



Gender Transformation & Empowerment

Runyankole-Rukiga



**EKITABO KY'ABAJWEKYERWA B'ABAKAZI OMU KANSO
OKUTUNGUURA OBWEBEMBEZI BWA BA KANSALA B'ABAKAZI**



Okwakashatu 2013

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Obushoboorozi ahakitabo eki bwinwe bakama baky. Okwozyamu ekitabo eki orikwenda kukikozesa omukushomesa abandi nari okukikozesa otarikukiyhamu sente noteekwa kutunga orusya omubuhandiikye kuruga owa bakama baky. Okuguza ekitabo eki nari okukikozesa okutunga sente tikiikirizeibwe na kaky otiine rusya kuruga ow’abahandiiki baky.

Kikashwinjumwa Rita Aciro-Lakor

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Okusiima

Ekibiina kya Women's Democracy Group (WDG) nikisiima ba kansala boona b'abakazi, abakozi aha disturikiti, ba CAO, na ba RDC, bakuru bentebe aha LC n'abandi abakozire ahakushwinjuma n'okuhayo ebya faayo omukokora ekitabo eki.

Okumurika

Gavumeenti y'ebyaaro ni nkuru munonga omukutunguura ebyaro hamwe n'okureeba ngu abantu batunga obuheereza burungi omu Uganda.

N'obujunaanizibwa bwa gavumeenti erikuhweerwa ebitongole ebitari bya gavumenti kureeba ngu abeebembezi ba LC batunga obuteendekwa n'amagyezi g'okukora emirimo yaabo nk'okukishemereire.

Omumwaka ogwa 2011, bakansala abarikuhisya obucweeka 75 ahari 100 nibo barekwire emirimo yaabo aha district mpaho haabaho entebeekanisa y'okutunguura entegyeke n'okureetaho obuheereza burungi omubyaro. Ba kansala bashemereire okuteendekwa burijjo okureeba ngu batunga obukodyo obw'omurembe okubahwera omumirimo yaabo.

Ekitabo eki nikihandiikirwa aba Women's Democracy Group (WDG) kirikucumitiriza ahakutendeka kwa ba kansala b'abakazi. Kirimu ebibikuru ebirikutunguura enkora ya ba kansala b'abakazi ahamirimo yaabo.

WDG nehiga ba kansala b'abakazi okukozesa ekitabo eki nk'ekibiiko ekirimu obwengye oburabahwere omukuhikiiriza emirimo yaabo ya gavumeenti.

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Ebigufu omubwijwiire

ACFODE:	Action for Development
CEDAW:	Convention on Elimination of all Forms of Discrimination against Women
CEWIGO:	Center for Women in Governance
CDOs:	Community Development Officers
CSOs:	Civil Society Organizations
DGF:	Democracy Governance Fund
ECOSOC:	Economic and Social Council
FORODE:	Forum for Women in Democracy
GDD:	Gender Disaggregated Data
LCs:	Local Councils
NAADs:	National Agricultural Advisory Services
PWDs:	People with Disabilities
SMS:	Short Message Service
UWONET:	Uganda Women's Network
WDG:	Women's Democracy Group
WDN-UGANDA CHAPTER:	Women's Democracy Network–Uganda Chapter
UDHR:	Universal Declaration of Human Rights
UNDP:	United Nations Development Programme
UWOPA:	Uganda Women's Parliamentary Association

Okwanjura

Ba kansala beine oburugo obutarikushana kandi aho nibareetaho emishono emwe n'emwe omukuhikiiriza omurimo gwabo. Eki tukitiire aharubaju, ni ba kansala bakye abasya abeine obukugu omubwebembezi bwa gavumeenti y'ebyaaro, okumanya oku kansala ashemereire kutwaaza emirimo ye.

Kandi obwe, ba kansala nibetaagwa kusharamu ahabw'abantu kandi babe nibo bajumiirirwa ahabibasharamu. Okusharamu okwe nikukwata ahabintu by'abantu ebyine omuhendo, ebikozeso bya boona harimu n'eby'obuhangwa ebyine omuhendo.

Ba kansala abamwe nibetaaga okutendekwa omumishono eyibatamanyireire. Emishono egyi eshemereire kubamu nk'okwetegyezeza oku enkiiko za kanso zishemereire kutwazibwa, okuhajaana okuhikire, okwetegyezeza ebipapura by'enshozo ya sente hamwe n'ebindi.

Nihabaasa kubamu ba kansala abarikwetaaga ohuhweezi obutari nk'obwa bagyenzi baabo. Eky'okureeberaho, ba kansala b'abakazi kandi abarikuteererwa akaruuru abakyaara bonka bashemereire kumanya oku enshonga ezikwatire ahabakazi n'abashajja zashwinjumwa kandi zateebwa omubirikiza kukorwa, omumbariira ya sente kureeba ngu enshonga enkuru ezirikukwaata ahabashajja n'abakazi zakorwaho.

Kutari kuheereza ba kansala abasya emishono n'obwengye, ba kansala abakugu obumwe nibatunga obuzibu omubikwatireine n'entwaaza n'amateeka agu gavumeenti y'ebyaro erikwirukibwaho hamwe nempinduka omumateeka n'entwaaza ya ba LC.

N'obu ba kansala bakubaasa kuba batarikushana aha kanso emwe, emirimo yaabo n'ey'omutaano kandi erimu bingi. N'ahabw'ekyo nibetaaga obuhwezi kuruga omu gavumenti n'ebintongole ebitari bya gavumenti okubahweera n'okubatendeka kubaasa kuhikiiriza omurimo gwabo.

Ekitabo eki nikiuweera abakazi kureeba ngu bakozesa omugisha ugu okwetegyezeza obujunaanizibwa bwabo okutunguura emishono yaabo n'okwongyera akabwengye kureeba ngu bahwera abantu abu barikujwekyera omubyaro.

Ekitabo eki nyine, nikihereza amagyezi ba kansala kugira ngu babaase kuhwera omukuhikiiriza emirimo y'obwa kansala kandi n'okubakora abakugu omukureetaho entunguuka.

Ebikwatireine n'ekitabo eki

Ekitabo eki kiri omubicweka bishatu.

Ekiweka 1, nikiheereza entebeekanisa omumateeka g'amahanga gona, na Uganda ebarirwemu erikushagika okwejumba kw'abakazi omu by'obwebembezi.

Ekiweka 2, nikiheereza obujunaanizibwa n'emirimo ya ba kansala b'abakazi aha disturikiti.

Ekiweka 3, nikyoreka emishono n'obwengye obu ba kansala beine kumanya ahanshonga zitari zimwe na zimwe okushemeza emikorere yaabo.

Nikimanywa ngu ba kansala beine emirimo yaabo etongozeibwe kandi abamwe beine entebeekanisa y'okutendekwa. Nikyongyera kicumitirizibwa ngu abeebembezi aba beine emishono etarikushana kandi obwe betaaga obuhweezi obweherereire.

Ekitabo eki kikoziwe kugira ngu ba kansala bakikozese gye. Kirimu:

- ◆ Amateeka agarikushagika abakazi okwejumba omuby'obwebembezi;
- ◆ Obujunaanizibwa n'emirimo ya ba kansala b'abakazi aha disturikiti hamwe;
- ◆ Emishono n'obwengye obu ba kansala beine kumanya ahanshonga zitari zimwe na zimwe okushemeza emikorere yaabo harimu; emishono omuby'okugamba n'abantu; okwetegyereza ebikwatireine n'embaganisa eriho ahagati y'abashaija n'abakazi; embariira ya sente; okushemeza eby'abashaija n'abakazi, okuretaho oburinganiza ahagati y'abashaija n'abakazi; okujanjaaza obutumwa; okushaba ebibarikwenda kukorerwa abantu; okuheerezayo ebitekateeko byabo; okukiikisa enkiiko, okuba ba kareebi b'ebiriyo nibikorwa n'okubishwinjuma kureeba yaaba byakorwa n'omutindo; n'ekwejumba omubugombe bw'abakazi.

EKICWEKA I:

OKUMURIKA AHAMATEEKA G'OMUMAHANGA G'ENSI YONA N'AGA UGANDA AHAKUSHAGIKA ABAKAZI OMUKWEJUMBA OMUBY'OBUTEGYEKI

1.1. Okumurika ahamateeka omunsi yona

1.1.1. Obugabe bw'abantu omunsi yona-Universal Declaration of Human Rights

Omu mwaka ogwa 1948, amahanga agetereine gakatongoza amateeka ga Universal Declaration of Human Rights (UDHR). Omumateeka ga UDHR ekicweka 21 nikigamba ngu-n'obugabe bwa bury'omwe okwejumba omukwirukirira gavumeenti ye ayekundeire nari atoreinwe okujwekyera abandi. Nka rimwe omumahanga egetereire, Uganda ekeikiriza kuhikiiriza amateeka aga kugira ngu abashajja n'abakazi bombi babaase kuteerwa akaruuru batoramwe okujwekyera abantu kandi n'abantu batorane abeebembezi baabo.

1.1.2. Eiteeka ry'okwihaho okutwariza kubi abakazi-The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979

Omu mwaka ogwa 1985, Uganda ekeikiriza kuteeka amateeka ga CEDAW omunkora. Eihanga ku ririkuteeka omukono ahandagaano y'amahanga omunsi yona, nirishabwa okukora amateeka agaaryo okureeba ngu ryahikiiriza kandi ryamanyisa agandi oku eiteeka eyo ririyo nirikora. Omumateeka aga CEDAW ekicweka kya 7 nikihiga amahanga "kukora kyona ekirikubaasika kwihaho okutwariza kubi abakazi omungyeri y'obwebembezi n'omubantu omwihanga ryona".

Ahakushitama kw'abanyeishengyero okw'lkumi na mukaaga (1997), akakiiko akari kukora ahakwihaho okutwariza kubi abakazi kakeikiriza kuteeka omunkora ekiteenso kya 23 ekikwatire ahabakazi okwejumba omuby'obutegyezi n'omubantu. Kikacumitirizibwa ngu amahanga gashemereire kureeba ngu amateeka gaabo kakorwa garikukuratira ebiragiro ebyo kandi n'okureeba ngu bateekaho entebeekanisa

yokushemeza amagara g'abakazi kureeba ngu bayejumba omubwebeembezi omubantu.

Uganda kurabira omu konsitushoni ey'eihanga n'amateeka g'akaruuru neshoboorora amateeka agarikureetaho oburingaaniza ahabakazi n'abashajja omuby'obutegeyeke.

1.1.3. Beijing Platform for Action, 1995

Orukiiko owa kana orw'abakazi orwabeire omu kibuga Beijing omuri 1995, rukahajaana ahambaganisa egumire nebaho ahagati y'abashajja n'abakazi omukusharamu. Orukiiko owa Beijing rukashanga ngu abakazi okuguma nibateekwa aharubaju omuby'obutegeyeke nikureeta akabuuza ahabikwatireine n'obutegeyeke obushemeire. Nikishisha ekigyendererwa ky'obugabe bw'abantu ekirikureeba ngu bury'omwe ashemereire kuteererwa akaruuru yaaba ari omukazi nari omushajja. Okuteeka abakazi aharubaju omuby'obutegeyeke nikishisha obwebembezi obushemeire.

Orukiiko owa Beijing rukacumitiriza ngu "Abakazi okwejumba omukusharamu tikureetaho oburinganiza kyonka, kwonka nikibaasa kureebwa nk'ekikorwa ky'okushemeza ebyetaago by'abakazi, Okuteeka aharubaju entekateeka y'abakazi omukusharamu ahandeengo zona, ebigyendererwa by'okureetaho obwinganise, entunguuka, obusingye tibirikubaasa kuhikiirizibwa." (Para 181).

Orukiiko owa Beijing rukaba rwine ebigyendererwa bibiri omukushemeza enshonga z'abakazi omukusharamu n'obutegeyeke:

- ◆ Okureeba ngu abakazi baheerezayo entekateeka yaabo omukusharamu n'okwejumba omuby'obutegeyeke;
- ◆ Okwongyera okubaasa kw'abakazi omukusharamu n'okwejumba omuby'obutegeyeke.

Uganda ni eihanga eririkwejumba omunkiiko z'okurwanirira obugabe bw'abakazi kandi rishemereire kukuratira amateeka agaikirizeinweho amahanga ago. Rishemereire kwanjura ebiriyo nibikorwa okureeba ngu abakazi bayejumba omukusharamu n'omubutegeyeke. Ebitongole ebitari bya gavumeenti nka bya memba bya WDG nibihwera gavumeenti okureeba ngu yateeka omunkora amateeka aga kandi ngu yaaba kareebi w'ebyetaago by'abakazi n'okureetaho oburinganiza ahagati y'abakazi n'abashajja omukusharamu n'omukwejumba omu by'obutegeyeke.

1.2. Ebihandiiko by'amahanga amakye ahabakazi okwejumba omuby'obutegyeki

1.2.1. Endagaano eya Africa ahabugabe bw'abantu-Optional protocol to the African Charter on Human and Peoples' Rights

Ekicweka 9 ky'endagaano egi nikihiga amahanga kukora ekirikubaasika kuhikiiriza amateeka agarikushagika abakazi okwejumba omuby'obutegyeki omumahanga gaabo nk'oku abashaija barikukora. Endagaano egyi, nehiga amahanga nka Uganda agaagiteireho omukono kureeba ngu baronda ba meeya, ba kansala aha disiturikiti, ba minisita, ba kamishana, abanyeishengyero, omwebembezi w'eihanga kandi ngu abakazi babaasa kwejumba omuburuuru bw'okutoorana aba nk'abashaija.

Uganda eyikireize kandi yakora amakeeta nk'okugarikureebwa omu kacweka 1.1.3. Kugyezaho kushagika abakazi omukwejumba omuby'obutegyeki.

1.3. Amateeka g'eihanga ahabakazi okwejumba omuby'obutegyeki omu Uganda.

Amaani agu Uganda eteire ahakushagika abakazi okuza omuby'obutegyeki nigeihirira ahakicweka 38 ekya konsitushoni ya Uganda erikuheereza obugabe buri munya Uganda weena okuwejumba omukwirukirira ebya faayo by'eihanga rye, we nk'omuntu nari kurabira omu mujwekyerwa. Buri munya Uganda aine obugabe bw'okwejumba omuby'obutegyeki n'okureeba ngu yatunga obutegyeki obushemeire arikurabira omubibiina ebitari bya gavumenti omubusingye. Ekicweka 33(4) nikicumitiriza obugabe bw'abakazi okutwazibwa ahaburinganiza n'abashaija omuby'obutegyeki, omubya sente, n'omukutuura hamwe.

Konsitushoni nehiga abantu twena okwihaho okukiraakirana ahagati y'abantu abatwiire nibaribatwa ahamutwe okuruga kare omukicweka 32(1) kugira ngu habaase kurugaho obuteinganisana oburiho omubantu. Nehiga abantu okushagika kandi bakongyeza omubare gw'abakazi omuby'obutegyeki aharurengo rw'eihanga, n'orwa LC, ekicweka 180 (2) (b) ekya konsitushoni ya Uganda nikigira ngu kimwe kya kashatu kya ba memba b'akakiiko ka gavumenti y'ebyaro kishemereire kuteerwa aharubaju ahabw'abakazi.

Ebibiina by'obutegyeki ebimwe byaherize kuteeka amateeka agarikushagika abakazi okwejumba omuby'obutegyeki omuri za konsitushoni zaabyo..

1.4. Ahabw'enki turikwenda ngu abakazi beingi bejuumbe omuby'obwebembezi?

- ◆ Okukishemereire kukorwa n'enshonga ahabw'enki—Abakugu nibeikirizana ngu kyine omugasho muhango okugira omubare gw'abashaija ogurikwingana n'ogw'abakazi omuby'obutegyeki ahabwa enshonga ezi;
- ◆ Oburinganiza- amubare gw'abakazi nigweingana kimwe kya kabiri ky'omubare gw'abantu omu mahanga goona n'ahabw'ekyo beine obugabe bw'okutunga abajwekyerwa;
- ◆ Obukugu- abakazi beine obukugu obutarikusha n'obw'abashaija n'ahabw'ekyo bashemereine kutunga abajwekyerwa kubaasa kuhayo ebitekateeko byaabo n'okubihikiiriza. Obutashwanisa ebitekateeko nikimanyisa ngu abakazi nibabaasa kureetaho obutegyeki obutarikushana n'obw'abashaija;
- ◆ Ebyetaago- ebyetaago by'abashaija tibirikushana n'eby'abakazi kandi ebimwe nibihakanisana ekirikumanyisa ngu abakazi nibetaagwa omubutegyeki kubaasa kuheerezayo ebyetaago by'abakazi bagyenzi baabo;
- ◆ Okukorera hamwe- abakazi nibabaasa kukorera hamwe omukuhikiiriza ebyetaago byaabo baaba beine abajwekyerwa omubutegyeki;
- ◆ Eky'okureeberaho- Abakazi nibejuumba omubutegyeki omubwingi baaba beine ab'okureeberaho omubutegyeki;
- ◆ Obutegyeki obwebembeirwe abantu- okugira omubare gw'abakazi ogurikwingana n'ogwa abakazi omubutegyeki nikyoreka ngu eihanga ryine obutegyeki obwebembeirwe abantu nari shi demokoraasi omukuhikiiriza ebyetaago by'abantu.

EKICWEKA 2:

OBUJUNAANIZIBWA BWA BA KANSALA B'ABAKAZI AHA DISTURIKITI.

Birugire omu WDN-Uganda Chapter Manual for training women councillors (2011); Local Government Act, Constitution of the Republic of Uganda and WDG report from pre-visits to 50 districts of Uganda (2013)

2.1. N'ahabw'enki gavumenti y'ebyaro eine omugasho muhango?

Gavumenti ey'abantu abahansi niyo erikujwekyera abantu abateezi b'akaruuru. Akacweka 9 ah'amateeka aga gavumenti ey'ahansi CAP 243 nekora gavumenti ey'ahansi ey'aheiguru omubya faayo bya gavumenti. Akakiiko keine obushoboorozi buhango omu gavumenti egi omuby'okukora n'okuhikiiriza amateeka agari omu konsitushoni ya Uganda n'amateeka aka gavumenti ey'abantu ekicweka CAP 243. Abanya Uganda nibo beikiriziibwe okuza aha kakiko aka gavumenti ey'ebyaro.

Okurugiirira ahakicweka 180 (2) (b) ekya konsitushoni ya Uganda, kimwe kya kashatu kya ba memba aba akakiiko aka gavumenti y'ebyaro nikiza kuteerwa aharubaju ahabw'abakazi. Ekicweka eki tikirikuzibira abakazi okwesiimba kuteererwa akaruuru ahabwa kansala.

2.2. Obujunaanizibwa bwa ba kansala b'abakazi.

Ekicweka kya Kabiri ekya Gavumenti ey'ebyaaro nikiheereza obujunaanizibwa bwa ba kansala b'abakazi aha disturikiti. Oyihiroho emirimo eyi ba kansala barikukora nk'oku eyorekirwe ahansi, ba kansala b'abakazi ahabw'okubahangirwe bashemereire kukora kihango okwongyera ahamirimo yaabo endiijo okuhindura embeera y'abakazi. Okugira ngu babaase kuhikiiriza emirimo egyi, nibetaaga okutendekwa okubakubaasa kureetaho oburinganiza ahagati yaabo n'abashaija omukutebeekanisiza emirimo ya gavumenti, okubariirira sente, okushwinjuma ebiriyon nibikorwa,

n'okupima entunguuka eriyo nekorwa. Ekicweeka kya kashatu eky'ekitabo eki nikyongyera okushoboorora ahary'eki.

Obujunanizibwa bwa ba kansala n'abakazi niburugiirira ahanshonga zitarikushana okurugiirira ahakakiiko aku bariho. Eky'okureeberaho, kansala w'abakazi yaaba ari ahakakiiko; obujunaanizibwa bwe burimu ebi:

- ◆ Okwejumba omukora n'okushwinjuma amateeka agarikuza kutongozibwa kanso;
- ◆ Okuba kareebi w'emirimo ya gavumeenti, eya kanso hamwe n'ey'ebitongole ebitali bya gavumenti omu disiturikiti;
- ◆ Okukuratirira za puroguraamu za kanso n'okuheerezayo okuhabura omukuhikiiriza emiromo egyo;
- ◆ Okuhweera omukutoorana abantu b'okuteeka aha kakiiko akarikukora ahaby'emirimo, akarikubariirira sente, akarikureeberera eitaka hamwe n'obukiiko obundi;
- ◆ Okwikiiriza n'okushoboorora enshonga ezirikureetwa obukiiko obwahansi obwa gavumeenti ey'ebyaaro;
- ◆ Ahamuheru gw'omwaaka, nashwinjuma enkora y'obukiiko okureeba yaaba ebyabeire biri eby'okukora byakozirwe kenyine;
- ◆ Okukora emirimo endiijo eramuheebwe kanso nari amateeka.

