



Gender Transformation & Empowerment

## AKATABU AKABAKYARA ABEBEMBEZI

Kutamu amaani mubwebembezi nobujunanizibwa Bwabakyara abebembezi



RUNYORO

WOMEN'S DEMOCRACY NETWORK  
*Empowering Women's Voice*  
Uganda Chapter



Acfode

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Obusobozi bwoona busigazibwe. Kugarukamu kuturukya ebicweka byoona ebikwatagana hakitabu kinu habwekigendererwa kyokusomesa, rundi kukora emirimu etali yokupakasa kyekirizibwe kyonka kinu oina kukyolekya kurungi. Obworaba oine ekigendererwa kyokugarukamu kuturukya ekitabu kinu kukora esente oina kubanza kufuna okwikirizibwa kuruga hali abakama bakyu.

Kikebeirwe Rita Aciro-Lakor

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## Kukakasa

Ekitebe kyabakya ekyobugabe nikisiima abakya boona abebembezi;

Abakozi ba'disiturwikiti, CAOs, RDCs, abebembezi ba LC kandi nobakoozi abakuggu abetabire mukuseruliza okwobwangu namakuru agahairwe mukuhandika akatabu kanu.

## Ebigarukireho

Obukulembezi obwebicweka bwomugaso munkurakurana yensi nobuhereza m'Uganda

Nikikwataho obwebembezi kukwatirahamu nebitongole ebindi Civil Society Organization (CSOs) mukugunjura kandi nokuha amagezi agarukwetagisa mukugunjura kandi nokuha amagezi agarukwegesa mukukora emirimu yabu.

Kuhingura habicweka 75% habebembezi ba disituriwiti mu' 2011 kandi namateka g'okukuraniza ebyobwebembezi nempereza mubicweka. Abebembezi baine okwegesebwa buli kaire kutunga obukuggu oburukwetagisa mubahereza bwabu.

Akatabu kanu kahandikirwe habwa (Women's Democracy Group) (WDG) mukuha obukuggu abakyara abebembezi. Kirumu emitwe eyomugaso habwebembezi nenkora y'abakyara ababembezi.

WDG nesikiriza abakyara abebembezi kukozeza akatabu kanu kubayamba mubukulembezi bwabu.

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## Mubigufu

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| ACFODE: | Enkora Yokuletaho Enkurakurana                             |
| CEDAW:  | Orukurato orwokumaraho okusorora abakya                    |
| CEWIGO: | Ekitebe kyabakya mukwekulembera okurungi.                  |
| CDOs:   | Abakoozi Abebyenkurakurana                                 |
| CSOs:   | Ebitongole ebitalibyagavumenti ebyenkurakurana             |
| DGF:    | Esente ezokuyamba kuletaho obugabe nobwekulembeze oburungi |
| ECOSOC: | Ekitebe Ekyenkurakurana                                    |
| FOWODE: | Ekitongole kyabakya ekyokuletaho Obugabe                   |
| GDD:    | Kwahukaniza amahulire agakwatagana habakazi nabasaija      |
| LCs:    | Ebitebbe Ebyahansi                                         |
| NAADs:  | Okuhereza Okweihanga Okwebyobulimi Nebyokulisa             |
| PWDs:   | Abantu Abaina Obulemu Hamibiriyabu                         |
| SMS:    | Empereza Eyomubiguffu                                      |

|                     |                                                              |
|---------------------|--------------------------------------------------------------|
| UWONET:             | Ekitongole Kyokuteraniza<br>Abakyara Mu Uganda               |
| WDG:                | Ekitebe Kyabakyara Ekyobugabe                                |
| WDN-UGANDA CHAPTER: | Ekitebe Kyabakyara Ekyobugabe                                |
| UDHR:               | Okurwanirira Obugabe bwabantu<br>Munsi Yoona                 |
| UNDP:               | Ekitongole Kyamhanga Ageteraine                              |
| UWOPA:              | Ekitebe Kyabakyara Abeteraine Abomu<br>Paliyamenti ya Uganda |

## Okutandika

Abekulembezi bahansi baruga mubicweka ebikwahukana kandi baine namagezi Agokukora emirimu ekwahukana. Kandi batito muno abakwetegreza enkora yobukulembezi bwagavumenti eyahansi, mulingo orukurato rugendamu, nobujunanizibwa obwabantu abakomebwa kweterana murukurato.

Binu byoona obitekere hanyuma, abekulembezi be bicweka byahansi baina kukora nokusaraho kwamani nokutwara obujunanizibwa hali ebyo ebisazirweho habwabantu ababakomere. Kusaraho bainu kutwara sente nyingi muno.

Abakulembezi abamu bakusobora kwetaga okutendekebwa mumirimu eyibatakwetegereza kurungi. Bakusobora kutendekebwa mukwekulembera enkurato, okuhanura, enkozesa yasente, nebindi bingi.

Abekulembezi baingi bakusobora kuuba nebyetago nobuyambi obukwahukana. Abakya bakusobora kwetaga kutendekebwa mukwetegereza ebyetago byabakya nabasaija okusobora okubategekera kurungi.

Okuleka obukodyo namagezi abekulembezi abayaka agabakwetaga, Abekulembezi abakuru nabo bakusobora kusanga obuzibu kwetegereza enkora ezikara nizihinduka hinduka.

Emirimu yabakulembezi banu yamugaso muno hali abantu aba bakujunanizibwaho. Nahabwekyo govumenti nebitongole ebindi baina kubayanba kubatendeka basobole kukora emirimu yabo kurungi.

Akatabu kanu kagendereire kuyamba abakya abekulembezi kwetegereza nokukora emirimu yabu kurungi hamu nokuhereza abantu babu kurungi

Ekitabu kinu kine amahulire agakuyamba abekulembezi kutekaniza nokuteka munkora ebintu ebikuba bisazirweho munkurato.

Ebikukwatagana nakatabu kanu

Ekitabu kinu kyawukanizibwemu ebicweka bisatu

Ekicweka ekyokubanza kikutangaza enkora eyebiragiro ebyensi zoona eyamba abakya kwetaba mubyobukulembezi.

Ekicweka ekyakabiri kikutangaza hamirimu nobujunanizibwa obwabakya abakulembezi.

Ekicweka kyakasatu kikuhereza obukodyo namagezi agakuyamba abakulembezi kukora emirimu yabu kurungi.

Kimanyirwe nti ebitebe biba nenkora eyamba kutendeka abekulembezi abahyaka kubasobozesa kukora emirimu yabu kurungi. Kandi kimanyirwe kurungi nti ebyetgo ebyo haiguru byahukana kusigikira habuli mukulembezi.

Akatabu kanu katekanizibwe kukozebwa ebitebe nenkurato kurungi. Akatabu kanu karumu binu hansi:

Amateka amarungi agakusobozesa abakya kweterana mubyobukulembezi.

Emirimu nobujunanizibwa obwa abakya abekulembezi.

Obukodyo namagezi agakwetagisa kusobozesa abakya abekulembezi kukora emirimu nobujunanizibwa bwabu kurungi; kwetegereza enyahukana erihagati yabasaija nabakya, okutegekera abasaija nabakya, kwoleka ebikoleibwe nokubisengeija, okubaha amateka, okuteka ebitegekerwe munkora, okubihagira, okuleta ebiteso, okumanyisa, okukulembera enkurato, okwekebeija, no kusengeija nobukurato obwabakya.

## **EKICWEKA 1**

### **ENKORA EYEBIRAGIRO EBYENSI ZOONA EYAMBA ABAKYARA KWETABA MUBYOBUKULEMBEZI**

#### **1.1. Entegeka Yebiragiro Byamahanga Goona**

##### **1.1.1. Okurangirira Obugabe bwabantu Munsu yoonu**

Mumwaka 1948 ekitongole ekyamahanga ageteraine, kikatandikaho enkora yokurwanirira obugabe bwabantu munsu yoonu. Enkora nu mu kacweka 21 kahereza obugabe bulimuntu okwekwatiramu munkora yemirimu eyeihanga oina abantu abokukulemba. Uganda eyeteranize namahanga agandi egerezeho kuteka ensaraho enu munkora kisobozese abasajja nabakyara kukomebwa nokukulemba abantu ababakomere.

##### **1.1.2. Orukurato orwokumaraho okusorora abakyara, 1978**

Mumwaka 1985, Uganda ekeyunga hankora eyokumaraho okusorora abakyara. Eihanga Okutekaho omukono hamateka agensi yoonu kiba nikimanyisa nti Liina kwikara nirikoora eiteeka lyayo kirisobozese kuteka munkora ekyo ekisalibweho.

Endagano eyokumaraho okusorora abakyara mukacweka 7 amahanga goona agatekereho emikono handaganoenu gaina kuko entegeka eyokumaraho omuze gokusorora abakazi mubyobukulembezi nokuhereza abantu.

Harwikaro rwamukaga (1997) ekitebbe ekyokumaraho okusorora abakyara kikeikiriza okuhaburwa okwa 23 okukwatagana ekyokuhagira abakyara okweterana mumirimu eyokukulemba abantu. Kikasaba amahanga goona kuterekereza ebiragiro kisobozese abakazi kukora emirimu eyokukulemba abantu nokuhikiriza ekigendererwa ekyamahanga goona.

Uganda neraba mukiragiro ekyeihanga nebiragiro ebyokukomesa ekatekaho enkora eyebiragiro kusobozesa abakyara nabasajja okwirukaniza emirimo eyebiyobukulembezi.

##### **1.1.3. Beijing Platform for Action, 1995**

Orukurato rwabakyara orwensi yoonu orwakana orwaikalire mu Beijing mumwaka ogwa 1995, rukahanura hansonu eyo butainganiza-nganiza oburoho hagati yabakyara nabasajja. Beijing ekahanura hankora enu kandi yakikakasa nti okusorora abakyara mubyobukulembezi kiremesa okihikiriza entegeka ezo kuletaho obugabe nokwinganiza-ngana mubasajja nabakyara.

Enkora eya Beijing ekakikasa nti ekyokusagika abakya kweterana mubyobukulembezi nokusaraho ebyokukora kisobora kuletaho obugabe, nobwekulembezi oburungi kandi nokuteka ebyetago byabakya munkora. Ebigambirweho haiguru obubikuba bitakozerwe tihakusobora kubaho obwekulembezi oburungi, obusinge nenkurakurana tibikusobora kubaho (Orukara 181).

Enkora eya Beijing ekasaborora ebigendererwa ebikuru bibiri ebikwatagana nabakya abali mubwekulembezi nokusaraho:

- ◆ Kusobozesa abakya okwekulembera nokusaraho.
- ◆ Kwongera abakya obusobozi bwokwekwatiramu nokusaraho mubyobukulembezi.

Uganda eryemu hamahanga gensi yooni ageikirizangaine kusagika obugabe bwabakya kandi eina kurora nti enkora enu egitekeremunkora. Eina nokumanyisa mbali enkora enu ehikire. Ebitongole ebitali byagavumenti biyambaho eihanga okuhikiriza ekigendererwa kinu nibiraba mukusomesa nokuhondekera ebikukolebwa.

## **1.2. Ebyokukozesebwa ebyamahanga ebikuyamba abakya okwetaba mubyobukulembezi**

### **1.2.1. Ebyokuhonderwa Afurika ebiyaikaranizeho ebikwatagana ha Bugabe bwabantu**

Akakweka ka 9 akebyokuhonderwa Afurika ebiyaikaranizeho ebikwatagana ha bugabe bwabantu esaba Amahanga agali munkora enu okutekaho enkora ekusobozesa abakya kweterana mubyobukulembezi nabasajja mumahanga gabu. Enkora enu esaba buli ihanga nka Uganda agatekereho omukono kutekaho ebiragiro ebyomunda mwihanga kisobozese kukoma abekulembezi, ha disitirwiti, mubitongole byagavumenti, murukurato orweihanga orukuru, kisobozese kurora nti haroho okwingananganiza mukukoma abakya nabasajja.

Uganda ekateka munkora ebiragiro mukacweka 1.1.3.kisobozese kuyamba abakya kweterana mubyoku kulembera abantu mwihanga.

## **1.3. Ebiragiro ebyeihanga ebikuyamba abakya kweterana mubyobukulembezi.**

Amani Uganda agetekeremu kuyamba abakya kweterana mubyobukulembezi gali mukacweka 38 ake kitabu kyebiragiro ekyeihanga ekihereza obugabe buli muntu wa Uganda okweterana mubintu ebikwatagana neihanga. Buli munya

Uganda aina Obugabe kweterana Mubikorwa ebyobugabe kuhindura enkora yeihanga. Akacweka 33 (4) kasagika ebugabe bunu nikagamba nti abakyara baina obugabe okweterana mubyobukulembezi, ebyenkurakurana, nabasaija.

