



Gender Transformation & Empowerment

EIRAKA RYE, OBUJUNAANIZIBWA BWawe



MANIFESITO Y'ABAKAZI OMW'IHANGA (2021-2026)

WOMEN'S DEMOCRACY NETWORK
Empowering Women to Lead
Uganda Chapter

Acfode
Breaking Through, Building Up and Binding



2020

EIRAKA RYE,
OBUJUNAANIZIBWA BWawe

**MANIFESITO Y'ABAKAZI
OMW'IHANGA (2021-2026)**



Nitusiima abakazi boona omw'ihanga okukira munonga abo abahaireyo entekateeka n'ebiteeso byabo omukukora manifestito egyi. UWONET nesiima ba memba ba Women's Democracy Group barimu: Action for Development (ACFODE), Forum for Women in Democracy (FOWODE) na Women's Democracy Network-Uganda Chapter (WDN-U) abakozire enkiiko omubicweeka ikumi na mukaaga ebya Uganda kurundaana entekateeka y'abantu eyaarugiremu manifestito egi ey'abakazi omw'ihanga ryona 2021-2026. Nitusiima Ms. Hope Rita Aciro Lakor, Executive Director wa UWONET hamwe na Ms. Perry Aritua, Executive Director wa WDN-U ahabw'okutereeza orurimi omu manifestito egi. UWONET ekwataniise na ba memba ba Women's Leadership and Democracy Group neegaruka esiima Ms. Immaculate Yossa Daisy ahabw'okuteerana za ripoota zoona ezaarugire omubicweeka 16 omwihanga ezikozire manifestito egyi.

Omukuhendera, nitusiima Democratic Governance Facility (DGF) ahaw'obuhagizi n'okuteeka empiiha omu purijekiti egi.

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Manifesito y'abakazi egi neeshoboorora enshonga ezi abakazi bari kwenda ebibiina by'obutegyeki hamwe na gavumeenti ya Uganda bateeke omu nkora kuruga 2021-2026. Ni ekihandiiko ky'eby'obutegyeki ekiri kutangaaza aha nshonga z'abakazi omu Uganda hamwe n'oku abebeembezi bashemereire kuhikiiriza ebitekateekirwe omukuhisya obuheereza aha bantu. Ekibiina ky'eby'obutegyeki ekirasingye akaaruuru ka 2021 nikyo kishemereire okuhikiiriza ebiri omu manifesito egi. Ebibiina by'obutegyeki ebiraaaze aharubaju rwa rwangisiriza nabyo nibiteekwa kuba bya kariishoriisho kukuraturira enkora ya gavumeenti eraabe eriho kuruga omu mwaka 2021 kuhisya 2026. N'ahabwe'ekyo, ebibiina by'obutegyeki bishemereire kuteekaho enkora erabaase kuhwera omukuhikiiriza enshonga ezoorekirwe omu manifesito egi.

N'obu enshonga eziri omuri manifesito egi ziri kubaasa kuba nizishushanan'eza manifesito eya 2016-2021, enshongay'obwinganise ahagati y'abashaija n'abakazi neguma nehiindahiindukamu. Omukucondooza okwakozirwe, hariho enshonga ezikwatiraine n'obwinganise bw'abashaija n'abakazi ezarugireyo omu disiturikiti 45 omu bikweka 16 ebya Uganda. Ekihandiiko eki, nikirundaana enshonga enkuru ezarugire omukucondooza oku kugira gavumeenti n'abeembezi babaase kuzihikiiriza.

UWONET n'ebitongore ebindi ebibarikukora nabyo nibaza kujanjaaza manifesito egi omubantu ahandeengo zoonza kugira ngu abantu babaase kuteeka gavumeenti hamwe n'abeembezi ahambiro kubaasa kuhikiiriza enshonga mukaaga enkuru ezirimu ahabw'abakazi omumyaka eya 2021 kuhisya 2026. Entekateeka y'okukuraturira ebiriyo nibikorwa kuhikiiriza enshonga eziri omuri manifesito egi neeza kuteekwaho kureeba ngu buri kimwe kyakorwa kuheereza abakazi obugabe bwabo omu Uganda.

Nikimanywa ku manifesito egi ekozirwe omubwiire bw'ekirwaire ekya COVID 19, ekyaretireho okukingwa kweihanga okwaretireho oburemeezi omuby'amagara, eby'obushubuzi, obwegyese n'ebindi. Nituza kweyongyera kureeba ngu gavumeenti yakora kyona ekiri kubaasika kwiha eihanga omumbeera eyi COVID-19 ereetsireho. Omubwire obu manifesito ego yaakozirwe, COVID-19 ekaba ereetsireho empinduka omubyabaire nibikorwa okureetaho obwinganise omubakazi n'abashaija kandi ebimwe omubyabaire bikozi nabyo byagaruka enyima ekyayeyongyeireyo okuteeka abakazi omukabi. Abakazi nibasingayo omubare omu bakozi b'ebitongore n'amakorero agaakingirweho ahabwa COVID-19.

Omuri byona ebirakorwe gavumeenti, abebeembezi n'ebitingore ebindi ebiri kushembusya entunguuka, bishemereire kuteeka enshonga z'obugabe bw'abakazi ahamutwe kubahwera okuruga omumbeera mbi ei COVID-9 ereetireho. Okureeba ngu manifesito egi yaahikiirizibwa, UWONET yeeza kukora n'amaani kumara emyaka etaano egi kureeba ngu abakazi baatunga eiraka ahabikwatiraine n'obwinganise omwihanga.

Eiraka rye, Obujunaanizibwa bwawe

Rita Hope Aciro-Lakor

Executive Director

EBYARUGYEIREHO OKUKORA MANIFESITO Y'ABAKAZI OMW'IHANGA



Oku eby'entaasya n'eb'y'obutegyeki byemereire

Nikiteeberezibwa ngu Uganda erimu abantu abarikuhika milliyoni 46,200,987. Okurugiirira aha kitongore ekya Uganda Bureau of Statistics, kurenga obucweka 51 ahari 100 n'abakazi, kandi obucweka 71 ahari 100 omuri abo, nibatuura omubyaro kandi abantu 4 omuri 10 (obucweka 45 ahari 100) baine emyaka 18-30. Omukwetegyereza entuuguka eri omubantu, obwegyese bw'abantu abo n'ekintu kikuru mononga. Okutwariza hamwe, obucweka 77 ahari 100 bw'abantu abakuzire bakazaho omwishomero kandi obucweka 19 ahari 100 tibakazaga omwishomero nakakye. Omuri abo, omubare gw'abakazi abatakazaga omwishomero na kakye nigukira ogw'abashaija. Omubare gw'abantu abakuru abashomire kurenzya purayimare omumatawuni ni omucweka 47 ahari 100 kandi nigukira kabiri omubare gwabo abarikutuura omubyaro.

Eby'amagara omu Uganda byine oburemeezi oburimu nk'okushanga ngu twine amarwariro 100 agari kubaasa kuteeka abarwaire abari kubi ahari ka ingyini (100 Intensive care units) kandi amarwariro aga gari omu matawuni honka. Harimu oburemeezi obundi nk'okuburwa emibazi n'ebikozeso n'omomubare mukye gw'abakozi ab'ebyamagara. Kurugiirira aha ripoota eya Health Sector Performance Report 2018/19, Uganda eine omushaho omwe kuheereza abantu 1000 kandi obwe eshemereire kuba eine abashaho 2.28 ahari buri bantu 1000. Ekyo nikimanyisa ngu omunaasi omwe, naheereza abantu 2967 kandi dokita omwe aheereza abantu 23,700. Kandi obwe Uganda eine ebitanda 55 ebyine ka engyini

(ICU Beds) ekiri kumanyisa ngu ni ekitanda kimwe ahabwa abantu abari kwingana milliyoni emwe.

Haihi ekicweka kya kabiri ky'amaka omu Uganda nikitura omubworo kusinga aha bucweka 21 ahari 100 abari omubworo obwa sente. Ekirwaire kya COVID 19 nikiteeberezibwa kwongyera omubare gw'amaka agari omubworo kurenzamu obukaikuru 2.6 omuby'entaasya, kandi kikyendeeze entaasya y'obuhumbi bwa sente ezirikhika 288.3 omumwaka ogwentasya ogwa FY2019/20 kandi sente zeeyongyere kukyendeera na billiyoni 350 omumwaka ogwa FY 2020/21 ahabw'abantu obutakora. Ekitongore ekya Uganda Revenue Authority (URA) kitateebereza okufeerwa sente ezirikingana obuhumbi 116.26 omuntaasya okwezi okwamukaaga 2020 kutakahikire ahabw'embeera ya COVID 19 ekirikumanyisa ngu Uganda neza kufeerwa obuhumbi 513.26 okwezi okwa mukaaga 2020 kutakahikire. COVID 19 neyongyera okuteeka gavumenti ahambiro ahabwokwetaagwa kwa sente nyamwingyi zokwongyera omukushemeza eby'amagara ahabw'abantu abatungire oburemeezi obureetire COVID 19.

Okukozesa n'okwejunisa obuheereza omubya karimagyezi ahabw'abakazi, kikiri ekizibu ahabw'okuba, tihariho mateeka nari shi entekateeka y'okuhwera abakazi okwejunisa obuheereza obu. Kwongyera hanchonga yokushanga ngu okwejunisa obuheereza omubya karimagyezi n'empurizana nikitwara sente nyingi, noshanga ngu omubare mwingyi gw'abakazi tigwine bukugu n'okumanya omuby'okukozesa obuheereza obu omugyeraagyeranisa n'abashaija. Okwongyera ahari ekyo, kwija kw'obuheereza omubya tekinologiya nari ebya karimagyezi, kireetireho oburemeezi omusya ahari abakazi nk'okuturugunya abakazi ekiri kubareetera okubonabonesibwa, okuhambwa, okwibwa hamwe n'okwitwa.

Aha rubaju orwa empinduka omubwire bwensi, noshanga ngu abakazi nibetaaga obucweka 70 ahari 100 bw'amaizi amarungi hamwe n'obucweka 70 ahari 100 omuby'obuhiingi kandi obwe abakazi tibarikwejumba omukuteekaho amateeka omubikwatire n'empinduka y'obwire omunsi.

Ekitongore ekya UN nikiteebereza ngu abantu abarikuhika obuhumbi 1.3 abarikutuura omubworo, ni abakazi kandi abakazi n'abaana nari omukabi k'okubaasa kufeera omu butandu ezirikurwetwa empinduka y'obwire bwensi nk'omwegyemure.

