebimwe ekitumire abantu batahiinga eby'okurya.
- * Obucweka 80 ahari 100 obw'abakozi omuby'obuhiingi n'abakazi handi obwe aheita ryoona beineho obucweka 16- 21 ahari 100 bw'eitaka. Obukye bweitaka eri beine nibukyendeeza akaby'okurya ebirikuhiingwa.
- * Hariho emigyeenzo n'emitwarize ey'obuzaarwa omu Uganda erikugira ngu abakazi tibashemereire kurya eby'okurya nk'amahuri, n'enkoko kandi aribyo bibonereire amagara g'abarikuzaara
- * Emirundi mingi, eby'okurya nibitwaarwa omukatare kuguzibwa reero amaka gasigare gataine eby'okurya.
- * Abakazi tibaine bugabe bw'okusharamu eky'okukozesa sente ezaruga omubihingwa nk'okugura embibo eziindi nari.

5. Obugabe bw'okushemererwa omumicwe n'emitwarize y'obuzaarwa

Ebi birimu emicwe, emitwarize, eby'okubeija n'okubumba, eby'emizaano okuzina n'okweshongora hamwe n'ebindi ebirikukorwa abantu abatwiire hamwe. Ebitongore omunsi yona nibitwaara ebintu ebi nk'obugabe bw'abantu kwonka ahabw'okugira ngu abantu tibakushwanisa emitwarize, amakuru gaayo gari haihi kukorwaho.

Obugabe bw'emicwe n'emitwarize burimu ebi;

- * Bury'omwe aine obugabe bw'okushemererwa omu mitwarize n'abu atwiire nabo, agyesiimise kandi agikuriirize nk'orugamba orurimi rwe, emitwarize y'owabo, enyikiriza nari ediini.
- * N'obugabe bwa bury'omwe okugira emitwarize omumagara ge kandi akahiga amahanga goona okukwatanisa n'okukuza ebya sayaansa.
- * Amahanga geine obugabe n'obujunaanizibwa bw'okukorera hamwe n'abakazi okukukuza eby'emitwarize ahandeengo zoon.

Obugabe bw'okukuratira emicwe n'emitwarize, Omukicweeka kya 17 ekya Maputo protocol nikigira ngu:

- * Abakazi bashemereire kutuura omumicwe n'emitwarize nk'abandi kandi bajumbe omukureetaho engyenderero za boona omury'eki ahandeengo zoonza.
- * Amahanga gashemereire kukora kyona ekirikubaasika kureeba ngu abakazi bakorera hamwe n'abandi omukureetaho amateeka ahamitwarize egi.

Manya eki: Nobu emicwe nemitwarize egi eri ey'omuheendo, bury'omwe aine obugabe bw'okushemererwa, akukuratira, akesiimisa emitwarize egi. *Konsitushoni* ya Uganda eya 1995 nejumiirira emicwe n'emitwarize erikuta amagara g'abakazi omukabi

EKICWEEKA KYA 2: Obugabe bw'eby'obutegyeki n'ebirikukwaata aha bataka



Hariho entebeekanisa n'amateeka omunsi yoonza, omumahanga agarikuteekaho oburyo bw'okuriinda boona hatariho kushorooro omubakazi n'abashaija. Omu myaka ehwireho, Uganda egyerizeho kureetaho oburinganiza omuby'obwebembezi. N'obu abakazi bagyerizeho kwejumbe omuby'obutegyeki, hakiriho kihango ky'okukora okubashomesa n'okubeegyesa kugira ngu omubare gwayeyongyera. Konsitushoni ya Uganda nehamiriza oburinganiza ahagati y'abashaija n'abakazi. n'ahabw'ekyo, n'ekyomugasho munonga kureeba ngu gavumeenti yataho oburyo bw'okushomesa abakazi eby'obutegyeki n'amateeka kugira ngu babaase kweyongyera kwejuumba omuby'obutegyeki. Eki nikibaasa kukorwa habaho emishomo y'abakazi hamwe n'okukorera hamwe nabo omukukora engyenderero omubikwatireine n'eby'obwebembezi

Omu Maputo Protocol ekicweeka kya 9, kihandiikirwe ngu buri Eihanga rushemereire kuteekaho enkora kureeba ngu habaho oburinganiza omuby'obwebembezi kureeba ngu abakazi nabo babyejumbamu nk'okukirikubaasika bari kureeba ngu:

- * *Abakazi bayejumba omuby'obwebembezi hatariho okubashooraho*
- * *Abakazi bajwekyerwa omuby'okuteera oburuuru ahandeengo zoona nk'abashaija*
- * *Abakazi nibeinganisa n'abashaija ahandeengo zoona z'entunguuka n'ahakuteeka omunkora eby'entunguuka bya gavumeenti.*

Obugabe bw'abakazi omuby'obwebembezi n'ebirikukwata aha bataka

- * Abakazi beine obugabe bw'okwejumba omu bwebembezi hamwe n'okuhinguza ebiteeso ebikwatire aha Eihanga nk'abashaija.
- * Ekicweeka kya 29 ekya konsitushoni nikigira ngu bury'omwe aine obugabe bw'okuheerezayo ekitekateeko kye, okuza ahu arikweenda, okurundaana abantu baaba baine ekirikubageita hamwe; eki kirimu obugabe bw'okumanya ebirukufa omunsi n'okuhayo ebitekateeko.
- * Bury'omwe aine obugabe bw'okusharamu kuhagira ekibiina nari omwebembezi ou barikwenda kurabira omukuteera oburuuru okuhikire.
- * Abakazi beine obugabe bw'okushoboororerwa emishango hatarimu okushoorora. Ekicweeka kya 28 ekya kinsitushoni ya Uganda nikigira ngu omuntu weena taine mushango okuhisya bwanyima yokusharwa kw'omushango bakashanga ary'omunshobe.
- * Bury'omwe aine obugabe bw'okuheerezayo entekateeka ye, n'okwetooranira enyikiriza.
- * Bury'omwe aine obugabe bw'okutandikaho ekibiina eky'obutegeyeki nari ekitongore ekindi nk'ekyo. Ekicweeka kya 29 ekya konsitushoni nikigira ngu "Bury'omwe aine obugabe bw'okutandikaho nari kutaaha omukibiina eky'obutegeyeki n'ebibiina ebindi bityo."
- * N'obujunaanzibwa bwa bury'omwe oine emyaaka 18 y'obukuru kwehandiikisa akateera akaruuru.

EKICWEEKA 3: Obugabe bw'abakazi ahabintu

Ekiaweeka eki kigyendereire kuhajaana aha bakazi n'ebintu nk'aitaka. Nikiteerera omuraanga abanya Uganda okukira munonga abakazi ahabugabe bwaabo ah'aitaka kandi n'okwongyera abakazi obushoborozi ababintu kureetaho entunguuka.

Omubare gw'abanya Uganda boona niguteeberezibwa kuba guri obukaikuru 28.4 kandi obucweeka 51 ahari 100 bari abakazi. Aitaka nikyo ky'omuheendo n'ekirikurirayo omu Uganda ekirikukozesibwa abakazi. Kwonka aitaka aririkwingana obucweeka 16-21 ahari Igana niryo ry'abakazi. Abakazi baingi tibarikuheebwa omugisha gw'okutunga, okukozesa, okutegeyeka n'okuhungura aitaka ahabw'okuba bari abakazi. Eki nikireetaho embandama aha mirimo y'abakazi bwanyima eihanga rifeerwa.

Eiteeka ery'eiyata erya 1998 rikatongozibwa kureetaho obuteeka omukutunga, kureeberera, nokutegeyeka aitaka. Okushemeza eiteeka eri okwa 2004 kukareetaho empiinduka ahabugabe bw'okugira aitaka. Okurugiirira ahakicweeka kya 39a eky'eiteeka eri erya 2004, ebaruka ey'okwikiriza neyetaagwa kuruga ahamushaija nari omukazi baaba bashwereine omukuguza aitaka.

Ku orikugyeranisa n'amahanga agandi ag'omuri Africa, ebibiina by'abakazi omu Uganda bikoziye kihango omukuhakanisa emitwaarize eya kare omubikwatire ah'aitaka. Eiteeka ery'eihanga rirabire omukushwinjuma kwingi kugyezaho kutereeza enshonga aza kare ezabaire zitari kushobororwaho.

1. Obugabe ah'aitaka n'ebintu

- * Abakazi beine obugabe bw'okugira, okutunga n'okutegeyeka aitaka.
- * Abakazi beine obugabe burikwingana n'obw'abashaija ahakutunga oburaaro burungi n'okugira ebintu ebyabo.
- * Okurugiirira ahakicweeka kya 26 ekya konsitushoni, bury'omwe aine obugabe bw'okugira ebintu ebyabo nari kubikwatana n'abandi. Eki nikimanyisa ngu abakazi nibabaasa kugira aitaka eryabo nari ekintu ekindi kyona nk'abandi.
- * Amateeka omunsi yooni nigagira ngu tihariho muntu weena oshemereire kufeerwa aitaka. Buryomwe aine obugabe bw'okuriindwa n'aitaka rye hatariho okushorooro.

- * Abakazi beine obugabe bw'okutunga empilika ez'enyeguzano, kuruga ahubarikweenda kukozeza eitaka n'okugarurirwa eitaka ryaaba ritweirwe nka gavumenti erikweenda kugira ekiyarikozesa.

Obujurizi ahabugabe bw'abakazi ah'eitaka

- * Konsitushoni ya Uganda nezibira emicwe n'emitwarize erikuteeka abakazi ahansi nari kubamaraho ekitiinisa.
- * Abakazi abarikutuura omumareembo nibabaasa kubaho bateine eitaka kukira abakazi abarikutuura omubyaaro. Obugabe bw'abakazi ahamataka n'ekintu ekishemereire kuheebwa ekitiinisa omwihanga.