Ekicweeka 22 eky'amateeka aga gavumeenti ey'ebyaaro nigaikiriza okubaho kw'obukiiko obukye omu kanso. Obukiiko obu, nibwikirizibwa kuruga omumateeka aga gavumenti ey'ebyaaro kuhweera kanso omukuhikiiriza emirimo yaayo. Buri kakiiko nikaheebwa obujunaanizibwa omubintu nari enshonga ezitari zimwe na zimwe. Nk'omuby'amagara n'obury'obwegyese; ebya sente n'okutebeekanisa enshohoza, Okwirukirira emirimo, eby'obuhingi, okwombeka n'ebindi:

Kansala w'abakazi nabaasa kuza ahakakiiko koona. Yaaba arimu, obujunaanizibwa bwe burimu ebi:

- ◆ Kuba kareebi n'okushwinjuma enkora y'emirimo eheibwe abatari bamwe na bamwe;
- ◆ Okwakiira entebeekanisa y'enshohoza ya sente okuruga omubakozi kandi nokuheerezayo owa kanso kukorwaho;
- ◆ Okushwinjuma enshohoza ya sente ya buri kwezi, za ripoota kugira ngu abaase kuhabura kanso nk'okukishemereire;
- ◆ Okushwinjuma ebiteenso ebiretirwe kanso ebrahindurwemu amateeka kugira ngu abaase kuhabura kanso nk'oku kishemereire;

- ◆ Okushwinjuma ebiteenso bya ba memba kugira ngu abaase kuhabura kanso nk'okukishemereire;
- ◆ Okwakiira entebeekanisa z'enshozo ya sente kuruga omubakozi n'okureeba okuzateebwa omu ntebeekanisa eya kanso.

Buri kansala aine obujunaanizibwa bw'okuhikiiriza nk'omuntu yaaba ari omu kanso.

Harimu ebi:

Okuguma nayehisya abantu be abamuheire akaruuru akababuuza enshonga ezibaine kugira ngu abaase kuzitwaara omu kanso kuhajanjwaho.

- ◆ Okuheerezayo enshonga z'abantu, ebitekateeko n'ebihaburo omu kanso. Ba kansala tibarikuhayo ebitekateeko byaabo byonka, nibaheerezayo ebitekateeko by'abantu;
- ◆ Okubaho omunkiiiko za kanso n'obukiiko obundi;
- ◆ Okuguma nabugana abantu abateezi b'akaruuru buriho.

Oyihireho obujunaanizibwa bwa ba kansala omu gavumenti ey'ebyaro, hariho ebizibu ebibarikubugana omumirimo yaabo; okucondooza oku WDG yakozire omuri bamwe omuribo okuruga omu disitirikiti makumi ataano omu Uganda omumwaka ogwa 2012–13. Ebizibu ebi birimu:

- ◆ Okwetiina n'obutagira okweyikirizamu, okwehurira nk'abatarikubaasa, empiiha nkye ezirikuteebwa omu gavumenti ey'ebyaaro, abantu okubeendamu byingi ebitarikubaasika nk'okubashashurira ebishare omumashomero. Ekizibu eki kikeihayo obubonero 100 aka bundi omukucondooza okwakozirwe omuri za distirikiti makumi ataano omu Uganda;
- ◆ Ba kansala b'abakazi tibeine obukugu omukukuratirira ebibarikwenda ngu bikorwe n'okurundaana obuhagizi, haza eki kikeihayo obubonero 94 ahari 100;
- ◆ Obutashoma kuhika hare, obutamanya kugamba orungyereza kandi arirwe rurimi orurikukozesibwa omu kaanso, ekirikubagaruza enyima omumirimo ya kanso, hamwe nobuteetegyereza gye amateeka agarikukuratirwa kaanso. Eki kikeihayo obubonero 89 ahari 100;
- ◆ Obutagira emishono omukutebeekanisa eby'okukorwa, omukutebeekanisiza enshohoza ya sente n'obuteetegyereza gye amateeka n'ebiragiro bya gavumeenti ekyehireyo obubonero 79 ahari 100;
- ◆ Obuteetegyeeza kurungi emirimo yaabo ekyehireyo obubonero 74 ahari 100.

Emishono endiijo eyi abeebembezi bahereizeyo erimu: Okubaasa kugamba omubantu, omuntwaaza y'abashaija n'abakazi, obutamanya okutebeekanisa enshohoza ya sente, obutejuumba omuby'okumanya ebisya n'ebiriyo nibigyenda omumaisho ebirikubahweera omukuteensa omu kanso, obutamanya kuhajaana ahanshonga bakasinga, n'obutetegyeeereza emitwarize ya kanso.

EKICWEKA 3:

EMISHONO N'OBWENGYE EBIRIKWETAGISIBWA BA KANSALA B'ABAKAZI KUGIRA NGU BAHIKIIRIZE EMIRIMO YAABO OMUBUTEKA.

3.1. Empurizana

Empurizana enungi, niyo musingye gwa gavumenti kukorera ahaburinganiza. Nekuriiriza enkoragana n'abantu abandi, ehweera omukutebeekanisa eby'okukorwa, omukutebeekanisa enshohoza ya sente, okukora amateeka kandi ehweere omukuhisya obuheereza ababantu.

Abantu omubyaro nibakimanya ngu gavumeenti y'ebyaaro eshemereire kuba nebagambira ebiriyo nibikorwa, obugabe bwabo, amagoba, ebizibu ebirikucumbagiza obuheereza n'ebi gavumenti erikusharamu omwiziina ryaabo.

Abantu nebeenda ngu gavumeenti ehurikize ebyabo: okumanya entekateeka yaabo n'ebyetaago. Abantu nibaba nibeenda okugambirwa ebyafaayo omubuteeka kugira ngu bamanye ku ebyetaago by'abantu biriyo nibiteekwa omunkora.

Okugira ngu ba kansala bamanye okuhisya obutumwa omubantu n'abarikuhwera gavumenti omumirimo, bashemereire kubaanza kushemeza empurizana ey'omunda. Empurizana ey'omunda netandikira ahakukora entebeekanisa y'okushohorezamu ebyafaayo eya gavumeenti ey'ebyaaro. Entebeekanisa egoye neheereza omusingye empurizana erahwere ba kansala okumanya emirimo yaabo, n'oku abebeembezi aba gavumenti barateeke omunkora ebitekateekirwe. Gavumeenti ey'ebyaaro eshemereire kushemeza empurizana kugira ngu ebirikukorwa babishembusye omubuteeka.

Ebigyendererwa by'empurizana

Ebigyendererwa by'empurizana byine omugasho muhango omukuteekaho entebeekanisa y'empurizana. Ebigyendererwa ebi kandi nibikora kihango omukushwinjuma n'okureeba omutindo gw'ebiryo nibikorwa.

Nka kansala, oshemereire kubanza kwebuuza ahabw'enki orio nooza kushohoza obutumwa. N'okugira ngu:

- ◆ Obaase kumanyisa abantu ebiryo nibiza kukorwa, ebitakozirwe, nari empinduka;
- ◆ Okuhiga abantu kuhindura ahantekateeka n'emitwarize yaabo
- ◆ Okureetaho okugondera amateeka;
- ◆ Okuhiga abantu okukozesa nari okumanya obuheereza nari ebintu bya gavumeenti;
- ◆ Okurundaana obuhagizi nari okuhiga abarikuhweera gavumenti okuha obuhagizi;
- ◆ Okureetaho omuhiimbo omubantu;
- ◆ Okureetaho obumwe omukukora emirimo nari okuhikiiriza amateeka ahabwa boona;
- ◆ Okubaasa kumanyisa abantu ahu ebintu byahika n'okuhurira entekateeka yaabo.

Abu obutumwa bushemereire kuhika:

Oshemereire kumanya abo aborikweenda ngu batungye obutumwa obwe. Nobaasa kubashoboorora kurugiirira aha ngyeri eyi obutumwa burikuza kubahindura narishi kubahweera.

Okucondooza

Nk'ekintu ekiine omugasho, okucondooza ahanshonga ey'orikwenda kugambaho orikwebuuza ahabantu abandi nikihweera munonga.

Obutumwa obw'omuhendo

Bwanyina y'okucondooza, oshemereire kumanya obutumwaobw'omuhendo obw'orikwenda ngu abantu baawe betegyeereze nari shi bamanye. Okutunga obutumwa obw'omuhendo, tekateeka yaaba noyeenda:

- ◆ Okushomesa abantu-okubamanyisa ahamukoro narishi empiinduka omumateeka;
- ◆ Okubareetamu omuhiimbo- okubahiga okwejumba omukukora narishi okumurika ahanshonga ezimwe;

- ◆ Okumanyisa, okugaruzamu amaani abantu- okubamanyisa ebiriyo nibikorwa.

Eby'okureeberaho ahabutumwa obu ba kansala bakubaasa kuheereza

- ◆ Reeba ngu wanaaba engaro zaawe bwayina y'okukozesa ekihoronyo nari okurya eby'okurya kandi nokureeba ngu;
- ◆ Wafundikira eby'okurya okwehara koorera: Sente eza NAADs hati zeizire ahabw'abakazi n'ebibiina by'eminyeeto. Mugyeende muze ahamagomborora n'okumanya ebirikukiraho.

Obutumwa bushemereire kutahindukahiinduka kandi bukozesibwe kumara obweire omumurimo ogwo. Eky'okureeberaho, obutumwa bushemereire kuhamira ahakukyendeeza endwaara ya koolera n'okugiihira kimwe omwigoomborora eryo.

Obutumwa obu, bushemereire kukorerwa abantu atari oriyo nabusindika. Bushemereire kuba bugufu, buri omururimi orwanguhi, burikwetegyeerezibwa kurungi kandi burikukwaata ahari buryomwe.

Engyeri erikushemeza empurizana

Ebi nibyo turikuza kukora kureeba ngu obutumwa bwaitu bwatungwa. Niki ebiturikuza kukora? N'oha orikuza kukora biiha kureeba ngu obutumwa bwaitu bwatungwa abantu abu turikwenda ngu buhikye?

Emiringo y'empurizana

Nooza kukora ota kureeba ngu obutumwa bwahika abantu? Emiringo y'empurizana erimu:

- ◆ Ebihandiiko omumahirire. Omuringo ogu gworobi kwonka tigrikukira kukora gye. Nikiba nikyetaagisa kugamba n'abanyamahurire abarikuza kushohoza obutumwa obwe butunu;
- ◆ Emikutu y'empurizana eya karimagyezi nari Intaneeti: Reeba ngu wakozeza intaneeti omukyanga kyaawe okurugiirira aha butumwa obw'orikwenda kwohereza. Omuringo ogu nikukora gye kandi nikuhisya obutumwa ahabantu baingi omurundi gumwe omumwanya ogubarimu kandi abantu babaase n'okubuuza ebibuuzo bigarukwemu;
- ◆ Ebihandiiko nk'ebitabo nari obupapura oburiho obutumwa;
- ◆ Za filimu okworekwa omumyaanya eyorikwenda kuhisya obutumwa;

- ◆ Radiyo: Omuringo ogu niguhosya obutumwa ahabantu jubaajuba okukira munonga omubyaaro ahu abantu boona barikuhurikiza radiyo;
- ◆ Enkiiko z'ebyaaro: Omuringo ogu nigukuhweera okuhisya obutuma ahabantu n'okuhurira ebiteekateeko byabo aho n'aho;
- ◆ Email: Ogu nagwe n'omuringo gw'omurembe ogwa karimagyezi ogurikuhisya obutumwa ahabantu. Okukozesa za email enyingi z'abantu abaingi okubahisya obutumwa;
- ◆ Ababaruha: Okuhandiikira amabaruha abantu abarikwetaaga obutumwa obwe;
- ◆ Okurabira omubebeembezi: Omuringo ogu nigutuma obutumwa bwahika ahabantu kandi babwikiirizamu;
- ◆ Ebiteerane: Ebi nibihweera omukuhayo obutumwa obwa boona;
- ◆ Ebipaande ebihango: Nibihisya obutumwa ahabantu beingi kandi biguma nibibeijusya ahakuba nibimara obwiire bureingwaho;
- ◆ Ebyaapa: Okutiimba ebyaapa omumyaanya eyi abantu barikukira kuzamu;
- ◆ **PO**kuhisya obutumw ahari ba takeyaamba, n'Okurabira omu mizaano, Okukozesa abavunuuzi, abarikukozesa omumanyiso kuhweera ebifa matu nari empumi;
- ◆ Okutebeekanisiza enshohoza ya sente: Buri kikorwa nikiza kwetaaga sente zirikwonganaki? Eki nikihwera okumanya omuringo gw'okukozesa okuhisya obutumwa obubantu;
- ◆ Okutebeekanisiza enshohoza ya sente: Buri kikorwa nikiza kwetaaga sente zirikwonganaki? Eki nikihwera okumanya omuringo gw'okukozesa okuhisya obutumwa obubantu;
- ◆ Okuba ba kareebi n'okushwinjuma ebiriyo nibikorwa: Buri mpurizana yooni eshemereire kushwinjumwa kureeba yaaba eriyo nekora nari etarikukora kugira ngu sente zitakasiisikara. Omuringo ogu nagwe niguheera ba kansala kuhindura ahankora kugira ngu babaase kureeba ebijuma.

3.1.1. Okukozesa emiringo y'empurizana nari social media okutunguura obwebembezi omu LC

- ◆ Omukutu gwa karimagyezi: Buri gavumenti ey'abantu eshemereire kuba eine webusayiti eyi erikuguma neteekaho ebiriyo nibikorwa. Za webusayiti ezi nizihweera mumonga omukuhisya obutumwa ahabantu kubamanyisa ebiriyo nibitekateekwa kukorwa, embariirira ya sente n'ebindi;
- ◆ Empurizana erikukozesibwa aha intaneeti: hariho empurizana ensya ey'aha intaneeti ahu abantu barikuganiira n'okubagana ebyafaayo nka za email, feesi buuku, twiita n'endiyo: emiringo egyi nehweera ebiringole kubagana ebyafaayo, nk'ebishani, za vidiyo, ebigambo ebikwatirwe ahakataambi n'ebindi. Kugira ngu empurizana egi ebonere, eshemereire kukorwa hamwe na za radiyo, enkiiko z'ebyaaro kugira ngu abantu babaase kutunga n'okwetegyeereza obutumwa. N'ahabw'enki empurizana e'zhamukutu gwa Intaneeti nari social media ziri ez'omugasho ahari ba kansala?

Ahabw'enki omukutu gwa social media guri ogw'omugasho ahari ba kansala?

- ◆ Empurizana ezi nizihweera ba kansala kugarukamu ebibuuzo by'abantu kuba kandi aha sente nkye;
- ◆ Empurizana ezi nizibaasa kwejuniisibwa nk'embikiro y'obutumwa kugira ngu bubaase kwejunizibwa kutebeekanisiza entunguuka omubantu kandi okusharamu nikubasa kurugiirira ahantekateeka y'abantu baheerezayo;
- ◆ Nebabaasisa kumanyisa abantu ebi kanso eshaziremu;
- ◆ Nebaasa kwejinisibwa kujanjaaza amakuru... nk'okuhaakubarukaho endwara nka koolera empurizana egi nebaasa kuhisya abantu amakuru aga juba n'okubakubaasa kutangira endwara egi. Omumyaanya eyakuba etarimu rupapura rw'amakuru omu rurimi orw'abantu, empurizana egi nekora munonga;
- ◆ N'empurizana egi, omwebembezi nasindika obutumwa omurundi gumwe buhikye abantu beingi munonga kandi bagarukyemu n'entekateeka yaabo aho n'aho;
- ◆ Empurizana egi nebaasa kwejuniisibwa okugiha abantu okwejumba omukikorwa eki omwebembezi arikwenda abantu be okwejumbamu;
- ◆ Empirizana egi nehika abantu juba. Tikiri kwetaagisa abantu omuronda omwanya gw'okubuganiramu kugira ngu babaase kuhurizana;

- ◆ Empurizana egi nehwerwa kanso obutaraba omu mirabanamu yokugyezaho kumanyisa abantu nk'okubituura kandi nibeehara okusindika obutuma abantu haza abantu bakabukya okundi;
- ◆ Empurizana egi nebaasa kwejuniisibwa kuhabura abantu ahu bashemereire kubuza kumanya ebirukiraho. Eky'okureeberaho, abantu nibabaasa kugambirwa kugenda bakabuuza ow'ebya NAADS ah'eigomborora ebikwatireine n'ebirukira kukorwa n'a sente omumwaaka;
- ◆ Abantu benyine nibabaasa kukoze empurizana egi kumanyisa kansala waabo ebizibu ebibeine, entekateeka yaabo nari haaza bariho ekitari omubuteeka.

Ba kansala bashemereire kwijuka ebi, baaba nibakozesa empurizana eya karimagyezi na sms chaati;

- ◆ Otakatuma obutumwa obutashemereire ahabw'okuba waaba wasindikire obutumwa, nibuba bwagyzire otakiine kagisha k'okuhinduraho;
- ◆ Abantu nibaba nibeenda ngu obagarukye aho n'aho ahabizibu byabo kasita empurizana egi nobaasa kugikozesa ah'ori hoona obwiire bwona. Okugarukamu juba, nikikuhwera okureetaho obwesigwa omubantu baawe;
- ◆ Waaba nokozesa empurizana egi, gyezaho okuhandiika nk'oriyo nayebuuza ahari banywani be. Nikikuhwera okureetaho obwesigwa ahagati yaawe n'abantu baawe;
- ◆ Empurizana egyi eshemereire kukorerwa hamwe n'emiringo y'empurizana ezindi nk'enkiiko, radiyo ahabw'okuba tikugira ngu bury'omwe nagikozesa;
- ◆ Waaba nokozesa empurizana egyi, otakaruga ahamuramwa okaza kugira ngu obaase kutunga ebujuma byaayo;
- ◆ Kozesa empurizana egyi n'abantu abaribo. Eky'okureeberaho, mwaaba muri aha sms chat na ba kansala, tikishemereire kureetamu abantu abatari ba kansala.

3.1.2. Emiringo y'emurizana eya social media aha kompyuta.

Feesi buuku (Face book)

Face book n'enki?

Facebook n'ekika ky'epurizana ekirihikaanisa abanywaani hamwe n'abandi abarikukora, okushoma nari kutuura nabo. Omukutu ugu gukatongozobwa omukwa kabiri 2004, kurikwirukibwa abantu buntu. Omu mwaka ogwa 2011 omukw'okubanza, Facebook ekaba erikukozesibwa abantu abarikwingana obukaikuru 600. Ekitongole ekirikucondooza kirikukorera aha Compete.com omumwaka ogwa 2009 omukwokubanza, kikarangirira ngu facebook niyo mpurizana erikusingayo kukozeesibwa omunsi yona.

Ni baaha abarikubaasa kukozees Face book?

Buryomwe oine emyaaka 18 n'okusingaho nabaasa kukozees facebook. Okukozees facebook oshemereire kuba oine email address nari enamba y'esimu reero oyerondere password nari/pin word.

Kansala w'abakazi nabaasa ata kukozees facebook?

Facebook nempirizana y'okuhikaanisa abantu bakabagana ebyafaayo kandi nebaasisa omuntu;

- ◆ Okubugana ebika by'abantu abeingi; abanywaani; abashomire hamwe; abarikukora bimwe; za kampuni; za bizineesi;
- ◆ Okubagana amakuru nari ebya faayo, ebishani, ebisya omubantu abo;
- ◆ Okuhajaana ahanshonga;
- ◆ Okubuuza ebibuuzo ahanshonga. Nk'oku kanso yakuba neyeenda kushutama kutebeekanisa enshohoza ya sente, iwe nka kansala nobaasa kuteeka ekibuuzo aha facebook orikubuuza abantu ebibarikwenda kureeba ngu byateekwa omunkora. Nibabaasa kukuha entekateeka ey'orakozese omu kuhajaana omu kanso;

- ◆ Nobaasa kukozeza facebook okunywanisa za kampuni. Eky'okureeberaho, WDN eine peegi aha face book.



Okuza aha Face book:

Email

Eby'okukuratira omukwiburaho email biri ahakapapura Annex A enyima omukitabo eki.

Buriijo manya okukozeza email omubuteeka. Ebi nibyo wakubaasa kukora:

- ◆ Manyisa owakutwekyera email ngu wagitunga;
- ◆ Garukamu enshonga eziri omu email egyo orikutandika n'ey'okubanza kuhisya ay'ahamuheru kurungi;
- ◆ Kozesa orurimi oruhikire kandi orushemeire;
- ◆ Ijuka ngu za email nizibiikwa kandi nizibaasa kugaruka kushomwa omubiro by'omumaisho.

Omuntu nabaasa ata okwiguraho email address

- ◆ Hariho emikutu myingi erikubaasa kukuheereza email address: Hariho Yahoo, Hotmail, Gmail, Ymail, n'eyiindi;
- ◆ Eky'orikwetaaga kwiguraho email n'okureeba ngu ori aha internet. Eki nikibaasa kukorebwa omu internet café eri omukatawuni kanyu. Waaba oine karimanyezi omu offisi yaawe eine internet nari omuka, nobaasa kwoguraho email address;
- ◆ Yiguraho gumwe omumikutu eyayorekwa ahaguri okozese "Sign Up";

- ◆ Nibaza kukubuuza ebirukukwataho harimu: ebiro by'obuzaarwa, amaziina gaawe gombi, eihanga n'ebindi. Nikirungi okwiguraho email address n'amaziina gaawe ahabw'okuba nikikuhwera omukwijuka;
- ◆ Email address neeba aine ekigambo nari enamba eyoshemereire kuba noyemanyira kugira ngu hatakagira owamanya ebihama byaawe.