Enkora y'eby'obutegyeki omu Uganda ey'ebibiina neyongyera okutunga oburemeezi omukukura kwayo. Okurugirira ahari National Governance, Peace and Security survey (2017) eya Uganda Bureau of Statistics (UBOS), obucweka 54 ahari 100 bw'abantu abarengize emyaka 18 ey'obukuru nibatekateeka ngu abebeembezi tibar kukira kuhikiiriza ebyetaago by'abantu kandi omuri abo, abantu 6 ahari 10 nibagira ngu abatuuragye tibarikukira kumanya ekiri kugyenda omumaisho n'entekateeka y'abari omuntebe. Abantu 3 ahari 10 bo nibagira ngu gavumeenti terikukira kuhurikiza ebibiina ebya rwangisiriza kandi obwe gavumeenti eshemereire kuba nehurikiza eiraka ry'ebibiina ebitari bya gavumeenti hamwe n'ebibiina by'abantu abarikwekozesha.

Akakooko ka Corona (COVID 19)

Omubwire obwakoreirwemu manifesito egi eya 2021/2026, ekirwaire eky'a COVID 19 kikaba kyahindwiire embeera kandi kyaretire oburemeezi obundi omukureetaho obwinganise ahagati y'abakazi n'abashaija, kandi hamwe n'ebizibu ebindi abiri kukwata ahabakazi nabyo bikaiziramu. Eky'okureeberaho, hakabaho okukyendeera omuntaasya y'abakazi munonga. Abakazi nibo bari kusingayo kukorera omubitongore n'amakorere agaateganisibwe okukiingwaho kweihanga ahabwa COVID 19. Omuby'obuhiingi omu omubare gw'akakozi abakazi abaingi guri kushangwa ahabucweka 60-70 ahari 100, okukiingwaho kweihanga ahabwa gavumeenti kuruga ebiro 23/05/2020 nk'omuringo gumwe omukutangira okujanjaazibwa kw'akakooko ka corona, kukateganisa munonga eby'obuhiingi n'obuheereza obundi ahabw'abakazi. Okutanbuza eby'obushuubuzi kweyongyeire okuguma okukira munonga omubahiingi ab'omubyaro. Entaasya y'abakazi abari kushubura ebihingwa etungire oburemeezi bwingi ahabw'emiheendo mikye y'ebihingwa byabo omukatare.

Abakazi nibakora emirimo meingi batari kushashurwa nk'okureeberera abaana n'okwegyesa abaana omuka. Okukiingwaho kweihanga ahabwa corona kureetsireho obutabaanguko omu maka n'okubonabonesibwa kw'abakazi n'abaishiki. Okurugiirira omuri za fayilo za polisi, emishango y'okutoroboza abaishiki eyeyongyeire; 16,862 omuri 2017, 17,521 omuri 2018, 15,683 omuri 2019 kandi omumyezi mukaaga ehweireho omukukingwaho kweihanga ahabwa corona, abaishiki 6,805 hamwe n'anojo 82 nibo bari omubitabo. Kuruga omuri za disitirikiti ezikozirwemu okucondooza nka Kitgum, Ngora, Kyegegwa, Kasese na Lyantonde habaireho okwongerwa ahamubare gw'abaishiki abatwire enda bari kwingana 2,372 omu kukiingwaho kwa corona kuruga omukwa kashatu kuhisya okwa kataano 2020. Enshonga egi oyongyeiremu n'okushwerwa bakiri bato, okukozeesibwa batakahikize myaka, okubonabonesibwa nizo zireteire abaishiki okuruga omu mashomero. Kandi nabwe, hariho emitwarize n'emicwe y'abantu erikweyongyera kureetaho okubonabonesa kw'abakazi omu Uganda..

1.0 OMUBUGUFU

Gavumeenti ya Uganda eteireho amateeka n'ebiragiho kugyezaho kushembustya empikiiriza y'ehururu y'obugabe bw'abakazi n'abaishiki omu Uganda. Ekihandiiko ekikuru omuri eki ni konsitushoni ya 1995 hamwe n'ebiragiho ebindi ebiri kushagika obugabe bw'abakazi ebirimu; eiteeka erikwatire aha kubonabonesa abakazi omu maka erya 2010 (Domestic Violence Act 2010), eiteeka eriri kuzibira okushara abakazi omuby'ekihama erya 2010 (Prohibition of the Female Genital Mutilation Act 2010), Eiteeka aha mataka erya 1998 (Land Act 1998) hamwe neiteeka erya gavumeenti y'ebyaaro erya 1997 (Local Government Act 1997). Eiteeka erikwatire ahanshohoza ya sente z'abahi b'omushoro (The Public Finance Management Act, 2015) naryo niragiira minisita okuheerezayo bajeti eteire omunkora enshonga z'abakazi n'abaishiki. Okwogyera aho, hariho amateeka agandi agu gavumeenti eteireho omukono omukushembustya obugabe bw'abakazi nka: National Gender policy 2007 ehindwiire hamwe na Land Policy 2013. Nk'oku National Gender policy (2007) erikuragiira, za minisiture zikozire engyenderwaho z'okuretaho obwinganise ahagati y'abashaija n'abakazi omukokora za pulaani z'entuguuka kureeba ngu abakazi baheebwa omugisha gw'okutunguuka. Kandi hariho na komishoni ey'okureeba ngu omukuheebwa emirimo n'obuheereza, haabaho obwinganise (Equal Opportunities Commission).

Aharureengo rw'ensi yona, omumwaka ogwa 2015, amahanga 193 ageteeraine (UN) garimu na Uganda, gakagiraho orukiiko aha bigyendererwa by'okutunguura ensi yoona (Sustainable Development Goals). Ekigyendererwa kya kataano kiri aha kureeba ngu haabaho obwinganisa ahagati y'abashaija n'abakazi omwaka 2030 gwaaza kuhika. Uganda ekeegaita n'amahanga agandi ahakigyendererwa eki nangwa hamwe n'ebindi nka: Millennium Development Goals, Beijing Declaration and plan for action, Convention on Elimination of all Forms

of Discrimination Against Women, the Africa Charter on Human and Peoples Rights on the Rights of Women in Africa eri kumanywa nka the Maputo Protocol hamwe n'ebindi.

Nobu hakuba hariho amateeka nengyenderwaho eziindi eziri kushembustya ehururu y'obugabe bw'abakazi, Uganda ekiinemu obuzibu omukuhikiiriza eki ahabw'okuba abakazi bakiriyo nibabonabonesibwa omumiringo etari emwe n'emwe. Okubarukaho kw'ekirwaire kya COVID 19 nakwe kugarwiize enyima ebyabaire byakozorwe, ekitumire abakazi bagaruka omukubonabona.

Manifesito y'abakazi egi neeshoboorora enshonga ezi abakazi barikwenda ebibiina by'obutegeyeiki hamwe na gavumeenti ya Uganda bateeke omu nkora kuruga 2021-2026. Ni ekihandiiko ky'eby'obutegeyeiki ekiri kutangaaza aha nshonga z'abakazi omu Uganda hamwe n'oku abebeembezi bashemereire kuhikiiriza ebishemereire kuba nibikorwa omukuheereza abantu. Ekibiina ky'eby'obutegeyeiki ekirasingye akaaruuru ka 2021 nikyo kishemereire okuhikiiriza ebiri omu manifesito egi. Ebibiina by'obutegeyeiki ebiraaze aharubaju rwa rwangisiriza nabyo nibiteekwa kuba bya kariishoriisho kukurahirira enkora ya gavumeenti eraabe eriho kuruga omu mwaka 2021 kuhisya 2026. N'ahabwe'ekyo, ebibiina by'obutegeyeiki bishemereire kuteekaho enkora erabaase kuhwera omukuhikiiriza enshonga ezoorekirwe omu manifesito egi. Neyoreka enshonga z'abakazi okukira munonga obugabe bwabo kugira ngu babaase kuheebwa ekitiinisa omubwijweire omumagara gaabo goona.

Okushwinjuma okwakoziirwe ahari manifesito y'abakazi eya 2016-2021 okwabaire kwine ekigyendererwa ky'okureeba yaaba enshonga ez'ekibiina kya NRM kyaraganisize kukora kikooreka ngu bikye omuri ebyo nibyo byakozirwe omuri manifesito eya 2016-2021. Ebibiina ebingi bikaguma byehugize enshonga z'abakazi. Omubikwatiraine na manifesito egi, ekibiina ekya NRM ekiri omubutegeyeiki kikakoraho ekihandiiko kimwe ahaby'itaka kugyezaho kuhereza abakazi obugabe bw'okugira eitaka nk'okubyoirekirwe omw'iteeka ery'itaka eya 2013 (Land Policy). Omuri 2016, gavumenti ekahinguza eiteeka ahaby'okubonabonesa abakazi

eriri kurinda abakazi obutabonaboneesibwa. Okwongyera omuhendo omubihingwa hamwe n'okureetaho emirimo, amakorero nka soroti fruit industry, 'namakorero g'amajani aga Kabale na Kisoro gakatandikwa ho.

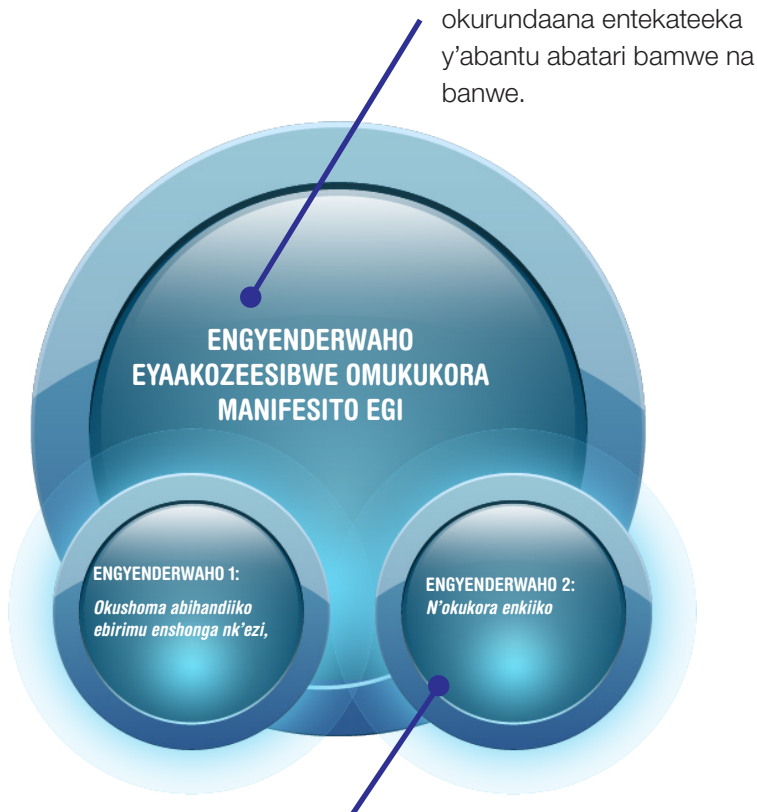
Okureeba aharubaju rw'ebiri kuburamu, za puroguraamu ezimwe nka Operation Wealth Creation tiziri kworeka ebyafaayo zirikushorora enamba kworeka abakazi n'abashaija. Nikigumira ogwe weena orikwenda kumanya omubare gw'abashaija nari abakazi abatungire obuheereza omuri za puroguraamu ezo. Omw'ishengyero omubare gw'abakazi kugumire aha bucweka 35 ahari 100 kandi gwaguma ahagati y'obucweka 33-35 ahari 100 omu kabinet. Gavumeenti tekatongoize endagaano z'amateeka nka Africa Charter on Democracy, Elections and Governance eri kuragiira ngu omw'ishangyero habemu obucweka 50 ahari 100 ahabw'abashaija n'abakazi. Amateeka g'omugasho agaakubaasize kuriinda abakazi omuby'obushubuzi n'omubyaro tigakatongozeibwe. Aga garimu; the Marriage and Divorce Bill (2009); empinduka eyakoziwe omuri Succession Act terateibwe omunkora kandi na Land policy eya 2013 tekateebwaga omunkora. Uganda ekateeka omukono ahari Abuja Declaration. Na hati tekateekaga omunkora endagiiriro ya Abuja declaration erikugira ngu bajeti y'eby'obuhingyi eyoongyerwe kuruga aha bucweka 8 ahari 100 kuhika ahabucweka 10 ahari 100. Ey'ebyamagara eyoongyerwe kuruga akabucweka 3.2 ahari 100 eteekwe ahabucweka 15 ahari 100. Eki kireteire abakazi okwongyera kubonabona ahabw'okuba nibo bari omuby'obuhingi n'eby'amagara g'okuzaara.