Entekateeka y'abantu erikutuma abakazi batashemererwa omubugabe bwabo bw'eitaka

- * Eiteeka ery'aheitaka erya 2004 nirikwaata ahabashwereine, kandi abakazi abaingi omu Uganda nibatuura n'abashajja baabo kwonka batageitiibwe.
- * Ebintu n'amataka nibyeetwa eby'omushajja nka Ish'eka nobu omukazi yakuba niwe arikureeberera eka.

“Bakatubiinga omunju yeitu bwanyima y'okufa kwa Taata, barikugira ngu tiheine ekintu kyona ekitwiine, mpaho twafuruka twaaza omumwaanya ogundi” Bikagambwa Kam Sopi efuuzi.

- * Hariho ebirikugambwa ngu enshonga yeitaka ti nshonga y'amaani ahamukazi orikutuura omukyaaro, n'ahabw'ekyo, tiky'amaani.
- * Omubantu abaingi, abaishiki n'abakazi tibeine bugabe bw'okuhungura eitaka kuruga ahabazeire baabo nari b'Iba bo. Tikyaburijjo kushanga omukazi arikuhungura eitaka ry'Ishe. Nikikira kubaho abazeire baaba bashomire gye nari bataine baana b'aboojo.

Badru Tidamulala- mukuru w'aboruganda rwa Baisanga; “Omwaana w'omwishiki natwazibwa kubi munonga. Omuzeire ku arikuzaara omwaana w'omwishiki, tibakukitwaaramu nk'eky'amaani. Haaba hariho ebintu by'abaishiki kuhungura, abakata nibeiruka kubibagana bwanyima y'okuziika.”

Omushaija omwe omuri Hoima akagira ati; *“Omukazi, naaba nayenderaki eiziina rye ahakyaapa kyeitaka, yaaba atarikweenda kutoroka ahari Iba”*

- * Omuri Kabale, omushaija ozeire abaishiki bonka nibamutwaaramu nk’otarazeire.

Hariho ekitebyo eky’omushaija owazeire abaishiki bonka haza aine ebintu nyamwingi. Omuburagwa obuyakozire, ebintu bye byoona akabiheereza ekanisa abaishiki be tihariho ekiyabasigiire. Abantu bakakireeba nk’ekiteine nshonga.

2. Ebishemereire kukorwa kuriinda obugabe bw’abakazi aheitaka

Eishengyero rishemereire kutoongoza eiteeka ry’obushwere hati erikiriyo nirihajaanwaho omwishegyero. Eiteeka eri eritakatongozeibwe nirimurika ahakicweeka kya 31(1) eky konsitushoni ya Uganda ekirikugira kiti; “Abashaija n’abakazi beine obugabe oburikwingana ahabushweere n’okutaana kw’abashwereine”

Eiteeka eri kuri nirihinguzibwa, nirihweera ahakutembesa obugabe bw’abakazi ahabyeitaka.



Okuriinda obugabe bw'abakazi ahabyeitaka omwiteeka eri eritakahinguziibwe

- * Nirigamba ngu omushaija n'omukazi nibikirizibwa kugira ebintu hamwe nari buryomwe abase kugira ebye.
- * Niriheereza obugabe abashwereine kuba bakama b'ebintu n'obubakuba batakiri hamwe
- * Niryikiriza abashwereine kwonka bakageitsirwe kukora endagaano okugira omugabo ahabintu ebitatungire bari hamwe. Eki n'ekintu ky'omugasho omu Uganda ahabw'okugira ngu abashaija abaingi nibatuura n'abakazi okumara emyaaka kubarikuheza babarekaho bashweera abakazi abato, abakuru babonabona. Eiteeka eri tirirukuhinguzi okutuura hamwe kw'omushaija n'omukazi nk'obushweere baaba batageitiibwe

Okubagana ebintu omubushweere

Obushweere kuburikurema, kooti nebaganisa ebintu ebitungirwe omubushweere ahagati y'omushaija n'omukazi. Kwonka hariho ebintu ebishemereire kureebwaho; Nibyo ebi:

1. Obwiire obu obushweere bumazire
2. Emyaaka y'omushaija n'omukazi
3. Amaani agubury'omwe ateireho kugura nari shi okureetaho ebintu ebyo
4. Yaaba bari abageiga nari abakyene ahabwiire obu obushweere bwaremera
5. Sente ezi omushaija n'omukazi beine omunshaho obwiire obwo.

EKICWEEKA 4: Enkoragana omumaka; n'okutaana

Ekiaweeka eki nikireeba ahangyenderwaho ezikwatireine n'obugabe bw'abakazi omubushweere, n'okutaana. Obugabe obu bugambirweho omumateeka n'ebihandiiko bingyi omwihanga hamwe n'ensi yooni. Amateeka agariho ahabushweere geinemu ebituri ebyine kukorwaho kurwanira obugabe bw'abakazi. Eky'okureeberaho, amateeka agamwe obwa hati nigahunamira obugabe bw'abakazi ahabintu omubushweere hamwe n'emyaaka y'okushweererwamu. Enshonga ezi zishemereire kukorwaho kandi UWONET negumizaku kuhiga gavumeenti kutongoza eiteeka ery'obushweere n'omutaana erikiri omwishengyero.

Omuri CEDAW kihandikirwe ngu buri Eihanga rishemereire kukora kyona kureeba ngu ryariinda abakazi amuby'obushweere n'amaka kandi ngu omury'ebyo omushaija n'omukazi beinganisa:

- * *Obugabe bw'okweshariramu okuza omubushweere;*
- * *Obugabe bw'okwerondera omurigirwa kandi bakashwerana bekundeire;*

Nobu amateeka aga gariho kuriinda obugabe bw'abakazi, abakazi tibarikubushemererwamu ahabw'emicwe n'emitwarize, emize hamwe n'okugira ngu abakazi tibeine Mugisha gw'okugira sente nyingi. Obutamanya n'obutahikwaho ebyafaayo omunsi nibyo birikuzibira abakazi okushemererwa obubugabe bwabo. Obushweere kuburikurema babujumiirira ahabakazi.

Omuri Maputo protocol, nikigambwa ngu amahanga goona gashemereire kukora kyona ekirikubaasika kureeba ngu abakazi bashemererwa omubugabe bw'omubushweere bwabo n'abashaja abaabo. Hashemereire kuteebwaho enkora kureeba ngu;

- * *Tihariho obushweere obushemereire kubaho hatabeireho okwiikirizana ahagati y'omushaija n'omukazi.*
- * *Emyaaka y'omukazi ashemereire kushwererwaho ni 18 y'obukuru*
- * *Okushweera omukazi omwe kwahinguzibwa nk'ekintu ekishemeire*
- * *Omukazi oshweire nabaasa kugumya eiziina rye*

Obushweere niki?

- * Obushweere nikishoboororwa kiti; "Omukazi n'omushaija okwikiriza kuba hamwe bekundeire bonka hatarimu abandi."
- * Ni okuba hamwe kw'omushaija n'omukazi kuba hamwe obunaku n'obukanu.
- * Ni ekigombe ekirimu okukundana kwa babiri harimu n'okuteerana ebirikwikirizibwa emicwe nemitwarize y'abantu.
- * Ni omukoro ogurimu okutongoza nari ogugeita omukazi n'omushaija.

Ebirikwetagwa ahabashaija n'abakazi kutaaha omubushweere

1. Bombi baaba beine emyaaka 18 y'obukuru n'okurenzyaho
2. Bombi baaba beikirizeine kutaaha omubushweere
3. Bombi baaba bamanyiise abantu abandi ngu bariyo nibatekateeka okutaaha omubushweere.
4. Yaaba omwanya ogubarikuza kugeitibwamu nk'ekeleziya, ekanisa, omuzigiti n'emyaanya endiijo eine ebaruha y'okugeita abantu

Obushweere obutaikiriziibwe

1. Ahu omushaija nari omukazi beine obuzaare, nk'omushaija na muhara we, omukazi n'omutabani, omutsigazi na munyaaya, omuntu na muzaara we, ishento nari nyinento n'abandi neinga baaba bari ab'oruganda rumwe.
2. Yaaba omwe omubarikuzza kutaaha omubushweere atabukire omutwe nari atatebekeine.
3. Omwe omuribo yaaba ashweirwe ahandi; okwihaho kyaaba kyeikiriziibwe emitwarize y'abantu abo.
4. Omwe omuribo yaaba agyemirwe, ayeshangire atakiine eky'okukora kutangira obushweere obwe nari haba harimu oreire enguzi
5. Abarikuzza kutaaha omubushweere bombi baaba barikushana omubuzaarwa nk'omushaija n'omushaija nari omukazi ahamukazi
6. Bombi baaba batahikize emyaaka 18 y'obukuru

Obushweere obuhikire n'engyenderero zabwo omu Uganda

Hariho amateeka agatari gamwe na gamwe agarikuheereza engyenderero ahabushweere obuhikire omu Uganda.

- * Buri bushweere bushemereire kuhandiikwa kuba obuhikiriire handi obwikiriziibwe.
- * Obushweere burimu emiringo egi; Obushweere obwikiriziibwe abataka; Obushweere obwikiriziibwe emicwe n'emitwarize y'abantu; obushweere obwikiriziibwe amaramizo; obushweere obwa Hindu, obwa Bahai hamwe n'obw'abasilaamu.

Obugabe bw'abashaija n'abakazi omubushweere

- * *Konsitushoni* nekimutiriza ngu abantu boona bashemereire kwinganisa obumagara gaabo
- * Abakazi n'abashaija nibinganisa obugabe omubushweere
- * Buri muntu aine obugabe bw'okugira ebintu ebye nari eby'akwatireine n'omurigirwa we.
- * Omushaija n'omukazi bashemereire kwikirizana ah'okutuura
- * Omukazi oshweirwe aine obugabe bw'okugumya eiziina rye, eihanga rye nari atwaare ery'Iba
- * Omukazi nawe aine obugabe bw'okushemererwa omukishengye ky'obushweere, akareebererwa kandi akakundwa.