Nobaasa kukora ki na email address?

- ◆ Nobaasa kuhandiika ebaruha nari email okuhurizana n'omuntu nari abantu aborikwenda;
- ◆ Nobaasa kutwekyera abantu baawe ebishani;
- ◆ Notunga obutumwa kuruga ahabarikumanya address yaawe;
- ◆ Kandi nobaasa kushaba okumanya eby'orikwenda kuruga ahamubtu weena.

3.1.3. Okwohererezana bwa messegi (SMS chat)

N'emwe ahankora y'empurizana ensya, erikukozesa esente nkye kandi empurizana nungi munonga eya SMS.

Buryomwe oine okasimu ak'omungaro nabaasa kutweeka nari kusindika messegi. Nk'omwebeembezi nooba oine abantu b'ebika byingi abu oshemereire kuba nohurizana nabo obwiire bwona. SMS chat n'omuringo ogworobi omukuhurizana na za group. Nobaasa kugukozesa okumanyisa abantu beingi aharukiiko nari ebindi wasindikira group ka message. Kugira ngu empurizana egi ekore gye, buryomwe ashemereire kuba ari memba omu group egyo. Oku wakubaasa kwegeita ahampurizana egyi kworekirwe ahansi;

Nobaasa kubanza kumanya za group omubantu baawe abarikukira kubuganira obubibiina byaabo nka za SACCO, amaramizo, abahingi, eminyeeto n'abakazi. Tunga enamba z'esimu ez'abebeembezi baabo hamwe n'eza ba memba nka bataano omuri buri group. Waaba oine enshonga eyorikwenda ngu abantu bamanye nk'okugaba sente kwa NAADS omubibiina omubyaaro, nobaasa kusindika message emwe omuri za group ezo orikubamanyisa. Oshemereire kubaragiira kuza ahagomborora kumanya ebirukukiraho ahanshonga egyo. Omu SMS egyo, nooba wabamanyisa kyeneyine eky'orikwenda kukorwa.

- ◆ SMS neyorobyamba empurizana yaawe n'abantu baawe waaba nokozesa za group. Nobaasa n'okukozesa kurundaana abantu omukukora emirimo yaabo nk'okweya amaziba g'amaizi, okukora burungi bwansi

n'ebindi. SMS chat nekozesa esente nkye kandi ekora kihango. Eidaara ryokubanza ey'omugasho n'okubanza kumanya za group omubyaaro abarikukira buteeranira hamwe, orungye amanamba gaabo g'esimu reero obaase kukozeza empurizana egyi;

- ◆ Omubwiire bw'oburuuru, SMS nekuhwera okugambira abantu ebigyendererwa, okubeijusya okukuteerera akaruuru, nokurundaana ebitekateeka byaabo;
- ◆ WDG neheereza ba kansala omugisha gw'okukozeza sms chat. Waaba okozire group yaawe, ebamba ezo nobaasa kuzisindikaho message.

Hariho group za chat ibiri;

- ◆ Local WDG chat group; erikubaasa kukozeza abahungu rwa distiriki. Omuntu nabaasa kugira chat eya WDGR (R eya Rukungiri)
- ◆ National WDG chatgroup nari ey'eihanga; WDG.

Obyokugyenderaho omukwiguraho group chat facility (Orikukozeza Rukungirink'eky'okureeberaho)

Ekyokukora	Obutumwa Miringo y'oku- handiikamu	Eky'okureeberaho
Okweyongyera aha group yakorwa	Yegeiteho	POST WDGR nimumanyisibwa ngu ebikwatireine n'ebya NAADS nibiza kubaho nyenkakare aka office ya Kanso.
Okuhandiika message aha group	Handiika [Eiziina eya group]	Yegeite ahari WDGR
Okweeta abantu okwegeitaho	Okweeta Enamba y'esimu	Yeta 0714256372,0712920498 WDGA
Okugaruza za message ezasiindikirwe za group	Za message[Eiziina rya group]	LIST MESSAGES WDGA

Ekyokukora	Obutumwa Miringo y'oku- handiikamu	Eky'okureeberaho
Okushoma message ey'orikwenda zaheza kugaruka	[Shoma] [Eiziina rya message]	Eiziina rya group 1 WDGA
Okutaanga message kuruga omu group	Taanga [Eiziina eya Group]	Tanga message kuriga omu WDGR
Okumanya omubare gw'anamba eziri omu group	Bara Eiziina rya group	Bara WDGA
Okumanyisibwa ahabirikubaho omu group egyo; nk'okukimanya omuntu ondijo yabegeitaho	Manyisa [Eiziina rya Group]	Manyisa WDGR
Okutanga okumanyisibwa ebiriyo nibibaho omu	Nyihaho[Eizii-na rya Group]	Nyihaho WDGA

Bwanyima y'okuhandiika message, gisindike aha namba engufu eya 6040; eky'okureeberaho.

Kwegeita aha group eya WDG Rukungiri, handiika; JOIN WDGR reero onsindike ahari 6040. Kugira ngu ba kansala bejunise obuheereza obu kurungi nikiza kubetaagisa kumanya group z'abakazi, abanyadiini, abanyamahurire n'abandi abu enamba zaabo zirikubaasa kwongyerwa omu group. Omumuringo ogwe, nikibahweera okumanya ngu message eyibarikwenda nari eyibasiindika nehika omumbaju z'abantu abubarikwenda. Obujunaanizibwa bw'okumanya abantu ab'omutaano abo buri omumikono yaawe. waaba ori aha SMS chat, message emwe eyorikusindikira abantu boona nebarirwa kumwe omukushashurirwa. Ekirikumanyisa, SMS emwe yaaba ari shillingi 50, nobuwakusindikira abantu 100, neguma eri shillingi 50 ahabw'okuba code eya 6040 neeba yashashureirwe aba WDG.

3.2. Okugamba omu bantu.

Byeihirwe omu FOWODE's Guide to Winning Political Elections (2010) hamwe na UNDP's Handbook for Women Candidates (2010)

Okuba omugambi murungi omubantu n'omushono ugu buri mwebembezi ashemereire kugira. Okugamba nikyo kikozezo ky'omutaano eki kansala arikukozeza kushendashenda abantu, bagyenzi be n'abanyamahurire.

Okurugiirira ahari katondoozi y'orugyereza eya Webster, ' Okugamba omubantu nikimanyisa okubaasa kwaturira abantu ebintu kubahiga kugira ekibakora nari kwetegyereza.

3.2.1. N'ahabw'enki kiri eky'omutaano kugira ngu kansala w'omukazi ashemeze omushono nari ekicoonco ky'okugamba omubantu yaaba ari mu kanso ninga n'abantu be?

- ◆ Nikimuhweera kwetekamu obwesigye kandi akamanya ngu nabaasa;
- ◆ Abebeembezi bashemereire kuba bari eiraka ry'abantu baabo. Omugambi murungi naheerezayo enshonga ze omubuteeka;
- ◆ Okurabira omukugamba kurungi omubantu, kansala w'abakazi nabaasa kuheerezayo entekateeka nungi erikutunguura ebyaaro.

Kugira ngu obaase kuba omugambi murungi, omuntu ashemereire kumanya okucondooza, okushwinjuma enshonga, okumanya ebikozezo kandi nokuheerezayo entekateeka ye omubantu omumuringo ogurabaasise ab'obushoboorozi kukora ahanshonga ezi hatariho kubuuzza bingi.

3.2.2. Omuntu nabaasa kukoraki okuba omugambi murungi omubantu?

- ◆ Okucondooza narishi okwebuuzza ahanshonga ey'oriyo nooza kugambaho bukiri kare;
- ◆ Waaba nogamba otakaburabura ogume ahanshonga egyo ey'oriho;
- ◆ Obutumwa obu oriyo noheereza bube buteine kamogo, bworobi kwetegyereza, butari bureingwa kandi ogambe nokimanyisa otari kuzanazaana;
- ◆ Waaba oyemereire, yemerera gye kandi ogambe eiraka rihurirwe;
- ◆ Guma noreeba omubantu otakeitwa enshoni;
- ◆ Hurira otebekeine kandi otaine kutiina kwona;
- ◆ Kyengyesa abantu waaba noheerezayo enshonga zaawe;
- ◆ Gamba nk'oku abantu babureijo bagamba;
- ◆ Otabagambu jubaaajuba, yetwaare kugira ngu oyetegyerezibwe;

- ◆ Guma nogarukamu obutumwa obu orikweenda kugira ngu abantu babaase kuguma nibabwijuka bureijo.

Okwetebeekanisa kare: Eby'okukuratira omukwetebeekanisa kare:

- ◆ Yebuuze Ebibuuzo ebi; N'oha? N'enki? Kiriho kita? Ryari? Nkahi? Ahabw'enki?
- ◆ Ni bantu ki abu oriyo nogambira? Nibeenda kuhurira ki, nibakunda ki kandi emicwe yaabo ery'eta? Ni bintu ki ebirikubateeranisa boona? Beine ntaaniso ki ahabantu abandi? Condoza ahabantu abu oriyo nooza kugambira;
- ◆ Ni bintu ki eby'orikwenda kugamba? Omuringo gumwe omukugarukamu eki nokureeba ahakubaasa kuhisya obutumwa ahabantu. Nomanya ota ngu ebiwaaba nonda kugamba byayetegyerezibwa kurungi? Tekateeka ahakigyendererwa ky'obutumwa obwe;
- ◆ Nobaasa ota okuheerezayo ota obutumwa bwaawe? Orurimi n'ekintu ky'omutaano omury'eki hamwe n'obumanyiso oburikukozesibwa omubiri gwaawe. Toorana ebigambo, nobumanyiso okurugiirira aha bantu abu orikuza kugambira. Tebeekanisa oku oratandike, ahagati, n'emperero. Obwiire n'omwanya kubirikukwiikiriza, tebeekanisa ebikozeso nk'ebishani ebirakuhwere kushoboorerera abantu;
- ◆ Ryari? Okubariira obwire nikikuru. Manya obwiire obu oragambiremu kugira ngu eby'oragambe bibe birikukwatagana n'enshonga eriyu negambwaho. Hariho obwiire bw'okugamba n'obwire bw'okuhunama. 'Nikihwera okuhunama kukira okweshongora ebitarimu;
- ◆ Nkahi? Omwanya ugu orikwenda kugambiramu guri guta? Nobaasa kwenda kubanza watayaayira omwanya kyaaba kiri ekishengye obanze watereza entebe. Reebe yaaba harimu ebyakubaasa kukuhweera omubikozeso byawe; waaba noyenda kwejunisa vidiyo, reeba yaaba harimu soketi y'amashanyarazi n'ebindi;
- ◆ Ahabw'enki? Kugira ngu abantu babaase kukuhurikiza kandi kukwetegyereza, oshemereire kubanza kumanya ahabw'enki bashemereire kukuhurikiza kandi kyabasika, bagambire. N'enki ekirikutuma bahurikiza? Ekyo nikimanyisa ngu neiwe nomanya ebirungi ebiri omubigambo byawe;
- ◆ Otakagamba bingi, gamba bikye. Kozesa embazo ngufu, kandi kyaabasika ogume nobaheereza eky'okureeberaho ekirikuza kubahwera okwetegyereza.

3.2.4. Omugambi omubantu-- obukodyo bw'okwijuka.

- ◆ Endeebeka yaawe; Waaba nogamba, ijuka ngu bury'omwe naaba nakureeba. Oshemereire kujwaara gye okareebeka gye. Otakajwaara ebijwaro by'erangyi ezirikwaata amaisho. Otakakozesa mekaapu nyingi nari kujwaara enkwazi nyingi ahabw'okuba nizihuzya abantu batakakuhurikiza. Oshemereire kufa ahaby'orikuza kugamba kutari eby'ojweire.
- ◆ Okukozesa obumanyiso bw'omubiri: Omubiri gwawe nigukora obucweka 50 ahari 100 omuby'orikuza kugamba. Reebeka ngu wayemerera gye ebigyere byawe bitakwateine munonga. Engaro zaawe n'emikono reekeba ngu wazinanuura kurungi heihi n'amanyaanya gaawe. Otakateeka engaro zaawe enyima nari omunshaho. Otakaguma notunga orukumu omubantu;
- ◆ Okukozesa amaisho: Guma noreeba abantu boona, orubaju norubaju obwiire bwoona. Eki nikikuhweera kureeba yaaba bakuhurikiize. Waaba oinemu enshoni, gyezaho kureeba aheiguru y'emitwe yaabo. Aho nibatekateeka ngu oriyo nobareeba;
- ◆ Endeebeka ahamaisho: Guma nomwenyaho kyaaba nikyetajiisibwa. Waaba nogamba aharufu, otakamweenya ahabw'okuba tikirikubonera. Oshemereire kubariira okamanya obu oshemereire kumweenya n'obu otashemereire;
- ◆ Eiraka: Gamba n'eiraka rihango bakuhurire. Guma nohindahiindura aheiraka kurugiirira ahaby'oriyo noza kugamba. Ijuka ngu okugamba otarikuhindura aheiraka notuma abantu batamwa. Waaba noyenda ngu betegyeereze eky'omutaano eky'oriyo nooza kugamba, gamba haza ohunameho kakye. Yongyeza aheiraka, okyendeezeaho aho obaase kugamba kurungi;
- ◆ Okubaasa obutiini: Buryomwe nagira obwoba yaaba naaza kugamba n'abantu beingi. Eki n'ekya buriiho. Kugira ngu otakagira okutiina munonga, banza otekateeke ngu abantu aborikuza kugambira ninkeiwe kandi nibakwendeza gye. Waaba oyetekateekire gye kandi orikumanya abantu baawe kurungi, nikikwongyeramu amaani.

3.2.5. Oku orubazo rwawe rushemereire kuba

Waba waherize kurundaana ebyokugamba, bitebeekanise reeru oyihemu ebitarikuza kugiheereza eraatili. Kuratira ebi;

A) Okutandika:

- ◆ Tandika na ka “Rwigura amaisho” - ekitebyo, ebirikushesya kandi oreebe ngu byakwaata ahabantu. (ek'okureeberaho, waaba noyenda kugambira abashomi aha univasite, nobaasa kutandika n'ekitebye ahabiro ebiwabeire ori omu univasite nokishoma; waaba nogamba n'abateezi b'omupiira, gamba ahabirikushesya ahakuteera omupiira...) Eki nikiza kukuhwera kubateeka omumbeera babaase kukuhurikiza n'omuhimbo.
- ◆ Bwanyima, banjurire omukutu ogu orikwenda kugambaho (Eky'okureeberaho, “Erizooba, ninyenda kubagambira ahabw'enki kanso ehemereire kwongyera empiiha omuby'obwegyese omu divijoni eya Kakabada”).

B) Orubazo rwenyine:

- ◆ Ronda enshonga nk'ishatu enkuru z'okusheemba obutumwa bwaawe omu rubazo. Enshonga ku ziri kurenga ishatsu ziteganisa abantu okwijuka. Tebeekanisa eby'okureeberaho kubaasa kushajika enshonga zaawe. Yongyeramu ebitebyo nari enfumu kubaasa kushemeza orubazo rwawe.

Eky'okureeberaho:

1. Okuhajaana: Obwegyese bubi omu divijoni ya Kakabada.
2. Okuhajaana: Obwegyese okukira munonga obw'abaana b'abeishiki nibuhweera omubiro by'omumaisho.
3. Okuhajaana: Entebeekanisa omuby'amateeka n'okwongyeramu empiiha nebyetaagwa.

C) Okuheendera

Okuheendera n'okw'omutaano munonga omurubazo. Eki nikyo kicweeka eki abantu abaingi barikuza kutwara omuka. Hereeruka n'enshonga ez'omutaano kandi reeba ngu wagarukamu eby'omutaano omukuhendera.

EKICWEKA 4:

ADIVOKASE

Birugire omubihandiiko ebya UWONET (2010) Advocacy Skills Training Manual hamwe n'ebiyagambirwe Sheila Kawamara Mishambi ahamushomo gw'abatendeki b'abatendeki ahabiro 27 by'okwa kashatu 2013 omuri Kampala-Uganda

4.1 Adivokase ni ki?

Adivokase ni engyenderero y'okureetaho obuhagizi omukureetaho empinduka omumikorere y'ebintu erikutandikwaho abaturagye barikurabira omubibiina ebitari bya gavumeenti, abeebembezi n'ebibiina ebindi. Adivokase nebaasa kwongyerwa kushoboororwa nk'okugamba ebibari ahamitima, okumanyisa abantu enshonga ebakwatireho munonga, n'okworeka abeebembezi oku enshonga egyo eshemereire kushoboororwa. Adivokase nikwe kukorera hamwe n'abantu okureetaho empiinduka.

Ba kansala b'abakazi nibabaasa kukora omurimo muhango omukureetaho empinduka omubyaro byabo. Empinduka egyi nebaasa kuba ari omuby'amagara, omuby'obwegyese, eby'obuhiingi, okwongyera ahantaasya ya sente n'ebindi.

Adivokase nitugyetaaga ryaari?

- ◆ Gavumeenti yaaba eine amaani meingi erikukora emirimo yaayo hatagizire owabuuza.
- ◆ Gavumeenti yaaba eteine maani g'okutangira abaturagye akabi nari okutunguura amagara gaabo.
- ◆ Abantu baremwa okwikirizana abanshonga zitari zimwe na zimwe.
- ◆ Omubwiire bw'entaro z'engaanda nari amadiini.

4.2. Adivokase eine bika ki?

Ebika biriri bya adivokase nibibaasa kutanuuka; Adivokase ey'omuntu buntu na adivokase ey'okuhindura enkora y'ebintu ahabwa boona. Adivokase ey'omuntu buntu niyo egyo eyi omuntu arikuba nayenda kuhindura enkora ahabw'obugabe bwe nk'omuntu. Adivokase ey'omuhindura enkora y'ebintu ahabwa boona yo, n'eyokureetaho empinduka ahareurengo rwa gavumenti z'ebyaaro, Eihanga nari omunsi yona ahabw'abantu abarikushanisa obusaasi nari ebizibu.

4.3. Ni bikozeso ki bya adivokase ebi omuntu arikubaasa kukozeza kuretaho empiinduka?

- ◆ Oburuuru; Okurundaana abantu kushagika ekiteeso kimwe; okwediima nari shi kwekarakasa; okuhamira ahanshonga mpaka ekoziwe; okuramuza; Okwikirizana n'okukozesa embuga z'amateeka. Omuri adivokase nitukora ebi; Okubuuza ahaby'obutegyeki; okubuuza n'okugarukamu ekibuuza ky'abashemereire kutunga ki; nibyingana ki na nitubitunga ryari? Okurungaruunga abeebembezi okukora ebi abantu barikwenda omumiringo erikutunguura amagara g'abo abateine maani g'okwerwanaho kandi beine entaasya nkye.

Adivokase eine ebigyendererwa ebi: Okuhindura enkora omuby'amateeka kureeba ngu abanyamateeka batunga eiraka ry'okusharamu; hamwe nokureeba ngu amataagi ga gavumenti gakwatanisa hatariho okurwanangana omuby'obutegyeki.

Adivokase neshoboorora ebi: Amateeka agatarikuhwera abantu; Emicwe y'amataagi ga gavumenti nari abeebembezi erikuribata ahamitwe y'abantu; okubonabonesa abantu n'okuteeka amagara gaabo omukabi hamwe na gavumenti kuriinda obugabe bw'abanyamateeka; okusoonsola omubantu; okuribatira obugabe bw'abantu okurugiirira ahanshusha ye, enyikiriza ye, emitwaarize ye y'obuzaarwa n'ebindi.

Amadaara g'okureetaho adivokase eraakore kurungi Eidara ry'okubanza: Okushoboorora ekigyendererwa

- ◆ *Ni kigyendererwa ki ekimuriho? Nimwenda ki?*
- ◆ *N'enki eby'orikwenda kumanya ahanshonga egyo? Nooza kubimanya ota.*
- ◆ *Ni mpinduka ki eyiwakwenzire ngu ebeho bwanyima? Bwanyima nooba wahindura amagara ga baahi kandi ota?*

Eidaara rya kabiri: Okushoboora kurungi ebyo ebimurikwenda kukorwa

Niki ebi murikwenda ngu bikorwe?