Manifesito y'abakazi eya 2021-2026 neyongyererera ahari manifesito ezindi zoonza kuruga 1996. Okukorwa kwa manifesito oku kukabamu okwebuza aha bakazi kurabira omuri Democracy Group (WDG) erimu: Action for Development (ACFODE), Forum for Women in Democracy (FOWODE), Women's Democracy Network- Uganda Chapter (WDN-U) hamwe na Uganda Women's Network (UWONET) eyebebeire okukora kwa manifesito egi.

Okucondooza kw'okukora manifesito egi kukakorerwa omu disitirikiti 45 omuri 146 eziri omu Uganda. Okucondooza omw'ihanga ryona kukakorerwa Kampala okwayejumbiremu abantu baingi abarimu ebanyamahurire, ebebeembezi ba gavumenti n'ebyaro, abebeembezi b'amadiini, abari kwekozesha, ab'ebyobuzaarwa, abajwekyerwa b'ebibiina by'obutegyeki n'abandi. Abantu abari kuhika 705 nibo baayejumbire omukucondooza oku (472 abakazi; 205 abashaija; 28 tibareyorekire orubaju)

Omukucondooza hakarugamu enshonga nkuru ezi abakazi baahaireyo kandi bakeenda ngu zikorweho omumwaka ogwa 2016 zirimu; aby'amagara g'abakazi, eby'amataka hamwe n'abakazi kugira ebintu, obwegyese, okutunga entaasya, okwejumba omukuteesa n'okusharamu ahanshonga ezikwatire ahari boona. Enshonga ezi nziguma nizejja ahabw'okugira ngu hariho engyeri ei emitwarize n'emikorere y'abantu erikuguma neziribatiirira haza kiguma nikigaruza abakazi enyima. Kishemereire kumanywa ngu enshonga ezi z'okureetaho obugabe bw'abakazi nziguma nizihinduka okurugiirira obwire nk'okukira munonga okukiingwaho kw'ihanga ahabwa COVID 19. N'obu kirikushangwa ngu enshonga ezaheirweyo omuri manifesito eya 2016-2021 nizishushana n'eza 2021-2026, engyeri ey'okuzishoboororamu terikushushana. N'ahabw'ekyo, Manifesito egi neehayo enshonga ezishemereire kushoboororwa juba.

2.0 ENGENDERWAHO



Okucondooza okwa Uganda yooni kukakorerwa Kampala. Abanru abakwejubiremu bari; ebanyamahurire, ebebeembezi ba gavumenti n'ebiyaro, abebeembezi b'amadiini, abari kwekozeza, ab'ebiyobuzaarwa, abajwekyerwa b'ebibiina by'obutegeyeke, eminyeeto, ebitongore ebirimo bya gavumenti, abarwaniriza b'obugabe bw'abakazi n'abandi.

3.0 ESHONGA NKURU Z'OKUSHEMBUTSYA OBUGABE BW'ABAKAZI OMU UGANDA OMUMYAKA ETAANO ERAIJE (2021-2026)



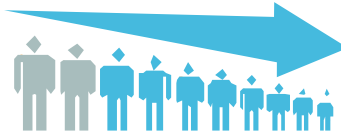


Amagara g'abakazi b'abaishiki kikwatire aha Kigyendererwa kya Kashatu; *“Okureeba ngu bury’omwe ahamyaka yona aine amagara marungi n’obugwa gye”*; Ebiri kucumitiriza ahamagara g'abakazi n'abaishiki burimu;

- *Omwaka 2030 gutakahikire, ekigyendererwa n’okukyendeeza omubare gw’abaana abari kufa nibazaarwa kuruga ahari 70 ahari buri baana 100,000 abaribkuzaarwa bahuriire. NDPIII 2020/2021-2024/2025 negyenderera kukyendeeza abaana kuhisya 299 buri 100,000 abarikuzaarwa bahuriire ahabwa Uganda.*
- *Omwaka 2030 gutakahikire, kureebeka ngu buri omwe omunsi yona natunga obuheereza bw’eby’amagara g’okuzaara harimu*

YEAR
2030

REDUCTION OF THE GLOBAL
MATERNAL MORTALITY RATIO
70:100000



okubariirira oruzaaro, okumanya ebya faayo ahaby'amagara n'okushomesibwa; okwongyera aby'amagara g'okuzaara omuri za puriguraamu zehanga. NDPIII ahaby'amagara ga boona ekateebereza kwongyeza obucweka 44 omuri 2018 kuhisya oubcweka 60 ahari 100 omuri 2025.

- Okuhikiiriza amagara marungi harimu okureeba bury'omwe nabaasa kutunga sente z'okumurwaaza, okutunga obuheereza bw'okujaanjaba obw'omurembe, okubaasa kutunga emibazi, okurwazibwa n'okugyemwa ahabwa bury'omwe omunsi yona.*
- Okwongyera aha mpiiha eziri kuteekwa omuby'amagara, okuteendeka n'okuheereza emirimo abashaho n'abakozi b'eby'amagara omunsi ezikiriyo nizitunguuka hamwe n'ebigwa omunsi nk'ezo.*

Gavumeenti ya Uganda eteireho entebeekanisa y'okushemeza obuheereza bw'eby'amagara. Omuri ebi harimu; okwombeka amarwariro hamwe n'ohubeereza bw'eby'amagara aha ndeengo mushanju kutandikira ahari abashaho b'eby'aro (Community Health Workers (CHW)), eirwariro ahamuruka (HCII (Parish)), Eirwariro ahagomborora (HCIII (Sub County)), Eirwariro ah'Ishaza (HCIV (County), amarwariro aha disitirikiti (District Hospitals), Amarwariro amakuru (Regional Referral Hospitals (RRH)) hamwe n'amarwariro agaharurengo rweihanga ryona (National Referral Hospitals).

Oyihireho amarwariro ag'ebizimbe n'obuheereza oburiho, eby'amagara bikiinemu oburemeezi ekiri kutuma haabaho okufa kw'abakazi baingi baaba nibazaara (336/100,000); okufa kw'abaana baingi baaba nibazaarwa (56/1000) hamwe n'obucweka 27 ahari 100 bw'abakazi abakiri kuzaarira omubyaro. Bajeti y'eby'amagara etwiire ahabucweka 8 ahari 100 bwa bajeti y'eihanga ryona okumara enyama ebiri ehwaire (2018/19) kandi omu mwaaka ogwa 2019/20, bajeti y'eby'amaraga egumire ekiri nkye kugyeraaggyeranisa n'oku Abuja Declaration erikuragiira ngu obucweka 15 ahari 100 bwa bajeti yehihanga buheebwe eby'amagara ahabw'amahanga goona omuri Africa agateire omukono aha ndagaano egi na Uganda agarimu. Okwongyera aho, bajeti y'eby'amagara neekira kuba niyo yasharwa munonga kireeta obuzimu omukuhikiiriza emirimo y'eby'amagara omw'ihanga. Omu nihakira kubamu okuhwaho kw'emibazi, obutabaho bw'ebikozeso by'okujaanjaba abantu, obutamarwa bw'abakozi b'eby'amagara ekiri kushisha omutindo gw'obuheereza obu abantu bari kutunga.

Obutateeka mpilaha omuby'amagara nikicumbatirira amagara g'amakazi ahabw'okuba abakazi nibo bari kureeberera abarwaire kandi nabwe abakazi nibo barikwetaaga munonga obuheereza bw'eby'amagara ahabw'okuba nibo barikugira enda n'okuzaara.

In regards to women with disabilities, in Uganda 13% of persons have at least one form of disability¹. The United Nations Convention on the Rights of Persons with Disabilities guarantees persons with disabilities the same level of rights to access quality and affordable health care with all other persons without discrimination.

Aha rubaju rw'abakazi abaine oburema, omu Uganda, obucweka 13 ahari 100 bw'abantu abaine oburema butari bumwe na bumwe. Endagaano ay'amahanga geteraine ahabantu abaine oburema (The United Nations Convention on the Rights of Persons with Disabilities) neeragiira abantu boona ukutunga obuheereza bw'eby'amagara hatariho okushoroora. Kwonka abakazi abaine oburema nibatunga obuzibu buhango omukutunga

1 The Lancet, 2011

obuheereza obu harimu nka; ebyoombeko ebitarikubabaasisa okugyenda, obutabaho bw'ebikozeso hamwe n'ebindi. Obuheereza bw'eby'okuzaara nibushagika abakazi abaitaine burema ekiri kureka enyima abarema. N'obu hatariho okucondooza okukozirwe gye kwooreka abantu abaine oburwaire bw'omutwe, nikiteeberezibwa ngu obucweka 35 ahari 100 bw'abantu omu Uganda baine obuwaire bw'omutwe butari bumwe na bumwe. Kandi okubarukaho kw'ekirwaire kya COVID 19 kureetsire oburemeezi omuby'entaasya, emirimo, okweriinda, obushuubuzi, handi obwe eby'amagara g'abakazi n'eminyeeto byeyoongyeire okusiisikarira kimwe eki okucondooza kurikugira ngu kyoongyeire ahandwara z'emitwe omubantu.