- * Omukazi n'omushika we beine obugabe bw'okusharamu omubare gw'abaana abubarikweenda kuzaara.
- * Abakazi n'abashaija beine omugabe bw'okureberera abaana oburikwingana. Omuri byona, abaana niba ky'okubanza omubushwere.

2. Obugabe bw'abakazi ahakutaana nari okushenda omukazi

Eiteeka ery'okutaana omubushweere nirihereza engyenderero y'okutaana. Okujurira okutaana nikubaasa kubaho kubakushanga ngu owahababa omushango arikushaba kutaana tainemu buryaarya nari tiheine eky'ariho. Okutaana nikubaasa kwiikirizibwa haaba habaireho ebi:

Ebi omukazi arikubaasa kwejunisa kushaba okutaana n'omushaija we

- * Omushaija yaaba ahindwiire ediini
- * Kyamanywa ngu omushaija akaba yashweire omukazi ondi kitarikumanywa
- * Omushaija yakwaatwa nashambana n'omunyabuzaare nari obutembane
- * Omushaija yaaba abyamire n'abakazi barengire omwe
- * Omushaija yaaba ashweire omukazi haza akashambana arikumubonabonesa.
- * Omushaija yaaba ashambanire kumara emyaaka ebiri kurenzyamu

“Efaakazi eine obugabe bw'okuhungura ebintu by'Iba ahaburinganiza. Efakazi kandi nabwe eine obugabe bw'okuguma omunju y'Iba nyakufa. Baaba bashwereine, aine obugabe bw'okuhungura enju egyo. Abashaija n'abakazi beine obugabe bw'okuhungura ahaburinganiza ebintu by'abazeire baabo. Ebi biri okukicweeka kya 21 ekya Maputo protocol.

Ekicweka 7 ekya Maputo protocol: Ahakutaana nari okushenda omukazi, amahanga gashemereire kutaho entekateeka kureeba ngu abakazi batunga oburinganiza n'abashaija habaho okutaana. Omuryeki, bashemereire kureeba ngu:

- * Okutaana, okushenda omukazi bishemereire kwikirizibwa amateeka
- * Abakazi n'abashaija bashemereire kugira oburinganiza
- * omukushaba okutaana omubushweere.

Ni bunaku ki obu omukazi arikubaasa kushaba kutaana n'omushaija we?

- * Yashanga omushaija yafiire ebigyere ariho bashwereine;
- * Omukazi yashanga aine obuzaare n'Iba nari bary'aboruganda rumwe;
- * Omwe yagwa eiraro nari ahahungutuka ariho bataahire omubushweere;
- * Kyashangwa ngu omushaija akaba aine omukazi ondiiho ahabwiire bwabo kutaaha omubushwere
- * Omukazi yaaba yagyemirwe enshonga zitari zimwe na zimwe bari omushaija taheire abaabo enguzi.



Ni ryari obu kooti erikubaasa kwangira abashwereine kutaana?

- * Kooti ku erikushanga ngu omukazi tari mushambani
- * Omukazi yaaba akyerereirwe kwetoimbweitwa omukooti
- * Omukazi yaaba ayeshariiremu kurekaho omukazi we bwanyima y'okwetombweitwa ahabushambane
- * Omukazi yaaba ayeshariiremu kurekaho Iba hatakabeireho obushambani

kutaana omubushwere

Hariho okutaana oku abashwereine barikuruganaho ebiro n'ebiro ekirikweetwa *divoosi* kandi hariho okutaana oku omushaija n'omukazi barikuruganaho kumara obwiire bwanyima bakagaruka hamwe nari ekibarikweeta *separeshoni*. Omushaija n'omukazi nibabaasa kwikirizana kumara obwiire nari kooti ebe niyo yasharamu kwonka bwanyima bagarukane. Kooti yaaba eshaziremu negyendera ahamateeka.

Okutaana kumara obwiire nikimanyisa ki?

Okutaana kumara obwiire hariho obugabe oburikwiihwa ahamushaija n'okukazi nk'obu

- * Obugabe bw'okutuura hamwe
- * Obugabe bw'okuteerana
- * Abashwereine nibaba nibatwaarwa nk'abatashwereine.
- * Omushaija tarikushabwa kushashurira omukazi sente z'okumubeisaho shana kyaaba kikoziwe eiteeka.

Okuhungura niki?

Okuhungura nikimanyisa ngu omuntu ku arikufa, asigaho omuntu nari abantu abarikusigara omubintu bye. Omu Uganda, hariho eiteeka eririkushoborora enshonga z'okuhungurira abafiire.

Eka ey'obushwere

Egi nesigara omumikono y'omukazi obeire ashweirwe nyamushaija. Buri mwana ori ahansi y'emyaaka 21 y'obukuru aine obugabe bw'obutuura omunju egyo. Enju egi n'ebirimu tibishemereire kubaganwa omuburagwa.

Omushaija yaaba aine abakazi babiri kandi bombi barikutuura omunju emwe, nibeikirizibwa kuguma nibatuuramu. Kandi kubakuba nibatuura omumaju gatarikushana, bwanyina y'iba bo kufa, bombi nibaguma omumaju agubagabirwe barimu n'ebintu ebirimu.

Okuhungura kurimu ebika biha?

TESITEETI: Nyakufa yaaba asigire oburagwa omubuhandiikye. Omuntu ogu nayetwa omusigira ou oburagwa bwe narishi wiiru burikworeka okuyakwenzire ngu ebintu bye bigabanisibwemu bwanyima y'okufa kwe.



Omu Maputo protocol ekicweeka 20, kihandiikirwe ngu efaakazi zeine obugabe bwazo kandi nihateekwa kuteebwaho entebekanisa kureeba ngu habaho ebi;

- * *Efaakazi tizabonabonesibwa nari kutwaazibwa kubi*
- * *Efaakazi negumizamu nereeberera abaana omuka, okwihaho abaana baaba bakakikunzire*
- * *Efaakazi eine obugabe bw'okugaruka kushwerwa kandi eyekundeire.*

Oburagwa niki?

Oburagwa n'ekihandiiko eky'a kozirwe omuntu ekiri omumagara g'ensi egyi kirikushoboorora ekishemereire kuba ahabintu bye n'enshonga ezindi bwanyima y'okufa kwe.

N'oha orikukora oburagwa?

Bury'omwe ori aheiguru y'emyaaka 21 y'obukuru nabaasa kukora oburagwa. Eki nikimanyisa ngu bashemereire kwekorera bekundeire hatariho okugyemwa, nari baaba batari omumbeera yona eyibatarikumanya ekiriyo nikihandiikwa nka baaba basiinzire nari bareembire.

Oburagwa bushemereire kubamu biiha?

- * Ebiro ebi oburagwa bwakorerwaho
- * Ekinkumu nari omukono gw'omusigira
- * Ekinkumu nari emikono y'abantu babiri abaabaire bariho oburagwa burikukorwa (Tibashemereire kumanya ekiri omuburagwa obwe kandi tibashemereire kuba bari bamwe omubakuza kusigirwa ebintu)

Ebishemereire kutabura omuburagwa

- * Eiziina, emyaaka, Oruganda, omwaanya gw'obuzaarwa n'omwaanya ogu arikutuuramu aby'omusigira
- * Amaziina n'ebiro by'amazaarirwa g'abaana ab'aheeru n'ab'omunda.
- * Ebiro eby'oburagwa bwakoreibweho
- * Amaziina n'obuzaare bw'abantu abasigirwa omuburagwa obwe
- * Ebintu ebiriho byona harimu n'okubirikwingana n'ahubirikushangwa
(Manya eki: Ebi tibyo byonka n'ekyomugasho kumanya ebirikwetaagwa omuburagwa).

N'ahabw'enki kiri eky'omugasho kukora oburagwa?

- * Nikishoboorora oku omusigira arikweenda ebintu bye okutwazibwa
- * Nikishoboorora oku ebintu bishemereire kugabanwa
- * Nikiriinda abo abashemereire kutunga ahabintu ebyo
- * Nikihweera kumanya orareeberere abaana
- * Nikihweera kumanya oragabe ebintu ebyo oshemereire nk'oku eihanga ririkwenda
- * Nikihweera okumanya nk'oku amabanja ga sente nari ebintu byakubaasa kurundaanwa bwanyima y'okufa
- * Bury'omwe omuburagwa natunga ebimushemereire kurugirira oku obusigira arikukyeenda
- * Nikihweera omukumanya abaana ab'omusigira yazeire omunda n'aheeru
- * Oburagwa nibukozesibwa omukooti nk'obujurizi

EKICWEEKA KYA 5:

Obutabanguko omumaka hamwe n'obugabe bw'abakazi

Obutabanguko omumaka omungyeri yoon, n'obuzibu buhango omumaka ahabw'abakazi omu Uganda. Ekicweeka eki nikigyezaho kwijusya abakazi obugabe bwabo kuriinda ekitiinisa kyabo n'amagara gabo kureeba ngu tibaikiriza engyeri yoon erikutuma bateganisibwa omumaka. Ebihandiiko, ebitabo ebirimu amateeka g'okutangira okutwariza kubi abakazi eby'omunsi yoon nibigambwaho omukicweeka eki.

Okutwariza kubi abakazi kurimu okubateera empi, okubasiindika, okubateera, okubabuza obusingye, okubazaanisa, okubiima ebibashemereire. Ebirikukira kubaho omu Uganda ebindi nink'okugyema abaishiki kushweerwa batakahikize myaaka, okubagyema kushweerwa batenzire, okutoroboza, okuhamba hamwe emicwe n'emitwarize emibi nk'okuhungura abakazi, n'okubashara ebicweeka by'ekihama. Obucweeka 43 ahari 100 nibahutaara ahabw'obutabanguko omumaka.