- ◆ Hoona nibza kuhindura nari kushemeza amagara g'abantu? Nibiza kutuma abantu baturira ngu nabo beine obugabe handi nibahurirwa? Nibiza kujanjaara kandi bikundwe boona? Byine omugasho muhango munonga kandi nibibaasa kukorwaho omubwiire butari bureingwa munonga (Nk'emyezi 6 kuhisya emyaka 2) Nibiza kuteerana abantu kumwe omubibiina nari za guruupu? Nibiza kuhwera abakazi omukwejumba omuby'obutegyeki hamwe n'abantu abandi abarikukira kuteekwa aharubaju? Nibiza kukuza okuteeka ekitiinisa omubugabe bw'abantu?
- ◆ Mutebeekanisize gye obwengye obwakubaasa kwejunisibwa kushoboora enshonga ezo? Nibiza kubahwera kuhikiiriza ebirooto byanyu omubiro by'omumaisho? Nibiza kukwatanisa ebyetaago by'abantu abahansi n'ebya ensi yoona? Nibibaasa kuhikiirizibwa kandi bisiingure?

Eidaara rya kashatu: Okushoboora abantu abarikwenda kuhweerwa

- ◆ Noha orikubaasa kureetaho empinduka okurabira omuri adivokase yaawe/yanu?
- ◆ *Abarikusharamu– Abo abeine omushoboorozi n'amaani agabaheirwe nari ag'obuzaarwa–okutaanga nari omuretaho empinduka egyo.*
- ◆ *Abarikuteekaho amaani maingi–Abeine amaani g'okureetaho empinduka nari abakubaasa kuremera ahabeebeembezi kuba ba kagambirizi ba boona ahanshonga*

Okwetegyerereza abahakanisa baawe: N'ahabw'enki barikutuhakanisa? Ni baza kukozeza maani ki okutuhakanisa? Beine bushoboorozi nari maani ki g'okutuhakanisa? -- omubya sente, okubaasa, abubarikumana, ebibarikubaasa kubona juba; Ni babaasa kukozeza amaani omumadaara garikwingana ki? Nibabaasa kuteeka amagara geitu omukabi? Ebitongole byabo biri bita, byine mateeka ki n'ebindi. Beine kigyendererwa ki ky'okutuhakanisa, nibaza kukozeza bukodyo ki? Nibabaasa kutusinga ki? Ni bantu ki abu barikubaasa kukzeza abeine amageyi? Hariho enshonga ezitwakubaasa kwikirizana? Zaaba ziriho, nitubaasa kwikirizana ahari zimwe tuhakane ahazindi?

Eidaara rya kana: Okweteeramu ka toochi: N'enki ekirikubaasika kandi mwine maani ki kubaasa kwejumba omuri adivokase? Ekibiina kyanyu kiri kita omubya adivokase? Ni maani ki agumwiine kandi mwine muzibu ki? Nimubaasa kurundaana obuhagizi burikwingana ki? Mwiine abahagizi abeine amaani? Abebeembezi banyu omu adivokase nibeikirizana omukigyendererwa kimwe? Okusharamu kw'abantu omukibiina nikubashembusya kandi nibahurikiza boona? Ni bikozeso ki ebyakubaasa kubahwera? Ebigyendererwa byanyu nishemeire kandi nibibaasa kuhikiirizibwa?

Eidaara rya kataano: Eby'okukora: Niki ekimuteireho ameisho okuhindura: Amateeka? Ebiragiro? Eki abebeembezi bashaziremu? Ni nshonga ki ezimwiine ezirikutuma mwahakanisa eki? Ebintu ebirikuza kukorwa, nimuza kubikora ryari, bwiire ki?

Eidaara rya mukaaga: Okugunjagunja obutumwa: Obutumwa bwanyu bukozirwe omugyeri erikumiga abantu abu orikwenda ngu bareeteho empinduka? Obutumwa bwawe nibushemeza omuntu wa buriijo? Niki ekishemeire ahabw'abantu?

Eidaara rya mushanju: Entumwa: Ni ntumwa ki ezirikwesigwa ezakubaasa kuhikiirira abantu abu orikwenda ngu bahindureho? Nabo ni bamwe omubatahemereireirwe enshonga ezo zimwe nari ni ba kafuru? Oriyo nokora ki okubareetera okwejumba omu kintu? Entumwa ezi nizetaaga bintu ki okuhisya obutumwa bateine kutiina nari okutimwiimwa?

Eidaara rya munaana: Abahajizi b'okukwongyera maani: Ni bitongole ki ebindi ebi enshonga ezi zakubaasa kuba nizikwataho? Ni kabi ki nari karungi ki akari omukukoragana nabyo? Nobaasa kukora nabyo? Nobaasa ota kurundaana obhagizi bwabo ahanshonga ezo?

Eidaara rya munaana: Okutwara obutumwa: Ni bukodyo ki oburungi obwakubaasa kukozeisibwa kuhisya obutumwa obu? Okuhikiirira abebeembezi abo okabagambira eky'rikwenda? Okubabira omubanyamahurire? okurabira omunkiiiko za kanso? Okurundaana

obuhagizi kuruga omubyaaro abantu bakerundaana kushaba ekibarikwenda (Nk'okwesharinga, okutambura omunguuto nibayomba nari beine ebihandiiko, okujanjaaza ebihandiiko)? Okuza omumbuga z'amateeka?

Eidaara ry'lkumi: Abantu abandi: Ni bantu ki abandi abakubaasa kuhwerwa bwanyima y'okutunga ekimuriyo omurwanira? Nibabaasa kubegitaho kwongyera amaani? Ni baahi abakubaasa kuhendera basingirwe? Abahakani nibabaasa kwejunisa nshonga ki kwerehanaho? Nimubaasa kubagarukamu ki ahanshonga ezo?

Eidaara 11: Ebirabeho omubindi: Ab'eby'obutegyeki nibabaasa kubatwaaramu bata? Niki omuby'obutegyeki ebyakubaasa kubahwera kandi ni kabi ki akakubaasa kubarukaho? Omubantu, ni bintu ki ebiriyo nibibaho ebyakubaasa kushiisha obukodyo bwanyu nari ebimurikuza kukora?

Eidaara 12: Engyenderaho y'obwire y'eby'okukorwa: Ebigyendererwa ebi bishemereire kuhikiirizibwa ryaari? Eby'okukorwa ebimwe ni ryari obu bishemereire kuba byakozirwe? Ni baahi abarikuza kubikora kandi nibabikora ryari?

Okuba ba kareebi n'okushwinjuma ebirikukorwa: Mwaaba muriyo nimukora ebitekateekirwe, okubishwinjuma n'okubirebuzuza bikihwera. Ni bintu ki ebitarikukora kandi ni byetaago ki ebiriho? Oku murikukora ebintu oku, kukirimu akashamuushamu ninga? Kumurabugane ekizibu, mubanze kuhindureho okukirikubaasika mutakagumiizemu.

EKICWEEKA 5:

OKUKIIKISA ENKIIKO

Burugire omu WDN-Uganda Chapter brief to local councillors (2012)

5.1 Obukodyo bw'okiikisa enkiiko eza komiti

Orukiiko rutakahikire

- ◆ Ebiro by'orukiiko nibiteebwaho sipiika nari shi kagambirizi wa kanso kandi amanyisa bbakama b'entebe z'obukiiko. Kwonka kyaaba nikyetagisibwa, sipiika nabaasa kuhindura ebiro by'orukiiko;
- ◆ Agenda nari shi ebirahajaanweho omurukiiko nibihandikwa mukuru w'entebe ow'akakiiko ako arikukuragana na mukuru w'ekicweeka nari dipaatiwe eyi ripoota erikurugamu ebirahajaanweho omurukiiko. Orukiiko rutakatandikire agenda egyo nebanza kwikiziranzaho ba memba. Omuhandiiki nari shi kiraaka niwe arikuhandiika ebyahajaanwaho omunkiiko.

Orukiiko rwaba nirugyenda omumaisho

1. Okuhereza boona omugisha: Waaba nokiikisa orukiiko, reeba ngu buryomwe yaheebwa omugisha gw'okugamba yaaba ari omukibiina ky'obutegyeki ekindi nari atakirimu. Ijuka ngu oriyo nokiikisa orukiiko rw'abebeembezi abarikujwekyera abantu boona rutari orw'ab'ekibiina kyawe bonka. Oshemereire kureeba ngu enshonga z'abantu zoonza zahurirwa okurabira omubebeembezi abubaayerondeire.
2. Okuba omumanyi: Mukuru w'entebe y'orukiiko ashemereire kushoma n'okucondooza ahanshonga ezo kugira ngu abaase kuhabura abantu omuhanda oguhikire.
3. Okutabeihabeiha: Orikiikisa orukiiko ashemereire kugamba eki arikumanyisa kugira ngu hatakagira abamwe abamubeihabeiha akaruga ahanshonga. Abantu abaingi kubarikuhika ahakukiikisa

enkiiko, bashanga bayoroba haza orukiiko rutwaara obwire bwingi hatariho ekibeikirizeineho.

4. Tandika orukiiko omubwire: Reebe ngu orukiiko rwatandika aha shaaha ezigambirweho. N'omurimo gwawe nka mukuru w'entebe omureeba ngu ba memba bakwata obwire. Buri rukiiko rushemereire kugira obwire bw'okutandikiraho n'obwokuhendera. Nimubaasa kuganiira orukiiko rutakatandikire kwonka mutarengize edakiika 5. Eshasha ezirashiishwe nizibaasa kutuma enshonga ezimwe zagyenda zitahweire gye.
5. Okworeka orukiiko omuhanda oguhikire: Mukuru w'entebe niwe aine obujunaanizibwa bw'okureeba ngu orukiiko rwaguma omumuhanda oguhikire. Ashemereire kureeba ngu ba memba bayetegyereza agenda kandi bareeba ngu ebibaragambe tibiri aharubaju. Ba memba abaragambe ebetakwatireine, nabaasa kubabuuza ebibuuzo ebirabagaruze ahanshonga yenyine.
6. Hereza ebikozeso ebirakozesibwe omurukiiko bukiri kare. Mukuru wentebe ashemereire kuragiira kiraaka kureeba ngu eki kyakorwa. Za kope nari shi ebihandiiko by'enyarugire omurukiiko orwahweire n za ripoota bishemereire kuheebwa ba memba orukiiko rutakatandikire.
7. Kora agenda kandi ogikuratiire: buri rukiiko rushemereire kuba rwine agenda kandi eshemereire kuheebwa ba memba bukiri kare. Agenda yaaba eriho ebishemeire, n'orukiiko nirushemera. Agenda yaaba eriho enshonga nka "Okuhajaana ahambeera y'eby'amagara omu disturikiti" nebaasa kureetaho akatabanguko. Agenda ahaby'amagara nebaasa kuba erimu "Okuhajaana ahabizibu ebiri omuby'amagara omudisturikiti omumarwariri ag'aharurengo rwa ka shatu n'orwa kana" Agenda egyi eri ahanshonga etanaganagirwe n'ahabw'ekyo netuma orukiiko rwashemera. Waaba noyenda kumaririza enshonga, guma nogishoma aha agenda.
8. Manya amateeka n'ebiragiro by'abebeembezi by'ebyaro. Nka mukuru w'entebe, oshemereire kumanya amateeka kugira ngu obaase kikiikisa kurungi.
9. Okubiika ebyagambwaho: Okubiika ebyagambwaho nikikuhweera okumureeba ngu ebi orukiiko rwahinguza byateebwa omunkora. Nikihwera abandi okumanya ebyabaireho. Kandi akakiiko ako nikaba karikukorera ahamateeka.

5.2 Minatisi nari shi ebyagambwaho omubuhandiikye bishemereire kuba birimu ki?

- ◆ Eziina ry'akakiiko; Nka minatisi z'akakiiko ak'ebya'amagara;
- ◆ Ekiro, obwire obu orukiiko rwatandikiireho;
- ◆ Omwanya ogu orukiiko rwabeiremu;
- ◆ Ababeire bariho. Abagyenyi na ba memba;
- ◆ Agenda eriho nk'ekihandiiko kya kabiri;
- ◆ Ebyaheirweyo kuhajaanwaho, abahoheireyo n'ebyarugirimu (Bikarabamu, bihahinguzibwa nari bikaburya obuhagizi nari yaaba mukuru wentebe yabuurize ba memba yaaba bishemereire kuhinguzibwa nari okubiteerera akaruuru;
- ◆ Ebyahingizeibwe bishemereire kugira ebirikubishagika; eky'okureeberaho, ekyahinguzeibwe kikateererwa akaruuru abayikiriize ni 6, abayangire ni 5;
- ◆ Ba memba baaba batateire karuuru ahabw'enshonga ezitari zimwe na zimwe, nk'abarikuremesibwa kuteera akaruuru ahabw'okugira ngu heine ebibarikutiina;
- ◆ Ebihandiiko eby'omutaano; nka memba yaaba nayeenda ku kimanywe ku we atarikwiikirizana n'enshonga egyo kishemereire kuhandiikwa;
- ◆ Ebyayikirizeinweho kukorwa bishemereire kuhandiikwa; nka... mukuru w'entebe nayija kuheerezayo ripoota ebiri ebi... amanyire mukuru w'entebe eya 5 aha disturikiti;
- ◆ Enshonga ezindi ezi akakiiko karareebe nk'ez'omugasho omukumanyisa abarikuzishoma;
- ◆ Za ripoota/amakuru/ eby'enshohoza zishemereire kugyendera hamwe na minatisi;
- ◆ Obwire obu orukiiko rwahwereireho.

Minatisi zishemereire kuba ngufu zitarimu ebyagambirweho bitari ahanshonga yenyine; zishemereire kworeka ebirahweere orukiiko n'abantu.

1. Obwire bw'orukiiko kuhweraho: Reebe ngu wataho obwiire bw'okumariraho kandi orebe ngu wabukuratira. Eki nikiza kuhiga ba memba okwija kukiika.

5.3 Ebikuru ebi mukuru w'entebe ashemereire kumanya

- ◆ Mukuru w'entebe ashemereire kureeba ngu akakiiko keine eby'okuhajaanaho. Obukiiko obumwe omwishengyero, eky'okureeberaho, obwiine bakuru b'entebe abatari ba katunduura byona, nibuba buteine eby'okuhajaanaho.
- ◆ Mukuru w'entebe tashemereire kuhinguza ebiteiso bye atebuurize ahabandi, aho naaba yaggaruriza orukiiko.
- ◆ Okwerabyamu nikiweera omuntu kukiikisa orukiiko. Nikiba nikiyenda ngu orebe abandi okubarikukora obeegereho.
- ◆ Mukuru w'entebe omurungi nareeba ngu enshonga zoona aziri ahari agenda zakwaatwaho kandi zahebwa obwiire zashoboorwa; bury'omwe yaziheerezaho ekitekateeko kye kandi nabwe ni orukiiko rwatandika kandi rwahweera omubwire.
- ◆ Ebitongole ebitari bya gavumenti bishemereire kweetwa mukuru w'entebe arikukoragana na kiraaka okurugiirira ahanshonga ezirikuza kugambwaho.

Buri nkiko zoona zeine amateeka. Boona abarikwenda kugira ekibagamba bashemereire kurabira omuri mukuru w'entebe. Nikibaasa kwetagiisibwa okwereeza omukono gwawe nari kuriinda mukuru w'entebe okukuha omugisha gw'okugamba kwonka oateganeise abagambi abandi, okugamba abiri ahari agenda, okuteeka ekitiinisa omubitekateeko bya bagyenzi baawe. eky'okureeberaho, waaba otarikuteera amaisho mabi omugambi gwo nikimuhwera ogugamba ekimuri ahamutima omubwire bukye.

5.4 Obukodyo bumwe omukureeba ngu boona batunga omugisha gw'okugamba;

- ◆ Abantu kubarikuba nibeenda kugamba, reeba ngu wabahandiika kuruga ahaw'okubanza kuhika ahaw'ahamuheru kandi babe nikwo bakuratana;
- ◆ Abantu abarikugamba byingi, bazibire kwongyeraho; eki kitakaakutiinisa kandi otakabakaankamira. Nobaasa kugira oti; webare munonga kuherezayo ebitekateeko by'omutaano. Ninza kukutangira aho kakyekugira ngu ba memba abandi nabo bagire ekibagamba;
- ◆ Gyezaho kuheereza akagisha ba memba abaaba batakagambire. Okikore n'omutima murungi. Ku orareebe memba owaaba asiibire nagamba ariwe ateire omukono gwe aheiguru nobaasa kugira oti;

Mucunguzi, nimanya ngu omukono gwawe gury'aheiguru kwonka nyikiriza mpeereze Byarugaba omugisha ahabw'okuba tiheine ekiyaaba yagambire;

- ◆ Reeba ngu bury'omwe yagira ekiyagamba. Haaba hariho ba memba abahunami omurukiiko, gyezaho obabuuze yaaba hariho ekibakuba nibeenda kugamba kugira ngu bagire omuhimbo. nobaasa kugira oti... Hariho omuntu ondijjo oine ekitekateeko ahanshonga egi? Hariho owaaba atakagambire oine eky'arikwenda kugamba?
- ◆ Reeba ngu tiwayehuzya abereerize emikono yaabo ahabw'aarikutabura orukiiko;
- ◆ Hurikiza kurungi eki bury'omwe ariyo nagamba;
- ◆ Reeba ngu ba memba boona abari omukibiina ekiri omubutegyeki n'ab'orubaju orurikuhakaniza batunga omugisha kw'okugamba. Ijuka ngu oriyo nokiikisa orukiiko rw'abebeembezi b'abantu boona rutari orw'ekibiina kyaawe kyonka. Nk'abahi b'omushoro abantu nibeenda ngu otakasoonsola kandi oreebe ngu ebitekateeko byona byahajaanwaho;
- ◆ Reeba ngu ba memba abeine omubare mukye tibashweekwa abeingi. Higa ba memba kubanza kuhunama bakagamba bwanyima ya memba kuherezayo entekateeka ye. Obumwe noshanga ngu enshonga yaaba etarikuahagirwa ebeingi, nibaba batarikwenda kuhurira ebigikwatireho;
- ◆ Nikikuhwera okwebuza ahari ba memba bwanyima y'orukiiko kureeba okurwagenda.

5.5 Obukodyo omukuhendera enshonga n'okusharamu eky'okukora

Mukuru w'entebe niwe ashemereire kuhwera orukiiko kusharamu ekihikire ahanshonga eriyo negambwaho. Ba memba abeingi nibakira kuguma nibebuza ekyasharwamu ahanshonga egyo. Obukodyo obu nibuhwera mukuru w'entebe okureetera ba memba okusharamu.

- ◆ Hurikiza kurungi ebihajaano haza ohandiike eby'omutaano ahakapapura;
- ◆ Ahakutandika kw'orukiiko, yijusya ba memba enshonga ezirikwetaaga okusharamu;
- ◆ Reeba yaaba nobaasa kuhikaanisa ebitekateeko by'abantu nokubahweera kusharamu;

- ◆ Haaba hariho enshonga ibiri nari ishatu, zishoboororere ba memba haza obashabe okusharamu ekishemeire;
- ◆ Otakagiire ahanshonga endiijo, garukamu ebyayikirizanwaho ba memba. Eki nikiza kubahwera kutamburira hamwe;
- ◆ Otakakitwaramu ngu okuhunama kwa ba memba nikimanyisa ngu baikirizana neiwe. Guma nobuuzza kureeba ekibarikumanyisa kugira ngu orukiiko rugyende omumaisho.

5.6 Obwengye bw'okubaasa abantu abagumire omunkiiko

Omurukiiko nihabaasa kuba harimu abantu abarikwenda kugamba bakaseera abandi; abandi nibaba nibenda kuteganisa abagambi batakamazire. Nka mukuru w'entebe, oshemereire kureeba ngu orukiiko rwabamu obuteeka kugira ngu ruhikiirize ekigyendererwa kyarwo. Obwengye obu ahansi nibubaasa kwejuniisibwa kubaasa kutebeenkanya abantu nk'abo.

- ◆ Guma noyijusya ba memba ebiragiro n'amateeka agarikukuratirwa omurukiiko. Eki nikimanyisa ngu mushemereire kwikirizana oku orukiiko rurikuza kutwaarwa mutakatandikire.
- ◆ Yongyera kubeijusya nobushoboorozi okugira engyesho omunkiiko. Kozesa amateeka agahinguziibwe okukuhwera.
- ◆ Memba ku aragume nagarukamu ebyaaba byagambirweho, beijusye ngu enshonga egyo yagambirweho abagambi abandi reeru ohereze omugisha abandi.
- ◆ Haaba hariho memba orikuguma nahakanisa ebitekateeko by'abantu abandi, bashabe okuheerezayo entekateeka eyaabo. Nobaasa kugira oti; Notekateeka ngu enshonga egi bebaasa kushoboororwa eta?
- ◆ Memba obwe ku arayengye kuhurikiza ebyaawe, buuzza ba memba abandi okukuhwera oku orukiiko rushemereire kugyenda omumaisho; nobaasa kubabuuzza oti... ba memba, nimukyenda kwongyera kuhajaana ahanshonga egi ninga tugumizemu ahanshonga endiijo aha agenda? Eki nikiza kworeka omuntu ogwe ngu ba memba abandi nibenda kugyenda omumaisho atari mukuru w'entebe wenka.
- ◆ Nitwesiga ngu wayegamu obwengye omukukiikisa enkiiko! Okwerabyamu nikiza kukuhwera munonga... mugume nimweyijusya, murikwerabyamu.