Ebiri kuremesa obugabe bw'abakazi omuby'amagara ni bingi kandi tibiri kushushana, birimu ebi:

- Obucweka 41 ahari 100 bw'abakazi nibwooreka engyendo ndeingwa kuruga omubyaro kuhika ahamarwariro ku n'ekizibu kihango. Abantu baky'e nibo bari kutuura omukiziingo kya kilomita 5 haihi n'amarwariro omu Uganda. Eki nikireetaho oburemeezi buhango omuby'amagara g'abakazi omubyaro.
- Obutagira abakozi b'okureeberera abaana abazeirwe batahikire hamwe n'abakazi abatungire obuzibu nibazaara.
- Akamigano omumarwariro, okushanga amarwariro agamwe gataine engo n'amadirisa, oshanga abahinguzi bari kureeba ekiri kugyenda omumaisho omuri za wooda. Ahabw'eki, oshanga abakazi bari kusharamu okuzaarira omuka ahabw'okutiina okushwara ahamarwariro.
- Empiha eziri kuheebwa gavumeenti z'ebyaro niinkye ekiri kutuma obuheereza bw'eby'amagara omubyaro bwaguma.
- Entebeekanisa mbi eri kureetwaho emicwe n'emitwarize y'abantu, amadiini agamwe agatari kwikiririza omukureetaho obugabe bw'abakazi kandi zirikujumiirira eby'okubariirira oruzaaro.

- Omw'ihanga ryona, harimu obutamarwa bw'abakozi by'eby'amagara oshanga omushaho arikutunga UGX 840,000 buri kweezi eziri kwingana na doola za America 238 zonka. Abashabo n'abakozi abandi bagyerizeho kuteerera gavumenti omuranga kwongyeza emishaara yaabo kwonka gavumeenti egumire nefuunda ebiti omumatu ekigumire nikireetaho okwediima. Eki nikyongyera kushiisha obuheereza bw'eby'amagara omw'ihanga.
- Abakazi abaingi tibari kukozeza amarwariro aga gavumeenti kutunga obuheereza obwa antineento nari shi ANC ahabw'obuheereza bubi omumarwariro ago. Abakozi omumarwariro aga ahabw'obutamarwa oburi kureerwa obutashashurwa kurungi, obutagira ebikozeso n'okushanga bari bakye omumarwariro kishiisha obuheereza obwa ANC.
- Gavumeenti egyerizeho kutembuura amarwariro harimu n'amahango kwonka okutunga obuheereza omumarwariro aga nikusigarira abo abaine sente kireetera abakazi abari omubyaro baasigara betaine kiyaambwa ahabw'entambura mbi, sente hamwe n'obuheereza butari kushemeza. Gavumeenti egyerizeho kutunguura amarwariro ag'ahamuruka kugahisya aharureengo rwa kashatu (HC III) kwonka omutindo gugumire ahansi. Okukira mononga, abakozi tibakongyeibwe omubare, za ambulanze tiziriho. Amagara g'abakazi gakiri omu kabi.

EBY'ABASHAIJA N'ABAKAZI N'AMAGARA G'EMINYEETO

Eminyeeto neesingayo obwingi omu bantu abari omu Uganda, baingi omuri bo bakiri omumushogoyo. Kwonka, obuheereza oburikukwata ahaby'amagara g'okuzaara ahabw'eminyeeto egi tiburi kugasha. Aha marwariro, eminyeeto neetunga obuheereza hamwe n'abantu abakuru abamwe abari abazeire baabo. Ahabw'eki, eminyeeto eitwa enshoni z'okuza aha marwariro kutunga obuheereza. Enshonga egi ni emwe omunshonga eziri kutuma omubare gw'eminyeeto eri kutunga enda

bukiri kare yaayeyoongyera obwa hati eri aha bucweka 25 ahari 100 kandi eri kusingayo obwingi omubicweka ebiri ahansi ya sahara omuri Africa.

Omuri obucweka 25 ahari 100 obwe, 34 ahari 100 bari omubworo kandi obucweka 14 ahari 100 nibaruga omubatari booro. Omuri abo, abaine akakooko ka silimu ni obucweka 3.1 ahari 100. Bimwe omu biri kureeta eki ni; obutabaanguko omu maka, obutabaho bw'obuheereza bw'ebyamagara g'eminyeeto, emitwarize n'emicwe mibi ey'obuzaarwa, okutwariza kubi eminyeeto, n'okunagiirira eminyeeto omuby'entunguuka. Okwongyera aho, n'obu Uganda egyerizeho kukyendeeza aha kukwatwa kw'akakooko ka silimu, baingi bakiriyo nibakakwatwa obwe abaishiki bari omu kabi kahango kukira aboojo. Okubarukaho kw'ekirwaire kya COVID-19 nakwe kukareetaho oburemeezi omukuhisya emibazi ahabaine akakooko ka silimu omubyaro ekyareesireho obuzibu omukurwanisa akakooko ka silimu.

Okugumaho kw'emitwarize emibi ey'obuzaarwa nk'okushwerwa kw'abaishiki bakiri bato, okushara abaishiki ebicweka by'ekihama, okuhuungura efaakazi, hamwe n'okushwera abakazi baingi, nizo nshonga eziri kuteeka abaishiki omukabi k'okukwatwa akakooko ka silimu. Okwongyera aho, obutateeka mu nkora amateeka agashemereire kuba nigariinda abaishiki kandi gakabahwera okureetaho obwinganisa nakyo n'ekizibu.

Ebyarugire omukucondooza okwakoziro UWONET omu mwaka ogwa 2018, nibyooreka ngu eminyeeto ezaire abaaba etakahikize emyaka 18 eri omubyaro munonga aha bucweka 27 ahari 100 kugyeragyeranisa n'omu matawuni aho obucweka buri 19 ahari 100. Okucondooza okundi okwa "Women and men in Uganda: Facts and Figures" by the Uganda Bureau of Statistics, 2016, nikwooreka ngu ekiri kutuma abakazi baingi baafa nibazaara kandi n'omubare mwingi gw'abaana

abari kufa nibazaarwa nikireetwa omubare mwingyi gw'eminyeeto erikugira enda etakahikize myaka.

Eminyeeto y'emyaka 15-19 eri kwingana obucweka 19 ahari 100 yaazaireho. Ebiri kuremesa obwinganise omuby'amagara birimu; obutabaho bw'obuheereza obushemerereire eminyeeto aha marwariro, za puroguraamu z'okuhisya obuheereza obu haihi n'eminyeeto, obutateeka amaisho ahanshonga zeenyine eziri kuteganisa eminyeeto nka; okuteerana bakiri bato, okugamba abaishiki bato, okugyemwa kushwerwa bakiri bato hamwe n'obutashomesibwa ahaby'amagara gaabo kugira ngu bamanye okwerinda bukiri kare.

Abakazi ba Uganda nibeenda ebi okukorwa:

i. Okwongyera abakozi

- ➔ Okwongyera abakozi kushemereire kukorwa ahandeengo zoonza z'amarwariro nk'oku kiri kuragiirwa omungyenderwaho za minisitire y'eby'amagara eya 2011; kwombekaho amarwariro agandi n'okutembuura omutindo gw'amarwariro agariho gakaheebwa abakozi aha bucweka 65 ahari 100.
- ➔ Okwihaho ekyeemerezo aha kuheereza emirimo y'ab'eby'amagara kugira ngu omubare gw'abakozi b'eby'amagara guteebane n'omubare gw'abantu okurugiirira ahandagiiriro y'ekitongore ky'eby'amagara omunsi yona (WHO) okukyaragiriire ngu buri mushaho omwe abase kuheereza abantu abari kwingana 1,000 bonka. Eki kishemereire kwija n'okushahurwa emishaara mirungi kandi omu bwire; omukozi ori kusingayo ahansi ashemereire kushahurwa 1.5 milliyoni eza Uganda buri kwezi.

ii. Okwombeka amarwariro

- ➔ Okureeba ngu amarwariro gaatunga ebiziimbe hamwe n'ebikozeso ebiri kuhwera omu kuheereza abakazi okukira munonga abakazi abarema kandi amarwariro amato okukuzibwa nk'oku kiri kuragiibwa ekitongore by'eby'amagara (2011). Okureeba ngu buri irwariro

ryagira wooda ay'abakazi n'ey'abashajja zoonza zirimu ebitanda bitari ahansi ya 15; okwombeka amaju g'abakozi agari kuhika 80 aha marwariro amakuru; amaju 15 ahamarwariro ag'ahishaza; amaju 10 aha marwariro ag'ahigomborora kandi hamwe enju 4 aha marwariro agaha muruka.

- Buri Irwariro aharengere rwa kashatu n'orwa kana kugira ambulance eine buri kimwe kandi obuhaanda omubiziimbe kukorerwe kubaasa kurabwamu abarema.
- Okugura ebikozeso ebiri kukwera abakazi n'abaana okukira munonga abakazi abarema. (Ebitanda, ebyoma byokuhwera abaana abatahikire okukira gye, eshagama n'ebindi) kuteebwa omu marwariro g'ahamagomborora.

iii Okwongyera empiiha omuby'amagara g'abakazi

- ➔ Okwongyera sente z'okukozesa omuby'amagara kuhisya obucweka 10 ahari 100 bwa bajeti y'eihanga nk'oku endagaano ya Maputo protocol erikuragiira; kubaasa kukuragirira sente ezo n'oshemeza eby'amagara. Obucweka 5 ahari 100 bwa bajeti y'ebyamagara kuteebwa ahaby'amagara g'abakazi reeru obucweka 6 ahari 100 kuteebwa ahaby'amagara ag'abaana.

iv. Okuhindura omunkora y'okuhisya obuhereza bw'eby'okuzaara aha bakazi

- ➔ Obuheereza bw'eby'okuzaara bwona omw'ihanga bushemereire kuhika eminyeeto hamwe n'abakazi abaine oburema okukira munonga eminyeeto eri omubyaro ahabw'okuba nibo bari omukabi kahango k'okugira enda bakiri bato kandi bakeenda n'okwihamu enda.
- ➔ Okuhindura omunkora y'ehururu y'okwerinda nari okubaasa akakooko ka silimu okukira munonga okureeba ngu abaine akakooko ka silimu babaasa kutunga emibazi yaabo omubwire n'obu hariho ekirwaire kya COVID 19.

- ☛ Okureetaho obuheereza obw'okuhuumuriza abantu omumarwariro goona kubaasa kukyendeeza akanshonga y'oburwaire bw'omutwe omu bantu nari amaka.

v. Amatendekyero ga ab'eby'amagara

- ☛ HAmatendekyero ga ab'eby'amagara gashemereire kwirukibwa ekitongore ky'aby'amagara kureeba ngu gaabaasa kureebererwa gye nk'oku kishemereire ahabw'okutendeka abakozi ba eby'amagara. Kariculamu nari shi ebiri kwegyesibwa abashaho, byine kubamu okuteendeka omuby'obwengye hoongyeirwemu oku abashaho baakubaasa kureeberera abarema okukira munonga abakazi abaine oburema.