N'obu obutabanguko obu burikuteganya abashajja n'abakazi, abakazi nibo barikukira kubonabona munonga ahakuba bakye nibo barikushaba obuhweezi. Kukirikubaho kityo abashajja bongyera okubabonabonesa. Omukucondooza okwakoziirwe omw'Ihanga, obucweeka 59.6 ahari 100 bw'abakazi nibo bashangirwe barabire omungyeri yona y'okuturugunyizibwa okwiiha beine emyaaka 15 y'obukuru kandi obwe abashajja bashangirwe beine obucweeka 53 ahari 100 bwonka. N'ekya buriijo kushanga ngu abakazi abarikutuura omubyaaro nibo barikukirayo kubonabonesibwa kukira abarikutuura omumareembo. Gavumeentu hamwe n'abakazi bashemereire kureeba ngu abarikushangwa baine omushango omuri ebi baafubirwa.

Ebika by'obutabanguko bw'omumaka omu Uganda

- 1. Obutabanguko oburikubaho omuka** nari ahagati y'omushajja n'omukazi we. Omu Uganda nibwe burikukira kubaho buri kaire. Burimu okuteera omukazi, okumuha ebifubiro ebirikuheenda, okuteera empi, okuteeza kibooko, emigyere n'ebinndi.
- 2. Obutabanguko omuby'okuteerana** kurimu okuhaamba, okutoroboza, okuteerana n'omukazi atenzire, okushambanisa abaana, okukwaataakwaata okubi; okukozesa orurimi orurimu eby'okuteerana, okwihamu enda, okushweera otahikize myaaka hamwe n'obwa malaaya obwa sente.

- 3. Okubuza omukazi obusingye:** omu harimu okujuma omukazi okurugiirira oku arikushwa nari oku akozirwe, okujumiirira obwengye bwe nari eby'omukishengye, okushoroora ahanyikiriza, omuby'obwegyese, omukireebererwa, omuby'okukozesa amara n'emibazi endiijo erikusiinza, okuteera n'okwooreka abakazi ahabishani bajweire busha hamwe n'okukozesa ebigambi ebirukhemurana.

Ebintu ebi abakazi bashemereire kumanya ahabutabanguko omumaka

Okubonabonesa abakazi nikirugamu ebintu bingi omuby'amagara, entaasya hamwe n'enkoragana y'omushajja n'omukazi

- * Obucweka 80 ahari 100 n'okurenzyamu bw'abarikureeta ebi n'abashajja.
- * Obucweka 50.4 ahari 100 bw'abo, ni beiba omubwiire obwo
- * Obucweka 17.9 ahari 100 n'abashajja abatanire n'abakazi abo
- * Obucweka 12 ahari 100 n'abashajja nari abakazi abakabiri
- * Obucweka 13.2 ahari 100 ni banyaanya
- * Obucweka 11.1 ahari 100 n'abarumuna.

Okuriindwa obutabanguko obu

Uganda ekateeka omukono ahabihandiiko n'endagaano nyingi erikwehayo;

- * **Kuriinda ekitiinisa ky'abantu-** Buri mukazi aine obugabe bw'okuheebwa ekitiinisa nk'omuntu, kandi akariindwa. Aine obugabe bw'okukora ekirimumuha ekitiinisa nk'omuntu.
- * **Okurinda abakazi** okutabonabonesibwa nari kutwazibwa kubi ababw'okuba bari abakazi.
- * **Okumaraho emicwe n'emitwarize yoona** erikubonabonesa abakazi: Konsitushoni ya Uganda netangira amateeka, emicwe, emitwarize yoona erikuteeka abakazi ahansi
- * Uganda ekashabwa ebi;
 - (a) Okucondooza ahabirikureeta obutabanguko omumaka;
 - (b) Okuteekeho entebeekanisa kutangira n'okufubira abo abarikuturugunya abakazi omumaka
 - (c) Kandi ngu eteeke empiaha omukushomesa abantu ahanshonga ezi, okushomesa abantu ahakureetaho obusingye hamwe n'entebeekanisa y'okureeberera abakazi abatungire obutabanguko obu



Gavumenti ya Uganda eriyo nekoraki okuriinda abakazi obutabonabonesibwa omumaka;

- * *Konsitushoni* neriinda amagara ga buri muntu weena. Eiteeka eri riri ahamushaija n'omukazi.
- * Ekicweeka kya 44 omu konsitushoni nikigira ngu tihariho omuntu wena oshemereire kubonabonesibwa, kuteerwa nari kushwazibwa
- * Emicwe n'emitarize yoono erikuribatira obugabe bw'abakazi terikwikirizibwa *konsitushoni*.
- * Eiteeka eriri ahabutanguko omumaka nirijumiirira omubonabonesa abakazi kandi rigamba ahakufubira abarikukora enshobi ezo.

Ku orabonabonesibwe omuka, hikiirira aba;

- * Abantu abakuru
- * Aba LC
- * Abebeembezi b'amadiini
- * Poliisi.
- * Nari shi Kooti y'omuramuzi kutunga obuhweezi omukukuriinda obwe orikuhababa omukooti.

Obujunaanizibwa bw'abapoliisi

Abatunga obutabanguko omumaka kubarikuhababa aha poliisi barikuronda obuhweezi Poliisi nekora ebi:

- * Nibahabura kihababa okuza omumwanya ogundi ugu aratungiremu obusingye;
- * Nibareeba ngu kihababa yakyeberwa kureeba akabi abamubaho kandi bwanyima atungye obujaanjabi
- * Nibahabura kihababa kukora *sitetimeenti*
- * Nibareeba ngu *sitetimeenta* egyo yakorwa omupoliisi orikushana na kihababa nk'omukazi okukora aha mukazi
- * Nibamuhabura ahabikwatireine n'okwiguraho omushango
- * Nibareeba ngu kihababa yatunga *Protection Order* kugira ngu atakagaruka kuteganisibwa

Omuri Maputo Protocol kihandiikirwe omukicweeka 14 ngu amahanga gashemereire kutaho entekateeka kureeba ngu amagara g'abakazi omukuzaara n'okuteerana gaheebwa ekitiinisa kandi gashembusibwa.

- * *Obugabe bw'okubariirira okugira enda*
- * *Obugabe bw'okusharamu kugira abaana n'okubabariira.*
- * *Obugabe bw'okweriinda nari okuriindwa okukwaatwa akakooko ka silimu n'endwaara z'obushambani*
- * *Obugabe bw'okumanya oku amagara gaabo nari agabakundwa baabo gemereire omubyendwaara z'obushambani*

Ni kazaare ki akariho ahagati y'obutabanguko omumaka hamwe n'akakooko ka silimu?

- * Abantu abeingi abeine akakooko ka silimu nibatiina kugambira abashaija baabo ahaw'okutiina okuteerwa nari okubonabonesibwa.
- * Omuntu oine akakooko ka silimu haza aine omushaija we arikumubonabonesa, natiina kumugambira kukozeza akapiira aheendera amuteire umukabi k'okukwaatwa akakooko ka silimu.
- * Omuntu oine akakooko ka silimu nabaasa kureebwa kubi mugenzi we abaase n'okumubuza obusingye.
- * Abakazi abarikuhaambwa nari abarikutorobozibwa nibaba bary'omukabi k'okukwaatwa akakooko ka silimu.

- * Abashaija abamwe abashangire beine akakooko ka silimu bahendeire bakaturiize akakazi abandi bakimanyiise.
- * Okugyema omukundwa waawe okuteerana haza muteine obupiira nikimuteeka omukabi k'okukwaata akakooko ka silimu

EKICWEEKA 6: Obugabe ahaby'amagara

Ekicweeka eki nikyeeegyesa abakazi ahabugabe n'obujunaanizibwa bwabo ahaby'amagara kureeba ngu ekigyendererwa bya *milleniyamu* ekya kataano ekiri aha Kushemera kw'amagara g'abakazi abarikuzaara kyahikiirizibwa. Hariho abakazi abaingi abarikufa nibazaara.

Okushemera kw'amagara nikwe kushanga omubiri gwiine amaani, obwongo burigye, omuntu aine obusingye. Omu Uganda, obucweeka 71 ahari 100 bw'abantu nibo barikutunga obuheereza bw'eby'amagara; ekirikumanyisa ngu buri mushaho najaanjaba abantu 25,000.



Bury'omwe ashemereire kuba aine amagara marungi ag'omubiri n'obwingi. *African Protocol* ahabugabe bw'abakazi ekigamba gye ngu "Obugabe bw'abakazi ahaby'amagara bushemereire kuheebwa ekitiinisa n'okushembutsibwa" Hariho obujurizi oburikwooreka ngu okushembutsya amagara g'abakazi nikihweera munonga ahakutunguura eihanga

Nikimanywa omunsi yoona ngu obukyene omweihanga nibukira kureetwa okushoroora ahabakazi omuby'obuheereza bw'eby'amagara. N'ahabw'ekyo neky'omugasho kureeba ngu haabaho oburinganiza omuby'obuheereza bw'eby'amagara kugira ngu abakazi babaase kushemererwa obugabe bwabo. N'eky'omugasho munonga kureeba ngu abakazi bamanyisibwa ahabugabe bwabo bw'eby'amagara omweihanga n'omunsi yoona.

1. Eby'amagara g'okuzaara

Abakazi beine ebyetaago byingi omuby'amagara ahabw'okugira ngu bo nibazaara. Omunsi yoona, abakazi abarikuhika 500,000 hamwe n'abaishiki nibafa ahabw'oburemeezi baaba beine enda nari nibazaara. Omu Uganda, abakazi abarikufa nibazaara nibeingana 435 ahabaana 100,000 abarikuzaara. Omubare ogu nimuhango munonga ekitarikwikirizibwa.

Enshonga ezirikutuma abakazi n'abaana baabo baafa omukazi aine enda, yaaba nazaara nari yamara kuzaara ...