EKICWEKA 6:

EMBAGANISA AHAGATI Y'ABASHAIJA N'ABAKAZI

*Birugire omu Ministry of Gender, Labour and Social Development
Guidelines on Gender Budgeting for Local Governments and
Forum for Women in Democracy*

Embaganisa eriho ahagati y'abashaija n'abakazi nari shi gyeenda: Nikimanyisa embaganisa erikuteebwaho emicwe n'emitwarize y'abantu ahagati y'abashaija n'abakazi; kitari embaganisa eriho ahagati y'omushaija n'omukazi ahabw'okubahangirwe. Embaganisa ezi nizitaana kurugirira ahamitwarize n'emicwe y'abantu abatarikushana ahabwiire obutarikuhana. Embaganisa egi eine kihango eky'erikureeta amamitwarize y'abashaija n'abakazi nari aboojo n'abaishiki. Kishemereire kumanywa ngu okugyezaho kushoboorora embaganisa egi n'eky'omutaano ahari ba kansala kugira ngu bashembusye obuheereza bwa boona hatariho mbaganisa ahabashaija n'abakazi. Hariho obwengye obu ba kansala beine kuba nabwo kureeba ngu habaho oburinganiza omukutebeekanisa, okutebekanisa enshohoza, okukuratirira n'okushwinjuma puroguraamu za gavumenti kugira ngu zihweere abaturagye.

6.1. EMBARIIRIRA YA SENTE AHABW'ABASHAIJA N'ABAKAZI NIKIMANYISA KI?

Embariirira ya sente ahabw'abashaija n'abakazi n'omucwe gw'okubariirira sente orikugyeragyeranisa ebyetaago by'abashaija n'abakazi. Harimu okutondoora n'okushwinjuma enshohoza ya gavumenti n'entaasya okurugiirira ahandeengo z'abashaija n'abakazi, aboojo n'abaishiki n'oku erikubakwataho. Harimu okwetegyezeza ekishani ky'abashaija n'abakazi abatari bamwe na bamwe kureeba abarikubonabona narishi kuteebwa aharubaju munonga n'okureeba okuhabaho entebeekanisa y'okushoboorora enshonga zaabo.

Ebibuuzo by'omutaano ebirakuhweere birimu;

- i. Abashaija, abakazi, aboojo n'abaishiki enaku ezi bari omukishani ki omuby'okutunga ebyetaago byabo nari beine buzibu ki?
- ii. Ebyetaago by'abashaija n'abakazi nibabahebwa ahaburinganiza? N'oha orikugoba kukira ondiiyo, nagoba ata?
- iii. N'enki ekirikuzibira nari okutangira abashaija n'abakazi, abaishiki n'aboojo okutunga obuheereza obu?
- iv. Niki ekyakubaasa kukorwa okushoboorora ekizibu eki?
- v. Omukubariirira enshohoza, bateiremu empiiha z'okuhwera emirimo y'okushoboorora enshonga egi?
- vi. Entebeekanisa z'emirimo erikuza kukorwa, nizikyendeeza, zitagire ekizakora nari nizongyerera ahakuhangusya ekizibu eki?
- vii. Sente z'okukozesa omu mirimo egi, nibaza kuzishashuza oha, omuhi w'omushoro?
- viii. Omutindo gw'obuheereza nibagushemeza barikugyendera ahabyetaago by'abashaija n'abakazi, aboojo n'abaishiki nari abantu abarikukira kuteebwa aharubaju?

6.1.1. Oburungi bw'embariirira ya sente ahabw'ahashaija n'abakazi

- ◆ Nikihwera omukushembusya oburinganiza, okukorera ahaburungi n'ahamazima harimu n'okuheereza ekitiinisa obugabe bw'abandi na n'okworeka obwebeembezi burungi.
- ◆ Nikihwera omukushwinjuma emikorere ya gavumenti ey'ebyaaro omukureetaho oburinganiza eri kucumitiriza ahakureeba yaaba gavumenti erikubaasa kukozesa kurungi sente ezirugire omumishoro y'abantu kubaheereza ekibashemereire na munomuno, abakazi.
- ◆ Okukozesa imbariirira ya sente nk'ekikozeso omukureeba ngu gavumenti z'ebyaro zejuka abantu abarikukira kuteebwa aharubaju nk'abakazi, eminyeeto, ba kateyaamba n'abo abeine akakooko ka silimu.

6.1.2. Amadaara g'okushembusyamu embariirira ya sente ahabw'abashaija n'abakazi omukutunga za puroguraamu z'okukora.

- i. Community Development Officer nari ow'ebyaafaayo omubyaro (CDOs)/ sector/departmental Heads) ashemereire kucondooza akamanya ekirikugyenda omumaisho omubyaro, bwanyima akaheerezayo ripoota ya Gender Disaggregated Data (GDD) ahanshonga egyo. Ripoota egi ney'okuhweera omukusharamu puroguraamu yaaba nekorwa. Okwetegyereza ekiriyo nikigyenda omumaisho omubyaro, okamanya ebyetaago by'abantu, ebizibu hamwe n'ebyo ebishemereire kukorwaho juba, hamwe n'okumanyisa abeembezi ebishemereire kukorwa. Ebiriyo nibigenda omumaisho omubaro nobaasa kibimanya orikukozesa National Households surveys nari okucondooza okurikukorwa omumaka ahabweihanga ryona, Uganda Poverty Participatory Assessments (UPPAP), National Census Report, District/Sub-county development plans and Sub-County performance reports, village stakeholder consultations n'ebindi.
- ii. Shwinjuma puroguramu ezindi ezakozirwe okumanya n'oha owagobiremu hamwe n'enshonga ezirikuzibira abashaija ninga abakazi okutunga obuheereza obu n'ebindi ebiri kureeta eki.
- iii. Hanuura kurungi enshonga ezikwatire ahabashaija n'abakazi omuri buri puroguraamu. Aheidaara eri, ebibuuzo ebishemereire kushoboororwa birimu nk'ebi;

Oku embariirira ya sente ahabw'abashaija n'abakazi eshemereire kuherezibwa (Sector/ Departmental Format ya Gender Budgeting)

Oku embariirira ya sente ahabw'abashaija n'abakazi eshemereire kuherezibwa	Ebirugire omukucondooza	Ebizibu/ ebyetengo	Enshonga ez'okushoboororwa	Oku enshonga zishemereire kushoboororwa	Embariirira ya sente	Ahu sente zirarugye

6.1.3. Ebishemereire kukuratirwa omukubariirira sente ahabw'abashaija n'abakazi

Okubariirira sente ahabw'abashaija n'abakazi nakwo kwine ebikushemereire kukuratira okuhwera omukukora embariirira ya sente ey'oburingaaniza ahabw'abashaija n'abakazi. Omuhihikiiriza eki, ebishemereire kukuratirwa nibigyezaho kureeba ngu ebyetengo by'abakazi n'eby'abashaija byamanywa bukiri kare. N'ahabw'ekyo, embariirira ey'oburinganiza eshemereire kuba ekuratiire ebi ahansi;

A) *Okushwinjuma ebiriyo nibibaho omubwire obwo*

- ◆ Ebi birimu okucondooza (facts and figures) ahabashaija n'abakazi, aboojo n'abaishiki na za guruupu eziindi ezirikukira kuteebwa aharubaju. Eshemereire kworeka ekiriyo nikigyenda omumaisho, ebyetaago, ebizibu, okwetombeitwa, oku ebi byakubaasa kukorwaho, ekirikuzibira abantu abo okutunga obuhereza obu hamwe n'eby'okukora kushemeza embeera.

b) *Ebyetaago n'okumnya ebizibu/enshonga*

- ◆ Okushoboorora ahabyetaago nari ebizibu by'abashaija n'abakazi;
- ◆ Ebishemereire kukorwa kushemeza embeera y'abashaija n'abakazi byine kuba buheirweyo;
- ◆ Ebirikutuma abamwe batashemererwa bishemereire kuba nabyo bigambirweho;
- ◆ Ebishemereire kukora kushemeza embeera;
- ◆ Ebirikutebezibwa kubaho bwanyima (outputs and outcomes) ahabwa puroguraamu egi ey'abashaija n'abakazi.

c) *Okutoorana puroguramu ezishemereire kubandiza eziindi*

- ◆ Enshonga ez'amaani ahabashaija n'abakazi zishemereire kushobororwa kurungi;
- ◆ Okushwinjuma okucondooza n'oku ebirugiremu nishemereire kukorwaho;
- ◆ Ebishemereire kukorwa bigambirweho kurungi na sente ezirikumara ziteirweho;
- ◆ Enshonga ezi ez'omutaano ziheebwe empiiha ezirikumara;
- ◆ Ebirarugyemu bwanyima ya puroguraamu nishemereire kushobororwaho kurungi.

d) Okubariirira sente

- ◆ Ni sente ezirikwingana ki eziteibwe omukushoboorora enshonga z'abashaija n'abakazi.
- ◆ Sente ezi niziza kuruga nkahi,
- ◆ Ni sente ziri kwingana ki ezishemereire kubariirirwa,
- ◆ Sente ezo niziza kuhweera zita abashaija n'abakazi
- ◆ Ni mubare ki gwa sente z'emishara oburikuza ahabakazi na n'abashaija.
- ◆ Za guruupu ezirikukira kuteebwa aharubaju zejumbire omukutebeekanisa embariirira ya sente
- ◆ Omubare gwa sente ezoherezeibwe kukora ahari puroguraamu ezi nizingana ki.

e) Oku abeembezi bashemereire kukora ahary'eki

- ◆ Akakiiko ahagomborora k'okukora abambariirira egi kashemereire kurondwa kandi kakore ahandengo zoona (Sub County Gender Budget Taskforce -GBT) ,
- ◆ Gender- Disaggregated Beneficiary Assessment (GDBA) etwareibwemu nkemwe ahabikozirwe omumwaaka oguhweire. .
- ◆ Ekihandiika kirikushoboorora ku embariirira egi etire omunkora ebyetaago by'abashaija n'abakazi kibe omu mbariirira eya buri mwaka.

6.2. OKUTEREEZA EMBAGANISA ERIHO AHAGATI Y'ABASHAIJA N'ABAKAZI

Okutereeza embaganisa eriho ahagati y'abashaija n'abakazi kukatandikwaho omunsi yona omurukiiko wensi yona orwabeire omukibuga Beijing orwa Beijing Platform for Action from the Fourth United Nations World Conference on Women omumwaka gwa 1995. Okwongeraho, ebyarugire omu ECOSOC (1997/2) hamwe na 2006/36 bikakora kihango omukuhereza ebigyendererwa omukwihanaho embaganisa eriho ahagati y'abashaija n'abakazi. Okwihaho embaganisa egi kukahinguzibwa kugyezaho kureeba oku emikorere y'ebintu erikuteeka omumbariira ebyetaago by'abakazi hamwe n'eby'abashaija.

Okutereeza embaganisa eriho ahagati y'abashaija n'abakazi: "The ECOSOC conclusions of 1997/2 neshoboorora "gender mainstreaming" nk'amatembezo g'okushwinjuma oku ebirikukorerwa abantu biri kukwaata ahabakazi hamwe n'abashaija, harimu amateeka, ebiragiyo, za puroguraamu omumyanya yona hamwe n'ahandeengo zoona.

N'ekikorwa ky'okureeba ngu ebyetaago by'abakazi hamwe n'abashaija byakorwaho ahaburinganiza okuruga omuntekateeka y'eby'okukora, omukubikora, omukubirebuza, n'omukubishwinjuma birikukwata ohaby'obutegeyeki, ebya sente n'emitwarize y'abantu kugira ngu abakazi hamwe n'abashaija batungye obuheereza ahaburinganiza hatabeiremuko usoonsola." Ek'omutaano, okureetaho oburingaaniza. Omukutunguura munisipalite, n'okureeba ngu abashaija n'abakazi batunga oburinganiza omukutunga obuhereza bwa munisipalite. Entwaza egyi nereeba ngu entebeekanisa y'ebintu, endeeberera n'amagoba byabamu abashaija n'abakazi ahaburinganiza.

6.2.1. Oburinganiza nibubaasa kuteebwaho buta omuntebekanisa, embariira ya sente hamwe n'omuri za puroguraamu za kanso?

- ◆ Buza omany ebyafaayo by'abashaija n'abakazi omubikwatireine n'obujunaanizibwa, emirimo, ebyetaago by'abashaija n'abakazi n'okubyakbamwe, n'abantu ba buriiho oku enshonga zakubaasa kushoboora.
- ◆ Okucondooza okwiringi nikworeka ngu ku harikubaho empinduka etaboneire omubya sente, abantu nikibakwataho nk'abashaija n'abakazi ahabw'okuba beine ebyetaago ebitakushana omumagara gaabo n'emirimo yaabo. Okucondooza nikwongyera kworeka ngu ebirikuhera abantu kutunga obuhereza nari shi risoseezi tibirikuheebwa abakazi n'abashaija ahaburinganiza omumaka kandi nabwe obushoboora bwabo ahabintu ebyo tiburikwiringana. .
- ◆ Tunga omubare bari shi omuhendo ogurugire omukucondooza kugira ngu kibaase kuhweera omukushwinjuma ebyetaago by'abashaija n'abakazi. Omubare ogurikworeka abashaija n'abakazi omukuntu gushemereire kuba nigukozesibwa obwiire bwona kugira ngu ekingarwemu kibe kyakorera ahaburinganiza. Eky'okureeberaho, waaba noyenda kutandika puroguraamu y'ebyobuhingi, noteekwa kumanya omubare gw'abahingi omukyaro ekyo hamwe n'ebihingwa ebibarikuhinga. Eki nikiba kiine kyoreka abahingi abari abashaija n'abakazi omukyaro n'ebihingwa ebibarikuhinga. Noyongyera omany entaaniso eriho ahabahingi abakazi n'abahingi abashaija n'okubarikukora emirimo egyo.
- ◆ Tunga entekateeka y'abashaija n'abakazi omany noku ebyakusharwamu birikubaasa kuhindura amagara gaabo omubaro. Nihakira kuba hariho entaaniso ahabyetaago by'abashaija n'abakazi.

Eky'okureeberaho, omubiro byahanyima y'orutaro nari obwiire obubi nk'ahaaba habeireho eihuunga nari omwegyemure, noshanga ngu ebyetaago by'abakazi okukira byona nibiba nibi nk'okutunga amaizi amarungi hamwe n'oburaaro oburuungi kandi oshanga ngu abashaija no nibetaaga okugaruraho eby'obutungu nari obuhingi. Aha tihariho okugira ngu habeho ekyetaago ekirateembe ahabindikwonka hashemereire kubaho okucondooza okamanya ebyetaago ebyakubaasa kuhweera bombi jubaajuja nibi nibyo byakorwaho ahaburinganiza. Obukirikushangwa ngu okusharamu ahabw'abakazi tikurikuhango munonga nk'okw'abashaija, hashemereire kubaho entebeekanisa erikushembusya eiraka ry'abakazi kugira ngu rihurirwe kurungi.

- ◆ Reeba ngu emyooga erimu abakazi abeingi (Harimu n'emirimo ey'omuka) yateebwa omunkora omukukora entebeekanisa ya za puroguraamu n'embariira ya sente. N'obu habeireho okushembusya emyoga erimu abakazi omubiro ebi, emywe omuri egyo nekiteebwa aharubaju, eteekwamu sente nkye kandi eremwa kushwinjuma.

Nikyo kimwe n'emirimo y'abakazi omu by'obuhingi; emirundi emingi emirimo egi tibarikugifaho nk'okubarikufa ahay'abashaija.

- ◆ Otakakitwaramu ngu abashaija n'abakazi boona beine ebyetaago n'entekateeka erikushana. Hariho entaaniso ahagati y'abashaija n'abakazi ezirikurugiirira ahamadiini, emyaka, enganda n'ebindi. Abashaija n'abakazi tibarikushana. Tikirungi okubatwarira hamwe kureka nokureeba buri rubaju okwarwo okurugiirira ahabyetaago, n'entekateeka yaabo.
- ◆ Shwinjuma enshonga nari ebishazibwemu kukorwa orikureeba ahambaju zombi z'abakazi nabashaija okamanya oku bombi bakubaasa kuhweerwa ahaburinganiza. Okurugiirira ahambaganisa erihho ahagati y'abashaija n'abakazi, tokubaasa kukitwaramu ngu bombi nibaza kutunga obuheereza oburi kwongana. Oshemereire kureeba ngu bombi tiwabaheereza ebirikwingana ahabw'okuba abamwe nibabaaa kuba barikwetaanga ekirikukiraho kusinga abandi; eki nikibaasa kwongyera ahakumaraho oburingaaniza.

Okureeba ngu habaho oburingaaniza ahagati y'abashaija n'abakazi kandi kikareebwa ba kansala b'abakazi, oshemereire kureeba ngu enshonga ezi aheiguru zateebwa onunkora.

6.3. OKUTABAHO OBURINGANIZA AHAGATI Y'ABASHAIJA N'ABAKAZI

Tihariho kyarokurikubabasa kutunguuka kitateireho oburinganiza ahagati y'abashaija n'abakazi omukwejunisa ebirikureeta sente, emirimo, hamwe n'ebyetaago byabo omumagara gaabo kugira ngu babaase kutunguura amagara gaabo, amaka n'ebyaaro byabo.

6.3.1. Oburinganiza ahagati y'abashaija n'abakazi nibubaasa kureetwaho buta omu kanso?

- ◆ Ebirikworeka ngu tihariho buringaniza bishemereire kurundaanwa;
 - ◆ Tebeekanisa omubare omuri za puroguraamu eziriyo nizikorwa; eky'okureeberaho, waaba noshwinjuma omubare omuby'obwegyese, reeba ngu omubare gw'abaishiki n'aboojo abari omwishomero ahandeengo zoonza, okubarikukora omukibiina reero osharemu eby'okukora orikurugiirira ahanshonga ezirikutungwa abaishiki nari aboojo.
 - ◆ Shwinjuma embariira ya sente eha disitirikiti oreebe oku erikuza kuheereza aboojo n'abaishiki omuri za puroguraamu. Eky'okureeberaho, mwaaba nimwenda kwombeka za kabuyoonjo omumashomero ga purayimare omwigomborora ka naanka, ni sente zingahi eziteirwe omumbariira okubaasisa abaishiki okuza omwishomero?
- Omumbariira harimu kwombeka kabuyoonjo z'abaishiki? Kandi shi za kasasiro nari ah'okwokyeka ebisasiro, za baketi omuri kabuyoonjo z'abaishiki, amaizi ah'ohokunaga ebikozesibwe baaba bari omumweezi gwabo nari shi sanitare paadi?
- ◆ Obukiiko bw'ebyaro bushemereire bushemereire kuba nimumanya oku n'abashaija n'abakazi; aboojo n'abaishiki bariyo nibatunga omuhereza kugira ngu abebeembezi babaase kumanya oku puroguraamu ezi ziriyo nizihwera abashaija n'abakazi aha distirikiti omuburinganiza. .

6.4. OKWOREKA OKU ABASHAIJA N'ABAKAZI BARIKUHIKWAHO OBUHEREZA (GENDER ACCOUNTABILITY) OKUSHEMBUSYA OKUHISYA OBUHEREZA AHABASHAIJA N'ABAKAZI AHABURINGANIZA OMURI ZA GAVUMENTI Z'EBYARO

Birugire omukatabo ka ACFODE's aharikugamba aha Good Governance and Gender Accountability (2012)

1. Omubare ogurikworeka abashaija n'abakazi. Omuri buri kintu ekirikukorwa, hashemereire kworekwa omubare gw'abashaija n'abakazi. Eki nikihwera okukuratirira kureeba yaaba obuhereza oburiyo nibuhika abantu buriyo nibukorebwa ahaburinganiza. Okugira ngu obuhereza buhikye ahari bombi, omubare ugu gushemereire kumanywa za gavumenti z'ebyaro kugira ngu babaase kumanya ahokuteeka amaani baaba nibakora entebeekanisa nari pulani. .
2. Okumanya obugabe bwabo. Okureeba ngu abakazi bamanya obugabe bwabo hamwe nokubatangaaza nk'oku ebintu birikukorwa, okubakubaasa kukuratirira emirimo nari shi za puroguraamu eziriyozizikorwa n'okubakubaasa kushembusya okukorera emiromo ahaburinganiza ahagati yaabo n'abashaija.
3. Okugira abakazi beingi omuri za offisi za gavumenti n'okureetaho oburingaaniza. N'obu okugira abakazi beingi ahamirimo ya gavumenti kutarikumanyisa ngu ebyetaago by'abakazi abandi byashoboorowa, nikyoreka ngu haakiri abakazi bariyo nibatunguuka omuby'obutegyeki: abakazi abo nibaba baaba eky'okureeberaho ahabakazi abandi omuby'obutegyeki. Haaba hatariho abakazi abarikwenda kwesimba, nitubaasa kubahiga okukikora.

Eky'okureeberaho, twaaba nitukora obukiiko ahamiruka, kishemereire kuteekwaho nk'eiteeka ngu ahakakiiko hashemereire kubaho emyanya eshatu y'abakazi.