OBWEGYESE OBW'OMUTINDO AHABW'ABAKAZI N'ABAISHIKI



Obwegyese bw'Abakazi n'abaishiki nibworekya ekigendererwa ky'okutunguura ensi yoona ekya kana (SDG 4): ***“Okureeba ngu baahabo obwegyese bwa buri omwe hatariho okushoroora hamwe na bury'omwe okutunga omugisha gw'okuguma naashoma”.***

Ebikwatire aha bakazi omuby'obwegyese ni;

- *Omwaka 2030 gutakahikire, okureeba ngu abaishiki n'aboojo boona batunga obwegyese obwomutingo bwa busha aha rurengo rwa purayimare na sekeendure.*
- *Omwaka 2030 gutakahikire, okureeba ngu abaishiki n'aboojo baatunga obwegyese bw'omutindo obwa nasare batakatandikire purayimare.*
- *Omwaka 2030 gutakahikire, okureeba ngu abaishiki n'aboojo babaasa kutunga omugisha gw'okushomera omutatendekyero amakuru nk'amashomero g'eby'emikono, obushomesa, n'amatendekyero amakuru agarimu na yunivasite.*

- *Omwaka 2030 gutakahikire, okureeba ngu omukutunga obwegyese omu matendekyero g'ahaiguru tihaabamu okushoroora ahagati yaabo abataine burema, naabo abaine oburema, abari kutuura omubyaro hamwe n'abaana abataine kireeberera nk'efuuzi.*
- *Omwaka 2030 gutakahikire, okureeba ngu eminyeeto yona hamwe n'abakuru abamwe, abashaija n'abakazi baabasa kumanya okubara n'okuhandiika.*

Gavumeenti ya Uganda emazire obwiire eri kuteekaho entebeekanisa y'okushembustya obwegyese bw'baishiki. Omu harimu; The National Strategy for girls' education (2004), Government white paper on education 1992, Education sector investment plan of 1997-2003. Okwongyera aho, harimu na Boona Bashome (Universal Primary and Secondary education policies) hamwe na Early Childhood Development (ECD). Omuri 2017, gavumeenti ekatoongoza Revised Gender in Education Policy eyaakoziawe omuri 2016.

Okurugiirira ahari UBOS 2017, aha abeegi abari kutandika kushoma purayimare omu mwaka 2012-2016, neeyoreka obwinganise ahagati y'aboojo n'abaishiki ahabwa puriguramu eya boona bashome. Kwonka okucondooza okundi kwooreka ngu hariho obutainganisa aha bucweka 56 ahari 100 bw'aboojo n'obucweka 44.5 ahari 100 bw'abaishiki. Kandi hariho omubare gw'abaana abashemereire kuba baatandikire eishimero kwonka batakatandikaga. Omuri aba, obucweka 23 ahari 100 n'abaishiki kandi obucweka 12 ahari 100 n'aboojo, ekiri kwooreka ngu puroguraamu ya boona bashome eyambire aboojo kukira abaishiki. Ekindi, omutindo gw'obwegyese omu mashomero aga boona bashome gukyendeire ekiri kwoorekwa omubare muhango gw'abeegi abari kuruga omw'ishomero, okukira munonga abaishiki; kandi puroguraamu egi ekizibu kyaayo ni sente. Aha rureengo orwa sekeendure, obwegyese nibukyoongyera kuyaamba aboojo kukira abaishiki ahabw'omubare mugango gw'abaishiki abari kuruga omw'ishomero batakamazire purayimare. Obwa hati, obucweka bw'abaishiki abari kumara purayimare ni 30 ahari 100; ekiri manyisa ngu buri baishiki ikumi abari kutandika purayimare, bashatu bonka nibo bari

kumara ekya mushanju kandi bakeeyongerayo omu sekeendure. Omu sekeendure, obucweka 34.8 (2017) nibwe b'abari kumara sekeendure omury'abo harimu obucweka 36.2 ahari 100 bw'aboojo na 33.5 bw'abaishiki.

Abashomesa okutoroboza abeegi baabo b'abaishiki haza batatungye kiheneso nakyo nikyeyongyera okushisha obwegyese bw'abaishiki. Okutoroboza oku nikusherekwa ahabw'okuba amaka agari omury'eki tigari kwenda ngu ebihararo ebi bimanywe boona. Kandi ekindi, okubarukaho kwa COVID 19 kukareetaho okukiingwa kw'amashomero ekyongyeire omubare gw'abaishiki abatwiire enda omw'ihanga ryona. Eki oyongyeiremu n'abaishiki kushwerwa bakiri bato, okubakozesa emirimo etabashemereire hamwe n'obutabanguko omumaka nibyo byongyeire ahamubare gw'abaishiki abari kuruga omwishomero. Oburemeezi obundi oburi omu kushomesa abaishiki omu purayimare na sekeendure burimu ebi: Obwegyese obutari kugasha obw'abereere abatakataandikire purayimare, obwegyese obutari kugasha obwa purayimare buri kwoorekwa obutamanya oburi aha bucweka 49.9 ahari 100 omukibiina ekya kashatu hamwe n'obucweka 53.1 ahari 100 ahakibiina ekya mukaaga; obutamanya okubara oburi aha bucweka 55.2 ahari 100 aha kibiina ekya kashatu hamwe n'obucweka 50.9 ahari 100 ahakibiina ekya mukaaga.

Entekateeka mbi y'abantu omubyaro erikugira ngu okushomesa omwishiki n'okushiisha sente nayo nereeta obuzibu. Omutindo gw'obwegyese guri ahansi; n'ahabw'ekyo, abazaire abari kwebaasa nibasharamu kutwara abaana baabo omu mashomero agatari ga gavumeenti; okutunga amaizi amayoonjo omw'ishomero kuri aha bucweka 51 ahari 100; abashomero ageine ebihorooni (Kamina) eby'omutindo gari ahabucweka 19 ahari 100; ageine eby'okubaasisa okunaaba engaro gari aha bucweka 34; obworo omu beegi aha bucweka 55; okukozesa abaana emirimo etashemereire kuri ahabucweka 27; emitwarize mibi y'ezaarwa erimu okushara abaishiki omuby'ekihama otiireho n'oburema ahabw'abana b'emyaka 5 n'okurenzaho biri ahabucweka 12.5 ahari 100. Kwonka, enshuura ezi tizibaganiisizemu ahagati y'emyaka, aboojo nari abaishiki, nari omuringo gw'oburema. Eki nikituma kyaguma okumanya obu aba bakubaasa kutunga obuheereza

obubashemereire. Eki nikyo kitumire omwana w'omwishiki omubyaro okwe yaguma atatungire obwegyese obumushemeireire.

Enshonga eziindi zirimu okushanga ngu tihariho entebeekanisa y'abaishiki omu mashomero omuby'obuyoonjo baaba bari omunshonga; nk'omwanya gw'okuhindiriramu nari okunagamu ebikozeso byabo bari omunshonga. "Tihariho ebihorooni eby'abaishiki bonka nari aboojo bonka kandi obundi oshanga nibikozeesibwa abeegi hamwe n'abashomesa omurundi gumwe. Oku kishemereire kuba kiri, ekihorooni kimwe, kishemereire kuba nikikozeesibwa abeegi 40, kwonka noshanga nikikozeesibwa abeegi 60" okucondooza okwarugire omu disitutikiti eza Masaka na Rakai.

Amashomero obutabamu abashomesa abari kumara okukira mononga abashomesa b'abakazi kikiri ekizibu kihango. Hakiriho omuze gw'okukunda kuha abashomesa b'abashajja emirimo ahabw'okugira ngu abakazi nibahisya obwiire baza omukuzaara bamara ekihumuro ky'emyeezi eshatu. Okwongyera aho, abashomesa b'abakazi tibari kureebererwa gye omuby'oburaaro okukira mononga omubyaro. Okugumya abashomesa abakazi omumashomero g'abeereere, nasare hamwe na purayimare, nikibaremesa okukuzibwa omuby'obushomesa.

Aha rureengo rw'amatendekyero ag'ahaiguru, omumwaka ogwa 2016, abateendekwa 258,866 nibo bagiire omumatendekyero amakuru haza obucweka 72 ahari 100 omuri abo nibo bagiire omuri za yunivasite. Omubare gw'aboojo (ahabucweka 56 ahari 100) abaagiire omuri yunivasite nigukira ogw'abaishiki (obucweka 44 ahari 100). N'obu omubare gw'abaishiki abagiire omumatendekyero amakuru okushoma ebya sayaansi (obucweka 33) n'ebya aati (obucweka 45) omu mwaka ogwa 2008/2009 noshanga ngu omubare ogwe gukiri ahansi kugyeraagyeranisa n'obucweka 35 ahari 100 bw'abaishiki abagyendereirwe kuba nibaza omumatendekyero ago. Nobubyakuba ebya aati, omubare kukiri ahansi kugyeragyeranisa n'obucweka 50 obugyendereirwe. Okutwariza hamwe, omubare gw'abaishiki gweyongyeireho kakye kuruga ahabucweka 42.1 kuhika 43.8 kwonka entebeekanisa eyi gavumeenti yateireho omumwaka ogwa 2012 okuheereza abeegi za sikolashiipu, kukakorwa kutateire omunkora

abaishiki kureka kukagyendererwa ebya sayaansi byonka. Eki kikeihamu abaishiki munonga ahabw'okuba ni bakyeho abari kushoma ebya sayaansi kugyeragyeranisa n'aboojo.

Ebiri kuremesa obwinganise omuby'oby'obwegyese birimu; abaishiki okushwerwa bakiri bato n'okutwara enda, okukunda kushomesa aboojo, amashomero obutashagika okushoma kw'omwana w'omwishiki ebirimu ebyetaago, amafuuzi, engyendo ndeingwa kuhika ahamashomero, ebishare by'ishomero ebiri ahaiguru, okubakozesa emirimo mingi omuka, n'obutashoma kurungi ekiri kwoorekwa obucweka 30 ahari 100 bw'abaishiki abari kumara purayimare. Abaishiki obutaigurwa amaisho hamwe n'okwetiina n'ekizibu ekyashangirwe omubaishiki omukyanga ekywa West Nile, ekiri kubareetera obutashoma kurungi, bakashanga batungire enda bakaruga omumashomero.

Omubyaro, kikashangwa ngu boona bashome ehwereire aboojo kusinga abaishiki ahabw'okushanga ngu embeera aha mashomero teri kushagika okushoma kw'omwana w'omwishiki kandi hamwe n'entekateeka embi omubantu ngu okushomesa omwana w'omwishiki n'okushiisha obwiire na sente.