Ekitabu kyebiragiro ekyeihanga mukacweka 32(1) kikatekaho enkora yokuletaho obwiganainganiza mubantu boona hataroho kusorora. Kwongera amani munkora yabakyara keterana mubyobukulembezi akacweka 180 (2) (b) kagamba nti kimu kyasatu ekyabakyara kina kweterana munkurato ezagavumenti eyahansi. Ebimu ha'bitebe byobulemi ba'kakikwata mumateka gabyo okwimukya/etabagana yabakyara mubyobulemi.

#### **1.4. Habwaki abakyara baingi bajumbire ebyobulemi: Omulingo, emihendo, kandi no'kukira h'amihendo.**

- ◆ Emiringo/ensonga–Boona abali mubyobulemi N'abasomi nibaikiranizanti kyonugaso kuba nomuhendo ogurukwinganaingana abakyara n'basaija mu ofisi z'ebyobulemi habwensonga zinu;
- ◆ Mubwinganiza–abakyara bali kimu kyakabiri kyantu mumahanga gabu nahabwekyo kisemerire kubakikirra.
- ◆ Mubakugu–Abakyara baine obukugu obwa'hukaine ha'basaija n'ebyetago bitali bimu bine kuhanurwaho kandi bitekebwe munkora. Obukuggu butali bumu nikimanyisa abakyara mu ebyobulemi byenyahukana hali abasaija.
- ◆ Ebyetago–ebyetago by'abasaija n'abakyara tibiri bimu kandi tibirukukwatagana nahabwekyo baine kukikirirwa kuhikiriza ebyetago byabu.
- ◆ Kweteraniza–abakyara nibatunga obumu nibubayamba kutunga ebyetago byabu obu barukukirwa.
- ◆ Akarorwaho–abakyara nibasikirizibwa mubyobulemi obu hakuba harumu abarukubasikiriza – mubyobulemi.
- ◆ Obwinganiza – obwinganiza mukukirwa kw'abakyara n'abasaija nikigumya obwinganiza mubyobulemi.

## **EKICWEKA 2**

### **EMIGASO NEMIRIMO YA'BAKYARA ABAKULEMBEZI HA'DISITURWIKITI.**

Adapted from 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. Habwaki obulemi obwohansi bwine Omugaso?**

Obulemi obwebicweka/obwahansi nibukwatwaho mukuhereza nokuhondera ebyetago by'abantu. Akacweka 9 akebiragiyo byobukulembezi bwebicweka/bwahansi akakarra 243 nikaha obusobozi obukulembezi obwebicweka/obwahansi. Akatebe akalemi kaine obusobozi kuruga mumateeka ihanga nebukulembezi obwebicweka akakarra 243. Abanyansi boonka nubo baine kwenyingira mubukulembzi bw'ebicweka.

Kusigikirra h'akacweka 180 (2) (b) omumateka ga'Uganda Kimu kyakasatu ekyabebembezi bobulemi bwobucweka baine kuba bakyara. Kanu akakarra tikarukutanga abakyara kwesimba habukulembezi bwoona kandi bakakomebwa.

#### **2.2. Amigasos nemiriimo y'abakyara abalemi/ abakulembezi**

Ekicweka II mumateeka g'obukulembezi bwebicweka/bwahansi nikyoleka emigasos n'emirimo y'abakulembezi ha' disitirikiti oihireho emigasos eyabulikiro eyabakulembezi nkoku esengenekere mukcweka kamu hansi; abakyara abakulembezi kusigikirra mubuhangwa baine kutekaho empinduka mubwomezi bw'abakyara ababarukwebembera. Kandi kukora kinu baine kuba nobukuggu n'amagezi kutekaho obwinganiza, mubukulembezi, muntegeka, mubyembalirra nokuseruliza ebyo ebirukuleta enkurakurana. Ekicweka 3 ekyakatabu nikyoleka mubwijwire ha'nsonga enu.

Emigasos y'abakyara abakulembezi nikisigikirra ha'bintu bingi hamu nuho otwaire akatebe akabarukuhereza. Ekyokuroraho, omukyara omukulembezi asobora kuba nakatebe akabebembezi. Emigasoye iija kuba:

- ◆ Kwenyigira mukutandika n’okutekaho amateka agarikirizibwa akatebe akalemi;
- ◆ Kwenyigira nokutekaho amateka munkora nokurolerra hamu n’okuteraniza ebitebbe ebirukugaba obuyambi mudisiturwikiti;
- ◆ Kwenyigira mukurolerra nokutekaho mumikorre eby’akatebbe akakulembezi nokutereza ebisobere nambere kirukwetagisa.
- ◆ Kwikiraniza n’akatebe akakulembezi, kukoragana nomuntu wena akomerwe akatebe kebyemirimo aka’ebyembalirra eby’eitaaka rundi akatebe koonakomerwe ha disiturwikiti.
- ◆ Kufunga rundi kumalira ensonga rundi obutaikiranize kurunga h’abitebbe ebyobulemi obwahansi;
- ◆ Hakumalirra kw’omwaka, kwecumitiriza nokubalirra emikorre y’akatebe akabebembezi, nebyo ebyali bine okukorwa.
- ◆ Kukora ha’nsonga endi yoonakomerwe mu’mateeka ag’akatebbe akabembezi.

Akakwera 22 akamateka agobulemi bwebicwera nikatekaho akatebe akarukolerra emikorre y’ebyobulemi; (Akatebbe akahozi) mubyobulemi. Akatebe kanu kakatebwaho amateka gebyobulemi obwekicwera kuyamba obutebbe obalemi mukukora emirimo yabwo kurungi. Kugeza ebyobwomezi, enyegesa, ebyensimbi, entekaniza, emirimo, etahya nebindi. Omukyara omukulembezi asobora kuba h’akatebe kanu kandi emigasoye eri;

- ◆ Kurolerra n’okubalirra enkora mukicwera n’ebisemerirwe kukorwa;
- ◆ Kutunga embalirra y’ekitongole nokwikiraniza nebyo ebine kukorwa mukatebe akalemi.
- ◆ Kwecumitiriza ensasana yensimbi buli mwezi na repota hanyuma yemyezi ena, nukwo asobole kuha obuhigiza mukatebe akobukulembezi;
- ◆ Kwecumitiriza ebirukusabwa kuba mumateeka agarukulema akatebe nokusaba akatebe akalemi kutekaho ebisabirwe munkora. Kebera emitwalize yabamemba kandi oherezehoyi okusagika kuhikire hali akatebe Rundi;
- ◆ Tunga embalirra yamatabi kurugira mumirimo yabo kandi osagike Buli mukulembeze wena aine ebyokukora nkabinu;
- ◆ Bulikaire kuba nabantu kandi nabekaguzaho ebyarahanura munkurato.
- ◆ Kutwara entekereza nebyetago byabantu munkurato, Abakulembezi tibakutwara ebitekerezo byabu bonka baitu nebyabantu barukugambwaho.

Kweteraniza nokuba munkurato.

Kweterana nokwekaguzaho habantu bulikaire. Oihire ebi ababembezi abakomerwe baine kukora mubwebembezi obwebicweka, ababembenzi abakayara baine okutalibanizibwa mu' byobulemi n'obukulembezi nka' WDG noku yaserulize mu disitirikiti 50 mu' Uganda 2012 -13. Okutalibanizibwa kuli nka;

- ◆ Kwegaya nokwetinirra, esimbi obutamara mukuhereza mubikaro byabu, kubanihiramu bingi mubyetago nka' ebisale bye' Isomero.
- ◆ Kusigikirra ha' repota nokuseruliza okwakoziwe mu' disitirikiti 50 kunu nukwo okutalibanizibwa okwasingire 100% mu Uganda. (mwihanga).
- ◆ Abakayara abakulembezi tibaine bukugu mukusaka no kutonganirra kinu kiri 94%.
- ◆ Obutasoma, kulemwa kubaza orungereza orukweyambisibwa munkurato nikitallibaniza abakayara abebembezi mukukora emirimo yabu noku kiri mumathea Gihanga, nagobulemi obwebicweka/obwahansi nobutamanya emitwalize yenkurato kinu kiri 89%.
- ◆ Obutaba nobukuggu mukutekaniza nembalirra, obutaba nobukuggu munkora yebulemi 79%.

Obutaba nobukuggu mubibasemerire kukora 74%. Obukuggu obundi oburukwetagisa mukwebemba disitirikiti bebyobulemi nabakayara abebembezi mbinu: Obutamanya kusaza mubantu enkoragana y'abakayara n'abasaija, obutamanya kukora mateka, obutaba nanseruliza n'obutaba nabyakukozesa ebihyaka mukutunga okumanyisibwa amakuru okwakubayambire mubwebembezi bwabu; obutabaza kurungi, obutaba nobukuggu mukuhanura nobutamanya emitwalize yenkurato nebindi.

### 3.1. Kuhulizangana

Kuhulizangana enyakuhikire yomugaso mubahanguzi bwobwetwaze Nikiyamba mukukoragana, muntekaniza, mumbalirra kandi nebyenkurakurana hamu nokwongera amaani mubuhereza.

Abantu babulijo nibanihira obukulembezi obwebicweka kumanyisa ebikukorwa, empereza, ebibaine kukora, emigaso, ebirukulemesa empereza kandi nencwamu mubukulembezi bwebicweka mwibara mubantu babulijo.

Abantu babulijo nibanihira obukulembezi kubahuliriza, kuserra ebihanuro byabu, ebyetago nebibarukunihira. Abakasala kusobora kuhulizangana kurungi nabantu babulijo hamu nabo ababakukora nabo empulizangana esemerire kuba nungi.

## AKACWEKA 3:

### AMAGEZI NOBUMANYIRIVU OMUKYARA BWISEMERIRE KUBA NABWO KANDI NEMIRIMO EYAINA KUKORA

Okuhulizangana kwahara kukosobora kweyongera mukwimukya empulizingana yebyenkurakurana mubutebe bwahansi. Entegeka yebitongole byahansi mu kwetegera obyokuhulizangana baija kutekaho omulingo gokuhulizangana kandi batangaze hali emirimo yabebembezi abakasala hamu nabakozi bebitongole byagavumenti kurungira ebiteirwe mubyentegeka eteirweho. Abebitongole besemerire kutangaza kandi baketegeseza hali ebyo ebiraruga mu mpindahinduka yempulizingana.

#### ***Emigaso yokuhulizangana***

Ebigenderewa rundi kuhulizangana kiri kikuru muno munkurakuraniza yokuhulizangana. Ebigenderwa binu biyamba mu kuhondera hamu nokukebera.

nibiyamba mukukuranize Kutamu amaani Mubwebembezi nobujunanizibwa Bwabakara abebembezi Iwe nkomukulembezi wekaguze habwaki nimbaza.

Mbalize:

- ◆ Kumanyisa abantu ebitekanizibwe, ebitakakozirwe, empinduka;
- ◆ Kuhindura entekereza nemikorre;
- ◆ Kwetegerezesa ekyokuroraho; iteka erihyaka;
- ◆ Okusikiriza nokwetegerezesa emikore yobulemi/obukulembezi;
- ◆ Kutunga obusagiki bwabaru kukwatwaho.
- ◆ Kusagika Kwongera amaani munkoragana y’abantu, obugumikiriza, rundi mukuyamba hamikorre yobulemi/obakulembezi.
- ◆ Kutaho enkoru yokutugamu entekereza y’abantu.
- ◆ Abantu abatunulirwe Oine kusaraho baaha aborukubaliza. Eki oine kukisaraho nobalirra baha abakwetagisa obutumwa bwawe.

#### ***Kuseruliriza***

Kyobujanizibwa kuseruliza habyorukwenda kubazaho kandi nukwehanuza haburu kukwatwaho.

### ***Obutumwa obukuru***

Hanyuma y'okuseruliriza obutumwa obukuru obwarukwenda aburukukwaho betegereze kandi ohulirize.

### ***Tekaniza obutumwa bwawe nakiki ekyorukwenda:***

Kwegesa abahuliriza - kubamanyisa kiki ekirukugenda kubaho rundi empinduka mwiteka.