4. Okumanyana. Ahabw'abakazi abarikukorera ebitongole ebitali bya gavumenti, n'ekyomutaano okumanyana n'abebeembezi b'ebyaro hamwe n'abakazi abatuuragye omubyaaaro ahabw'okuba eki nikibahikaanisa babaase kukorera hamwe omukureetaho obwinganise n'okushoboorora enshonga z'abakazi.
5. Embariirira ya sente erugiriire ahabyetaago by'abashaija n'abakazi. Embariirira ya sente yaaba erikushagika ebyetaago by'abashaija

n'eby'abakazi ahaburinganiza neyoreka ngu gavumenti eriyo nekora omurimo ogushemeire. Nikyoreka ngu bury'omwe omumbeera ye natunga obuheereza hatariho okusoosola. Okuretaho embariira ya sente okurugiirira ahabyetaago by'abashaija n'abakazi eine amadaara ag'omutaano agarimu;

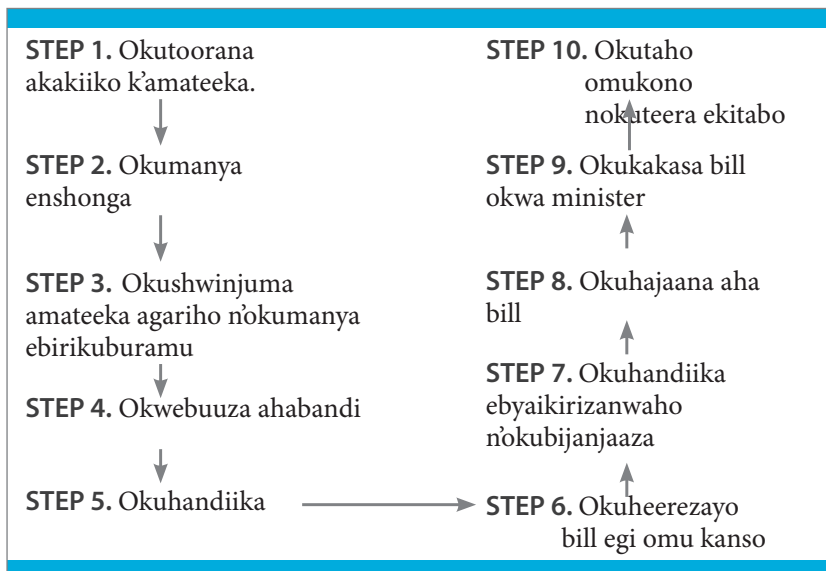
- a. Okwetegyereza embeera y'abashaija, abakazi; aboojo n'abaishiki kugira ngu omany ebyetaago byabo nk'abantu; ;
- b. Okushwinjuma embariira ya sente n'ebigyendererwa byayo yaaba birikukwatagana n'embeera y'abakazi n'abashaija n'barikukira kuteebwa aharubaju.
- c. Okushwinjuma enshohoza hamwe n'entaasya kureeba yaaba nekwatagana n'embeera y'abashaija n'abakazi nari engyenderwaho.
- d. Okukora embariirira ya sente erikukwatagana n'ebyetaago by'abashaija n'abakazi nebaasa keongyerwayo mpaka etaahe n'omukuhikiiriza ebiteirwe omu pulaani, omukubirebuza hamwe n'okubishwinjuma kugira ngu ebyetaago by'abashaija n'abakazi; aboojo n'abaishiki tibyteebwa aharubaju.

EKICWEKA 7:

OKUKORA ODINANSI NARI AMATEEKA AHA DISITURIKITI

Odinansi okurugijira omumateeka ga gavumenti z'ebyaro nari shi Local Government Act, n'eiteeka eriteibweho disitirikiti nari shi kanso y'ekibuga nari shi orureembo. Odinansi teshemereire kutaana na konsitushoni nari shi eiteeka eriteibweho eishengyero. Odinansi eshemereire kukora ebi:-

- Okushoboorora enshonga z'abyaro zitari ez'omuntu omwe;
- Teshemereire okutaana nari shi kuhakanisa amateeka agariho kandi agateibweho kanso egyo;
- Teshemereire kubamu enshonga ezigambirweho omu konsitushoni narishi amateeka agu eishengyero ririkukuratira shana yaaba neragiira abantu okugashoma kyonka.



Nikihaburwa ngu za disitirikiti nazo zitungye obwiire ziteekeho ehururu z'okuhiga abantu okwejumba omukukora n'okureetaho amateeka. Eki n'eky'omutaano omukuheereza abantu obushoboorozi. Aheifo, nitworeka engenderero y'okukora odinansi nari amateeka aha disitirikiti.

Kishemereire kumanywa ngu aha disitirikiti nari omu kanso y'orureembo, memba nabaasa kutandikaho biiru narishi bill y'eiteeka; na kansala nabaasa kutandikaho bill omu kanso ye.

Aheifo, nitushoboorora omu odinansi erikubaasa kukorwa aha rurengo rwa disitirikiti.

EIDAARA 1	◆ Komiti nari shi akakiiko kariho ba memba 7 abarimu; CAO nka mukuru w'entebe, kilaaka nk'omuhandiiki, ow'eby'amateeka, ow'ebyembeera z'abantu omubyaro, ba memba abandi 3 abarikubaasa kubamu omuramuzi, pulida wa gavumenti nari shi ondiyo kuruga omubarikwebembera za dipatimeenti.
EIDAARA 2	◆ Akakiiko nikakuraturira kureeba oku enshonga eriyo nekorwaho abantu abeine ebizibu. ◆ Akakiiko k'eby'amateeka nikahweera abakugu omuby'okushoboorora enshonga z'abantu abeine ekizibu n'okuzihajaanaho.
EIDAARA 3	◆ Akakiiko nikashwinjuma amateeka agagabirwe gariho kureeba yaaba nigashoborora enshonga eriho nari kuhakanisa eiteeka eririho. ◆ Okushwinjuma oku nikuhwera omukworeka eky'okukora kuhakuba hatariho odinansi nari eiteeka ry'okushoboorora enshonga eriho.
EIDAARA 4	◆ Akakiiko aka nikeyongyera kwebuuzza ahabitongole, abebeambezi nari abantu abandi kureeba yaaba eiteeka eri niriza kuhweera nari kuteebwa omunkora. ◆ Akakiiko nikahandiikira kanso ripoota karikwajura ebirugire omukucondooza, engenderero zabo, n'empinduka eyi eiteeka ririkuza kureetaho. Bwanyima yokutunga ripoota egi, kanso negyohereza omu dipatimeenti eyi ekwatsireho.

EIDAARA 5	◆ Dipatimeenti egyi neyebuuza ahari CAO kandi etebeekanisa ebi bill eshemereire kuba nehanuura, reero bwanyima egaruka egyohereza omukakiiko bwanyima karikukoragana na dipatimenti egyo kahandiike bill.
	◆ Omuhandiiki nari kiraaka owa kanso nashomera kanso bill egyo..
EIDAARA 6	◆ Akakiiko kayeza kwikiriza ebiri omu bill egi, moshoni nari shi okushaba nikutebeekanisibwa kurimu enshonga empango n'oku bill arikuza kukora bwanyima omuhandiiki agyohereze omu kanso kuhajaanwaho. . ◆ Okushaba oku nari shi moshoni ku erikwikirizibwa ma memba abeingi, kanso nehinguza bill egyo ebiro 14 okugihajaanaho kutakatandikire.
EIDAARA 7	◆ Eidaara eri n'ey'omutaano munonga ahabw'okuba niryikiriza abaturagye okuhayo ebitekateeko byabo n'okwejumba omukukora eiteeka eri. ◆ Okumanyisa abaturagye nikokorwa kurikurabira omumpapura z'amakuru, okuhanika epipande ahamyanya ey'abantu barimu, omubutare, ahama offisi n'ahambuga za kanso aha disiturikiti.
EIDAARA 8	◆ Bwanyima y'ebiro 14 by'okujanjaaza bill egi ey'ekiragi ekitakahinguziibwe omu bantu nomuri ba memba ba kanso, aho kanso niho erikutandikira kuhajaana aha bill egi.
EIDAARA 9	◆ Bill ku erikuhinguzibwa akekirizibwa kanso, neyoherezibwa ow'onyamateeka wa gavumenti kurabira omuri minisita wa gavumenti z'ebyaro kugira ngu bateekeho sitaampu. Kwonka, kuri minisita ogwe arikuhaburwa omunyamateeka wa gavumenti ngu eiteeka eryo niriakanisa amateeka abariho, negarurirwa kanso bwanyima y'ebiro 90 arimu n'okuhaburwa kugira ngu ebaase kushemezibwa.

EIDAARA 10	◆ Bwanyima y'okuteekaho sitampu aha odinansi, mukuru wentebe nayozyamu kopi itaano aziteekaho omukono kuhamya ngu ryaaba eiteeka mpaho batandika omumanyisa abantu; ◆ Kope emwe neeza owa mukuru w'entebwe, endiijo owa sipiika nari omugambi, minisita omwe omuba za gavumenti z'ebyaro, kopi ibiri zize ow'omunyamateeka wa gavumenti haza emwe omuri ezi eteebwe omumpapura z'amahurire.
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Bwanyima ya kanso okuhinguzwa eiteeka eri, poliisi, embuga z'amateeka, nibatandika kuriteeka omunkora.

Poliisi n'ekicweka kya gavumenti z'ebyaro ekiri omu konsitushoni hamwe n'omumateeka ga poliisi okutwara obujunaanizibwa bw'okuriinda amateeka n'okureetaho obusingye. Omukugyezaho kureetaho obusingye nokurinda amateeka, poliisi eine orusa rw'okukwaata weena ori heihi nari owaheenda eiteeka kyaaba kirikubaasika ahabwaabo kwonka bagumizemu nokucondooza kumanya amazima agarigo reero bwanyima bamanyise DPP ebirugiremu.

Omu Uganda, amadaara g'amateeka gariho Supreme Court narishi kooti ey'okubanza omubushoboorozi, Court of Appeal narishi kooti ey'okwirukirira bwanyima, Kooti enkuri nari shi High Court hamwe na za kooti ez'ahansi ezirimu abaramuzi ahagomborora nari za LC omubyaro.f

Za kooti za LC nizireeba ngu odinansi nari shi eiteeka eri ryateebwa omunkora omubyaro. Kooti ezi nizishoboorora enshonga nari emishango etari y'obwinazi nk'okunyaga, obutesiigana, okuteera ondiio, okurwana, okushiisha ebintu by'abandi, n'ebindi ahu ekibonereza nari omutango gutari kurenzwa obukeikuru bubiri.

Engyenderero y'okuhoza emishango n'amateeka eri eti:

- a. Okuhenda eiteeka nikuhababirwa omu kooti eya LC, bwanyima omuntu yaaba atamazirwe, nabaasa kugwongyezayo ahakooti y'ahamuruka;
- b. Okuhababa omushanho aha muruka niguba guri aharurengo rw'akatawuni, ka divijoni, nari egomborora;
- c. Okuhababa omushango aharurengo rwa tawuni, divijoni nari eigomborora, nibuhozobwa omuramuzi aheigomborora;

- d. Okwongyera kuhababa orugire aheigomborora, omushango nibuza omu kooti enkuru nari kooti ey'obushoboorozi munonga.

7.1. Okuhayo moshoni nari okushaba, okureetaho obutebeekana nari okumanyisa mwaaba muri omu kanso

7.1.1. Okuhayo ekiteeso nari moshoni

Moshoni niki?

Moshoni n'ekihandiika ekirimu okushaba ekirikuhanuura enshonga nkuru. Okushaba oku nikureetwa omu kanso omubuteeka reero kanso ehajaane ahanshonga ezo kuronda eby'okukora kugyenda omumaisho.

Engyenderero z'okuhayo moshoni omu kanso

1. Okutunga obugambiro

Omuntu yaaba nayenda kuhayo okushaba kwe nari shi moshoni, mukuru w'entebe nabaasa kwikiriza ngu omuntu ogwe aine obugabe bw'okugamba eky'arikwenda.

Omuntu ogwe nabaasa kutandika okushaba kwe nagira ati "Nimperezayo...". Bwanyima nihaba nihetaaga omuntu okuhagira ekyo; kwonka kanso nebaasa kukozeza amateeka kureeba yaaba neyetaaga omuhagizi nari etarikumwetaaga. Okwetaaga omuhagizi n'okwokukakasa ngu ekiteeso ekyo kyine abarikukihagira. Omu LC omuntu omwe naaba bayetaagwa. Ijuka ngu omuhagizi ogwe naaba namanyisa kihango okukira munonga omubwiire obu kanso erikuba eri mpango munonga. Kanso yaaba eri mpango, omuntu omwe naaba najwekyera akacweeka k'abantu bakye n'ahabw'ekyo nihabaasa kubaho okujuriza monshoni egyo kubanza kumanya yaaba eine obuhagizi bwa beingi.

Kanso yaaba eri mpango okujuriza nikuhweera abantu abeingi kutwaaramu ngu nibahagira ekiteeso ekibatarikuhagira ah'obwe ekirikuhaagira omuntu omwe. Nobaasa kushanga omuntu omwe yaguma nahagira ekiteeso eki abandi batarikureebamu mugasho. N'obu omuhagizi yakuba atarikwetaagwa, n'eky'omutaano okumugira okukira munonga kanso yaaba erimu ba memba beingi.

2. Okuhajaana ahanshonga

Bwanyima y'okuheerezayo moshoni (n'okugihagira yaaba nikyo kanso erikwenda) omukuru w'entebe nagigarukamu reero ayigireho orubuga

rw'okugihajaanaho. Owaheerezayo moshoni egi nabanza kugamba reero mukuru w'entebe agume naikiriza ba memba okuherezayo ebitekateeko byabo omwe aha ndiijo. Otakagambire naheebwa omugisha kubanza yagamba abandi agizire ekibagamba batakatungire omugisha ogundi. Mukuru w'entebe aine obushoboorozi bw'okumara ekiganiro eki ku arareebe ngu kayeenda kuza aharubaju nari kutwaraobwire bwingi.

3. Ebitakukorwa ahari za moshoni

Moshoni erikukwata ahamitwarize omukanso niyo erikureeba ngu orukiiko rwakorerebwa omubuteeka kandi na moshoni ekwatire aha nshonga nari ekizibu. Memba ashemereire kuyayo moshoni emwe omurundi gumwe.

4. Okuteera akaruuru

Okuhagira moshini nikyetaagwa omubare murungi kugira ngu kanso ogumizemu nokuteisa ahanshonga. N'ahabw'ekyo, amateeka ga za gavumeenti z'ebyaaro gashemereire kubaaza kureebwamu kumanya eki garikushaba ahabyetaago by'okuteera akaruuru.

5. Okuhinguza moshoni

Omubare gwa ba memba gwaaba nigumara, mukuru w'entebe nabaasa kupima obuhagizi arikukozesa "ayes" hamwe "nays". Okuhinguzibwa kwa moshoni nikutwarwa abeingi omurukiiko abarikurenga kimwe kya kabiri ky'abantu abariho kwonka amateeka ga gavumeni z'ebyaro nebiragiyo ebindi bishemereire kubanza kureebwamu obundi nibibaasa kuhinduraho. Kanso nebaasa kusharamu kutwara ebicweka 2/3 nari ekindi kandi obumwe kanso nesharamu kwetaaga omubare mwingi gw'abahagizi kurabyamu moshoni ezimwe.

Ekindi, haaba hariho moshoni yokuhakanisa ebiragiyo, nihaba nihetaaga akaruuru ka boona. Okwebuza ahamateeka agarikukuratirwa omurukiiko nikiba nikyetaagwa. Amateeka ga kanso gashemereire kuheereza nk'oku eki kishemereire kuba nikikorwa.

6. Okuhindura ahamateeka agarikukuratirwa omukikiika

Kanso eshemereire kuheereza engyenderaho y'okuhindura ahamateeka agarikukuratirwa omukikiika.

Eky'okureeberaho kya moshoni kiri enyima y'ekitabo eki aha Annex B.

7.1.2. Okuhayo ebiteiso eby'okureetaho obuteeka n'okumanya nari kyongyera kushoboorora ahanshonga (Raising point(s) of order and point (s) of information)

Adapted from an Article by Ann. G. Macfarlane (2008) titled "Who may raise a Point of Order"?

7.1.2.1. Okuhayo ekiteiso ky'okureetaho obuteeka (Point of order)

Ekiteeiso ky'okureetaho obuteeka nikiheerezibwayo memba yaaba atakuratiire ebiteeiso by'eishengyero nari kanso. Okushoboorora ahamugasho gw'ekiteiso ky'okureetaho obuteeka.

Ekiteeiso eki nikibaasa kuheerezibwayo memba yahenda amateeka.

Ba kansala b'abakazi bashemereire kumanya amateeka agarikukuratirwa omurukiiko baaba barikwenda kuhayo ebiteeiso byaabo kurungi. Ekiteenso eki nikikira kuteganisa memba oriyo nagamba omurukiiko. Enshonga egi eshemereire kuab neshoboororwa aho n'aho reeru orukiiko rukagumizamu.

Omuringo gw'okuherezayo ekiteiso eki, mamba omwe yahenda ebiragiro, kansala nashaba kugira ekiyagamba, reero mukuru wentebe yamuheereza omugisha natandika ati; "Nayemerera kuherezayo ekiteiso ky'okureetaho obuteeka omurukiiko..." Bwanyima, mukuru wentebe amugira ati; "Gyenda omumaisho. Ateyongyera agamba ekirikumushaasha.

Ekiteeiso eki nikishaba mukuru wentebe okusharamu ekihikire ahabw'orukiiko. Mukuru wentebe nabaasa kusharamu kuhagira enshonga eyahebwayo ahamugambi nari atakagihagira.

Mukuru wentebe kuri naikiriza enshonga egyo, nashaba ngu omugambi akore ekyamushabwa nari akihiirize. Yaaba atakihagiire, nagambira owaherezayo enshonga egi ngu tiyahirizibwa.

Nk'ekyokureeberaho, haaba hariho moshoni eyareetwa omurukiiko, hakabaho omuntu omwe owagihagira haza mukuru wentebe akagyenda omumaisho akagambira ba memba kuteera akaruuru batakihajaanireho, kansala nabaasa kwimuka ashabe kuheerezayo enshonga yokureetaho obuteeka. Nakaaba kugira ngu tikihihire mukuru wentebe kugambira ba memba okuteera akaruuru ahanshonga eyibatakahaajanireho. N'eky'omugasho kuhurira ebitekateeko bya ba kansala hatakabeireho okuteera akaruuru. Kyabaho kityo, mukuru wentebe nagarukamu ati "Enshonga yaayakiirwa" bwanyima ayigureho ekiganiiro.

Ekiteiso eki kishemereire kukorwa omubwiire. ba memba bashemereire kukigambaho aho n'aho omugambi yaheza kukora enshobi. Waaba otagambire aho n'aho, nooba wakyerererwa abandi nibagumizamu. (Shana kyaabanikyebagiizibwa).

Nka burijjo mukuru wentebe niwe aine obujunaanizibwa bw'okureeba ngu omurukiiko habamu obuteeka, abantu bagamba batarikunyiiza abandi kandi ngu ebiragiyo byakuratibwa. N'eky'omugasho mukuru wentebe kuhiga ba memba okugamba kandi ngu bayejunisa omugisha gw'okureetaho obucureera omurukiiko barikukozesa ekiteiso eki.

7.1.2.2. Okushaba okwongyera kushoboororerwa nari kushoboorora ahakyagambwa.

Hatariho ntaniso n'ekyashobororwa aheiguru, eki nikimwe omu bibuuzo ebi mukuru wentebe ashemereire kuba namanya. Kansala nabaasa kwereeza omukono gwe kubuuzza kumanya ebirikukiraho kandi atariwe ari aharubuga. Eki nikiheereza kansala omugisha gw'okugamba ondijjo yaaba nagamba. Nabaasa kwereeza omukono aheebwe omugisha abaase kushaba okushoboororerwa ahakyabambwa nari kwongyera kucumintiriza ahakyabambwa.

7.1.2.3. Okutaba mubuteeka

Memba yaguma nahenda ebiragiyo by'okukiika, arikugambira abandi kubi, arikuteganisa abagambi, arikworeka emicwe mibi, mukuru wentebe nabaasa kugira ngu memba ogwe tari mubuteeka.

7.1.2.4. Okwetambira

Omugambi orikuteganiisibwa memba ondijjo yaaba nagamba nabaasa kushaba okutambirwa kuruga owa mukuru wentebe kugira ngu abaase kumara eki yaaba nagamba.

KICWEKA 8:

OKUKURATIRIZA N'OKUSHWINJUMA

Birugire omukitabo kya UNDP ekiri aha Monitoring and Evaluation & District Participatory Planning and Budgeting Process (Puntland & State of Somalia, 2011)

Okukuratiriza nikimanyisa ebitongole nari abantu kuguma nibakuririza ebiryo nibikorwa n'oku biriyo nibigyenda omumaisho kurugiirira ahakigendererwa kyabyo.