Abakazi omu Uganda nibeenda ngu ebi bikorwe:

i. Okwongyeza sente omu bajeti y'eby'obwegyese kuheereza abaishiki ebyetaago byabo

- ➔ Okwongyeza sente omu biri kugamba abaishiki nk'okureetaho amaizi amayonjo okubahwera baaba bari omunshonga kugira ngu bagume omw'ishomero babaase kwongyera kushoma kurungi kuruga aha bucweka 6.1 kuhisya ahari 11 nk'oku NDP III eri kugira.
- ➔ Omu bajeti, okuheereza obucweka 4-6 hamwe na 15-20 bwa sente eby'obwegyese kuhikiiriza endagaano eya Nairobi (Nairobi Declaration) hamwe na call for education agenda 2063.

ii Okwombeka amashomero agari kushagika okushoma kw'omwana w'omwishiki n'okukuratira amateeka agarikushagika abaishiki

☞ Okureeba ngu amashomero gaakuratira ekiragiyo ky'okugira ekihorooni nari kamina emwe kukozeesibwa abeegi 40 kandi baahure ebihoorooni eby'aboojo n'abaishiki; abeegi n'abeegyese. Hashemereire kuguma nihabaho okuraambura amashomero kureeba ngu endagiiriro ezi zahikiirizibwa okukira munonga kureeba ngu amashomero gaine emyanya y'abaishiki kuhinduriramu baana bari omunshonga kugira ngu babaase kushoma kurungi.

iii **Okurwanirira obugame bw'abaishiki omuby'obwegyese n'okuhikiiriza amateeka agariho**

- ☞ Amateeka agakwatire aha kutoroboza hamwe n'okushwerwa kw'abaishiki bakiri bato gakuratibwe kandi enkozi z'ebibi zifubirwe zibe eky'okureeberaho.
- ☞ Okuteekaho entebeekanisa y'okumaraho omuze gw'abashomesa okutoroboza abeegi baabo omu mashomero.
- ☞ Kwongyera eby'okushomesa abeegi aha bikwatiraine n'eb'okuteerana omuri kariculamu y'amashomero bari kukorera hamwe n'abazaire, obukiiko oburi kureeberera eishomero, abakuru omu byaro, abeebembezi b'amadiini n'abandi.
- ☞ Abari kwejumbira omuby'omwegyese bw'abaishiki abarimu abeebembezi b'abantu omuby'enzaarwa bashemereire kushomesibwa kubaasa kwiihaho emicwe n'emitwarize emwe nk'okushanga emikoro y'okushwerwa eri kutwara obwire buri kurenga esande emwe.
- ☞ Okuteekaho amateeka g'okwikiriza abaishiki abaine enda okugumizamu nibashoma. Hashemereire kuguma nihabaho okutendeka kw'abashomesa na bakuru baabo, na meturoni n'abandi boona okushagika abaishiki kubaasa kushoma gye kutari okubaremesa.

iv **Okutandikaho entebeekanisa y'okuguma nibareeta ba hediticha b'abakazi n'abashaija omu mashomero goona aga purayimare na sekeendure ahandengo zoon.**



Okushagika entaasya y'abakazi nikihikiiriza Ekigyendererwa Ky'okutunguura ensi yona eky'okubanza (SDG 1); ***“Okumaraho obworo bwona buri hamwe hoona”***

Ebigyendererwa ebyorekyereire okushagika entaasya y'abakazi n'ebi;

- *Omwaka 2030 gutakahikire, okumaraho obworo omubantu oburi kworekwa abantu abari kusiibira sente eziri ahansi ya doola 1.25 omw'isooba rimwe.*
- *Omwaka 2030 gutakahikire, okukyendeeza kabiri obworo omubashaija, abakazi hamwe n'abaana aha myaka yoona.*
- *Omwaka 2030 gutakahikire, okureeba ngu abashaija n'abakazi bombi, okukira munonga abooro n'abataine kireeberera, batunga obugabe bwabo omukugira entasya, okutunga obuheereza n'okugira eitaka n'ebintu ebindi, okusikira*

n'okukozesa obuhangwa, okutunga entandikwa n'okweguza sente z'okwetunguura.

Okugyeraagyeranisa n'abashaija, abakazi omu Uganda bari omu kishushani kibi omu bikwatiraine neny'entaasya. Obucweka 70 ahari 100 nibworeka ngu okutunga sente z'entandikwa tikyoorobi ahabw'abakazi ahabw'okuba tibaine ebintu by'okuhayo nk'omusingo baaba nibeenda kweguza sente omu bibiina. Okubaasa kutunga sente z'entandikwa n'eky'omutaano omukutunga entasya abahw'abakazi. Okucundooza okwakoziwe (Financial Inclusion insights, 2017) kukooreka ngu obucweka 61 ahari 100 bw'abakazi na 52 ahari 100 aha b'abashaija nibo betaine sente z'okubabaasisa kubiika omu banka. Nikyo kimwe, obucweka 14 ahari 100 bw'abakazi kugyeraagyeranisa na 12 bw'abashaija bakaba bataine sente z'okukozesa aha mobayilo mane.

Okurugiirira aha NDPII, eby'obuhiingi, amahaamba, n'obushohi nibiheereza emirimo abantu abari kwingana n'obucweka 72 ahari 100. Nikiteeberezibwa ngu obucweka 77 ahari 100 b'abakozi abo n'abakazi (NDP, 2015). Kandi obwe eby'obuhingi nibyongyera entaasya eri kwingana 24.9 omunshaho y'eihanga (GDP) omumwaka ogwa 2016/2017 (UBOS, 2017). N'ababwekyo, okureetaho obwinganise omuby'obuhiingi nikikwera omu kutunguura abantu nyamwingi harimu n'abakazi. Okucondooza okwakoziwe banka ey'ensi yoona omu 2015 nikiteebereza ngu okwihaho okushoroora omubakazi nikubaasa kwongyera sente omunshaho yeihanga ryona (GDP) eziri kwongana obukaikuri 58 eza doola eya America buri mwaka. World Development Indicators (WDI) neeta Uganda ahari GDP y'obuhuumbi 25.9 swa sente eza Ameriza omu mwaka 2017 kandi na GDP per Capita ya 666.7 za doola eya America omu mwaka nigwe gumwe.

Gavumeenti ekatandikaho okuha za puroguraamu nina za purojekiti zoonza ebaruha eya Certificate of gender equity kugira ngu eheebwe omubitongore byayo byoonza hamwe n'ebitoongore ebindi kugira ngu abakazi beejuumbe omumirimo eri kuba neekorwa n'okubariirira sente, kwonka eki kiri munonga ahaiguru omubya gavumeenti.

Abakazi baingi nibakora emirimo omu maka etari kushahurirwa. Ebyarugire omukucondooza okwakozirwe UWONET omu mwaka ogwa 2018 nibyooreka ngu obucweka 43 ahari 100 bw'abakazi omu Uganda nibakora emirimo omumaka etari kushashurirwa ogyeraagyeraniisize n'obucweka 20 ahari 100 bw'abashajja. Abakazi nibamara eshaaha 7.5 burizooba bari kukora emirimo y'omuka etari kushahurirwa kugyeraagyeranisa n'abashajja abari kukora eshaaha ibiri zonka. Nikiyoreka ngu abashajja nibamara eshaaha zaabo enyingi nibakora emirimo erikushahurirwa omubitingore nari businesi obwe abakazi bari kusiiba nibakora emirimo y'omuka etari kubaha enstasya yona.

UWEP n'obu yookuba eine ekigyendererwa kirungi, tekabaasize kuyaamba omubare gw'abakazi oguri kureebeka omu Uganda omukwongyera aha ntaasya yaabo. Okwebuuzza ahabakazi okwakozirwe manifesto egi eriyo neekorwa nikworeka ngu sente eziri kuheebwa UWEP tiziri kumara. Eky'okureeberaho, disitirikiti eya Masaka bajeti eya UWEP ni shilingi 190,000,000 eza Uganda eziri kuza kukozeesibwa ebibiina by'abakazi makumi abiri. Nikihamizibwa ngu amakazi abaingi omu disitirikiti egi n'ahandi hoona omw'ihanga tibakatungire buyambi bwona kuruga omu sente ezi.

Okurugiirira ahari ripoota ya Civil Society Budget Advocacy Group erikweetwa Citizens Budget 2019/2020, bajeti eya Social Development eya 2019/2020 ekakyendeezibwa munonga ahabw'okwenda kwongyera

sente omupurojekiti eya Youth Livelihood Project Enterprise Funds, the institutional support funds for Youth Livelihood Program (YLP) hamwe na Uganda Women Entrepreneurship Fund (UWEP). Sente eziri kwingana obuhuumbi 15.8 obwa sente eza Uganda (Buri puroguraamu etungire obuhuumbi 7.9 ahabwa YLP na UWEP) tibukabonekire ekicumbagiize obuhereza bwa puroguraamu ezi ebiri. Puroguramu eya Gender, Equality and Women's Empowerment omu mwaka ogwa 2019/2020 ekaheebwa sente nkye eziri kwingana obuhuumbi 1.7 obwa sente eza Uganda omuri puroguraamu zoonza eza minisiture kandi eki kikareetwa okuhindura puroguramu eya UWEP bakagiheereza za gavumeenti ez'ebyaro.

Abakazi ba Uganda Nibeenda Ebi:

i. Okwongyera ahari bajeti y'eby'obuhiingi

➔ Okwongyera bajeti y'eby'obuhiingi okuruga ahabucweka 4 ahari 100 kuhika ahari 10 nk'oku endagaano eya Abuja erikuragiira. Sente omuby'obuhiingi zishemereire kuteebwa omukukozesa tekinologiya ey'omurembe, okwongyera omutindo ahaby'obushubuzi, n'okureetaho obutare kugira ngu abakazi nyamwingi babaase okutunga entaasya.

ii. Okutereeza, okushemeza, okuhinguza n'okuteeka omunkora amateeka agari kworekyereza okwongyera entasya y'abakazi

➔ Okutereeza za puroguraamu eziri kwongyera entaasya y'abakazi kandi n'okubanza bateeka ahanshonga z'ababakazi baaba nibatandikaho puroguramu eziindi kugira ngu abakazi batakasigara enyima.

➔ Okutereeza eiteeka ry'eitaka kugira ngu abakazi nabo bagire omukono aheitaka hamwe n'ebintu ebindi by'abashajja baabo nk'oku kiri omwiteeka ry'eitaka eeya 2013.

- ☛ Okuhamya ekiteeso ekya Marriage and Divorce Bill (2009) nkeiteeka. Ekiteeso eki nikishaba ku omukazi n'omushaija abashweraine nari abarikutuura hamwe kwikirizana oku bashemereire kugira omukono aha bintu ebikatungire bari hamwe nari batakari hamwe.
- iii. Okureetaho entebeekanisa eyi abakazi baakubasa kutungiramu sente z'entandikwa nk'okuheereza sente ebibiina by'abakazi (VSLAs) kuhwera abakazi okukira munonga abari omu byaro.
- iv. Okureeba ngu ebiri kutebeekanisa sente z'entandikwa byateekaho entebeekanisa n'engyenderwaho eri kuheereza abakazi omugisha gw'okutunga sente ezo abatahendekire. Eky'okureeberaho, obucweka 40 ahari 100 bwa sente ezo n'eza konturakiti ezi gavumenti eri kugaba ahandengo zoon, zishemereire kuheebwa abakazi. Entebeekanisa ezi zishemereire kurangirirwa kugira ngu abakazi bazimanye bazikozese.