- ◆ Kusikiriza abahuliriza-bahe amaani kwenyigiramu nokuha entekereza yabbu.
- ◆ Manyisa kandi okakase abahuliriza- Bamanyise ekirukugenda kukorwa.
- ◆ Ebyokuroraho habutumwa abebembezi ebibasobora kwenda kugambaho.

### ***Twara obujunanizibwa bwokunaba mungaro omazire kwekyambisa***

Ekyoloni, dya' ebyokulya ebirikwookya byonka kandi osweke ebyookulya byoona kwetantara kuharuka.

Ensimbi za NAADS ziroho habwa bakya neminyeto. Genda h'agomborwa kutunga ebirukusinga aho.

Obutumwa obwarukwenda kukozeza bwine kuba burumu pokopoko yawe. Mukiokuroraho kyaitu, obutumwa bwine kubanibukwata hakukendeza kaharuka mwigomborwa lyawe.

Obutumwa bwine kwetegerezebwa arukubutunga Hatali abusindikire. Bwine kuba bugufu, murulimi orukwetegerezebwa buli omu mukicwika nibikora hakigendererwa kyawe.

### ***Ebigenderwa byokuhulizangana***

Kinu oine kukikora nikwo obutumwa bwawe babutunge. Kiki ekyorukugenda kukora? Noha arakora ekyo kurora obutumwa bwahika abasemerire kubutunga?

### ***Emiringo yokuwulizangana***

Obutumwa bwawe buhikire buta hali abo abasemerire kubutunga? Ebyokukozesa mukuhulizangana hasobara kubamu nka binu;

Obutumwa oburabire mumahure. Kinu kiba kyangu baitu obutumwa tibuhika hona kurungi. Kikubaire kirungi kukaguzibwa maiso na maiso kuraba hali empulizangana ya bamahure kurugira omulingo ogwokwenda obutumwa buhike hali abo abasemerire kubutunga.

- ◆ Omulongoti gwa intaneti: Twara enkozesa ya intaneti nke kikuru mukicweka kyawe kandi ogikozese kurugi kurugira habutumwa. Eba nkozesa nungi habwokuba tekutwara sente nyingi, ehika haingi nomuno muno nambere ekuba nehika ekusobara kukozezebwa abantu baingi murubazo kusobora kuhika hali abantu abasemerire kuba nibatunga obutumwa bunu.
- ◆ Ebitabu/Empapura eziroho obutumwa/Empapura eziroho ebihandinko ebyamazima.
- ◆ DVDs mubicwe byokunihira kuba noyoleka filimu/akatambi kusobora kuhikya obutumwa.
- ◆ Radio: Nungi erahukya kuhikya obutumwa namuno muno mubicwe byomubyaro nembere bakira kukoze radio nkeyo tunga obutumwa/amahure.
- ◆ Obukurato bwabantu: Guba mulingo murungi gwohikya obutumwa hambaju ebiiri.
- ◆ Okutesa kwo mubugurupu: Eba nungi habyo kuseruliriza kandi nokuhulizangana kwe mbaju ebiri.
- ◆ Imeiru: eba nyangu kwesiga mu mubyokuhulizangana baitu tesikiriza muno mubyo kuhulizangana
- ◆ Enkara zabokubokuhanikira: Kwongera hali obukuhandikira, abandi abokoragana nabo bakusobora kuba baina ababahandikira ekikusobozesa obutumwa bwawe kuhika hali abo abakwenda babutunge. Kozesa kinu kurungi.
- ◆ Kuraba mu posita ofisi: Ebaruha zabantu abakukwatwaho
- ◆ Kuraba mu babakulira: Kukoze abakubakulira guba muhanda murungi gwokuhikya obutumwa habwokuba kyongeraho ekitinisa habutumwa.
- ◆ Obugenyi: Eba nungi yokurabyaho omubutumwa obukuru.
- ◆ Ebyapa: Kirungi kuhikya obutumwa habantu
- ◆ Kumanyisa abantu: eba nungi mubicweka ebirumu abantu baingi abakusobara kutwara obutumwa.
- ◆ Ebyetango ebyembaganiza: Bulikiro komamu abantu abain ebyetango ebyembaganiza mukicweka kyawe waba nohikya obutumwa. Okusobora kukoze emizano, obkuhindura abantu abaina obulemu kurora ngu nabo buhikwaho obutumwa kandi babuteka munkora.
- ◆ Embalirira: Buli kintu kikutwa sente zingaha? Kinu kija kusigikira omulingo gwogenda kukoze.

- ◆ Okukebera no'kuhondera: Kikuru muno okutera omuranga nukwo tusobole kurora ekyokukora hamihanda ekusobora kuyamba kukora. Okukebera kukuru muno mubuli gavumenti yona babwokuba esente ezikuzesebwa zina kwolekwa omulingo zikozesibwe. • Okukebera no'kuhondera nakyo kiyamba obutebe bwahansi kukora encukacuka nambali enkora ekyali hansi.

**3.1.1. *Kukozesa ebyokukozesa ebiyaka mukuhulizangana kikwongera mubyenkurakurana mubebembezi bobutebe bwahansi.***

- ◆ Kukozesa ebikozeso ebiyaka mukulibasa amahure nikwo kisobole kusemeza obwokulembezi mubutebe bwahansi;
- ◆ Webusaiti:Buli butebe bwahansi bwina kuba na webusaiti ekukozesebwa buli kasumi. Gavumenti zabulijo webusaiti nkuru muno mu mihanda yamahure habwa abantu boona muntegeka za'gavumenti embalirira, puroguramu rundi ebintu ebikozesebwa munkurakurana yabantu hamu nebindi.
- ◆ Emihanda yamahure: kinu kimanyisa ebintu ebikozesebwa mubantu hamu nebitongole kulibasa amahure nitukozesa itaneti humu nebyenkurakurana empyaka. Harumu binu: Imeiru hamu nokusindikiraho amahure, Feci buuku hamu bebindi. Emihanda yokulibasa amahure eri ebiiri eyamba abantu nebitongole kugabana amahure, ebiisani, Filimu kutera ebisusani okulibasa amahure kuba kwamazima, kwina kuba nikusigikira hankozesa yabulijo mumahure nka radiyo hamu nokweterana kwabantu nukwo kibasobozese gwongera amahure nokuhulizangana.

***Habwaki omuhure gali gumugaso hali abebembezi bahansi?***

- ◆ Kulibasa amahure kiyamba abakansala kugarukamu hali ebizibu kuruga mubantu babulikiro mubwangu kandi kinu kyangu kukozesa.
- ◆ Nikisobora kukozesebwa nka omuhanda gwokutunga amahure nukwo kisobole kuyamba kusaraho kiki okyokukora. Ekyokurorwaho obutebe bwahansi nibusobora kuhanura hansonga ezitakasazirweho, ebizibu byabantu babulijo nibisobora kutekerezebwo nukwo ebyokukora kumaraho ebiizibu ebi kuraba mukulibasa mahure.
- ◆ Kibayamba kuhulizangana mubyokoma obutebe bwabakyara
- ◆ Nikibayamba kubagana amahure habwebizbu ebikuba bizireho, ekyokurorwaho kakuba habaho oburwaire nka kolera okulibasa amahure kiri kimu ekikusobora kukozesebwa kumanyisa abantu babulijo habwaki haroho oburwaire obu nekyo ekikusobora kukolebwa kubutambira mubikaro

nkebi nambere hatali amahure gabulijo agahandikirwe omumpapura kiri kimu habikuru byokulibasa amahure kumanyisa abantu.

- ◆ Munkozesa yamahure abantu babulijo nibasobora kumanyisibwa ebikugenda mumaiso humu nokufuna ebibakugamba mubwangu.
- ◆ Kikusobora kukozezebwa kutunga amahure ekyokurorwaho bakusobora kubaragira omulingo gwokutungamu abekitongole kyabebyolimi (NAADs) aba hagombora kumanya ebikikukoraho kuruga ha bintu by NAADs hamu na puroguramu yembalirira yomwaka.
- ◆ Kiyamba mumpulizangana yabulikaire kuruga ahantu hona. Tikikwetagiza kwitira Tirana ahantu hona kusobora kuhulizigana.

***Endibasa yamahure eyamba obutebe bwahansi kurangira amahure batakwesigikira hankora eyeira eyokulibasa amahure kukebera nokwehara ebizibu ebiri omumahure.***

- ◆ Nibisobora kukozezebwa kuyamba abantu babulijo kufuna amahure ekyokurorwaho nikisobora kuyamba kukwatanisa ekitebe ekiyamba munkurakurana yabalimi ekimanyirwe nka NAADs hamagombora , nokwo kisobozese kufuna amahure hali eki ekitongole ekigambirweho hamu nokwetegekera ekozesa yesente mu buli mwaka.
- ◆ Abantu babulijo nibasobora kulibasa amahure kumanyia abakasalazi habizibu ebikuru humu nemiriimo enyakuyamba kuletaho enkurakurana rundi okuteka omunkora emiirimo egyo ereta enkurakurana mu bantu. Bakasalazi baina kumanya ebikuru mukukozesa amahure rundi okuhereza amahure omubigufu ekinyakumanyirwe nka SMS
- ◆ Otahereza amahure katahikere habwokuba amahure ago kukuba gaherezezebwa tikikusoboka kugafuna
- ◆ Abantu babulijo baina kumanya kugarukamu amahure mubwangu ebikukwatana habizibu byabu kurugira mukulibasa amahure bulikasumi. Kukora kinu kyombeka obwesigwa mubantu babulijo.
- ◆ Gezaho kufuna obwiire oburungi buli bwokuba nolibasa amahurenikija kukuyamba kutunga ekoragana enungi nabantu ababulijo habikwata okulibasa amahure.
- ◆ Okulibasa amahure nikisoboka kuhika hali eminyeto habwokuba bali baingi hali ekyo ekigambirweho.
- ◆ Okulibasa amahure kwina kutaburwa hamu nemihanda endi omukuhulizangana namunomuno mubantu ababulikiro bali munkurato rundi hamu naradiyo nebindi habwokuba tihali buliyomu .

- ◆ Kozesa ebintu ebiiri hamutindo nosigikira nkoku biragirirwe nukwo osobole kutaruga habizibu ebyokuba nokoraho.
- ◆ Yeta abantu abo bonka batahe omunkora egambirweho haiguru. Obwokuba nokozeza enkora emanyirwe nka SMS nomuno muno mubakasalazi nikitasoboka abatali bakasalazi mukweterana nkoku.

### **3.1.2. Ebiika byokulibasa amahure**

#### ***Fesi buuku:***

#### ***Fesi buuku kiki?***

Fesi buuku kiri ekintu ekikozezewa kuteraniza abantu nkaba nywani nabandi abakora, abakusoma kandi nibaikara hamu. Webusiti ekatekebwa munkora mukwezi kwakabiiri omwaka gwa 2004 kandi nekora hamu eri yomuntu nko muntu. Omwezi gwa 2011 fesi buuku akaba eina abamembezi abehandikisize kandi nibagikozeza bali emiryoni 600 omwezi gwa 2009. Ekitongole ekimanyirwe nka COMSTUDY kikateka ha fesi buuku eri nke enkora enkuru eteraniza abantu omunsi yona.

#### ***Noha akozesa fesi buuku?***

Omuntu wena ali haiguru yemya 18 akwikirizibwa kukozeza fesi buuku(okutu gwa intaneti). Kwegaita hali fesi buuku oina kuba na imeru aduresi kandi oina enamba eyesinta.

#### ***Kiki omukyara ali kasala kyaina kukora na fesi buuku?***

Fesi kiiri eki ekiteraniza abantu kandi nikiyamba omimiringo enu;

- ◆ Kwitira Tirana nabantu bimpinduka, abanywani, abawasomereho nobo, abakuguki, abaramuzi, amakapuni rundi abo abekozeza rundi banyirwe nka babizinesi.
- ◆ Okuhingasiniza amahure, ebiisusani hamu nabantu abatali bumu.
- ◆ Taha omu kuhanura babizibu nka ; Kaguza entekereza rundi ebitekerezo hali ekizibu ekyokurorwaho, obutebe obwahansi Kakuba buba nibugenda kuhanura hasonga yembalirira osemirirere kutekamu ebikuru muno mumbalirira aya disitirikiti nosobora kusindika ebikaguzo nokozeza fesi buuku oyoina kandi nokutunga eki mubantu abakuba nibakozeza orupapura rwa fesi buuku yawe. Nosobora kuherezayo ekitekerezo ekikusobara kukozezewa iwe nka omuntu kandi nomukuhanura kwobutebe bwahansi.