Okushwinjuma nikwe kumanya yaaba ebiryo nibikorwa birukihikiiriza ebigendererwa nari yaaba biriyo nibikorwa nkokukishemereire.

Okukuratiriza hamwe n'okushwinjuma nikihwera ekitongole okumanya ebyakozirwe, ebirikurwa okubirahweere omukushemeza ebirakorwe omubiro by'omumaisho. Haaba hatabeireho okutebeekanisa okurungi, okukuratiriza hamwe n'okushwinjuma nikibaasa kuguma kumanya yaaba omurimo guriyo nigukorwa omubuteeka, yaaba gurikuza kushemeza n'oku enshonga ezirabuganwe zirikubaasa kushoboorwa.

8.1. Obwengeye obuwakubaasa kwejunisa waaba notebeekanisa eby'okukora, okubikuririza n'okubishwinjuma

8.1.1. Okukorera hamwe n'abandi bantu nari ebitongole ebindi.

Okuraba omundeengo zoonza zokutebeekanisa ebyokukora, reeba ngu abantu nari ebiringole ebindi byayejumbamu. Nikihwera okukora nabo ahabw'okuba nikibaheereza omutima gw'okuhagira emirimo egyo nk'eyaabo kandi ekorwe kurungi. Eki kukirikurwa, abandi nibeigura amaisho gaabo bareeba nk'okubakubaasa kushagika gavumenti okuhikiiriza emirimo egyo, bwanyima babe ba kareebi, bakuririze ebirikurwa kandi nabo babaase kwegyera ahankoragana egyo.

8.1.2. Okuteeka amaisho ahakigyendererwa

Okutebeekanisa, okukuratiriza n'okushwinjuma bishemereire kukorwa nirikworekyereza okuhikiiriza ekigyendererwa ky'omurimo ogwe kutari kukora ebiri omuntebeekanisa kyonka. Eky'omugasho munonga nokureeba ngu emirimo egyi yakorwa reero habamu entunguuka omubantu kutari kukora ngu emirimo egyo ehwe kyonka.

Obikora bya za LC bishemereire kurugiirira omuntebeekanisa y'eby'okukora aha disitiriki n'aharurengo rweihanga and bikorwe kuhwera disitirikiti n'eihanga kuhikiiriza ebigyendererwa byaryo.

8.1.3. Okuhanga amaisho entunguuka

Okutebeekanisa, okukuratiriza n'okushwinjuma bishemereire kukorerwa okuretaho entunguuka. Nikyo kimwe, bishemereire kureeba ngu ebyetaago by'abashaija n'abakazi byateebwa omunkora. Za purojekiti nyingi ziremire kuhikiiriza ebyetaago byazo ahabw'okuba zikaremwa kwijuka kuteeka omunkora ebyetaago by'abashaija n'abakazi omubyaaro. Okuretaho oburingaaniza, okutashoorora hamwe nokutereeza obushoboorozi omuby'obutegyeke nigwe musingye kwokuretaho entunguuka.

Nikyo kimwe na za puroguraamu z'entunguuka. Oshemereire kuzikorera hamwe n'abantu kugira ngu bazitwaremu nk'ezaabo babaase kuzireeberera. Wabikora otanateiremu, nibaba batarikuzireebamu nk'ezaabo zihendere zitabayambire.

8.1.4. Oburugo bw'empiiha nari sente

Sente z'okutebeekanisa, okukuratiriza n'okushwinjuma emirimo zishemereire kumanywa ebi byaaba nibikikorwa.

N'obukyakuba kibineire okwetebeekanisiza ebi omurundi gumwe, sente zokukozesa zishemereire kuba zibaganiisizemu omurugiirira ahari buri kimwe.

Sente z'o kutebeekanisa, okukuratiriza n'okushwinjuma nizibaasa kwiihwa omumbariirira ya sente eya purijekiti haaba hariho okwikirizana n'ebitongole kandi zishemereire kuteebwa omumbariirira ya sente ez'omwaaka reero abarikurera hamwe bateekeho omukono.

8.1.5. Abakozi

Omukutebeekanisa, okukuratiriza n'okushwinjuma, abantu abakozi n'ekintu ky'omutaano sente zaaba zabonekire.

Kugira ngu ebi bikorwe kurungi hashemereire kubaho ebi;

Abakozi okuteekamu obwire-- okukora omurimo murungi, abakozi aba bashemereire kutendekwa omumyooga y'okutebeekanisa, okukuratiriza n'okushwinjuma kugira ngu bakire kurungi.

Abakozi ba disitirikiti n'abebeembezi b'ebby'obutegyeki nabo bashemereire kureeba ngu abantu bayejumba omukukuratiriza n'okushwinjuma ebiriyo nibikorwa. Eki kyaaba kikoziwe ebiraakorwe nibiba biri ebi abantu barikwetaaga nyonyine. Okwongyeraho, okwejumba omury'ebi kw'abatuurage nikishemeza enkoragana ya gavumeenti n'abantu baayo.

Emeeza 1: Eky'okureeberaho kya DDF monitoring framework – Unity District (Objectives)

Eki nikyoreka entandikiro ya buri kigyendererwa

Ekiyendererwa kya DDF	Ebyabeire biriho omukutandika
Ekiyendererwa 1: Obuheereza bw'aby'amagara bushemezeibwe ahabw'okuba obucweeka 80 ahari 100 nibabaasa kuhika ah'eirwariro eribari heihi omwizooba rimwe.	50 bucweeka 50 ahari 100 bw'abantu nibahika aheirwariro omwizooba rimwe .
Ekiyendererwa 2: Enguuto zibonezeibwe ahabw'okuba obucweeka 80 ahari 100 nibakozesa nguuto eziboneire kandi beine nguuto ezirikubahisya omubutare.	Obucweeka 40 ahari 100 nibakozesa nguuto enungi.
Ekiyendererwa 3: Omubare gw'abaana omumashomero ga purayimare gweyongyeire ahabw'okuba obucweeka 90 ahari 100 bw'abaana omu disitirikiti nibeega omwishomero. (Aboojo n'abaishiki).	Obucweeka 50 ahari 100 bari omwishomero. (Aboojo n'obucweeka 60 ahari 100, obucweeka 40 ahari 100 n'abaishiki)

Tihariho bwiire obuteirwe aharubaju okushoboorora oku abi birikukuratirizibwa okwihaho okugira ngu eki kishemereire kukorwa kare okutebeekanisa kutakabeireho nari kuri heihi kutandika.

atives 1-3)

Eki nikyoreka ahu buri kigyendererwa kyahika omukuhikiirizibwa			
Eki kikyoreka ahu kishemereire kuba kyahika nikihiikiirizibwa bwanyima ya buri mwaka gumwe			
Eki nikyoreka emihanda ekozesibwe kumanya ahu buri kigyendererwa kyahika n'okuhikiirizibwa			
Ebirikworeka ahu byahika	Ebishemereire kuba bya-kozirwe ahanyima ya buri mwaka	Oku ebi bi-manyirwe	Oshemereire kurundaaba omubare n'okubiriyo nibigyeenda omumaisho
Omubare gw'amarwariro Omubare gw'abantu abarikuza omumarwariro ago.	Okwongyeza okuza omumarwariro obucweka 6 ahari 100 buri mwaaka kumara emyaka 5.	Ebikozeisibwe omukucon-dooza/ebi-papura ebiriho ebobuuzo ahamarwariro.	Dipatimenti y'Obuheereza bw'okushemeza embeera y'abantu okwakiira emibare kuruga omumarwariro n'okuzohereza abarikute-beekanisa Dipatimeenti yokwogyeramu ebiriyo nibibaho.
Engyeendo omu (kms) z'enguuto eziboneire	Omwaaka 1,2,3 = 10% Omwaaka 4 nogwa 5=5%	Za maapu nebi-shani ebitereirwe omumwanya ebirikworeka enguuto eziboneire	Dipatimeenti y'eby'emirimo y'abatuuragye Nemanyisa dipatimeenti y'okutebeekanisa eby'okukora ekishani ky'enguuto ez'okukora omu disitirikiti.
Abagiire omwishomero abasya	Abooyo bashemereire kwongyerwa obucweka 6 muri mwaka.. Abaishiki bashemereire kwongyerwa obucweka 10 ahari 100 buri mwaka.	Omubare gw'abagiire omwishomero.	Dipatimeenti y'okutebeekani-sa nebuuza omubare kuruga omu minisiture y'eby'obwe-gyese .

EKIWEEKA 9:

OBUGOMBE BW'ABAKAZI

Birugire omu Leah Oliver's—Women's Legislative caucuses, FOWODE, UWOPA and WDN-Uganda Chapter's Brief on women caucuses (2011)

9.1. Okureetaho obugombe bw'abakazi (kokasi) n'okukirikubaasa kukorwa.

9.1.1. Obugombe bw'abakazi nari shi kokasi ni ki?

Kokasi ni obugombe bw'abakazi oburikwekoramu kuruga omukigombe ekihangho nari shi omukitongole kwonka burikweteerana kuhikiiriza ekigyendererwa kimwe. N'ahabwekyo nitubaasa kugira ngi nobugombe bw'abakazi nka ba kansala abarikubugana kuhikiiriza ekigyendererwa kimwe.

Okugira ngu obugombe obu bikore kurungi, tibushemereire kukorerwa ahabibiina by'obutegeyeke kureka buteranizibwe enshonga emwe y'abakazi hamwe n'abandi abari nkabo abarimu eminyeeto, abakozi, abarema.

Okutaaha omubugombe obwe kushemereire kuri okwekundira kandi ba memba bashemereire kuba beine ekihika ky'okukorera hamwe kuhikiiriza ekigyendererwa. Ba memba tibashemereire kuba bari ba kansala boona. Hariho n'abashajja abarikuhikaanisa ebitekateeko n'enshonga z'abakazi abashemereire kwikirizibwa kutaaha omubugombe obwe nka ba memba b'omutaano. Akagombe aho kashemereire kutendekwa kugira ngu ba memba babaase kumanya okurundaana abantu n'okurundaana empiiha z'okuhindura embeera y'abakazi omubyaaro. Eky'okureeberaho, okumanya okujanjaaza engiri hamwe n'okurundana obuhagizi nikyetaagwa omukagombe ako. Bashemereire kutendekwa omuby'okucondooza n'okukozesa eyarugamu okutunguura embeera y'abakazi ahakyaaro. Akagombe ako nikateekwa kukora obuzaare n'ebitongole ebindi ebirabaase kubatendeka kuhikiiriza emirimo yaako. Ebitongole ebitari bya gavumenti nibibaasa kubakorera kurungi. Omubyetaago, akagombe

nikaba niketaaga okumanya ebya faayo, hamwe n'abakozi omumirimo etari emwe n'emwe.

Obuhanguzi bw'obugombe bw'abakazi nibubaasa kureebwa okurabira omu:

- ◆ Okwikirizana kuhikiriiza ekigyendererwa kimwe;;
- ◆ Okuhinguza okugyendera ah'eiteeka ry'okureetaho oburingaaniza ahagati y'abashaija n'abakazi;
- ◆ Okushanga akagombe nikejuumba omukureetaho amateeka, okubariira enshohoza, okutebeekanisa eby'okukorwa haza birikushembusya amateeka agarikureetaho oburingaaniza ahagati y'abashaija n'abakazi, kugira ngu hatakaabaho okusosora omukutunga obuheereza.
- ◆ Okushanga ngu omubare gw'abakazi abariyo nibatunga obwebeembezi guriyo nigweyongyera omu kanso okukira munonga nka bakuru b'entebe b'obukiiko.
- ◆ Okuguma nibakiira buri mukazi weena kitari kurabira omubibiina by'obutegyeki hatariho okushoroora.

Eby'omutaano ebi obugombe bw'abakazi burikubaasa kuguma nibukora n'okuteekaho emishomo nari ebiganiiro ahambaganisa eriho ahagati y'abashaija n'abakazi.

Obiganiiro ebi bikakozesibwa munonga omubwiire obu konsitushoni ya Uganda yabeire nekorwa.

“Omurimo gw'okukora konsitushoni kugwabeire nigugyenda omumaisho, ba memba b'obugombe bw'abakazi bareeba enshonga bazitwaramu nk'ez'omutaano ahabakazi; eky'okureeberaho, okukozesa ebigambo ebirikushembusya oburinganiza ahagati y'abashaija hamwe nokureeba ngu kyahandiikwa omu konsitushoni ku abakazi n'abashaija barikwingana.

Okureeba ngu ebi byona byakorwa, obugombe bw'abakazi bukaguma nibubugana buriiho burikurabira omubiganiiro kandi abashaija bakaba beetwa okwejumba omukiganiiro. Enshonga eyabaire eyikirizanwaho omukiganiiro, ekihandiiko kikaba kikorwa kyoherezebwa omubanyeishengyero abaabeire nibakora konsitushoni kushaba obuhagizi bwaabo. Ebiganiiro ahamburaniza bw'abashaija n'abakazi bikaba bikozesibwa

kuhinguza ekintu kimwe nokukirondera obuhagizi kureetaho obuhanguzi”.

9.1.2. N’ababw’enki kirikwetagisa abakazi okukora obugombe obu?

- ◆ Obugombe obu omuby’obutegyeki nibukorwa n’ekigyendererwa kyokushembusya abakazi omukwejumba omuby’obutegyeki. Eki nikibaasa kuba kiri ahakukora amateeka, okubariira sente n’okuhikiiriza za puroguraamu.
- ◆ Obugombe bw’abakazi bushemereire kumanya amateeka, embariira ya sente na za puroguramu z’okukorwa kugira ngu ebigyendererwa by’abakazi n’eby’abashaija byateebwa omunkora. Eki nikimanyisa nu obugombe obu bushemereire kugira emishono omuby’okureetaho oburingaaniza ahagati y’abashaija n’abakazi.
- ◆ Obugombe obu nibubaasa kuhwera omukumanya emyaanya erikwetaaga amaani omubya sente, emitwarize y’abantu kugira ngu habaase kugira ekyakorwa kushoboora ebizibu by’abakazi.
- ◆ Obugombe obu nibubaasa kuhwera omukushagika abakazi abandi, okureetaho amateeka agarikushagika abakazi n’okubaheereza okutendekwa kubaasa kukora ebyongyereho.
- ◆ Obugombe obu nibubaasa kukozebiswa omukucondooza kumanya embeera y’abakazi n’omubare gw’abarikunyigirizibwa omuby’entunguuka harimu; ebyafaayo ahabakazi harimu emyaka, yaaba bashwirwe nari batashwirwe, obwegyese, abakazi abarikwebemba eka, hamwe n’abandi; abakazi abeine emirimo nabatagiine, entaasya yaabo, obwooro, obwebembezi n’ebindi. Ebyafaayo ebi nibibaasa kwejunisibwa omukutunguura abakazi omuri bingi.
- ◆ Kanso neyemerera ahabumwe. Ba kansala b’abakazi beikirizana kuhagira enshonga emwe erikubakwaataho, nehinguzibwa juna ahabw’okuba nibahikaanisa ebitekateeko.
- ◆ Enshonga ezirikuteganisa abakazi nizikira kuba nizishana omubakazi abamwe. Baaba bari omukagombe nikibanguhira okuteeisa bakeikirizana kuhagira enshonga egyo gaaba neretaho empiinduka omubakazi nari abeishiki.
- ◆ Abakazi nibakira kuteebwa aharubaju omunyobwebeembezi. Akagombe aka nikabareeta hamwe babaase kugamba neiraka rimwe kuhinguza enshonga ebakwatireho.

- ◆ Obugombe bw'abakazi nibushembusya obwinganise n'obumwe omubakazi, n'okukwatanisa omunshonga eziindi .

Obugombe bw'abakazi omukuhandiika kwa konsitushoni ya Uganda bukakora kihango munonga. Eky'okureeberaho ahansi nikyoreka omugasho gw'Obugombe bw'abakazi.

“Obugombe bw'abakazi bukareetera konsitushoni okubamu ebikorwa birungi ahabakazi omu Uganda. Enyimaho, NRM ekaba eine eiteeka ririkugira ngu omwe omuri ba kansala mwenda abe omukazi

9.1.3. Ebigyendererwa by'obugombe bw'abakazi bishemereire kuba biiha?

- ◆ Okuteekaho enkoragana omubakazi abari omubwebembezi n'abarikwenda kubwejumbamu. Abakazi nibabaasa kukoragana kureeba ngu bashagikana kugira ngu batungye entebe z'obwebembezi ezi abashajja n'abakazi bashemereire kuzaho nk'okuba bakuru b'entebe ab'obukiiko omu kanso.Obugombe obu nibubaasa kukuzibwa bweyongeremu eminyeeto, abarema, abakozi n'abashajja abarikuhagira abakazi okuza omubwebembezi.
- ◆ Okwongyera omubare gw'abakazi abari omubwebembezi;
- ◆ Okushagika n'okujanjaaza ebirugire omukucondooza;
- ◆ Okuhiga ba memba okwebeembera okuhikiiriza ebiteeso bya kanso;
- ◆ Okukoragana n'ebigombe ebindi kurabira omubebeembezi baabyo nk'abarikukurira abarema, eminyeeto n'abakozi kugira ngu enshonga zaabo zihurirwe.

9.2. Obugombe bw'abakazi nibubaasa kuhikiiriza ebigyendererwa byabyo ebintu ebi byakorwa;

Obwire obwingi, noshanga ngu omu kanso harimu ebibiina by'obutegyeki ebirengire kimwe. Kyaaba nikwe kiri, ba kansala b'abakazi bashemereire kukozeza amagezezi meingi kureeba ngu akagombe kaabo kakora gye. Akagombe aka kaaba nikakorwa, ebibuuzo ebi bishemereire kugarukwamu.

- ◆ Ni kintu ki ekirihikaanisa ebitekateeko by'abakazi bona abarikuruga omubibiina ebitarikushana?
- ◆ Ni biragiho ki ebyakubaasa kukururirwa kurungi abakazi boona hatarimu okuhondana?

- ◆ Ni bitongole ki ebiri omukanso nari aheeru ya kanso? (Ebitongole ebitari bya gavumenti n'abanyamahurire) Akagombe aka nikaza kwejunisa ebitongole ebi kata okuhikiiriza ebigyendererwa byako?
- ◆ Ni buryo ki obwakubaasa kukoze sibwa kureetaho engyeri eyi abantu bakubaasa kuheerezayo ebyetaago byabo ebirikubahwera nk'amateeka?
- ◆ Akagombe kashemereire kwehara okukorera omubibiina kuhikiiriza ebigyendererwa byaako. Uganda obwa hati n'ensi y'ebibiina by'obutegeye. Nikibaasa obutooroba okurabyamu ebiteenso ebimwe. Abebeembezi b'obugombe bashemereire kuguma nibamany ebintu ebirikuhiikanisa ebitekateeko bya ba memba boona kutari kurabira omubibiina by'obutegeye. Eki nikimanyisa ngu, omukutoorana abeebeembezi b'obugombe bashemereire kuronda abakazi abakozi, abarikumanya kuhikaanisa abantu n'okurundaana obuhagizi okuruga omubanywani n'ebitongole ebindi. Akagombe kashemereire kutebeekanisa okukora emirimo yaako omungyeri eyi buryomwe arikuza kushemererwa kandi n'okugobamu bingi. Ebintu ebirikutuma akagombe kamanywa kandi bikaheereza bamemba obwire bw'okuruhuukwa n'okushemererwa nikiheera ba kansala b'abakazi. Ebintu ebyo nibyongyera okureetaho obumwe omukagombe.

Akagombe kaaba kakozirwe, ebi bishemereire kuteebwa omunkora.