- * Obutamanya bw'abakazi nari abaishiki ahabugabe bwabo omuby'amagara.
- * Omukazi nari abanyabuzaare obutagira bushoboorozi bw'okweshariramu okubashemereire kutwaaza amagara gye.
- * Emicwe n'emitwarize emwe nezibira abakazi kuza omumarwaariro.
- * Abakazi abaingi nibaremwa kutunga obuhereza baaba nibabwetaaga aho n'abo ahabw'orugyeendo rureingwa oruriho kuhika ah'eirwaariro, enguuto mbi, empurizana mbi, entambura na sente z'okubishashurira.
- * Okukyererwa kubahisyaho obuheereza obubarikuba nibetaaga aho n'aho.
- * Obuteetebekanisa kurungi n'obutagira butendekwa bw'okukora ahambeera ezitari za buriro ezirikubaho omukazi yaaba aine enda nari yaaba nazaara
- * Obutabaho bw'abakugu, ebikozeso, emibazi ey'okuheereza abakazi abeine enda, na baheza kuzaara omumarwaariro amaingi okukira munonga *health center* I na II.

Obugabe bw'abakazi omuby'amagara gaabo omukuzaara

- * Obugabe b'okubariirira oruzaaro, okuhumurizibwa, okureebererwa baaba beine enda na baheza kuzaara
- * Obugabe bw'okuzaarira omwirwaariro
- * Obugabe bw'okujaanjabwa omubikwatireine n'endwara z'eby'okuzaara n'endwara ezindi ez'ekikazi
- * Obugabe bw'okutunga obuheereza ahandwara z'akakooko ka silimu, kaansa y'amabeere hamwe n'obutazaara
- * Abakazi beine obugabe bw'okuza omumbuga z'amateeka baaba batwarizibwe kubi ahamirimo, nk'okubingwa ahabw'okugira enda, obutatunga kihumuro ky'okuzaara
- * Obugabe bw'okutunga ekihumuro ky'okuzaara ekirikwingana enaku 60 z'okukora. Abakazi bashemereire kushashurwa nka buriijo baaba bari omukihumuro eki.
- * Obugabe bw'okutunga obuheereza bw'eby'amagara hatariho kushoroora.
- * Obugabe bw'okwanga emicwe nk'okusharwa omubicweka byaabo by'ekihaba n'amitwarize endiijo emibi.



2. Amagara g'eby'okuteerana hamwe n'akakooko ka silimu

Abakazi nibo bamanyirwe nk'abarikusingayo kuba omukabi k'okukwaatwa akakooko ka silimu barikworeka obucweeka 59 ahari 100 bw'abakazi abaine akakooko ka silimu n'abo abarikubonabona. Silimu, nenyigiriza abakazi omumagara gabo nk'abantu, omubutuuze n'omuby'empiiha. N'obu kirikworekwa ngu omubare gw'abarikukwatwa akakooko ka silimu guriyo nigukyendeera ahabw'omurimo muhango oguriyo nigukorwa okwegyesa abantu ahakweriinda, abakazi bakiry'okukabi kahango k'okukwaatwa akakooko aka. Tushemereire kuguma nitwijuka ngu n'obu Uganda eriyo nekora kigango omukukyendeeza omubare gw'abarikukwaatwa akakooko ka silimu, akakooko aka nikakiita munonga omwihanga.

Ebizibu ebirikutunga abakazi ahabw'akakooko ka silimu

- * Ahabw'okugira ngu abakazi tibeine eiraka omubyaaro, nibatiina kugambira abakundwa baabo kukozeza obupiiira.

- * Abakazi abeine akakooko ka silimu bakanyire omubashwereine n'obucweeka 10 ahari 100 ahabw'okuba abashaija nibaremera ahabugabe bwabo kubyaa nabo bateine bupiiira ekirikubateeka omukabi kahango.
- * Emicwe n'emitwarize emwe erimu nk'okuhungura abakazi, okushweerwa bakiri bato, okubagyema omuby'okuteerana, okwaaka efaakazi ebintu; ekikorwa ebi nibyongera akabi k'okukwaata akakooko ka silimu
- * Oburemeezi omukujaanjabu kw'endwaara ezimwe omubakazi nikibateeka omukabi k'okukwaata akakooko ka silimu.
- * Obuhemu n'okushooro omubakazi abeine akakooko ka silimu nikibazibira kuza kutunga obujaanjabu bahendere barikukajaanjaza.
- * Ebijuma ebirikukyendeeza akakooko ka silimu omumubiri bigumire kutunga ahabw'abakazi abamwe ahabw'engyeendo ndeingwa kuhika ahamarwaariro agari hare.
- * Obutamanya ngu hariho emibazi erikwongyera ahamagara g'abakazi abeine akakooko ka silimu nako n'ekizibu
- * Abashaija abamwe nibazibira abakazi baabo kutunga obujaanjabu bw'akakooko ka silimu

EKICWEEKA 7: Obugabe bw'abakazi ba kateyaamba

Abakazi abarema nari ba kateyaamba bary'omukabi kahango k'okutunga akakooko ka silimu. Abakazi aba nabo beine obugabe bw'okubaho nk'abandi bakashemererwa omumagara gaabo. Hariho ebihandiiko n'amateeka maingi omunsi n'omwihanga agarikushembutsya obugabe bw'abakazi abarema.

Abakazi abatarikwebaasa nibabaasa kandi nibeenda kukora nk'abandi okutunguura eihanga. Ekugira ngu ekirooto kyaabo eki kihikiirire, hariho obwetengo bw'okushomesa n'okumanyisa boona ahabugabe bw'abakazi abatarikwebaasa

Omubugufu, Maputo protocol nemurika ahabugabe bw'abakazi omuri Africa nk'okubwayorekwa harimu obugabe bw'okubaho, okuriindwa, okumaraho emicwe n'emitwarize emibi, okutunga oburinganiza omumateeka, obusingye, okurinda abakazi omubwiire bw'entaro, okutunga oburaaro burungi, okwejumba omuby'entunguuka, okuriinda abakaikuru hamwe n'okuriinda abakazi abari omubusaasi.

Endagiiriro eya Maputo neyoreka nk'oku ebi bishemereire kuteekwa omunkora, okubyakubaasa kukuraturirwa, okubishobooraho, okutaho omukono okubyakubaasa kutungwa, okukorwa, okushemezibwa hamwe nokuhindurwa ahukirikubasika.

Nikyongyera kugambwaho omuri Maputo protocol ekicweeka ngu amahaanga goona gashemereire kuteekaho entebeekanisa kureeba ngu:

- * Bareetaho obuheereza bw'eby'amagara oburikubaasikwa boona kandi ngu bamanyisa, bashomesa kandi batendeka abakazi omubyaaro ahabuheereza obu*
- * Bateekaho kandi bashemeza obuheereza bw'okukora ahabakazi b'enda, burimu okureebererwa baheza kuzaara, okuriisa abaana na baaba nibonsya*
- * Kuriinda obugabe bw'abakazi kandi nokubaasa kwikiriza okwiihamu enda haaba habeireho okuhaamba, okugira enda y'omunyabuzaare nari enda yaaba negumizamu kuteeka amagara g'omukazi ogwo nari omwaana ow'omunda omu kabi.*

Omukicweeka 23 ekirikugamba ahabugabe bw'abakazi abatarikwebaasa omu Maputo Protocol, amahanga goona gashemereire kureeba ngu;

- * Abakazi abatarikwebaasa nari abarema barindwa kandi batunga obuhweezi okubaho kandi baheebwa emirimo, batendekwa omumishono eyibarikweenda kandi ngu bahurirwa omukusharamu ahanshona ezirikukwaata ahari boona.*
- * Abakazi abatarikwebaasa tibabonabonesibwa okukira munonga omuby'okuteerana kandi baheebwa ekitiinisa nk'abandi.*

Abizibu by'abakazi abatarikwebaasa

1. Abakazi abatarikwebaasa nibashoorwa ahabw'okubari, oyongyeireho n'okuba abakazi hamwe n'abakyene
2. Baingi omubakazi abarema tibarikubaasa kwebiisaho n'ababw'ekyo, nibabeisibwaho abandi
3. N'abakyene munonga
4. Tibeine Mugisha gw'okushoma nari okutwaara amashomo agamwe nk'abandi
5. Tibarikukira kuhurirwa kandi ebizibu byaabo tibirikumanywa beingi

6. Okucondooza omu Uganda nikwooreka ngu abakazi abarema nibabonabonesibwa omuby'okuteerana kusinga abandi abatari nkabo emirundi ebiri.
7. Abashaija abatari barema nibatweeka enda abakazi abarema babarekaho kwereberera n'abaana baabo.

Obugabe bw'abantu abatakwebaasa

- * Abantu abatakwebaasa beine obugabe bw'okubaho n'amagara marungi bo n'amaka gaabo.
- * Baine obugabe bw'okuriindwa okurugiirira ahamagara gaabo okugari.
- * Baine obugabe bw'okuheebwa ekitiinisa
- * Ekicweeka 35 ekya konsitushoni nikijumiirira okushoroora ahabantu abatarikwebaasa.
- * Eiteeka erikwatire ahabantu abatarikwebaasa erya 2006 nigiiira ngu bashemereire kutwaarwa nk'abandi.
- * Abakozesa abarikuheereza emirimo abarema abary'aheiguru ya 10 , bakabashomesa, bakabateendeka nibasharirwaho obucweeka 15 bw'emishoro.
- * Obugabe bw'okujwekyerwa omubantu, aharereengo rwa LC hamwe n'omwishengyero. Entebe 5 omwishengyero zikateerwa aharubaju ahabw'abantu abatarikwebaasa.
- * Okurugiirira ah'eiteeka ry'okushumbuusha abakazi, abakozi boona beine okushumbuushwa abakozesa baabo kubakutunga obuhuta nari bakasiisikara ebicweeka by'omubiri bariyo nibakora.
- * Obugabe bw'okutunga obwegyese n'okuteendekwa

Okuhendera

Okujanjaaza ebyafaayo n'okumanyisa abakazi ahabirikubakwataho n'ekintu ky'omutaano omukutunguura n'okuhikaanisa abakazi. Omukugyezah kureetaho entunguuka ya twena, hashemereire kubaho okwegarukamu aha mpiiha nari amaani agariyo nigateebwamu kugira ngu habeho entunguuka omubantu abarikurenga ekicweeka kya kabiri ky'abantu omu Uganda. N'eky'omugasho munonga okuteekaho entebeekanisa y'okureeba ngu abaishiki n'abakazi bayeshariramu kandi batwazibwa nka bagyenzi baabo abashaija. Mbweni ekitabo eki nikihwera abakazi okumanya n'okwetegyerereza obugabe bwabo kandi bakabushemererwamu nk'abantu.