- ◆ Nosobora kukozeza fesi buuku mubitongole nambere wayendikisize ekyukurorwaho WDN eina orupapura orwetwa fesi buuku. Kiiri kyobukugu kandi nikisobora kuyamba kutunga ebitekerezo mubwekulembezi hamu nebizibu ebikusobora kukuyamba kukora kurungi.



### ***Notaha ota mu fesi buuku?***

#### ***Eimeru:***

Kwekwatiramu mukukinguraho eimeru nikiyamba . Akatubu komungaro

Gezaho kwekurakurana nokozeza eimeru. Binu nibyo oina kukora:

- ◆ Garukamu eimeru nomanyisa ogu agikusindikire.
- ◆ Garukamu ensonga ezolekerwe mu eimeru mpora mpora notandikira hasonga yokubanza kuruga hali ogu akusindikire mpaka owukusembaya.
- ◆ Gezaho kurora nti empandika yorulimi nungi
- ◆ Ijuka nti eimeru ogyawiire kandi nosobora kugihayo obwokuba nogyetaga omubusumi bwomumaiso.

### ***Nosobora ota kukungura akasanduko akamanyirwe nka imeiru ?***

- ◆ Haroho igiini ezabusa ozokusobora kukozeza nokinguraho obusanduko bwa imeiru! Munu nuho hali yahoo, hot mail, gmail, ymail hamu nezindi .
- ◆ Kyoina kukora noiguraho akasandoko ka email nukwo okukozeza intaneti nowehandikisa. Kinu nikisobora kukorwa mubwangu hasenta eyorumu.

Kakuba oba nosobora kufuna kompiyuta eina intaneti mu ofisi yawe rundi omuka nabwo nosobora kusingura eki ekimanyirwe nka imeru aduresi.

- ◆ Nosobora kusinguraho emu hali ezo kandi okehandikisa.
- ◆ Noija kusabwa ebikukukwataho nka ekiro kyokuzarwa, eibara lyokubanza hamu noryokusembayo, ihanga lyawe hamu nebindi. Kiri kyangu kusinguraho imeiru nokozesa amabara gawe kandi kinu nikija kukuyamba kwijuka.
- ◆ Imeiru esemerire kuba eina ensita rundi ekigambo nokozesa enyuguta rundi enamba ezimanyirwe iwe wenka. Kinu kiyamba muno kwahura amahure munsita.

### ***Kiki ekyona kukora nokozesa imeiru aduresi?***

- ◆ Nosobora kuhandika ebaruha okabaza nobo abantu obokwenda
- ◆ Nosobora kusindika ebisusani mubantu abokwenda
- ◆ Ofuna amahure kuruga muli abo abamanyire imeiru yawekandi
- ◆ Saba amahure mu buli omu anayakwina imeiru

### ***3.1.3. Okuhulizagana mubigufu (SMS Chat)***

Ekimu habyokukozesa ebiyaka kiri hansi kandi nikikozesebwa kurungi mukusindika amahure nukwo okukozesa ekimanyirwe nka SMS. Buli omu aina esiimu nasobora kukozeza ekimanyirwe nka SMS nasindika amahure. Nka omukyara omwekulembezi oina kuba oli mubugurupu butali bumu kandi nikikwetagisa kusinda amahure. SMS kiri kimu hamihanda ayamba kusindika amahure mubugurupusi obutali bumu. Nosobora kokozesebwa kusindika amahure nabulikintu kyona rundi kusindika amahure mugurupu. Kuba nekozezebwa kurungi omuntu asemerire kuba ali memba wa gurupu eyo. Ekyokurorwaho kutaha mugurupu kandi nokozesa SMS nolibasa amahure kyolekerweho hansi.

Katugambe nosobora kufuna gurupu muli abatezi bakaruru abatira Tirana bulikasumi hansonga zitali zimu ezimanyirwe nka SACCOs gurupusi omukanisa, gurupusi zabalimi, gurupusi zeminyeto hamun nagurupu zabakyara. Funa esiimu zabekulembezi hamu nabamembazi ba 5 mugurupu. Bwokuba oina ekizibu okyokwenda abantu bamanye katugamba nka ekya NAADs nosobora kusindika amahure haigombora okafuna bingi ebikukwatana hansonga egyo. Noraba mu SMS nosobora kusindika amahure hali abo byoona obyokwenda bakukolere.

- ◆ SMS neyamba kulibasa amahure muli abo abatezi bakaruru nokozesa gurupusi. Nosobora kukozeza SMS kufana amahure kutekanisa abantu kukora omulimu ogwenkura kurana nka okusemeza amaize rundi egundo

zabulijo. SMS kiiri guli muhanda mwangu ogukusobara kuyamba kuhika habantu baingi nokozesa esente ntaito. Nokozesa SMS nosobora bulikasumi kwitraitirana abantu babulijo akafuna enamba zesiimu zabu hamu SMS chat.

- ◆ Omubwiire bwokutera akaruru SMS kiri kyangu kutunda ebikuru ebyogu agenda kukora nojukya abatezi bakaruru kukuterera akaruru kufuna ebi ebikubakwataho hamu nebindi .
- ◆ WGD Kikuheza bakansalazi na SMS gurupu obwekuba emazire kukorwa abamembazi nibasobora kwehandikisa mugurupu eyo kandi bakafuna amahure nabo bakasindika amahure.

### ***Haro emihanda ebiiri enyakumanyirwe nka chat gurupusi;***

- ◆ Ebyabulijo WGD chat gurupusi ekusobora kutekwa munkora ha disitirikiti ekyokurorwaho nosobora kuba na WDG (Arua Disitirikiti)National WDG chatgroup; WDG
- ◆ Mwihanga lyona WDG chat gurup;

WDG ebyekukozesa mugurupu nibyo biinu;

| <b>Task-Ekyokukra</b>                                         | <b>Message Format(s)</b>                       | <b>ekyokurorwaho</b>                                                                                             |
|---------------------------------------------------------------|------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| kutaha omugurup emazire kuteibwaho                            | Bara [ibara lyagurupu]                         | Tahamu WDGA                                                                                                      |
| Kusindika amahure hagurupu                                    | Taha mugurupu<br>[Ibara Lya Gurupu]            | Sindika WDGA oine kumanya nti amahure aga NAADs abasabire gagenda kuturuka nyekya mu offisi zobutebe bwabulikiro |
| Kweta omuntu mugurupu                                         | Sindika ibara lyagurupu                        | INVITE<br>0714256372,0712920498<br>WDGA                                                                          |
| Kwihayo ebyo byoona ebikulibasa amahure mugurupu              | Yeta (ibara lyagurupu)                         | LIST MESSAGES WDGA                                                                                               |
| Kusoma ebikuuru ebikulibasa amahure hanyama yokwihayo amahure | Handiika okulibasa kwamahure (ibara lyagurupu) | READ 1 WDGA                                                                                                      |

| <b>Task-Ekyokukra</b>                         | <b>Message Format(s)</b>   | <b>ekyokurorwaho</b> |
|-----------------------------------------------|----------------------------|----------------------|
| Kwemereza kufuna amahure kuruga mugurupu      | Soma (amahure gagurupu)    | Yemereza WDGA        |
| Kabara abamembazi abali mugurupu              | Yemera (ibara lyagurupu)   | Bara WDGA            |
| Kurora biiki ebyokukora mu gurupu             | Kubara ibara Iya gurupu    | Manyisa WDGA         |
| Ekyokurorwaho omuntu bwakuba atahire mugurupu | Manyisa (ibara layagurupu) |                      |
| Yemeraza kufuna amahure kuruga hagurupu       | Rugamu (ibara lyagurupu)   | Rugaho WDGA          |

Hanyuma yokutera endibasa yamahure oine kugasindika mubwangu nokozesa ekibeta kodi 640 ekyokurorwaho.

Kutaha omu WDG Arua gurupu notera kutahamu WDGA kandi nosindika ha Namba egi 640. habwabakasalazi kuba bakugu nibakozesa SMS nokurora nti enkora egyo esigaire nokozesebwa kurungi nikija kwetagisibwa kufuna abakya abekulembera gurupusi abamanyirwe muuno, abekulembezi abaminyeto, ebekulembezi bamadiini, abakuru bebika. Bukiba nikyetagisa amahure rundi kusindiak amahure mu Bantu babulikiro nibasobora kukozeza SMS. Obujunanizibwa bwokuserura abo abamanyirwe muuno mu gurupusi abantu mubyaro ekyokurorwaho nkaiwe. Obwokuba oli memba mu SMS omuhure mugurupu yona nigabaliwa hambalira emu. Ekyo nikimanyisa SMS negurwa siringi 50 nobwokuba nosindika amahure mubantu 100 nikija kukutwalira siringi 50 habwokuba nogwo omuhanda omugufu ogukozesebwa ha WDGA.

### 3.2. Okubaliza abantu

Nikiruga om FOWODE akatabu akomutwe kusingura akaruru mu bwekulembezi (omwaka 2010) hamu nomukitongole kya UNDP

Embozo enungi bukugu kandi kikuru muuno hali abekulembezi. Embazo kiri k ikuru mubakansalazi kusikiriza abakubaterera akaruru hamu nabamahure.

Kurugira mudikisonare emanyirwe nka web embazo omubantu kiri kikuru mukulibasa amahure nomu nomuno mubantu.

#### **3.2.1. *Kyongera mubyenkurakurana mukwekirizamu kwomuntu nenkurakurana mukwikirizamu.***

- ◆ Abakulembezi basemerire kuba baina iraka lyabatezi bakaruru. Kagamba gamba omurungi agisaga kyangu kwanjura ebizibu ebikukwata ha bantu mukitongole. Kandi;
- ◆ Noraba omurubazo rwabantu omukyara omwekulembezi ayamba kuhereza amagezi abakuletaho enkurakurana yamantu mubatezi bakaruru hamu nenkurakurana yekicweka mukutwaliza hamu.
- ◆ Kuba kagamba gamba omurungi mubantu omuntu aina gwega kuseruliriza ebizibu, kutekaniza ebyokukozesa hamu nokuherayo ebyokukozesa mubantu omungeso ekuyamba kumaraho ebizibu ebyanjirwe.

#### **3.2.2. *Kiki ekyomuntu akwetaga kukoro kuba kagamba gamba mubantu ?***

- ◆ Oina kwetegeka nokuseruliriza hali omutwe ogwogenda kubazaho.
- ◆ Nobaza omuntu gezeho kwesigikira hamutwe
- ◆ Gezaho kurora nti ebikwanjurwa, bihikirire, byangu, kandi bigufu kandi gezaho kuba otekaine.
- ◆ Kozesa orulimi kandi ogabane embazo zabantu nebyokurorwaho.
- ◆ Oyemerire gezeho kurora nti osimbire omutwe haiguru kandi gezaho kuba neiraka lyahaiguru.
- ◆ Gezaho kurora amaiso gawe gakwatagaine nabokubaliza.
- ◆ Otabugutana kandi yoleka obugumu.
- ◆ Ba mujagu jagu nohereza orubazo rwawe Sigara nkoku ali
- ◆ Baza mpora kandi lemera hansonga

- ◆ Garukamu ebyokubaza nukwo osobole kwetegekese abokubaliza bategereze ebyokubaza bulikiro.

### ***Kwetekaniriza:emihandayokwetakaniriza Ebyomumaiso***

Wekaguze: noha? Kiki? Nakikora ata? Dihi? Nkaha? Habwaki?

- ◆ Baki abokubaliza? Biki ebibakwetaga? Engeso zabantu ziriki? Biki ebibagana babandi? Bikwisana isana bita?
- ◆ Korakuseruliriza abantu obukugenda kubaliza
- ◆ Biki ebyokugenda kubaza? Omuhanda gumu ogwokugarukamu ekikaguzo kinu wekaguze wenka biki ebyorakora? Wakugondeze kumanya kandi okaba musinguzi kubaza ebyoina mubwongo? Tekereza habigendererwa ebyokugenda kubaliza abantu
- ◆ Nosobora ota kubaliza kuhikya orubazo rwawe mubantu? Orulimi kikuru muno hano Mulingo ki omurungi ogwokusobora kuhereza obutumwa? Orulimi kikuru muno hano,
- ◆ Dihi? Kuhereza obwire kikuru muno hanu. Gezaho kulinda obwiire nukwo osobole kuhereza ebyo ebyokwanjura mubantu. Haro obwiire bwokubaza hamu nobwiire bwokuculera. Kirungi kuculera omwanya gwokuzina iraka libi?
- ◆ Nkaha? Biki ebyokurorwaho nohereza orubazo nibirugira omubwongo? Nosobora kutunga obwiire bwokubungira ekisika ekyokurorwaho tekansa entebe. Kebera ebyokugenda kukozeza bwokuba osazireho kukozeza obyokurorwaho.
- ◆ Habwaki ? kusobora kumarayo ebyokugenda kuhereza bakuhulirize eina kumanya habwaki baina kukuhuliriza kandi naiwe bagambire nambere kikwetagisa.
- ◆ Otagenda murwanju raba mubigufu kandi embazo zawe zitaba ndaira. Nambere kikwetagisa sagika binu nebyokurorwaho nukwo osobole kwoleka kurungi ebyokubaza.