Abakazi, obwebeembezi, n'obushoborozi bw'okusharamu nikyorekyereza Ekigyendererwa Ky'okutunguura ensi yona ekya kataano (SDG 5): ***“Okuhikiiriza obwinganise n'okuha obushoborozi abakazi n'abaishiki).***

Ebiri kucumitiriza ahamagara g'abakazi n'abaishiki burimu:

- *Okumaraho engyeri yona y'okushoroora abakazi ahantu hoona*
- *Okureeba ngu abakazi baayejuumba omuby'obwebeembezi aha ndeengo zona z'okusharamu omuby'obutegyeki, eby'entaasya hamwe n'omubantu*

- *Okuteekaho amateeka n'ebiragiro ebiri kushembustya obugabe bw'abakazi ahandeengo zoon*

Konsitushoni eya 1995 neeragiira obwinganise ahaagati y'abashaija n'abakazi. Ekindi, eiteeka erya gavumenti z'ebyaanga (1997) niriragiira ngu omuri kanso z'aharurengo rwoona habemu abakazi bari kwingana kimwe kya kashatu. Eiteeka eri niryongyera rigira ngu habeho omukazi omwe omubajweekyerwa b'abantu abataine kireeberera. Amateeka agandi garimu National Women's Council Act, 2015 hamwe na National Women's Council (Za kanso na komiti) Elections, Regulations, 2011 Act. Okurugiirira ahari UBOS (facts and figures) Eishengyero erya (2016-2021) ririmu abakazi abari kwingana obucweka 35 ahari 100 kusinga obucweka 14 ahari 100 omw'ishengyero erya kataano ekyareetirweho okwongyera omubare gwa za disitirikiti eziri kujwekyerwa omukazi omwe obwishengyero. Omwaka ogwa 2016 gurikuza kuhika, ba minisita b'abakazi bakaba baahikire obucweka 36 ahari 100 kandi ba minisita aba kabineti bari kwingana obucweka 30 ahari 100. Obwa hati, omwana 2019/2020 Uganda aine ba minisita ikumi aha kabineti (32%) hamwe n'abashaija 17 ka minosota abahweezi kandi hamwe na 49 aha kabineti.

Omubare gw'abakazi omw'ishengyero gutwiire aha bucweka 35 ahari 100 omw'ishengyero erya Mwenda n'ery'lkumi. Okurugiirira aha ripoota ekwatire ahaby'okwejumbe omuby'obutegyeki; hariho ba cheyamaani aba disitirikiti bashatu bonka omu Uganda yoon. Okujwekyerwa kw'abakazi omw'ishengyero n'omubwebembezi ahandeengo z'ebyaro zikiri aha mbabazi za boona.

N'obu kiri kureebeka ngu gavumeenti egyerizeho kuteekaho entebeekanisa y'okureeba ngu abakazi baayejumba omuby'obwebeembezi, okutendekwa n'ebindi, abakazi tibakahikire aharurengo orubashemereire omuby'obugabe bwabo. Aha rurengo orwa gavumenti z'ebyanga, embeera tekaterereire; omuri abebeembezi aha bukiiko obwa za disitutikiti abari kwingana 3,280, 1364 ni bo bakazi bonka abarimu ekiri kuteeka omubare aha bucweka 41.6 ahari 100. Nikyo kimwe, omubare gwa ba

kansala na ba cheyamaani omuri za munisipalite na n'amagomborora, abakazi nibatwara obucweka 41.9 ahari 100 omu mwaka ogwa 2016.

Twaaza aha bakozi ba gavumeenti, omubare gw'abakazi abaine emirimo y'ahaiguru ni bakye. Omu bakozi ba gavumenti boona abari kurenga 250,000, abakazi nibwatwara obucweka 33 ahari 100 bwonka. N'obu omubare ogu gweizire nigweyoongyera, emirimo ey'ahaiguri emingyi neekiheebwa abashaija. Emirimo erimu abakazi emingyi n'eya abahwezi b'abari kwebembera. Obucweka 34 ahari 100 bw'abakazi nibo ba dayirekita, kandi abahwezi ba komiishana ni 48 ahari 209 (23%). Omuri ba tawuni kilaaka, ba Kawo (CAO) obucweka 7.1 hamwe na 8.6 n'abakazi, eki nikyoreka ngu abakazi bakiri ahansi omuby'okwebeembera ebitongore ahari disitutikiti na za munisipalite.

Abantu n'embeera ei eby'obutegyeki burimu omu Uganda neeremesa abakazi bashanga kitoorobi okwejuumba omuby'obutegyeki haza bakasinga oburuuru bakabaasa kuba abeebeembezi. Ekiri kusingayo okuremesa abakazi omu biro ebya hati, n'okushanga ngu eby'okutegyeki okukira munonga oburuuru bakabuhinduramu obw'abaine sente bonka kandi obwe abakazi bataine Mugisha gw'okubaasa kukora bakagira sente nyingyi. Eky'okureeberaho, sente z'okushashurwa waaba noyeenda kwesimba aha ntebe yooni y'obutegyeki omu kibiina ekya NRM nizatandikira aha mitwaro makumi abiri kuhisya obukaikuru bubiri ahabwa ba MP kandi ekibiina ky'eby'akaruuru kyo nikishaba obukaikuru bushatu obu bury'omwe atari kubaasa. Bwanyima y'okuhandiikwa nabwe, ni abakazi bakye abari kubaasa okukora za kampeeyini ahabwa sente nyingi eziri kwetaagwa.

Okurugiirira ahari ACFM, sente ezi omuntu omwe ari kwetaaga kuroondesha akaruuru kuba MP ni obukaikuru ebiganana bitaano (500m). Abateezi b'akaruuru nibaba nibeenda kushahurwa akasente kubaasa kuteerera omuntu akaruuru, ekireetirwe obworo bwingi oburi omu bantu. Omuntu ori kwenda kwebeembera ataine sente, emigisha ye neeba eri mikye munonga. Ebibiina by'eby'okutegyeki tibiri kukuraturira engyenderwaho z'amahanga agandi nari shi endagaano z'okureetaho obwinganise aha bashaija n'abakazi. Nikyo ori kureebera ngu omubare gw'abakazi omuby'obutegyeki gukiri mukye. Eki nikiremesa abakazi baingi okwejuumbira omuby'omutegyeki omu Uganda kugyeragyeranisa n'abashaija.

Entekateeka y'abantu ngu abakazi tibari kubaasa eby'obutegyeki niyo eri kubaremesa okuba abebeembezi. Ebizibu ebindi ebiriho birimu; emitwarize ey'obuzaarwa, abakazi obutereebamu okubaasa, hamwe n'obutagira sente z'okubarabya omu buruuru. Okuteganisa abakazi omuby'enshoni baaba bari omu buruuru n'okureeba emibiri yaabo nk'eyokuzaanisa nakyo nikibaremesa okuza omuby'obutegyeki. Hariho n'embeera mbi omuburuuru erimu okuteera abantu, okubazibira kuhagira owu barikwenda, okubagyema kuhagira abu batarikwenda, orugambo orubi, okugura abantu kuteera oburuuru. Eki nikimayisa ngu abakazi okukira munonga abari omubyaro nibagira okutiina baremwa okukozesa omugisha gw'okuba abebeembezi. Entebeekanisa egi y'okureeba ngu abakazi baayejuumba omuby'obwebeembezi tekahikire omu byaro okwe. Ekiri kworeka eki, n'omubare gw'abakazi nyamwingyi abakiriho nibabonabonesibwa omu maka ahabw'abashaija baabo; abashaija tibari kubaikiriza okukora nari okugira akasente n'obukwakuba ebintu ebyabo; okwima abafaakazi eitaka hamwe n'obworo bwingi omu bakazi. Omugisha oguhambwe abakazi guriyo nikusiisikara ekiri kuzibira baingi kwejuumba omuby'obwebeembezi.

Abakazi ba Uganda nibeenda:

- i. Okureeba ngu haabaho obwinganise omu mirimo yona eya gavumeenti. Eki nikibaasa kuhikiirizibwa kurabira omukwongyeza okuteendeka abakazi nk'okukiri kugambwaho omuri NDP III.
 - Okureeba ngu haabaho obwinganise omukuheereza emirimo hamwe n'okukuza abakazi bakatunga emirimo emikuru omubitongore.
- ii. Okuhindura engyenderwaho y'ekitongore eky'eby'oburuuru kubaasa kwoorobeza abakazi kuza omu bwebembezi. Ek nikibaasa kukyendeeza ahaburemeezi obu ebibiina by'obutegeyeki biri kutunga omu Uganda, harimu; okuhindura oburuuru nk'eky'obushuubuzi, okugura oburuuru, okuteera abantu n'okubagyema okuteerera abantu abamwe hamwe n'ebindi. Okwongyera aho, ebibiina by'obutegeyeki nibiza kweshanga nibitoorana abakazi nari abashajja abari kusingayo okubaasa kwesimbaho. Eki nikishemeza omutiindo gw'obwebembezi.
- iii. Okuhindura amateeka omu konsitushoni eya 1995 kugira ngu disitirikiti ebe niyo yagira abebeembezi. Disitirikiti ebaase kwebemberwa omushajja omwe hamwe n'omukazi omwe kugira ngu omubare gw'abanyishengyero gukyendeere guhike 292. Eki nikiza kukyendeeza aha nshohoza y'okureeberera abany'ishengyero kandi Uganda ebaase kwinganisa omubare gw'abebeembezi n'abakazi ahari 50:50 omw'ishengyero nk'okukiri omuri Africa Charter on Democracy, Elections and Governance.
- iv. Okureetaho entebeekanisa y'okuteendeka abakazi kugira ngu batungye obukugu bw'okubaasa kukora emirimo yaabo kurungi.
- v. Gavumeenti eshemereire kuteeka empiiha omu kushomesa abantu obugabe bwabo ekiri kukorwa ekitongore ky'omugabe bw'abantu (Uganda Human Rights Commission) kugira ngu habaase kubaho empiinduka omu ntekateeka, n'enyikiriza y'abantu ngu

abakazi nibabaasa kuba abebeembezi. Ebitongore ebyo bibiri bishemereire kukoragana n'ebitongore ebindi abiri kukora aha bugabe bw'abantu kubaasa kushomesa abantu ahaby'obugabe bw'abakazi.