Okujuriza kuri omubihandiiko ebi;

Women's World No. 41/2007, In Search of Peace and Human Security. Isis-WICCE, Uganda

Guidelines for Mainstreaming in Reproductive Health, Feb 2007, Ministry of Gender, Labor and Social Development. GOU-UNFPA, Gender Mainstreaming Project

The National Reproductive Health Policy

Poverty Eradication Action Plan 2004/05-2007/08 GOU

Gender Analysis in Health: a review of selected tools. World Health Organization Geneva, Switzerland (2002)

Gender Equality as Smart Economics – A World Bank Action Plan

Counting the human rights costs of the September 2009 riots in Uganda, Human Rights Network – Uganda Feb 2010

A Gender Analysis of the Health Sector Strategic Plan (HSSP II) Ministry of Gender, Labor and Social Development GOU-UNFPA, Gender Mainstreaming Project Feb 2007

The Dynamics of Gender and Class in Uganda, (2006), Kamya Agnes

Strengthening Linkages between Poverty and Gender Analysis in Uganda Final Report, August 2004, Nordic Consulting Group

Advocating for Women's Rights; Experiences from Solidarity for African Women's Rights Coalition, Roselyn Musa and Bassey Edeme

Amnesty International (2006). A guide to The African Charter on Human and Peoples' Rights. Amnesty International

Ebuke, K.S. (2006), Considering the Protocol on the Rights of Women in Africa, Africa Inisight, 36(1)

UN-HABITAT, Challenges in the implementation of Women's Human Rights: Field Perspectives Conference Paper: The Winners and Losers from Rights Based Approaches to development, February 2005

Words to Action: Newsletter on violence against women January 2010 Issue No. 6. United Nations.

Women's Rights to Land and Property, Marjolein Benschop, Legal Officer, Land & Tenure Section, Resource manual; FIDA-U and Plan International

Anntextures

EBYARUGIRE OMURUKIICO RW'AMAAHANGA AHA KUMARAHO OKUSHOROORA AHA BAKAZI

EKICWEEKA 1: AMAKURU G'EKIGAMBO OKUSHOROORA

Ahaby'orukiiko oru ekigambo okushoroora nikimanyisa okunyigiriza abakazi barikubateeka aharubaju; okureetaho embaganisa ahagati y'abashaija n'abakazi ekareetaho abantu okutwaarwa omungyeri etarikushana kikabaremesa okutunga obugabe obubashemereire kuba nibatunga; omubikwatireine n'obugabe bw'abantu, eby'obwebembezi, eby'entaasya, okutuura hamwe, n'embeera ezindi omubantu.

OKICWEEKA 2: OBUJUNAANIZIBWA BWA BURY'OMWE OKUMARAHO OKUSHOROORA

Amahanga nigajumiirira okushoroora kwonka, kandi geikiriza okukora kyona ekirikubaasika kurwanisa eki barikurabira omumateeka g'okumaraho okushoroora ahabakazi.

EKICWEEKA 3: OKUTUNGUURA N'OKUSHEMBUTSYA ABAKAZI.

Amahanga goona gashemereire kuteeka omunkora entebeekanisa y'okureetaho entunguuka n'okushembutsya abakazi, barikureeba ngu boona batunga obugabe bwabo nk'abashaija obwe barikureeba ahaby'obwebembezi, eby'entaasya, okutuura hamwe emicwe n'emitwarize y'abantu.

EKICWEEKA 4: OKUREETAHO OBWINGANISE JUBA AHAGATI Y'ABASHAIJA N'ABAKAZI

Okuteeka omunkora entebeekanisa y'okureetaho obwinganise ahagati y'abashaija n'abakazi tikirikuza kutwazibwa nk'okushoroora kwihaho nikiza kureeba ngu abashaija n'abakazi bainganisa obuheereza kandi entekateeka egi neeza kuteekwa aharubaju ekigyendererwa kyaayo kyaheza kuhikiirira

EKICWEEKA 5: OKUMARAHO OKUJUMIIRIRA

Amahanga gashemereire kureeba ngu:

- (a) Gashwinjuma emicwe n'emitwarize y'abashaija n'abakazi barikugyezaho kwihaho entaaniso ezirikureetaho embaganisa kikatuma abakazi baaguma ahansi y'abashaija nari okureetaho embagabisa omu mirimo erikukorwa omumagara ga buriiyo ey'abakazi n'ey'abashaija kandi obwe erikubaasa kukorwa bombi.
- (b) Okwegyesa eka ngu obujunaanizibwa bw'okukuza abaana tibw'omukazi wenka okwihaho n'omushaija nawe ashemereire kukora kihango omukukuza abaana n'okubatunguura kandi ngu baheebwa ekibashemereire abazeire bombi

EKICWEEKA 6: OKUMARAHO OKUBONABONESA ABAKAZI

Amahanga gashemereire kuteekaho entebeekanisa erimu amateeka g'okureeba ngu okubonabonesa abakazi okurimu okubaguza, okubakozesa obwa malaaya n'ebindi byona byahwaho.

EKICWEEKA 7. AMAGARA G'OMU BY'OBWEBEEMBEZI HAMWE N'OMU BANTU

Amahanga gashemereire kukora kyona ekirikubaasika okumara ho okushoroora ahabakazi omuby'obwebembezi n'omubantu; bashemereire kureeba ngu abashaija n'abakazi batwazibwa ahaburinganiza omukuha obugabe obu:

- (a) Okuteera akaruuru omuburuuru bwena n'okuteererwa akaruuru umuntebe eziriho zoona;
- (b) Okwejuumba omukureetaho amateeka n'okugateeka omunkora n'okuba abebeembezi kandi bakakora emirimo ya gavumeenti;
- (c) Okwejuumba omukukorera ebitongole ebitari bya gavumeenti ebirikureetaho obugwagye omubantu.

EKICWEEKA 8. OBWINGANISA OMUKUJWEEKYERWA OMU GAVUMEENTI

Amahanga gashemereire kukora kyoona ekirikubaasika kureeba ngu abakazi, ahaburinganiza, bajwekyerwa kandi bakeebwa omugisha gw'okujwekyera omu gavumeenti n'ebitongole ebindi hatariho okushoroora.

EKICWEEKA 9. OBUNYEIHANGA

1. Amahanga gashemereire kuheereza abakazi n'abashaija obugabe bw'okutunga, okuhindura nari okugumya eihanga eribarikwenda. Nibateekwa kureeba ngu tihariho omukazi owagyemwa kutwaara eihanga ry'Iba omukushweerwa nari okuruga omurye. Eki kishemereire kwikirizibwaho kugira ngu omukazi abase kweshariramu.
2. Amahanga gashemereire kuheereza abakazi obugabe oburikwingana n'obw'abashaija omukusharamu eihanga eri abaana barazemu.

EKICWEEKA 10. OBWEGYESE

Amahanga gashemereire kukora kyona ekirikubaasika kwihaho okushoroora ahabakazi omuby'obwegyese; bashemereire kureeba ngu abakazi n'abashaija batunga obuhabuzi omuby'okushoma n'okutendekwa ahamishono, okuwegyesibwa ebirukushana, okuheebwa ebigyezi ebirukushana, okuwegyesibwa abegyesa abeine okuteendekwa okurikwingana, okuheebwa omugisha gw'okutunga obuhweezi omuby'empiiha z'okushona nka za *sikilashiipu*, n'omugisha gwokushoma amashomo ag'aheiguru.

EKICWEEKA 11. OKUTUNGA EMIRIMO

Amahanga gashemereire kureeba ngu gaataho enteekateeka kwihaho okushoroora ahabakazi omuby'emirimo; bashemereire kureeba ngu habaho oburingaaniza omukureeba ngu; bombi batunga obugabe bw'okukora emirimo nk'abantu, obugabe bw'okutunga emirimo erikushana hatariho okushoroora, obugabe bw'okweshariramu eky'okukora, obugabe bw'okukuzibwa ahamurimo, obugabe bw'okuriindwa n'okuheebwa eby'okubabeisaho ahamurimo, obugabe bw'okuteendekwa omuby'emishomo ey'eby'emokono.

EKICWEEKA 12. OBURINGANIZA OMUKUTUNGA OBUHEEREZA BW'EBY'AMAGARA

1. Amahanga gashemereire kutaho entebeekanisa kwihaho okushoroora ahabakazi omuby'okutunga obuheereza bw'eby'amagara harimu n'obuheereza obw'akubariirira oruzaaro.
2. Otateire aharubaju ebigambirweho omukubanza, omukihandiiko eki,

amahanga gashemereire kuheereza abakazi obuheereza obushemeire baaba beine enda, nibazaara nari baaba niboonsya harimu n'okureeba ngu batunga eby'okurya ebirimu ekiriisa omubwiire bwona obwo.

EKICWEEKA 13: EY'AMAGABA OMUBY'EMPIIHA

Amahanga gashemereire kureeba ngu gateekaho entebeekanisa kwiihaho okushoroora ahabakazi omuby'okutunga obuheereza oburikureetaho amagoba n'entunguuka omumagara g'abantu nk'obugabe bw'okubagana ahabintu by'eka, obugabe bw'okweguza sente omubanka, obugabe bw'okweguza ebintu nk'enju n'amataka omubanka, nari okweguza sente omubibiina ebindi, obugabe bw'okwejumba omuby'emizaano ebirimu sente n'ebindi.