### ***3.2.4. Okubaza omu bantu–obukodyo bwokozeza omubwongo***

- ◆ Okwisana kwomuntu – Bwoba noheza orubazo mubantu buli omu akutunura. Osimerire kuba oli mwecumi , otajwara engoye ezikumulika, wehale kukozeza orulimi oruratabura abakuhulirize, gezaho kwesigikira harubazo rwawe hatali ebyojwaire.

- ◆ Orulimi rwomubiri: omubiri gwawe gukora ebicweka makumi 50 habuli ki 100 murubazo rwawe yemera kurungi kandi ebigere byawe byeyanjurwere kurungi. Emikono yawe hamu nengaro bina kuba haihi nekifuba otagiteka enyuma kandi wehale kubaza okwasire omusaho. Wehale kwolekereza ebyara bwokuba noh ereza orubazo.
- ◆ Amaiso hamaiso: gezaho kusikiriza abokubaliza notunura ekisika ekyokubalizamu buli kasuumi. Kinu kikuyamba abakukuhuliriza abyokuba nobaza. Kakuba ohura notina rundi noswara rora haiguru yabo abokubaliza
- ◆ Omulingo okuzokamu: Seeka obukikuba nikyetagisa kwikara. Harufu rora ngu tiwaseka obwiire bwaba butali bwokuseka. Enzokamu yawe esemerire kuba negendera hamukoro kandi orole orubazo rwawe rukukwata hali obutumwa bwawe.
- ◆ Iraka:baza muno buli omu asobole kuhura obutumwa bawe. Balirira iraka lyawe. Ijuka kugarukanizamu ekintu kitama. Kozesa okudupa dupa kuhika hali ekintu ekikuru. Imukya iraka lyawe kandi olikendeze osobebe kukakaturiza habigambo byawe.
- ◆ Omulingo gwo kutwaramu okutina: Buli omu ahura natina atakatandikire kubaza mu Bantu. Kinu kiri kyabulijo. Kwehamu okutina, tekekereza hali abyamazima ngu abantu abokugenda kubaliza nobo bali Bantu nkawe kandi baba nibakwendeza ebirungi. Kakuba otekaniza kurungi orubazo rwawe kandi omanyire nabantu abokugenda kubaliza ohura ogumire. Otakabaire kutandika kuhayo obutumwa bwawe , kora biinu; bungira ekicweka eki bukyali kara osobole kukimanya; rora ngu omanyire okyokugenda kubazaho otegeke orubazo rwawe kurungi notandikira hakweyenjura, ebikuru ebirimu, nebyokumalira. Wegezemu murubazo rwawe noboikaranabo rundi ebeka yawe abakaguze nkoku ruli. Jwara kurungi naiwe ohure nowegonza. Tandika orubazo rwawe nebigambo byokusandara rundi orugero orukugendera hali orubazo rwawe. Kinu kija kukuyamba iwe nabokubaliza kuhura muteikaine.

### **3.2.5. Terekereza orubazo**

Hanyuma yokusoroza ebitekerezo byorubazo rwawe, ruterekereza oihemu ebitakwetagisa kubazaho. Binu bikusobora kukozezebwa:

#### **A) Kutandika**

Tandiika “nebikusemeza” nko orubazo orukukwataho rundi ekyokusandara ekikuhikya hali abokugenda kubaliza ekyokurorwaho kakusinga obaza hali yunivasiti eyiwasomiremuko okusobora kubaza hali obwokaba okyali mwegi; rundi kukuba obaza hali etimu ezana omupiira, kamba haliyo ekyokusandara

kikukwata hali abazani bomupiira...) kinu kija kukuyamba kutunga okuhulirizibwa kwabo hamu nokukuganyira.

Hanyuma, yanjura abokugenda kubaliza okyokugenda kubazaho ekyokurorwaho baza hali ota kandi habwaki ekitongole kisemerire kwongera ebyokukozesa kuhinduraho mubyokusoma mukicweka kya Oli.

### ***B) Obyomunda rundi ebicweka ebikuru:***

Komamu obyakubazaho bisatu rundi ebuzibu kuyamba orubazo rwawe. Ebikukira habisatu bija kuba bizibu kwijuka habokubaliza. Soroza ebyokurorwaho rundi amazima kusagika ebyokubazaho. Tekamu kuragiraho ebyawe hamu nebiwarabiremu.

### ***Example:***

1. Okuhakaniza: Embera embi oyokusoma eri mu Oli
2. Okuhakaniza: Ebyokusoma, namuno muno abaisiiki abato kiri kikuru muno habyobwomezi
3. Okuhakaniza: Amateka egenyawukana hamu nebyembalirira bikwetagisa

### ***C) kumaliriza***

Okumaliriza kiba kikuru muno murubazo. Kinu kiba kicweka kikuru hali abantu tutunulire kwijuka bagarukire omuka. Rora ngu wamalira nensonga enkuru muno kandi ogigarukemu murubazo rwawe hakumaliriza.

## EKICWE 4

### KURWANIRRA

Birugire mu UWONET ((2010) Akatabu akarugwegesa ebyokurwanirra kandi nebyayanjwire Sheila kawamara Mishambiata Murosomo Rwakutendeka abasomesa.

Ha'bwabakyara mubwetwaze arwabaireho okwa kasatu 27, 2013  
kampala – Uganda.

#### 4.1 Kurwanirra kiki?

Kurwanirranugwo omulingo ogutandikirweho abantu, nkebitongole ebitali byobakulembezi (NGOs) ababembezi, nebitongole ebindi ebirukwataga empinduka. Kurwanirra nikimanyisa kubaza rundi kumanyisa abantu hansonga eyamani nokwoleka nkoku obuzibu busobora kumalirizibwa. Kurwanirra nikimanyisa kukoraganira hamu nabantu nebitongole ebindi kuletaho empinduka.

Abakyara abebembezi baine kukora ekirukusoboka kuleta empinduka mubicweka byabu. Empinduka esobora kufa mubyobwomezi, mukusoma, mubyobuliimi, kwongera hayentahya nebindi.

#### *Diihi Obutukwetaga Kurwanirirwa?*

- ◆ Kakuba Ihanga liba lina amaani maingi kukora litaine okulirolerra.
- ◆ Kakuba Ihanga liba litaine maani mukurolera abantu nokubayamba mukukurakurana obwomezi bwabu.
- ◆ Kakuba hatabaho enkoragana.
- ◆ Kakuba- abaho entaro za'madiini rundi amahanga.

#### 4.2. Emiringo eyokurwanirra niyo eraaha?

Emiringo emikuru eyokurwanirra eri ebiiri esobora kwahukanizibwa: Omuntu kurwanirra kandi nomulingo gwokurwanirra empinduka.

Kurwanirra omuntu niki kwata hakuhindura embera rundi kurwanirra emirembe ye. Omulingo gwokurwanirra empinduka kurugirra hansi, mwihanga rundi hamahanga kuletaho empinduka hamuntu rundi abantu abanyakwina ebizibu eburukwisana. Gunu nugwo omulingo ogwokuyamba abantu habwakaire karaira

mukwihaho ebizibu ekikwetagisa amaani gabulikaire.hakuhindura embera rundi kurwnaiomunkkk

#### **4.3. Byokurwanis ki ebisobora kukozezebwa kutekaho empinduka ekwetagisa?**

Kukoma, kusoroza abantu, ebyobulemi (oteiremu nobuhulizi).Mukurwanirira kaguza amani gobukulembezi, kaguza kandi ogarukemu ekikaguzo oha afunireki; afuuna ekwinganaki mukasumiki, matiza kandi osobozese abali mubukulembezi kuletaho enkura enungi kiyambe kuletaho embera enungi nokurakurana.

Okurwanirira kugenderera kuletaho empindukahinduka nobwinganiza mubitungole, obugabe bwokubaza, nokuhindura obukulembezi.

Okurwanirira kumaraho amateka amabi, okukozesa orulimi orubi mubitungole nomubantu, okusorora, okujwoga abantu, nebyobuhangwa. Amadara agokurabamu kukora okurwanirira okurungi.

#### ***Akacweka Akokubanza: Soborora ekyokugezaho kurwanirira***

- ◆ Soborora ekizibu? Kiki Ekyokwenda?
- ◆ Kiki ekyokwetaga kumanya kakizibu? Ogenda kukizooro ota?
- ◆ Kitekerezoki ekyoina hakigendererwa kyempindukahinduka eyogonza kuleta? Bwomwezi bwabaraha obugendenda kuuba kurungi, kinuogenda kukikora ota?

#### ***Akacweka Kakabiiri: Okusoborora ekigendererwa ekyokurwanirira***

Biiki ebigendererwa ebyoine?Kiraletaho embera nungi mubwomezi bwabantu?Kiraletera abantu kinu kukitwara nkeyyabu?Abantu boona barahulira empindukahinduka ereserweho?Kinu kiri kyamani kandi kikusobora kuhikirizibwa mumyezi nkamukaga?Kirayamba Kuletaho ebitungole ebyobuhangazi?Kinu kirayamba abakazi nabantu abandi abataine obusobozi kweterana mubyobukulembezi?Kirayamba okuhagira nokuhesa ekitinisa obugabe bwabantu?Kiraba nenkora ekwetegerezebwa kandi enungi?Kirakuyamba kuyamba kutwara omumaiso ebigendererwa byawe? Kirakwataniza ebigendererwa ebyahansi nebyensi yoonza?Kirasobora kuhikirizibwa nokutekebwa mumnkoora?

#### ***Ekicweka kyakasatu: Abantu abukugenderera kukora naboo***

- ◆ Oha akusobora kuhereza empindukahinduka eyokugonza kuletaho?

- ◆ Abaina obusobozi bwokusaraho ekyokukolebwa- Abaina obusobozi namani kukora rundikulemesa empindahinduka
- ◆ Abakukozesa amani- Abaina amani gokuko

Kwetegereza Abakuhakaniza: Habwaki bakutuhakaniza? Okuhakaniza kwabu kukwinganiki? Obusobozi bwabu obwesente bukwingana nkaha? Obwesigwa, okuhulizangana, nokuhikiira? Amaani agabakukozesa kutulemesa gakwingana nkaha? Kikutinisa obwomezi? Okwesoroza nenkora yabu eyemereire eta? Ebigendererwa byabo nobukodyo biiri biita? Biiki ebibakusobora kooro kutuhakaniza? Baraha ababakukoragana nabo kutulemesa? Haroho ebitukusobora kweikirizangana?

Ekicweka kyakana: Kwetegereza: Kiraha ekikusoboka, nabusoboziki obwoina kuletaho okurwanirira? Gurupu yawe erinkaha mukasumi kanu? Obusobozi bwawe nobuceeke bikwingana nkaha? Obuhagizi bwawe bukwingana nkaha? Abokukoragana nabo bali mubikaro byobujunanizibwa? Obukulembezi obukurwanirira bwina ebigendererwa ebikwisana? Abakusaraho ekyokukora mugurupu yawe emirimu bakugikora kurungi? Mwina ebyokukozesa ebikumara? Ebigendererwa byanyu bikwetegerezebwa kurungi kandi bikusobora kuhikirizibwa?

Ekicweka Kyakatanu: Entegeka: Kiiki ekitukutebamu: Ebiragiro, enkora, obwekulembezi, mwina busobozi? Okurwanirira kwanyu mukukora diihi?

Ekicweka kyamukaga: Okukora obutumwa: Oina obutumwa obukwetegerezebwa kusigira habantu abokugenda kukwatagana nabo? Obutumwa bwawe bukusikiriza? Kiraha ekihikire nebyetago ebyabantu abokukwatagana nabo.