- vi.** Ebitongore by'obutegyeki bishemereire kukurahirira endagaano, engyenderwaho n'ebiragiro by'amahaga ageteraine, ag'ensi yoonna kuhikiiriza obugabe bw'abakazi. Ekiteeso eki nikikorwa kiri kwegamira amazima ngu ebitongore by'obutegyeki nibyo biri kuheereza abantu omugisha gw'okuba abebeembezi omu Uganda.
- vii.** Okukora engyenderwaho n'amateeka agari kuriinda abakazi abesiimbireho kubatangira okubonabonesibwa omuby'enshoni baaba nibaronda akaruuru kandi habeho n'entebeekanisa y'okufubira abari kuheenda amateeka ago. Ekitongore ky'eby'oburuuru kishemereire kureetaho entekateeka y'okureeba ngu abakazi tibabonabonesibwa omuby'enshoni baaba besimbireho.

ABAKAZI, EITAKA N'OBUGABE AHA BINTU



Abakazi, Eitaka n'obugabe aha bintu nikyorekyereza Ekigyendererwa Ky'okutunguura ensi yoona eky'okubanza: Okumaraho obworo omumiringo yoona, ahantu hoona; hamwe n'ekigyendererwa kya kataano: Okuhikiiriza obugabe bw'abakazi n'okubaasisa abakazi n'abaishiki.

Ebikwatire aha bakazi ahanshonga y'ebigyendererwa ebi ni:

- *Okukora entebeekanisa y'okuha abakazi obugabe aha bintu, okubaasa kugira ebintu ebyabo nk'eitaka, okweguza sente, okusikira ebintu, okukozesa eby'obuhangwa nk'oku amateeka geihanga gari kugira.*

- *Omwaka 2030 gutakahikire, okureeba ngu abashaija n'abakazi boona, okukira munonga abooro n'abataine kireeberera, baatunga obwinganise bw'okukozesa ebintu, obuheereza n'okugira eitaka eryabo n'ebintu ebindi, okuba akasika, okukozesa eby'ohuhangwa, okubaasa kutunga entaandikwa kuruga omu bintongore ebiri kuguza sente.*

Okugira eitaka nikihwera omukutunguura abantu n'okubaha obushoboorozi. Eiteeka ry'eitaka (Land Act 2010) niriheereza enkuratiro omuby'okugira, okugabira, okukozesa, okureeberera eitaka. Ekicweka kya 28 ky'eiteeka eryo nikigamba ngu abakazi tibashemereire kushoorwa omuby'eitaka. Ekicweka kya 27 nikiheereza obugabe abakazi, abaana, hamwe n'abarema aheitaka; ekicweka kya 39 nikizibira omushaija okuguza nari okugaba eitaka omukazi atateireho mukono.

Okucondooza ahaby'obugabe bw'abakazi (Gender assessment survey 2018) okwakozirwe UWONET omu mwaka ogwa 2018, kukashanga ngu obucweka 39 ahari 100 bw'abakazi omu disitirikiti makumi abiri nibo baine eitaka okugyeraagyeranisa n'abashaija abari ahabucweka 73 ahari 100. Okucondooza oku nikwikirizana na Uganda National Household Survey (UNHS) 2016/2017, okwashangire ngu obucweka 31 ahari 100 bw'abakazi abaine emyaka 15-49 nibo baine eitaka kugyeraagyeranisa n'abashaija abari ahabucweka 48 ahari 100 b'emyaka egyo. Okwongyera aho, ripoota eya 2016 ekwatire aha ndagaano eya solemn declaration on gender equality in Africa, obucweka 23 ahari igana bwonka bweitaka eriri omu Uganda niryo ryine ebyaapa kandi omuri eryo, obucweka 5-26 ahari 100 bweitaka eryo ryinwe abakazi kandi eitaka eriindi eritaine byapa eriri omumikono y'abakazi tiriri kumanywa. Okwongyera aho, tikiri kwerekwa kurungi omu bikwatiraine neitaka eriri omu mikono y'abakazi n'eriri omu mikono y'abashaija kugira ngu kibaase kuhwera abari kukora amateeka babaase kuhwerwa abakazi.

Orubaju orw'eby'obuhingi n'oburiisa niruheereza emirimo abantu ahari kuhika obucweka 72 ahari 100 bw'abakozi boona omw'ihanga obwe omury'abo boona, abakazi nibeingana obucweka 80 kwonka abaine obushoboorozi ah'eitaka n'obucweka 25.5 ahari 100 bwonka. Okumanya ngu eki kihikire, okucondooza okundi nikworeka ngu nobu abakazi abamwe baine eitaka, obushoboorozi bw'okusharamu eky'okurikozesa bwinwe abashaija. Okubarukaho kwa COVID 19 kwoongyeire oburemeezi aha nshonga egi ahabw'abakazi ahabw'okuba habaireho okubiinga abakazi omumataka kwingi n'emishango eyeyoongyeire. Kandi nabwe emishango egi neekira kutwara obwire bwingi na sente nyingi ekiri kuteganisa abakazi. Omumishango emwe, akabazi nibatiinatisibwa nari baheebwa sente kugira ngu emishango yeitaka batakagikuratrira. Ebi nibituma abakazi abamwe byabatama babirugaho.

Obuzibu oburi kureetwa obutagira obushoboorozi aheitaka ahabw'abakazi b'omubyaro n'eby'obushubuzi ahabw'abakazi abari omu marembo tiburi kuhereza aho kyonka. N'ebiri kuruga omukuhiinga n'omubushuubuzi, abakazi tibabyineho obushoboorozi ekiri kureetaho amagara mabi omuby'okweriisa n'okuriisa abaana baabo. Kandi ekindi, abakazi tibari kwikirizibwa kukozeza emataka n'ebintu ebindi aby'abashaija baabo nk'omusingo baaba nibeenda kweguza sente.

Entaro z'amataka hamwe n'okushoboorora emishango: Amateeka maingi agakwatire ahari oyilo tigari kugamba aha nshonga y'okushoboorora obutaikirizana omu bantu oburi kugura ahamataka agari kushangwamu oyilo nk'oku eka yakuubaasa kushahurwa eki kyabaho. Obwire obwingi, abakazi nibafeerwa kutunga aha sente ezi ahabw'okuba obushoboorozi aha mataka aga buri omu mikono y'abashaija.

Abakazi ba Uganda nibenda ebi:

- ➔ Okuha abakazi abari omuby'obuhiingi ebihuumuro by'okutashahura omushoro.
- ➔ IOkuteeka omunkora eiteeka ey'eitaka ery'omwaka 2013 (Land Policy 2013) n'okuhindura akacweeka ka 40 omwiteeka ryeitaka.
- ➔ Okuteeka omunkora amateeka agari kuzibira okubiinga abantu omu mataka, okubaaka eitaka n'okubashumbuusha okutari kugasha.
- ➔ Okuteekaho entebeekenisa y'abakazi okutunga sente z'entandikwa bakabaasa kugura amataka n'ebintu ebindi ebyaabo.
- ➔ Okukyendeeza aha mubare gw'emishango ekwatire aha mataka kuruga aha bucweka 18 ahari 100 kuhisya ahari 10 ahari 100 omwaka 2026 kutakahikire.
- ➔ Okuhinguza ekiteeiso ekya Marriage and Divorce Bill (2009) nkeiteeka n'amateeka agandi agari kuheereza abakazi obugabe aha bintu baaheza kutaana n'abashaija baabo.
- ➔ Okubaasa kutunga sente z'okweguza kuruga omu banka eya Uganda Development Bank kushemereire kureeba ngu abakazi abari omuby'obuhingi batunga sente ezi nk'abandi.

ENSHONGA EZINDI EZIINE AKAKWATE N'ENSHONGA 5 ENKURU EZIRI OMU MANIFESITO EGI

Okuteeka omu nkora, okukuratirira, n'okuhikiiriza enshonga enkuru itaano eziri omu ebintu ebi abakazi barikwenda ngu bikorwe nikyeeenda okureeba omu nshonga eziindi eziri eziine akakwaate n'ebiriyo nibikorwa kureeba ngu abakazi n'abaishiki batunga obugabe bwabo. Enshonga zirimu ebi:

- **Abakazi otunga obuheereza bw'ebyamahurire, empurizana na tekinologiya (ICT):** Ensi eriyo neekura munonga omu bikwatiraine n'ebyamahurire, empurizana na tekinologiya, kwonka abakazi bakiri enyima omuby'okukozesa obuheereza obu okukira mononga eby'empurizana ey'amasimu ag'omungaro. Eki nikituma bataatunga obuheereza obw'omutaano oburi kurabira omumikutu ya tekinologiya nk'okusindika n'okwakiira sente, ebikwatiraine n'eby'amagara, ebiri kwegyesa nari emirimo eriyo neraangwa. Omubuzibu obu abakazi bari kutunga omuby'empurizana harimu; okuhikwaho obuheereza, okugira sente z'okukozesa obuheereza obu, obukugu omukubukozesa harimu n'okumanya okureeberera ebikozeso byabyo n'okubiriinda.
- **Entekateeka n'emitwarize mibi y'enzaarwa:** Nikimanywa ku okubonabonesa abakazi, okubashoroora mu n'okubateera kiri kutuma baguma enyima omuby'entaasya, n'eby'obutegyeki.
- **Empinduka omuby'obwiire bw'ensi:** Empinduka eri kubaho omuby'obwire bw'ensi nereetaho oburemeezi ahabakazi, ahamagara gaabo, emirimo yaabo, etuma baaba empuungi, bahiindikamu abafuruki, kibareetera obworo, okuhambwa, okuburwa eby'okurya n'okutunga obuheereza obw'omutaano.
- **Oburi bw'enguzi:** Okuryangatana empiiha ezishemereire kuba nizikora emirimo eri kutunguura amagara g'abantu naky'o nikigumya abakazi enyima.
- **Obusingye n'okuriindwa:** Entaro n'okurwanarwana nikireeta oburemeezi omukuhikiiriza obugabe bw'abakazi. Abakazi nibareetaho obusingye omubwiire bw'entaro, kwonka amaani gaabo omukureetaho obusingye tigari kusiimwa.

Abakazi ba Uganda nibeenda ebi:

- ➔ Okuteekaho entekateeka y'okukyendeeza emishoro aha bintu eby'empurizana nk'amasimu, na yintaneeti kugira ngu abantu okukira munonga abakazi babaase kubikozesa betaine buzibu.
- ➔ Okukwatanisa enshonga zoonza eziri omu manifestito egi zikabaasa kuhikiirizibwa omurundi gumwe hatariho enshonga yoonza erekirwe enyima.
- ➔ Okutaho entebeekanisa y'okuteebereza, okwerinda ebiri kugwa bitarageine n'emwegyemure, ebirwara nka COVID 19, entaro n'ebindi ebiri kureetaho oburemeezi aha magara g'abakazi kugira ngu ehururu y'okuheereza abakazi ogabe bwabo yaahikiirizibwa. Eky'okureeberaho, n'okureeba ngu bajeti yateebwa sente z'okukozesa obwiire bw'ebirikwija bitarageine nk'endwara nari omwegyemure.

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