EKICWEEKA 14: ABAKAZI AB'OMUBYARO

1. Amahanga gashemereire kureeba ahabizibu ebirikutungwa abakazi abary'omubyaaro n'emirimo ey'omutaano eyibarikukora omukubeisaho amaka gaabo harimu n'emirimo eyibarikukorera eihanga batarikushashurwa; bashemereire kureeba ngu abakazi abo bajweekyerwa omu nkiiko ez'abakazi kureeba ngu ebizibu ebi byakorwaho.
2. Amahanga gashemereire kuteekaho entebeekanisa kureeba ngu geihaho okushoroora ahabakazi abary'omubyaaro; kureeba ngu baheerezayo entekateeka yaabo omukureetaho ebiteeso ebirikukwaata ahariboona; bayejumba omukureetaho entunguuka omubyaaro ahandeengo zoon; batunga obuheereza bw'eby'amagara harimu nokumanyisibwa ebirikugyeenda omumaisho, okuhumurizibwa n'okuhaburwa ahakubariirira oruzaaro, kandi ngu batunga amagoba omuntebeekanisa z'okuriinda amagara ga boona omuby'empiiha

EKICWEEKA 15: OBURINGANIZA AHAGATI Y'ABAKAZI N'ABASHAIJA OMUMAISHO G'AMATEEKA

1. Amahanga gashemereire kutwaza abashaija n'abakazi ahaburinganiza omumaisho g'amateeka
2. Amahanga gashemereire kureeba ngu abakazi bahweerwa amateeka nk'oku abashaija barikuhweerwa. Bashemereire kureeba ngu abakazi batunga obugabe bw'okutegyeka ebintu n'okwirukirira kw'emirimo eya konturakiti kandi ngu bombi bwatwazibwe kumwe za kooti n'omukushara emishango.

EKICWEEKA 16: OBURINGANIZA OMUBUSHWEERE N'OMU MAKI

Amahanga gashemereire kuteekaho entebeekanisa kureeba ngu geihaho okushoroora ahabakazi omuby'obushweere n'omu maka; kureeba ngu abakazi batunga obugabe nk'obw'abashaija omukuza omubushweere, okugira obujunaanizibwa oburikwingana omubushweere, omukutaana, n'okugira obujunaanizibwa oburikwingana nk'abazeire okukira munonga aha baana;

EBIRI OMUNDAGIIRIRO EYA MAPUTO

Ekicweka 1: Okushoboorora amakuru g'ebigambo

Ekicweka eki nikishoboorora amakuru g'ebigambo ebikozesiibwe omundagiiriro. Endagiiriro neshoboorora kurungi eki okushoroora ahabakazi kirikumanyisa, emitwarize eina akabi aha bakazi, okutwariza kubi abakazi n'ebindi.

Ekicweka 2: Okumaraho okushoroora ahabakazi

Ekicweka eki nikihiga amahanga okukora ebi;

- a) Kukora kyona ekiri kubasika kureeba ngu *konsityushoni* zateekwamu amateeka g'obwinganise ahagati y'abashaija n'abakazi kandi n'okugaakuteekwa omunkora
- b) Kuteekaho amateeka g'okutangira emitwarize erikuteeka abakazi omukabi n'okubeiha omumbeera kandi n'okugateeka omunkora
- c) Kureeba ngu abakazi baabarirwa omuntebeekanisa zoona z'okureetaho entunguuka
- d) Okurwanisa okutwariza kubi abakazi barikukozesa amateeka
- e) Okuhagira entebeekanisa zoona ezirikurwanisa okushoroora n'okutwariza kubi abakazi

Amahanga nishabwa okukora kyona ekirikubaasika kushomesa, n'okumanyisa abantu aha mateeka aga, n'emitwarize mibi erikuteeka abakazi omukabi, n'okugyezaho kurwanisa enshonga ezirikutuma akabazi batwarirwa ahansi.

Ekicweka 3: Obugabe bw'okuheebwa ekitiinisa

Ekicweka eki nikimurika ahabugabe bw'omukazi weena kuheebwa ekitiinisa, obugabe bw'okwetunguura, obutajogwa nari shi okubonabonesibwa omuby'ekihama.

Ekicweka 4: Obugabe bw'okubaho, okwesigwa n'obw'obusingye

Omukicweka eki, buri mukazi aine obugabe bw'okuheebwa ekitiinisa, okwesigwa hamwe n'okugira obusingye

Ekicweka 5. Okumaraho emitwaarize erimu akabi (Okushara abakazi omubicweka by'ekihama hamwe n'emitwarize endiijo erikuteeka abakazi omukabi)

Okureeba ngu abakazi batunga obugabe omukicweka eki, amahanga nigaza kukora ebi;

- a) Kutaho n'okuteeka omunkora amateeka agarikutangira okushorooro n'okutwariza kubi abakazi bwesherekye nari shi omubantu
- b) Okutaho entebeekanisa y'okutangira, okufubira n'okumaraho okutwaariza kubi abakazi
- c) Okucondooza ebirikureetaho okutwariza kubi abakazi n'okureeba ngu babirwanisa
- d) Okushembutsya emishomo, kumanyisa abantu emitwaarize emibi erikureetaho okutwariza kubi abakazi
- e) Okufubira abaheenzi b'amateeka kandi n'okutaho entebeekanisa y'okuhuumuriza n'okuhweera abakazi abatungire obitungire obuzibu obu
- f) Okutaho entebeekanisa y'okumanyisa abantu, okubahuumuriza, n'okuriinda abakazi abary'omukabi aka
- g) Okutangira n'okujumiirira okwiba abakazi, okufubira abahenzi b'amateeka n'okuriinda abo abary'omukabi aka
- h) Okutangira okugyezesa abakazi omubya sayaansi bataikiriize
- i) Okuteeka empiiha omuntebeekanisa ezi n'okuba ba kareebi b'ebikorwa by'okurwanisa okutwariza kubi abakazi
- j) Kureeba ngu tibasharira abakazi abaine enda, abarikwonsya omushango gw'okufa omu mahanga againe eiteeka eryo
- k) Kureeba ngu abakazi n'abashajja batunga obwinganisa, obuby'empuungi kandi baheebwa ebyetaago byabo nk'empungi oku eiteeka ry'empungi omusi yoono ririkugira

Ekicweka 6: Obushweere

Ekicweeka eki nikiheereza abakazi n'abashaija obwinganise omubushwere. Amahanga nigashabwa kuteekaho amateeka kureeba ngu bury'omwe yagira obugabe bw'okweshariramu kutunga amaka yaaba aine emyaaka 18 eyikiriziibwe. Abakazi abashweirwe omushaija omwe nabo nibagambwaho. Obushweere bushemereire kuba nibuhandiikwa nk'oku amateeka garikugira.

Omushaija n'omukazi nibahebwa obwinganisa kandi n'omukazi kutoorana ahu arieweenda kushwerwa n'ah'okutuura. Omukazi aine obugabe bw'okugumya eiziina rye n'eihanga rye nari shi kuza omury'omushaija we. Bombi beine obwinganisa ahakusharamu eihanga ry'abaana baraazemu. Omushaija n'omukazi beine obwinganise ahabintu by'eka, okuriinda n'okushomesa abaaba, kandi omukazi aine obugabe bw'okugira ebintu ebye n'okubireeberera.

Ekicweka 7: Okutaana kw'abashweraine

Omukazi n'omushaija beine obugabe bw'okushaba kutaana omubushwere kwonka abanyamateeka nibo bashemereire kubaha orusya, kandi bahebwe obwinganisa aha baana n'okubagana ebintu by'eka ebitungirwe omubwiire obubabaire bari hamwe.

Ekicweka 8: Okutunga oburinganiza n'okurindwa amateeka

Omushaija n'omukazi nibeingana omumaisho g'amateeka kandi beine obugabe bw'okuriindwa. Amahanga gashemereire kureeba ngu; amateeka garwana ahabakazi okukirikubaasika, abakazi bashomesibwa ahabugabe bwabo kandi bwabwetegyereza gye.

Hashemereire kubaho entebeekanisa erikubaasisa abanyamateeka okuvunuura amateeka ahabugabe bw'abakazi kandi ngu abakazi batunga obuheereza obubashemereire. Endagiiriro egi neeha orusya rw'okuhindura emitwarize n'emicwe erikuteeka obugabe bw'abakazi omukabi.

Ekicweka 9: Obugabe bw'okujumba omuby'obwebeembezi hamwe n'okuhurirwa

Endagiiriro egi, neheereza abakazi obugabe bw'okwejumba omuby'obutegyeki, kuteera akaruuru kandi amahanga nigashabwa kutaho entebeekanisa kureeba ngu abakazi bahayo orubaju rwabo omukuhinguza ebintu ebirikubakwataho.

Ekicweka 10: Obugabe bw'okutunga obusingye

Abakazi baine obugabe bw'okubaho n'okurwanirira obusingye kandi amahanga gashemereire kutaho entebeekanisa kureeba ngu abakazi bakorera hamwe n'abashajja kureetaho obusingye, okushara emishango, n'ebikorwa ebindi ebirikureetaho obusingye n'obugwagye. Abakazi abarikushaba kuhindura amahanga barikuronda obusingye, empuungi, abarikugaruka omubyaro byabo bwanyima y'entaro boona beine kuriindwa.

Amahanga nigashabwa kukyendeeza enshohoza ahaby'entaro bakongyera empiiha omubintu ebirikutunguura abakazi n'okubariinda.

Ekicweka 11: Okuriinda abakazi omubwire bw'entaro

Endagiiri egi neikiriza ngu abakazi n'abaana bary'omukabi kahango omubwiire bw'entaro kandi amahanga nigashabwa kuteekaho entekateeka yokuriinda abakazi abarikushaba kuhindura amahanga barikuronda obusingye, empuungi, abarikugaruka omubyaro byabo bwanyima y'entaro. Ebikorwa bibi ahabantu abo, nibitwaarwamu nk'ebihagaro ebirikuteeka amagara g'omuntu obukabi kandi abarikubikora bashemereire kukwatwa bakatwarwa omumbaga z'amateeka kandi bakafubirwa. Amanga gashemereire kureeba ngu tihaabaho omuntu okukira munonga abaishiki abatakahikize emyaaka 18, tkutwaarwa kuza omumahe.