Ekicweka Kyamusanju: Abatumwa abokukozesa kuhika habantu abakwahukana abokwetaga? Baina Obukugu rundi ebyokurwanirira bikubakwataho? Orakora ota kurora nti beteraire mwekyo ekyokwenda kuhikiriza. Biiki abatumwa ebibakwetaga ebikubasobozesa kurubasa obutumwa kurungi?

Ekicweka Kyamunana: Abokukoragananabo: Bitongoleki ebindi na gurupu ezikurwanirira ebintu nkebyawe: ebirungi nebizibu ebiri mukweteraniza nabantu abaina ebigendererwa nkebyawe? Kiiki ekyokusobora kukora kubaletahamu kuhikiriza ekigendererwa kyawe?

Ekicweka kyamwenda: Okutahya obutumwa: Obukodyo obwokusobora kukozesa kutahya obutumwa? Okusobora kubaza nabebyobulemi. Okusobora kukozesa empapura zamahulire, rediyo, enkurato za tahuni, kusoroza abantu, kukumba, ebyapa nebindi biingi.

Ekicweka kyeikumi: Emihanda endi:Baraha abagenda kuyambibwa munkora eno? Bakusobora kutahibwa munkora eno. Baraha abakusobora kulemererwa? Abakulemesa enkora enu bagambaki? Kandi itwe tukugambaki?

Ekicweka kyeikumi nakimu: Ebembera eyaheru: ebyobwekulembezi ebiroho bikwisanabita hakyokurwanirira ebikorwa ebyokuletaho empindukahinduka? Bizibuki nebirungi ebibirimu? Biiki ebikugenda mumaiso mukicweka kinu ebikusobora kulemesa entegeka eyitukutekaho.

Ekicweka kyeikumi nakabiri: Enteeka yebyokukolebwa: Ebitutekanize kukora tukwenda bihikirire diihi? Oha akugenda kukoraki kandi diihi?

Kuhondekera no kwetegereza: Mukuteka munkora entegeka gezaho kuhondekerera owetegereze kiraha ekikukolebwa kurungi nekitakukora. Entegeka enu ekyaina amakuru rundi kwaha? Koora empindukahinduka mbali osangire obuzibu.

## **EKICWEKA KYA 5:**

### **KUKULIRAGA OBUKURATO BWOBUTEBE**

Adapted from WDN-Uganda Chapter brief to local councillors (2012)

#### **5.1 Obukodyo bwokwekulemba enkurato za gurupu Doora Biinu Orukurato rutakatandikiire:**

- ◆ Ebiro byorukurato bikomebwa kagamba gamba worukurato namanyisa abakuru bentebe zenkurato zoon. Kyonka mbali kikwetagisa omukuruwentebe yorukurato akusobora kuhindura ekiro ekyorukurato.
- ◆ Ebagenda kuhanurwaho biina kuhandikibwa omukuru wentebe amazire kwekaguza akulira ekitongole nebintu ebikugenda kuhanurwaho. Harukurato ebagenda kuhanurwaho biina kusomerwa abantu boona abaizire murukurato kandi nibaikirizangaana nabyo. Omuhandiiki owekitebe ainakuhandiika byoona ebihanwirweho.

#### ***Omukuruwentebe ebyaina kukoora murukurato:***

1. Omukuru wentebe ainakurora nti bulyomu afuunire omugisa gwokuhanura, kandi aina nokwehaara kusorora. Ijuka nti okukulemba orukurato orurumu abantu abakwahukana kandi abatimirwe abantu baingi abebicweka ebikwahuukana. Ijuuka nti kyo mugaso muuno ebiteso byabantu abaizire murukurato bikwatagane nabantu ababakukulemba.
2. Okwetegereza: Omukuru wentebe aina kusoma muno kimuyambe kwetegereza ebintu ebagenda kuhanurwaho nokumusobozesa kwekulembeera orukurato kurungi.
3. Kuba mugumu: Omukuru wentebe ainakuba mugumu kimusobozese kurora nti bulikimu kigenda mumaiso kurungi. Abantu baingi obaba nibakyalibahyaka benda kusemeza abantu kinu nikiretereza bulyomu kubaza ekyakasangire orukurato niruhwa obwire bugenzere.
4. Iwe nkomukuru wentebe obwokulindiisa abantu akasumi kakuhiika nibetamwa. Tandiika orukurato obwire nibukyalibahyaka. Gezaho kurora nti orukurato rutandikiire obwire nibukyalibahyaka. Guli mulimo gwawe kurora nti abantu balinzire obwire. Kinu abantu boona baina kuuba bakimanyire,

kandi roar nti obwiire mbali orukurato ruratandikira nahambali kugangira bumanyirwe kurungi. Obwiri obukozeseibwe kuubi busobora kusisa ebyokuhanuraho.

5. Kwekulembera orukurato mumuhanda omurungi: Omukuru wentebe aina obujunanizibwa bwokurora nti orukurato rukuhondeera omuramwa omurungi. Omukuru wentebe ainakurora nti ebigendakuhanurwaho byetegereibwe kurungi kisobozese abantu kuhanura kurungi nokusigara bali hamuramwa. Mbali abantu barugire hamuramwa omukuru wentebe aina kukaguza ebikagozo ebikuyamba abantu kugaruka hamuramwa.
6. Fuuna ebintu ebigenda kukozezebwa murukurato obihereze abantu obwire nibukyali. Tekaniza ebintu ebyo kusigikira habintu ebimugenda kuhanurwaho. Omukuru wekitebe kyorukuarato aina kukoora nomuhandiiki kurora nti kinu kikozerwe. Ebihandiiko ebyebihanuro ebyenyuma namahulire agandi agenyuma, byoona Kutamu amaani Mubwebembezi nobujunanizibwa Bwabakyara abaembezi bina kuuba mumikono yabantu abagenda kuba murukurato mubwire.
7. Ba-nebyokuhanuraho kandi obihondere. Buli rukurato rwina kuba nebyokuhanuraho kandi rora nti abantu babifunire mubwire. Tegeka ebyokuhanuraho mulingo okurukurato ruragendamu. Ekyokuhanuraho nkeyobuyonjo mu disiturwikiti; kikuletera abantu kubaza muno nibebwa nekibaleserege murukurato. Ekihanuro kyebyobwomezi kikusobora kusoma (Hanura ebizibu ebyekitongole kye byobwomezi mumarwaro gomu disiturwikiti; kinu kikuleta ebihanuro ebirungi. Obwokuba oina ekindi ekyokwenda babazeho oina kukiteka mubintu ebikugenda kuhanurwaho.
8. Wetegereze ebintu ebikutandikwaho orukurato orubihonderwa. Omukuru wentebe ainakumanya enkora youtukurato nokurora nti obugabe bwabantu abatito bulinzirwe kurungi, nebigenderwa byorukurato bihanurwirweho kurungi.
9. Yahura ebihandiko. Kwahura ebihandiko kiyamba kurora nti ebisazirweho murukurato bitekerwe munkora. Kwahura ebihandiko kiyamba nabantu abandi kurora nokwetegereza biiki ebitekerwe munkora. Biyamba nekitebe habintu ebikwatagana nebiragiiri.

## 5.2 Biiki ebiina kuba mubihandiiko byorukurato?

- ◆ Eibara Iya Gurupu. Okugeza: ebihandiko byekitebe ekyebyenturukya;
- ◆ Ebiro byomwezi nesaha mbali orukurato rwatandikire;

- ◆ Ekicweka mbali orukurato rwaikalire;
- ◆ Ababaire murukurato; otekereho abagenyi nabakoozi;
- ◆ Ebyahanwirweho obitekeho nkekihandiko rundi ekicweka kyekihandiko;
- ◆ Ebihanuro ebyaleserwe, oha yabiresere, nebyarugire mubihanuro ebyo. (Ekihanuro ekitarabiremu, ekyarabiremu, ekitarabiremu habwokuburwa akukisigika, obuharaba habaireho kwimukya emikono kurabyamu ebihanuro ebiimu)
- ◆ Ebirugire mubihanuro biina kutekebwa; okugeza ebirabizibwemu nubuhagizi 10, ebyangire 6
- ◆ Abatakomere habwensonga zikwahukana; okugeza habwobutakwatagana mubyemirimu kina kutekebwa mubihandiko.
- ◆ Ebihandiko ebikwahukana; okugeza omuntu obwakuba nayenda kimanyibwe nti we takomerege kiina kwolekebwa mubihandiiko.
- ◆ Ebisazirweho biina kwolekebwa mubihandiiko byorukurato; Okugeza omukuru wentebe aijja kuhereza repoti orukurato hakiro....., twekera omukuru wentebe yadisiturwikiti kopi yebihandiko ebirugire mukuhanura. Byoona biina kuba mubihandiiko byorukurato.
- ◆ Ebintu ebindi aborukurato ebibatwaire kuba bikuru
- ◆ Ebihandiko ebikwahukana nkebya sente, biina kusibibwaho biyambe abakusoma ekihandiko kwetegereza bwangu.

Bwire mbali orukurato rwahwereire bwina kwolekebwa mubihandiko.

Ebihandiko biina kuba bigufu kandi otatekamu ebintu ebitahanwirweho oihireho biina ekibikusobora kuleta mubirugire mukuhanura. Orukurato rumalire mubwire. Yooleka obwire mbali orukurato rwina kuhwera kandi okihendere kurora nti kitekerwe munkora. Kinu kijja Kuyamba abantu okwijja murukurato nokuhanura.

### **5.3 Ensonga ezamani omukuru owentebe ebyaina kuhandika**

- ◆ Omukuru wentebe yorukurato aina kuba amanyire kukora emirimu kisobozese kurora nti orukurato rwina ebyokuhanura. Ebitebe ebimu murukurato rweihanga ebiina abakuru bentebe abatamanire kuhiya tibaba nebyokuhanura.
- ◆ Omukuru wentebe takwekirizibwa kukozeza ekikaro kyaye kunyigiriza abantu abandi rundi okuhamba orukurato.

- ◆ Okwegezesamu kiri kimu ekiyamba kwekulemba orukurato kurungi. Rolera hali abandi kikuyambe kwekulemba enkurato kurungi.
- ◆ Omwekulembeze omurungi agezaho kurora nti ebintu byoona ebyokuhanurwaho, bihanwirweho kandi byahwa mubwire obutegekerwe, ebitekerezo byabantu byoona bitekerwe munkora, kusarwaho okurungi kutekerwe munkora kandi norukurato rusobole kuandika nokuhwa kurungi.
- ◆ Ebitongole ebitali byeihanga biina kwetebwa omukuru wentebe nakoraganira hamu nomuhandiki. Kinu baina kukikora nibasigikira hali ebyo ebikugendakuhanurwaho.

Enkurato zoona zibanenkora. Ekyokugeza abo boona abagonza kuhanura baina kuraba owomukuru wentebe. Kinu kikusobora kumanyisa kwimwikya omukono omukuru wentebe asobole kuhereza omugisa kubaza otatalibanize abantu abandi, kusigara nowesigama hali ebyo ebiri harukarara rwebyokuhanuraho, kutekamu ekitinisa okuhanura owabantu abandi, kutoleka fesi ekurabyamu amaiso kagamba gamba, nokurora nti orabire mubigufu.

#### **5.4 Obukodyo obwokukozesa kurora nti bulimuntu alesere ekitekerezo kyaye;**

- ◆ Kukusangwa abantu baingi baba nibenda kubaza, kufuna orukarara orwa abo abagonza kubaza oyoleke arabanza narasembayo.
- ◆ Gamba abanto bakozese esaha ntito kubaza. Kinu kikole olimugumu kyonka otayolekya obukambwe. Ekyokugeza, okusobora kumusiima habwebitekerezo birungi ebyalesere, nomugamba nti ogende kumwemereza kisobozese abantu abandi kuhanura hali ebyo ebyabalize.
- ◆ Hereza omugisa abo abatakabalize. Kinu kikole oyebundaize. Ekyokuroleraho; omuntu obwaraba aikaire nabaza muno kyonka omukono gwaye nigukyaliguru, kyonka noyenda kuhereza omugisa omuntu atakabalize, okusobora kugamba; odiai nkimanyire omukono gwawe guli haiguru, kyonka mulingo oikaire nobaza, kampereze omugisa Alang ataine ekiyakabalize.
- ◆ Hereza omugisa buli omu kubaza. Abantu abamu obubaraba baculeire murukurato, bakaguze ebitekerezo byabu habintu ebikuhanurwaho kibasobozese kubaho nebibakubaza. Okusobora kugamba...
- ◆ Norora ngu taroho emikono ehanikirwe oyolekere habwabo abakutalibaniza.
- ◆ Huririza kurungi buliyomu ekyakugamba

- ◆ Rora ngu abantu bonna abali omubukulembezi hamu nabo abaharubaju orundi bafunire omugisa gwokurora ngu ebiteekerezo byabu bihulirwe. Ijuka, ngu tokukirira obukurato baitu akakiko akarumu entegeka yobona abakukoma atateirweho ebikwawukananiza; Nka abasasuzi bemisoro, abantu nibakunihira kaba nekigenderwa kandi orole ngu ebitekerezo ebina ekigendererwa kimu bihulirwe kandi biteirwe omunkora atafireyo hali ababiresire katugeze nkabo abali mubukulembezi rundi aborubaju orundi.
- ◆ Rora ngu abantu abakubaza ebitakugasa orole ngu bagenzi babao tibabacuuleza. Tekamu amaani omuli abo abaina ebitekerezo bamazireyo ebibakubaza batatalibanizibwe. Obundi ekitekerezo obukikuba kitamanyirwe, abantu baingi nibaba batakwenda kuhura omuntu nakibaza.
- ◆ Kiba kirungi kuhura amakuru kuruga hali aba ababaire bali mukakurato.