1. Nihabaasa kubaho okuhindura mukuru w'entebe w'akagombe buri mwaka kandi ashemereire kuruga omukibiina kyoona yaaba kiri omubutegeye nari aharubaju orurikuhakanisa.
2. Akakombe kashemereire kukora entebeekanisa y'eby'okukora kugira ngu ebaase kukuratirwa. Entebeekanisa egyo eshemereire kukorwa erikurugiirira ahabizibu nari ebyetaago by'abakazi, abaana, amaka. Eky'okureberaho, ebizibu nibibaasa kuba birimu okutatunga obuheereza bw'okubariirira oruzaaro, eibura ry'amaizi amarungi, okutwazibwa kubi omumaka n'ebindi. N'eky'omugasho kumanya ngu ebizibu ebi bishemereire kumanywa abari omukagombe kandi bishoboororwe okurugiirira abarikikusingayo okwetaagwa.
3. Akagombe kashemereire kugira eby'okukora ebirikureebeka. Bishemereire kuba biri:

- ◆ Okureetaho n'okushagika amateeka agarikubahweera; ebizibu ebingi nibiguma ahabw'okuba tihariho eiteeka eririkubikwataho. Akagombe kashemereire kumanya ebintu ebyo kandi bihikiirizibwe.
- ◆ Okuheereza ka kansala omugisha gw'okutendekwa omuby'obwebembezi. Okutunga omugisha ogu nikubaasa kushangwa omubitongole ebitari bya gavumeenti nari shi gavumenti yenyine; hamwe nokutoorana abarayejumbe omukutendekwa okwe barikureebera ahari ba kansala abarikwetaaga omugisha ogwe kukirayo.
- ◆ Okuhiga abaturagye hamwe n'abebeembezi okuhagira enshonga eyi akagombe kariyo nikashembusya;
- ◆ Okuteekaho abakugu kukora okucondooza ahanshonga ezo bakamurikira ba memba b'akagombe amadaara agu bashemereire kurabamu kushoboorora enshonga egyo;
- ◆ Okuteekaho ebiganiiro omubyaro kuhurira ebitekateeko byabo ahanshonga egyo;
- ◆ Okurundaana abanyamahurire okubashoboororera enshonga ezibarikwenda ngu abaturagye bamanye;
- ◆ Okurundaana sente z'okushagika nari kushoboorora enshonga egyo, eky'okureeberaho nk'okushemeza eirwariro eri abakazi barikuzaariramu. Eki nikibaasa kukorwa kurabira omubitongole ebindi ebirikuhaigira ekigyendererwa ekyo.
- ◆ Okuteekaho emikoro y'okusiima nari kutoorana "Omukazi w'omwaka" Eki nikibaasa kukorwa kurabira omu bantu bakateerera abakazi oburuuru; nk'omuzaarisa w'omwaaka, omwegyesa w'omwaaka, omushubuzi omukazi w'omwaka n'ebindi. Hashemereire kubaho engyenderero y'okutoorana omukazi ogu reero emanywe akakiiko akarikuza kukora ahakutoorana kugira ngu kahweera abantu okutoorana owubarikwenda. Omukoro ogu bashemereire kugurundaanira sente kukorerwe aha disitirikiti.
- ◆ Akagombe nikabaasa kukora ekitabo ekikusiima emirimo ekozirwe abakazi abahanguzi kumara obwiire. Ekitabo eki kubamu ba kansala nari abebigombe ebindi okurugiirira oku agagombe karasharemu.
- ◆ Ba kansala bashemereire kuteekaho engyeri eyibakubaasa kubugana abakazi omumagomborora bakaganiira. Eki nikibaasa kwetagisa okurabira omubibiina by'abakazi abirikubugana, okashitama nabo

okahurira ebizibu n'ebitekateeko byabo reero okeihamu ebiwakubaasa kutwaara omukanso.

4. Akagombe kashemereire kureetaho obugabe bw'okugamba hatariho okutiina omunkiiko zaako. Hashemereire kubaho eiteeka eririkugira ngu kansala nabaasa kuhayo ekitekateeko kye, abandi bakihajaaneho reero bwanyima kihinguzibwe nari kiteekwe aharubaju. Obumwe bw'abakazi abari omukagombe nibuhweera omukuhagira ekiteeso ekibaikirizeineho.

9.3. Okugira ngu akakiiko kakore kurungi, ebi bishemereire kubaho:

- ◆ Ba memba b'akagombe nari shi kokasi bashemereire kumanya emishono yaabo kugira ngu babaase kumanya ahubarikwetaaga obuhagizi
- ◆ Bashemereire kuhayo ebyetaago byabo omubitungole ebirikubaasa kubahagira nari kubashagika. Nibabaasa kumanya ebitongole ebyakubaasa kubatendeka omubintu bingi; abanyamahurire abakubaasa kubahweera omukujaanjaaza obutumwa bwabo; okweeta abakugu kushomesa ba memba.
- ◆ Akagombe nikabaasa kukozeza abatari ba memba okuhayo enshonga zaabo ezirikubaasa kwimusa omucuucu omurukiiko.
- ◆ Akagombe nikabaasa kubugaba buriho kandi keine ebignyendererwa ebirikureebwa
- ◆ Abebeembezi b'akagombe bashemereire kuguma nibamanyisa ba memba ahabirikugyenda omumaisho. Nikihwera munonga okuhandiika ahanshonga ezimuriyo nimwirukirira.
- ◆ Akagombe tikashemereire kukorera omubibiina by'obutegyeki ahabw'okuba eki nikibaasa kubaremesa okuhikiiriza ebignyendererwa byabo.
- ◆ Akagombe nikabaasa kuba orutindo rw'okubuga ebitongole eby'omutaano;
- ◆ Bashemereire kubugana abanyamahurire obwiire bwona kubashoboorera ebiriyo nibikorwa; okuza kugambira ahari za radiyo, nokubugana ebibiina by'abantu abubarikujwekyera omu kanso.
- ◆ Bashemereire kwehara enshonga ezirikubaasa kubabaganisa

- ◆ Ba memba bashemereire kwikiriza okuhagira ebiteeiso by'abagombe oku kanso katariho okubihakanisa kandi.
- ◆ Bashemereire kuronda abantu omukagombe abeine amaani kandi barikubaasa kuhurirwa omu kanso.
- ◆ Bashemereire kumanya ebitongole ebirukuhagira enshonga zaabo kandi ebyine ebigyendererwa bimwe, bakakoragana nabyo omukubagana ebyafaayo n'empiiha.

Okushoboorora ebitabo/ebigambo ekikozesibwe omukitabo eki

Eiteeka ry'eishengyero (Act of Parliament): Ni eiteeka erihinguzeibwe eishengyero kandi reteibweho omukono gw'omwebembezi w'eihanga.

Entandikiro (Baseline): Eki nikimanyisa entandikiro y'ekintu, okukyabeire kiri puroguraamu eri kuza kutandika, nari ekikorwa ekirikutunguura engyeri eyi ekintu kirimu.

Ekiteeiso ky'orukiiko ekitakahinguzeibwe (Bill): Ni ekiteiso ky'okuretaho eiteeka nari shi ekirikushaba okuhindura aheiteeka ekireetirwe omwishengyero okuhajanjwaho.

Gyeenda (Gender): Eki nikimanyisa emnaganisa eriho ahagati y'abashajja n'abakazi omukutuura hamwe; tikirikumanyisa embaganisa eriho ahamibiri yaabo. Embaganisa ezi tirikushana ahantu hoona nari obwiire bwona..

Okugira entekateeka y'okwenda ngu habeho oburingaziza omubashajja n' abakazi: Nokureeka ngu ebyetaago by'abakazi n'eby'abashajja byateebwa omuntebeekanisa. Nikyoreka omuntu kubaasa kumanya ebyetaago ebi abakazi beine, hamwe n'eby'abashajja okurugiirira oku bari omubyaaro nemirimo eyibarikukora. is being conscious of the different

Okworeka oku abashajja n'abakazi barikuhikwaho obuhereza (gender Accountability) Nikimanyisa okworeka oku hariho oburinganiza okukuhisya obuhereza ahabakazi n'abashajja ahandeengo zoonza .

(Gender analysis): Oku n'okuhanyuura embeera y'amagara g'abashajja n'ag'abakazi kureeba ehu batarikurunga obuhereza oburikushana nari kwinganisa. Omuri eki, okukiraakirana omuby'obutegyeki, ebya sente n'okutuura hamwe nibireebwaho. Eki nikibaasa kukorwa omumaka, omubyaaro, ahamicwe nemitwarize y'abantu omwihanga nari omunsi yoonza.

(Gender Equality): nikimanyisa embeera eyi abashajja hamwe n'abakazi barikutunga obuhereza burikwingana, aboojo n'abaishiki kugura ngu bombi babaasa kushemera omukureetaho entunguuka omubyaaro.

(Gender equity): Nikimanyisa oburingaaniza omukuhisya obuheereza ahabantu boona hatarimu kushoroora.

(Statute): Eki n'eiteeka erihandiikire. N'eiteeka erihinguzeibwe.

(Targets): Ebigyendererwa by'okuhikiiriza ebirikubaasa kukorwa bikareebwa omubwiire bwabyo.

Annex B: EKY'OKUREEBERAHO KYA MOSHONI NARI EKITEISO

MODEL OF A MOTION

Annex A: Okuwakubaasa kwiguraho email address


[Change Language](#)

Create an Account

Your Google Account gives you access to Gmail and [other Google services](#).

Get started with Gmail

First name:

Last name:

Desired Login Name: @gmail.com
 Examples: [JSmith](#), [John.Smith](#)

Choose a password: [Password strength:](#)
 Minimum of 8 characters in length.

Re-enter password:

☒ Stay signed in

☒ Enable Web History [Learn More](#)

Security question: If you forget your password we will ask for the answer to your security question. [Learn More](#)

Answer:

Recovery email:
 This address is used to authenticate your account should you ever encounter problems or forget your password. If you do not have another email address, you may leave this field blank. [Learn More](#)

Birthday:
 MM/DD/YYYY (e.g. "10/14/2011")

Word Verification: Type the characters you see in the picture below.

reiglo



Letters are not case-sensitive

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THE..... BILL 20.....

DISTRICT LOCAL GOVERNMENT

..... BILL 20.....

DRAFT BILL NO.....

Ekiteiso

Omukuru Omugambi ,

Okurugiirira ahabushoboorozi obuheirwe kansi egi omukicweeka 38 eky'eiteeka rya gavumeenti y'ebyaaro Cap. 243, I (Eiziina)..... Kansala wa (Omwanya)..... nashaba okureetaho ekiteeso omukanso (title)..... Bill Aga biro (date) ninga bwanyimaho.

Ebirungi by'ekiteiso eki:-

Omukuru sipiika, okukora enshonga egi eiteeka kiine ebirungi byinfi ahabwa kanso egi ebirimu;

1. Okumanyisa abantu obujunaanizibwa bwabo omukushashura emishoro endiijo etari omushoro gw'omutwe gwonka n'emishoro ey'omukatare ;
2. Okubaasisa kanso kumanya ebintu ebishemereire kuba nibishashurirwa omushoro, ekikyerereirwe munonga;
3. Okureetaho engyeri enungi ey'okurundaaniramu entaasya;
4. Okubaasisa kanso okushashura ebibanja nokuhikiiriza omubare gwentaaasya erikwetagiisibwa;
5. Okubaasisa kanso okushemeza obuheereza ;
6. Okutandikaho entaasya y'okureetaho entunguuka.

Okurugiirira ahabirungi ebi n'ebindi ebitagambwaho, ninshaba ngu kanso egi ehinguze Bill y'okugyeranisa emishoro y'ebintu ebe eiteeka nk'okukyagambwa.

Webare munonga Sebo/Nyabo

Sipiika.....

OMUHANDIIKI/KANSALA

Birugire omukitabo ekyahandiikirwe Uganda Law Reform Commission on Making Ordinances and Bye-laws in Uganda (2010)

Annex C: Obwengye bw'okuringaniza emirimo eya gavumenti n'eyomuntu buntu.

Obwengye oku ba kansala b'abakazi bakubaasa kukozeza kuringaaniza emirimo ya gavumenti n'eyaabo omuka.

- ◆ Yega kukora eby'orikubaasa kandi otakaraganisa kukora eby'otaraakore.
- ◆ Yega kuheereza emirimo ekurengire abandi kukuhweera kwonka oyijikye ngu oshmereire kubakuraturiza kureeba ngu bakora ebihikire.
- ◆ Guma noshaba Ruhanga okukuhweera omumirimo yaawe yoonza
- ◆ Gyira eby'omugasho eby'orakurature omumagara gaawe. Bibe nibyo wakoreraho emirimo yaawe
- ◆ Yega okukwaata obwire. Guma nohandiika eby'okukora burizooba haza bwanyima orebe ebyakorwa nebitakorwa
- ◆ Yega okukorera emirimo omubwiire bwayo kandi omanyise aborikuza kukora nabo omuhendo gw'okukwaata obwiire. Omukoro gwatandika bikiire, kasita iwe wahikaho omubwiire nobaasa kushaba ogyeende kukora ebindi.
- ◆ Tunga obwiire bw'okuba n'abantu omubyaro. Yijuka ngu ori omuntu owu beingi barikumanya.
- ◆ Yega kukozeza karimagyezi ekuhweere okuhurizana n'abantu baawe. Okukozeza za email, feesibuuku nikibaasa kukuhwera omukutashiisha sente z'orugyendo okutwaara obutumwa obwe.
- ◆ Yega kukozeza karimagyezi ekuhweere okuhurizana n'abantu baawe. Okukozeza za email, feesibuuku nikibaasa kukuhwera omukutashiisha sente z'orugyendo okutwaara obutumwa obwe.
- ◆ Gira ebiragiro byawe by'okukuratira. Nobaasa kumanyisa abantu baawe obu mushemereire kubugana, obaheereze enamba y'esimu yaawe babaase kukuteerera.
- ◆ Tunga obwiire bw'okuba nab'eka yaawe
- ◆ Kora emirimo okurugiirira ahabirikwetagiisibwa munonga.
- ◆ Tereza omuka owaawe kugira ngu waaba oriyo obaase kutebeekana oruhuukwe bwanyima y'okukora omubyaro.
- ◆ Waaba oine omukazi, guma nomugambira pulaani zaawe kugira ngu ahaase kukwijusya kandi amanye ebyoriyo nokora kandi otakashambana n'abashaija abandi.

- ◆ Tunga obwiire obe wenka. Eki nikikuhwera okutekateeka ahamirimo yaawe n'amagara gaawe.
- ◆ Yega kubagana n'abandi emirimo okukira munonga abeeka yaawe.

EKIKOZESO KY'OKUKURATIRIZA N'OKUHIYA OBUHEEREZA OMUBANTU

EBY'AMAGARA

Ekigyendererwa(Objective): Okumanya n'okukuratiriza obuheereza oburiyo nibuheebwa abakazi omumarwariro

Eiziina rywirwariro

Adureesi y'eirwariro

Eiziina ry'akagombe akariyo nikakuratiriza

Orunaku rw'okukuratiriza

A: Ebibuuzo by'ab'eb'amagara

1. Eirwariro eri ririmu abakozi bangahi handi beine mirimo ki?
2. Ni bakozi bangahi abashemereire kuba barikukora omwirwariro eri okurugiirira aharurengo rw'eihanga?
3. Baaba batahikire nari barengire, manya ahabw'enki.
4. Ba dokita, abanaasi hamwe n'abazaarisa nibeija emirundi engahi aheirwariro aha?
 - a. Burizooba
 - b. Omurundi gumwe omu sande
 - c. Emirundi ebiri omu sande
 - d. Tibarikwijja na kakye

B: Ebibuuzo ahamibazi omwirwariro

5. Eirwariro eri ryiine emibazi erikwetaagwa?
6. Emibazi egi nemara?
7. Eirwariro eri nirimara bwire ki riteine mibazi?
8. Eirwariro eri hariho obukirikubaho ribe ryiine emibazi etakozeesibwe?
9. Emibazi nibagireeta omubwiire?
10. Eirwariro ryine emibazi erikwetaagisibwa omuby'amagara g'oruzaro?

C: Ebibuuzo ahamagara g'oruzaaaro

11. Eirwariro eri ryine ekishengye ky'okuzaariramu?(Yeego/ngaaha)
12. Yaaba rikiine, kirimu ebitanda, bingahi?
13. Eirwariro ryine abakozi abarikumara omuby'okuzaarisa?
14. Eirwariro eri niritwaaza rita abakazi abarikutunga obuzibu baaba barikuzaara?
15. Eirwariro ryine ah'okunaga za nyinenda?
16. Eirwariro niriheereza za mama kiti?
17. Ni bushagiki ki obu eirwariro eri ririkuheereza abakazi abarikuzaara?
18. Hariho ekishengye ekirimu ebyoma by'okuhwera omukuzaarisa?
19. Ni byoma ki ebirimu?

D: Ebibuuzo ahakubariirira oruzaaro

20. Eirwariro eri ryine obuheereza bw'okubariirira oruzaaro?
21. Ni bika ki by'okubariirira oruzaaro ebiry'aha?
22. Abashajja nibejuumba omuby'okubariirira oruzaaro?
23. Ni nihandiiko ki nari bitabo ki ebyeirwariro ririkukozesa kwegyesa abantu ahakubariirira oruzaaro?
24. Eirwariro ryine obuheereza bw'okugyema abaana?
25. Eirwariro ryine obuheereza bw'okutangira abakazi abeine akakooko ka silimu okutaturiza omwana omunda?
26. Eirwariro ryine obuheereza bw'okutangira abakazi abeine akakooko ka silimu okutaturiza omwana omunda? Eirwariro ryine obuheereza bw'okuhumura?

E. Ebibuuzo ahabuyoonjo

27. Hariho kabuyoonjo?
28. Hariho ahokwiiha amaizi amarungi?
29. Embuga yeirwariro nibagiyoonga kurungi?
30. Hariho ekiyuungu?
31. Hariho amashanyarazi g'okwaata omukiro?

32. Eirwariro ryine abakozi abemirimo endiijo abarikumara?
33. Hariho ebintu by'okunagamu kasasiro ebihandiikireho kurungi?

F: Ebibuuzo ahabashaija okutwariza kubi abakazi baabo

34. Eirwariro eri niritwaaza rita abakazi abarikutwazibwa kubi abashaija baabo?
35. Eirwariro ryine obuheereza bw'okuha omubazi gw'okutangira akakooko ka silimu abaishiki abahwaabwa?
36. Eirwariro ryiine za ripoota z'emirimo erikukorwaho?
37. Ni buheereza ki obundi oburikuheebwa abakazi abarikutwazibwa kubi abashaija baabo?

G: Ebibuuzo ahampiha

38. Embariirira ya sente ey'eirwariro neyingana ki?
39. Ni sente zingahi eza PHC ezirikukozesibwa?
40. Eirwariro niryihahi sente z'okukozesa?
41. Ni sente zingahi ezirikutungwa kuruga omu gavumeenti kandi nisingahi ezirikuruga ahandi?
42. Eirwariro ryine entaasya eyaaryo?
43. Eirwariro niritunga sente omubwiire (Kyaaba kitarikyo, ahabwenki?)
44. Eirwariro ryiine embariirira ya sente ey'amagara g'abakazi omumbariirira yona?
45. Eirwariro nirihanisa ekipaura ekihandiikireho enshohoza kugira ngu abantu bigireebe?
46. N'enki abyateirwe omunktebeekanisa kandi ni biiha ebyakozirwe? Byaaba bitarikushana, n'ababw'enki?

H: Ebibuuzo ahabwebeembezi

47. Eirwariro ryiine HMC?
48. Nibashitama emirundi engahi?
49. Ba memba ba HMC nibamanya kurungi emirimo yaabo?
50. Eirwariro ryine embariirira ya sente ehinguzeibwe?
51. Eirwariro nirikora ahamazooba g'ebihuumuro?
52. Eirwariro niryigura shaaha zingahi, rikiinga shaaha zingahi?

53. Eirwariro niritwaaza rita okukora entebeekanisa y'eby'okukora n'okubariirira sente?
54. Okukora entebeekanisa nokubariirira enshohoza ya sente nikukorwa n'abantu abandi?
55. Hariho entebeekanisa y'okutungiramu okwetombeitwa kw'abantu?
56. Hariho enshonga ezikwatireine noburi bwenguzi aheirwariro kandi nizishoboororwa zita?

OKUJURIZA

- ◆ ACFODE (2012) Handbook on Governance and Gender Accountability
- ◆ Constitution of the Republic of Uganda, 1995
- ◆ Convention on Elimination of all Forms of Discrimination against Women (1979)
- ◆ Forum for Women in Democracy (2010) The Winning Campaign, A women's Guide to Winning Political Elections
- ◆ Local Government Act, CAP 243
- ◆ Sheila Kawamara Mishambi; Paper on Advocacy (2013) presented at a Training of Trainers Workshop for Trainers of District Women Councilors
- ◆ The Uganda Women's Caucus, Paper by Forum for Women in Democracy
- ◆ Women's Democracy Network-Uganda Chapter (2011), Training Manual for Women Councillors
- ◆ Women Democracy Network-Uganda Chapter (2011) Brief on Women Caucuses
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- ◆ Uganda Women's Network Hand book on Advocacy (2011)
- ◆ UNDP (2010) Handbook for Women Candidates
- ◆ UNDP (2011) Handbook on Monitoring and Evaluation & District Participatory Planning and Budgeting Process (Puntland & State of Somalia)
- ◆ Universal Declaration of Human Rights (1948)
- ◆ Uganda Law Reform Commission (2012); Making Ordinances and Bye-laws in Uganda

Notes

EBITWATIRE AHARI UWONET

Uganda Women's Network–UWONET, ni ekigombe ekirikuhikaanisa ebitongole ebindi by'abakazi ebirukuhika 16 omwihanga hamwe n'abantu buntu 9. Kikatandikaho omumwaaka ogwa 1993 okureetaho engyeri eyibakubaasa kukorera hamwe okushembusya obugabe bw'abakazi okukira munonga okutwazibwa kubi kw'abakazi.

Ekigyendererwa

Okugira Uganda etarimu engyeri yona ey'okutwariza kubi abakazi.

Mishani

Okurundaruunda obuhagizi bwa ba memba n'ebirongole ebindi turikurabira omukukoragana, okuteendekwa, okurundaana empilira, okucondooza ahakushemeza amateeka hamwe nokukorera okureetaho oburinganiza omubashajja n'abakazi omu Uganda.

Projekiti behagirwa aba



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