Ekicweka 12: Obugabe bw'okutunga obwegyese n'okutendekwa

Endagiiri egi nehiga amahanga kureeba ngu bakora kyona ekirikubaasika okumaraho okushoroora ahabakazi, kandi ngu abakazi baheebwa obugabe bw'okutunga obwegyese n'okuteendekwa. Netangaaza oku abaishiki bashemereire kuriindwa akabi k'okuhaambwa n'ebikorwa ebindi nk'ebyo kandi n'oku abaheenzi b'eiteeka eryo bashemereire kufubirwa.

Amahanga gashemereire kuteekaho entebeekanisa y'okuhuumuriza n'okujaanjaba abakazi abahambirwe.

Ekindi, amahanga nigahigwa kuteeka emishomo y'okwegyese ahabugabe bw'abakazi omubitabo by'obwegyese aha rurengo rwona n'obuteendeka abashomesa ahanshonga ezi, kandi n'okureeba ngu ebitabo, empapura z'amahirire, za radio na TV ezirikureetaho okushoroora ahabakazi byayihwaho. Abakazi bashemererwe kuheebwa omugisha gw'okuteendekwa omubya sayaansi n'okureeba ngu baguma omwishomero.

Ekicweka 13: Obugabe omuby'entaasya n'obugwagye

Ekicweka eki nikishaba amahanga okuheereza abakazi oburinganiza ahamirimo. Abakazi bashemereire kuheebwa omugisha gw'okutunga emirimo, emishaara ebashemereire nk'abashaija kandi tibashemereire kubonabonesibwa, kushoroorwa n'okubingwa ahabw'okugira ngu n'abakazi. Abakazi nabo bashemereire kwetooranira omurimo ogubarikwenda.

Amahanga gashemereire kuhagira ebibiina by'abakazi ebyentunguuka omubyaro, n'okureeba ngu entasya yaabo yariindwa.

Okukozesa abaana okukira munonga abaishiki abatakahikize myaka y'okukozesibwa nikijumiirirwa. Okusiima emirimo eyi abakazi barikukora omumaka, kubaheereza obwire burikumara baaba bazeire kandi n'okubashashuza emishoro nk'ey'abashaija nabyo nibigabwaho.

Abazeire bombi bashemereire kukuza abaana baabo hamwe omumicwe mirungi kandi okwejunisa abakazi kubi nk'omubishani ebirikuhemura nakyo nikijumiirirwa.

Ekicweka 14: Obugabe bw'okugira amagara marungi n'okuzaara

Ekicweka eki nikiheereza abakazi obugabe bw'okubaaririra okubashemereire kuba nibazaara, yaaba nibeenda kuzaara ninga batarikweenda, omubare gw'abaana ogubarikweenda n'emiriingo ey'okubariirira omuzaaro eyibarikweenda. Abakazi bashemereire kuriindwa endwaara z'obushambani. Baine n'obugabe bw'okumanya oku amagara gaabo n'agabashaija baabo gemereire kandi baine n'obugabe bw'okushomesibwa ahaby'amagara.

Amahanga gashemereire kureeba ngu abakazi batunga amagara marungi, batunga obuheereza bw'eb'y'amagara, barya kurungi baaba baine enda ninga baaba nibonsya.

Okwongyera aho, obugabe bw'abakazi omuby'okuzaara bushemereire kuriindwa, babaase kwikirizibwa kwihamu enda kyaba kihamizibwe ngu okugumizamu kugira enda nikibaasa kuteeka amagara g'omwaana na nyina omukabi.

Ekicweka 15: Obugabe bw'okutunga eby'okurya

N'obujunaanizibwa n'eihanga kureeba ngu abakazi beine eby'okurya ebirimo ekiriisa kandi ebirikumara. Eihanga niryongyerwa kuhigwa kuteekaho oburyo kureeba ngu

abakazi batunga amaizi marungi ag'okunywa, batunga ah'okwiija enku nari amani g'okuteekyesa, eitaka ry'okuhingamu eby'okurya hamwe n'okuteekaho entebeekanisa y'okubiika eby'okurya kureeba ngu barwanisa enjara.

Ekicweka 16 Obugabe bw'okutunga oburaaro burungi

Abakazi beine obugabe bw'okutunga oburaaro burungi omumyanya erikushemeza amagara gaabo. Okureeba ngu eki kyabaho, amahanga gashemereire kureeba ngu abakazi batunga oburaaro baaba bashweirwe nari batashweirwe.

Ekicweka 17: Obugabe bw'okurindwa emicwe n'emitwarize ya boona

Abakazi beine obugabe bw'okutuura omumyanya eine emicwe n'emitwarize erikuriinda amagara gaabo. Amahanga gashemereire kuheereza abakazi omugisha kuhurirwa ahabikwatiraine n'okureetaho emitwarize erikubariinda.

Ekicweka 18: Obugabe bw'okutuura omunsi enyecumi kandi entunguuki

Abakazi beine obugabe bw'okutuura omunsi enyecumi kandi entunguuki. Amahanga gashemereire kureeba ngu abakazi nabo bayejumba omukutebeekanisa, okwirikirira hamwe n'okuriinda obuhangwa. Abakazi bashemereire nabo kwejumba omuby'okugunjagunja kureetaho empinduka erikubaasa kubariinda omunsi.

Amahanga gashemereire kuriinda empurizana y'abakazi, okureeba ngu bariindwa oburofa oburikubaasa kuteeka amagara gaabo omukabi.

Ekicweka 19: Obugabe bw'okutunguuka

Ekicweka eki nikiheereza abakazi obugabe bw'okutunguuka. Amahanga gashemereire kuteekaho entebeekanisa y'okureeba ngu abakazi bahurirwa omu kutebeekanisa entunguuka n'endagiiriro y'okukoreramu eby'entunguuka.

Amahanga nigashabwa kuheereza abakazi omugisha gw'okukora bakatunga ebintu ebyabo, okweguza sente, okuteendekwa hamwe n'ebindi. Abakazi bashemereire kwikirizibwa kwejumba omuhururu z'okurwanisa obworo, okushuubura n'okukora kyona ekirikubatunguura nk'abakazi.

Ekicweka 20: Obugabe bw'efaakazi

Abakazi Efaakazi bashemereire kutangirwa okubonabonesibwa, n'okushoorwa; Omukazi efakazi niwe ashemereire kuba mukama w'eka n'okureeberera abaana Iba yaheza kufa; Shana kyaaba nikiteeka abaana omukabi. Omukazi efakazi aikiriziibwe kugaruka kushweerwa omushaija owu arikweenda.

Ekicweka 21: Obugabe bw'okuhungura ebintu

Omukazi efakazi aine obugabe bw'okubagana ahabintu by'Iba kandi n'okuguma natuura umunju y'iba. Ku arasharemu kugaruka kushweerwa ahandi, nabwe naguma aine omugabo ahabintu ebi. Kandi ekindi, abakazi beine obugabe bw'okubagana ahabintu bya ab'ishe.

Ekicweka 22: Okuriinda abakaikuru

Eihanga ryiine obujunaanizibwa bw'okuriinda abakaikuru, kureeba ngu batunga kyona ekibashemereire, batendekwa, bashomesibwa ebintu ebirikubahweera kandi tibashoorwa nari kubakoraho eby'enshoni bataikiriize.

Ekicweka 23: Okuriinda abakazi abarema

Eihanga rishemereire kuriinda ekitiinisa n'amagara g'abakazi abarema nari shi bakateyaamba. Bashemereire kuheebwa omugisha gw'okutunga emirimo, batendekwa kugira ngu babaase kwebiisaho kandi nabwe bahurirwe omuntebeekanisa y'entunguuka.

Abakazi abarema bashemereire kutangirwa okutwazibwa kubi, okuhambwa ninga okushoorwa.

Ekicweka 24: Okuriinda abakazi abari omubusaasi

Abakazi abary'omubusaasi nk'abakazi abaine enda, abary'omubihome, abanaku, abataine bashaija abarikubashagika kureeberera eka, abakazi abarikuruga omu myaanya erikubabonabonesa bashemereire kuheebwa ekitiinisa nokuriindwa.

Ekicweka 25: Okutangira ebi

Amahanga gashemereire kureetaho entebeekanisa kureeba ngu abakazi abu obugabe bwabo buribatiirweho bareebererwa kandi barindwa amateeka.

Byeihirwe omubyarugire omurukiiko rwa kabiri orwa Maputo ebiro, 11 Okwa mushanju 2003.

CEDAW neshoboorora ngu amahanga nigaza kukora ekirikubaasika kureeba ngu gamaraho okushoorora ahabakazi omuby’obwebembezi kandi abakazi bashemereire kwinganisa n’abashajja omury’ebi: (a) Okuteera n’okuteererwa akaruuru; (b) Okwetaba omukuteekaho engyenderero za gavumeenti nokuziteeka omunkora, babaase okushitama omuma ofiisi g’emirimo ya gavumenti; (c) Okwetaba omukukorera ebitingore ebitari bya gavumenti n’ebindi ebikurikurera amagara g’omuntu wa buriiho.

(Footnotes)

1 “okukorera hamwe n’abebeembezi b’abantu ab’enzaarwa okuriinda obugabe bw’abakazi n’efuuzi: the experience of PLAN and FIDA in Eastern Uganda: The



Ministry of Gender Labour and Social Development



Published by:

Uganda Women's Network

Plot 198 Old Kiira Road Ntinda-Kampala, Uganda

Phone: +256 414 286 539

Email: info@uwonet.or.ug

Website: <http://www.uwonet.or.ug>

Facebook: <http://www.facebook.com/uwonet>

Twitter: @uwonet