### **5.5 Obukodyo mubigufu bwokuhika hakyokukora nokusramu.**

Omukulembezi worukurato esemerire kurora ngu bahika hakigendererwa ekisazirwemu. Kimanyirwe ngu abantu baikara nebekaguzi kandi balemererwa kusaramu omukigendererwa. Obukodyo abahansi bukusobora kuyamba omukuru warukurato kurora ngu abantu bahika hakigendererwa kyokusaramu.

- ◆ Huliriza kurungi ebiteeso kandi orole ngu oina ebyohandikire.
- ◆ Mukutandika kwo rukurato, ijuukya abantu abali omukakurato ebibaina kutesa kandi hamu nebigendererwa ebibaina kutesa kandi hamu nebigendererwa ebibaina kukora.
- ◆ Rora obworaba nosobora kwihamu ekyomugaso mubiteeso byabantu.
- ◆ Obu haraba haroho ensonga 2 rundi 3 zitakwisana biteke omubigufu kandi obiheyi hali abakakiiko kubayamba kusaramu ekyokugenda nakyo.
- ◆ Otakabaire kugenda hali ekintu ekindi, rabamu hali ebyo ebimwikiranizehoo. Kinu kija kwoleka ngu abantu bona bakikiraniza.
- ◆ Otakabaire kugenda hali ekintu ekindi kyona, musemerire kwikiraniza oha aratwara objujanizibwa ngu ebemuteseze biteirwe omukora.
- ◆ Eki nikija kuyamba omurukurato oruligarukaho omuntu ogu yagamba hali ekyakozirwe. Otatekereza ngu abantu bubaculera nkimanyisa ngu baikiranize.

## **5.6 Obukodyo bwokukoraga nabantu bagumire mubukurato**

- ◆ Nihasobora kuba haro abantu omurukurato abakwenda kukulira kandi bende kuba nibo bonka nibatesa; abantu bakusobora kuba nibatalibaniza abakutesa kandi abandi baba bali mukuutesa kwamani. Nko mukuru wakukurato osemere kurora habigenderwa byorukurato. Obukodyo bunu nibuyamba omukukoragana nabantu nkabo.
- ◆ Ijuka abantu habiragiro ebikiranizibweho nomulingo gwokubikoramu.
- ◆ Hura ogumire kandi otahindura waba nobaijuka omulingo gwokwenda murukurato. Kozesa ebiragiro ebimwikiranizeho murukurato kukuyamba.
- ◆ Omuntu yaguma nagarukamu ekiyagambire mugambire ngu obaire okihandikire kandi ohulirize abantu abandi kibayambe kugenda mumaiso.
- ◆ Kakuba haba haro omuntu wena aguma nahakaniza ekutesa okwabandi, bakaguze baheyo okutesa kwabo. Ekyokurorwaho okusobora kugamba kutesa ki? kwoina omulingo ensonga eno ekusobara okugambwaho
- ◆ Kakuba omuntu alema kukuhulirza, genda hali abantu abandi obakaguze omulingo gumukusobara kugenda mumaiso no'rukurato. Ekyokurorwaho, Bantu nywe mukwenda tumale obwire bwingi hali hakutesa kunu rundi tugende hali ekindi ekihondeireho? Kinu kija kurorwa kurungi hali omuntu rundi, abantu ebibakwenda kugenda nabyo omukukurato baitu atali akukulira akukurato wenka.

## EKICWEKA KYA 6

### Obwinganaingaiza

Ekibandiko kirugire mu minisiture ya, Gender, Labour and Social Development. Ebyokuhondera mu kwetegekera abya' bakyara n'abasaija mu bukulembezi obwahansi hamu nokwenyigira kwabakyara mubyobukulembezi.

Tukunihira ngu mwina obumanyirizi obu mwegere kubayamba kwiikra omukakurato akaragarukaho! Kuguma nimubiteka omunkora nibibayamba kuba abakuugu. nahabweki mugume nimubita omunkora. Gender: This refers to the socially and culturally constructed Obwinganiza kikumanyisa ngu okusorokana hamu nebyobuhangwa ebiresireho enyahukana mu'basaija na'bakyara; oihireho ebyobuzaliranwa ebyahukaniza mu byobuhangwa. Okusorokana kwahukana mubyobuhangwa hamu nobwiire. Obwinganainganiza mubasaija na'bakyara abaisiiki na'bojjo buletaho empinduka hinduka mukicweka. Nahabweki kisemerire kukengwa hamu netekateka ngu omwisiiki, omuwojo, Omukazi, Omusaija abaina okutekerezwa mukicweka abakakiko basemerire kutekaho amateka mukurakurana yobwinganiza kurora ngu abajo nabaisiiki, abakyara na'basaija. Haro enamba yobwinganiza abebembezi ebibasemerire kuba nibamanya kurora ngu obwigana obusemerire muntegeka, mubyasente, mukurolera nuku kuratira ebigendererwa byagavumenti byahikirirwa hali abasaija nabakyara mukicweka.

#### 6.1. EMBALIRIRA YOBWINGANIZA

##### ***EMBALIRIRA YOBWINGANIZA KIKI?***

Embalirira yobwinganiza kiri kwemanyiza/kuhikiriza ebyetago ebyokukozesa ebitakwisana isana, Amagoba hamu nebizibu ebikuzangibwa mubakyara na basaija. Binu birumu okwahukaniza hamu nokwetegekereza enkozesa yembalirira yasente zagavumenti hamu nentaya kurugira omulingo bikuba bitunulirwe omulingo ogutali gumu nagumu kuringiri munyuhakana yabasaija nabakazi, abojo nabaisiiki. Embalirira yobwinganaingainiza haba hurumu okubalirira no'kwetegekereza kurungira ebintu noku byemerire omungire etalimu emu nemu mubakyara nabasaija, aboojo nabaisiiki.

Kinu kiyamba kumanya enyahukana eroho hangati yaboojo nabaisiiki kandi nokutekaho

Ebikaguzo byokuhondera harumu;

- i. Mberaki eroha hati mubasaija, abakya, aboojo humu nabaisiiki omungeri yebyenfuna, ebyetago, amagoba hamu nebizibu eebakusanga?
- ii. Ebyetago, ebyokunihira hamu nebizibu ebikusangibwa abakya ?
- iii. nabasaija behulizibwa mubwinganaingana? What interventions can be undertaken to address the constraints?
- iv. Oha aganyirwamu kandi ata?
- v. Biiki ebihakana rundi ebizibu abakya, abasaija, oboojo rundi abaisiiki kwehikyaho rundi kuganyirwam mwebyo ebiba biroho?
- vi. Kiiki ekikusobora kukorwa kurora ngu ebizibu binu bihulirizibwe?
- vii. Haroho ebintu ebyokukozesa ebikumara ebiteirweho mukwetegekera kuhulira embaganiza eroho mubyo'bwinganaingana ?
- viii. Mubyenteteka yenkurakurana rundi puloguramu ezindi zikendera oba tizikuhinduka rundi kugaziya emigisa yobwinganaingana?
- ix. Oha atwara objunanizibwa bwemisoro esorozebwa guruka habutebe bwahansi.
- x. Haroho emperereza enungi erabizibweho mukutwa ebyetago hamu nebiikunihirwa ebyo ebikubanyigiriza nka bakya, abasaija, oboojo hamu nabaisiiki abali mugurupu ezitakwesobora?

### **6.1.1. OBURUNGI HANGATI YABASAIJA NA'BAKYARA MUMBALIRIRA**

- ◆ Kiyamba kuletaho obwinganiza hamu namazima mumbalira hanyuma nikiretaho enkurakurana muterana kwabantu, mubyesimbi, hamu nebyobuzaliranwa.
- ◆ Embalira hagati yabasaija nabakya guli muhanda gumu oguyamba gavumenti zebicweka kwekebeira nakukora hali ebyo ebiretaho enkurakurana hagati ya'bakya hamu na'basaija.
- ◆ Enkozesa yembalira eyamba govumenti zebicweka hamu nebitongole ebindi kutunulira abantu abali kubi muno nka abakya, eminyeto, abalema, hamu nabo abaina oburwaire bwa silimu.

### 6.1.2. *Amadara go kuletaho enkurakurana hagati yabakya nabasaija nokozeza embalira.*

1. Omukugu akukora habizibu byabantu anyakumanyirwe nka (Community Development Officer) aina kuseruliriza hanyuma afune amahure agakwata habizibu byabasaija hamu nabakya. Kinu kiyamba muno kusaraho kiki ekyokukora. Kwetegereza kiki ekinyakuli hansi kiba kikuru muno habwokuba ebizibu byabantu babulijo nibisobora kuwaho. Amihanda yokufuna amahure halimu okubara abantu, kukebera enaku mubantu hamu noku kwekaguzaho abantu babulijo mumagombora. Soroza kandi abagana ebyofunire nabakozi bona ebetabire mu purogoramu eteirweho.
2. Kebera abo abakufunamu muli ebi ebikukorwa mukicweka hamu nebizibu abakya nabasaija bakusanga nukwo enyahukana enyakuroho hagati esobole kuwaho.
3. Tunura rundi sobora ebikuru ebinyakuli hagati yabasaija nabakya mukasumi kanu ebikagozo byokukaguza habamu nka biinu.

### *Omulingo kwokukoramu embalirira yobwinganaza eyekitongole*

| Ekitongole | Amahulire | Ebizibu ebizorwe/<br>ebyetago | Enyahukana ezoirwa<br>mubakya nabasaija /<br>ebizibu | Ebisazirwa<br>mukwenyigiramu | Embalira | Mbali harugire<br>ebyemalirira |
|------------|-----------|-------------------------------|------------------------------------------------------|------------------------------|----------|--------------------------------|
|            |           |                               |                                                      |                              |          |                                |

### 6.1.3. *Embalira hagati yabakya nabasaija ekozezebwa*

Embalira hagati yabakya nabasaija eteireho enkurakurana kuyamba kukora nokuteka omunkora embalira hagati yabasaija nabakya. Nokora embalira hagati yabakya nabasaija oina kurora ebyetago byabakya nabasaija. Nahabwekyo okasarahi kukora biinu.

#### **A) Kumanya embera**

- ◆ Kwetegereza ebyetago byabantu: okwetegereza ebyetago byakya nabasaijo, obojo nabaisiiki hamu nabantu abandi abali kubi kikuru muno

. kinu kina kwoleka ekicweka nkoku kiri mubwire ebyetago/ebizibu hamu nabiki ebyokukora komaraho ebizibu ebyo.

**b) *Ebyetago nebizibu kubyetegereza***

- ◆ Ebyetago bya bakya nabasajja bigumire kubisobora
- ◆ Biki ebyokukora kumaraho ebizibu hagati yabakya nabasajja
- ◆ Tunura ebirungi nibikuburamu hagati yabakya nabasajja
- ◆ Saraho ekyokukora kumaraho ebizibu hamu nebirungi ebirihagati yabakya na'basajja.
- ◆ Biki ebyokunihira kufuna bwebyo ebikuletaho enkurakurana hagati byabakya nabasajja.

**c) *Ebikuru ebyokukora***

- ◆ Sobora ebizibu ebiri hagati yabakya nabasajja nobateraniza humu
- ◆ Wetegereze ebyo kukora hagati yabakya na'basajja.
- ◆ Sasanizi esente kurungi hagati yabakya nabasajja
- ◆ Esente zokuteka o munkora bwebyo ebikuletaho enkura kurana hagati yabakya nabasajja zina kwolekebwa kurungi
- ◆ Ebyokunihira kwehamu rundi kutekama hagati yabakya nabasajja oina kubisobora kurungi

**d) *Embalira yesente***

- ◆ Kikumi habil kikumi hali ebyo ebiri mu byentaya hamu nokuturukya kwesente kusemerire kuba abakya hamu nabasajja.
- ◆ Serura rundi tunga esente ezikukwata habizibu ebiri hagati yabakya nabasajja.
- ◆ Embalira yesente niyo egyo ekuletaho enkura kurana hagati yabasajja nabakya hanyuma ekaleta okwinganaingana.
- ◆ Ebyokunihira kubaho omumbalira yesente hagati yabakya nabasajjabina kusoborwa kurungi
- ◆ Kikumi habuli kikumi kyomusara ezikukozesebwa hagati yabakya nabasajja zina kwolekwa kurungi
- ◆ Agabwa nokukolera hamu kwabaku kwatwaho mumbalira yebyesente namuno muno abo anayakuli kubi muno.
- ◆ Esente eziturukibwe kumaroho ebizibu ebiri hagati yabakya nabasajja hamu nabantu abandi abali kubi.

**e) entegeka yebitongole**

- ◆ Hagombora haina kubaho akatebe akakukora habizibi ebiri hagati yabakya nabasaija kandi banu basemerire kwemigira mukutekaniza hamu nembalira yebyesente
- ◆ Obutaikiraniza oburoho hagati yabakya nabasaija kiri kimu hali ebyo ebitanga kuleta enkura kurana
- ◆ Hagati yabakya nabasaija hatekwa kubaho embalira yebyesente buli mwaka

**6.2. Kutereze obyobwinganiza hagati yabakya nabasaija**

Kutereza ebyobwinganiza hagati yabakya nabasaija kikatandikibwaho omutahuni ya Beijing omwihanga Iya China. Kinu kikaletera abakya boona abali bamembe ba United Nations. Obwinganiza hagati yabakya nabasaija

Tiharoho ekicweka kyona ekikusobora kukura kurana kurungi hataroho bwinganiza, esente, namuno muno ebyo ebikuletaho ekurakurana hagati yabakya nabasaija.

Agamu amateeka amakuru agakwatagana munyawukana yabasaija nabakya.

“The ECOSOC conclusions of 1997/2 define gender mainstreaming as...” entegeka eyokukwataniza obuzibu bwabakya na’basaija mubikorwa ebikuba nebyenda kurorwa, oteireho amateka, puroguramu, mubicweka byoona nahamitendera yoon.

Enu ntegeka oyokurora nti ensonga ezabakya nabasaija zikosirwe omulingo gumu, mukutekebwoho, kugirondora nokuteka munkora ebyokuhondera hamu na puroguramu mubyo bukulembenzi, enfuna/entaaya hamu nebyo mubantu abamu kisobozese abakya na’basaija okufunamu ekihikirire nekyamazima.

Binu byona bikuba bitunulire okufuna obwinganiza mu basaija na’bakya. Ekyokurorwaho, bwoba nokurakuraniza omuruka, okukozesa enyawana mubasaija na’bakya kiyamba okulema hamu nokufuna hamigisa hamu nebintu ebiba biherezeibwe hamuruka. Kiyamba okurora nti ebintu ebiba bifunirwe hamuruka nibiruga mugavumenti bihika habakya hamu na’basaija.

**6.2.1. Enyahukana mu bakya na’basaija ekusobora etta okuba erinaho enkuru mu mbalirira hamu ne ntegeka ezobukurato**

- ◆ Habuza ebikgaguzo ebikwatagana nobu vunanizibwa, ebyokukora, ebyetago hamu nebintu abakya oba abasaija ebibatwara nke ebikuru. Humu

nomulingo enkwata yabu eyebizibu bwencuka mubasaija oba abakya nkweyahukana.

- ◆ Ebikaguzo ebeteberezebwa ha maka, obomunju, oba abantu ebikusobora kukwataniza nengeri ekizibu kiba kireteibwe oba amateka gakoleibwa. Ekyokurorwaho, nti “abantu” encukacuka ezebyenfuna bazigarukemu becwere mu nka abasaija oba abakya. Habwokuba enyawukana mubasaija nabakya gibatungamu ebintu, obujunanizibwa, hamu nebindi.
- ◆ Okuseruliriza kwolekere nti ebintu tibigabanwa mu buhikirere mu Bantu bomunju, nekindi ensaraho yokukozesa ebintu tetesebwaho mubantu bomunju
- ◆ Funa amawulire mubantu gakusobozesa okumanya embeera abasaija oba abakya eyibarabamu.
- ◆ Amawulire agarugire mubasaija nago agarugire mubakya gaina kuzesebwa emirundi ekusinga okufuna okwetegereza okwamani ha nsonga ezikwatagana nyahukana mubasaija oba abakya hamu nobuhikirere bufunibwe kandi bukolebwaho.
- ◆ Ekyokurorwaho, haliyo omulingo ekusinga eyokkwimukya ebyobulimi hamu nokuteebereza okugazhya puroguramu obu hakubaho amahulire agakuhingura omuhendo gwabalimi nebyo ebikungurwa. Kurora amahulire ganu nokozesa enyawukana mubasaija oba abakya nokuhabuza ebikaguzo omulingo ebintu nkubiturukizibwa bikuletera amahulire hamuhendo ogwa bakazi nabasaija abalimi. Kyanka ekindi kikiriza okwetegereza oba haliyo obutakwatagana nobutaringaniza mubakya na'basaija mu birime ebiba kungura nemirimu eyibakora.
- ◆ Funa entekereza eyabakya neyabasaija mu mulingo eyibasaraho habintu ebikwatagana nobwomezi bwabu. Emirundi ekusinga abasaija nabakya tibakwatagana mubintu ebimu ebiba nibyetagizibwa okusaraho.
- ◆ Ekyokurorwaho obu habaho embera eyo butiribiri abakya bakulembeza ekyokufuna amaizi amayonjo kyanka abasaija bo bakulembeza ekyokufuna obulimu obwokufunamu akasente.
- ◆ Kinu tikikumanyisa nti omwetago ogumu gwina kukulembera ogundi. Kyanka haina kubaho okumanyisa (kufunibwa muku seruliriza) okwengeri obutakwatagana mubasaija oba abakya kisobozese ensonga zona okulekerezewaho otunulire ensonga ezigenda omumaiso muli obwo obwire.
- ◆ Kakasa anti emirimu nambali abakya bakusinga obwingi (oteiremu negyo mumaka) giteirweho amaani mu kukora embalirira. Gonza habaireho enyongeza mu maani ago kuturukya nokulolera emirimu mu myaka

eyitulimu, omulimu gunu gukyatunulirwe mpora tigupimibwe. Ekindi ebyokulima abakya ebibakozere nabyo tibiteirweho amaani bwokuba oegeragereze nebyabasaija mukukora puroguramu eziraimukya amakungura.

- ◆ Lekeraho kutebereza nti abakya bona oba abasaija bona bagabana ebyobwetago nebetekerezo. Haliyo enyawukana mubakya nomubasaija ekwatagana nomutindo, endin, emyaka, neihanga ki hamu nebindi. Abakya hamu nabasaija tibagwa mugurupu emu. Kirungi okutatebereza bulimuntu ekyakwetaga baitu okumanya obwetago nebitekerezo ebyabantu omulingo gubwakwatibwaho ensonga ezi oteireho nenyahukana mu basaija na'bakya.

Tunulira ekizibu oba ensonga humu naiteka erikuba liteirweho okuterekereza enyawukana mubakya nabasaija kandi kitoze hamu nokukomu omulingo gwokusobora kugabanizamu ebyenfuna hamu nebyomugaso mubwinganiza. Otamara gakitwara ngu omukwecwe habamu obwinganiza mubakya nabasaija mukwenyigiram mu bibakukora kakuba otebereza kikusobora kwikazoho obutainganiza mubakya nabasaija.

### 6.3. OBWINGANIZA MU BAKYARA NABSAIJA

Tiharo ekicweka kyabantu ekikusobora kukurakurana hataroho empereza yobwinganiza mubyenfuna yabakya nabasaija kusobora kubayamba mubwomezi bwabo hamu namaka gabo kandi nabo ababeitororeire.

#### ***6.3.1. Nosobora ota kuletaho enkura kurana hagati yabakya nabasija namuno muno mubutebe bwahansi?***

Ebyokurorwaho hagati yabakya nabasija bina kusorolezebwa .

- ◆ Amahure agali hagati yabakya nabasaija gaina kutungwa ekyokurorwaho kakuba oba nosoroza amahure ganu oina kutunura ebyokwegesebwa kwabasiki nabojo hamu namadara gabahikireho, ensoma yabu muma somero hamu nabiki ebyokukora nosigikira habizibu ebaina.
- ◆ Tunura mumbalira yadisitirikiti namuno muno ayabasaija nabakya ekyokurorwaho kabuyonjo ezikugenda kwombekebwa mu masomero namuno muno mu magombora ago agakomerwemu , amaizi nokutwaliza hamu ebyobwecumi nebindi.
- ◆ Obutebe bwahansi bwina kufuna amahure ha namba zabasaija nabakya, abojo nabasiiki abakutunga obuyambi mu gavumenti.

## 6.4. Embalira hagati yabakya nabasaija

### ***Enkura kurana hagati yabakya nabasaija mugavumenti zahansi***

Birugire ha ACFODE's mukatabo ka obwebembezi oburungi humu nebalirira yobwingananganiza (2012)

1. Amahure hagati yabakya nabasaija: kinu kikuru muno habwokuba kyoleka embalira yabantu, amateka gokuteka munkora hamu nokukebera amahure ago abafunirwe. Kwoleka kurungi esente mulingo zirakozesebwa amahure nigaba nigatagisibwa mugavument zahansi nukwo osobole nambere oraiha, biki ebyokukozesa, dihi, kandi nankaha?
2. okusomesebwa habyobugabe: kusomesa abakya habyobugabe kiri kikuru muno habwokuba kibayamba kubalira esente ezibafuna
3. Kutuga abakya baingi nibakora mu ofisi zabaingi :Kutekaho obwinganiza hagati yabakya nabasaija kiri kikuru habwa gavumenti zahansi kinu tiki kumanyinsa abakya baingi kukolera omu ofisezi zabantu baingi kikuba nikimaraho ebyetago byabantu bona. Nambere abakya batakwetaga kwemera muli ebyo ebirabateraniza gezaho kubasikiriza ekyokurorwaho bwakuba notekaho enkurato mu miruka bamanyise, gezaho kutekaho amateka garumu hakiri abakya basatu buli katebe .
4. Okukora hamu. Abakya mubitongole ebyabulijo kiri kikuru kukora hamu nabandi hamu nobo abali mubyobulemi mpaka habakya babulijo nikwo kisobole kuyamba kutunga ekyokukora nikimaraho ebizibu byabakya.
5. Embalira hagati yabakya nabasaija okwekebera hagati yabakya nabasaija mubyembalira kiyamba kwongeraho amazima namuno muno mumbalira yesente zagavumenti, nikisobora kwolekwa biki ebyokukozesa hamu nebirakorwa, babo abarafunamu.
  - a. Omuhanda hagati yabakya nabasaija mumbalira kurumu amadara asatu:
  - b. Okwetegereza kwina kurorwa mubasaija, abakya, abojo hamu nabasiiki kandi nukutunga ebyetago byobu.
  - c. Kukebera embalira hamu nebigendererwa byayo nukwo osobole kumanya ebyetago byabakya nabasaija, abojo nabasiiki hamu nabantu abandi abali kubi muno.

Kutunura enturukya nenfuna , kurora buziraba nizatunura ebyetago byabakya nabasaija hamu namateka agateirweho ago kuhondera.

Embalira hagati yabakyara nabasajja nesobora kwongerwayo ekatekwa munkora, ekakeberwa nukwo oketegereza ebyetago byabakyara na'basajja nkoku biraba nibikorwaho.

## EKICWEKA KYA 7:

### KUKORA AMATEKA

*Ebiragiro kurugira mibitongole byagavumenti nkoku byakozirwe aba disiturwikiti hamu nabakulira ekibuga. Ebiragiro bikusobora kukorwa biiri bya disiturwikiti yooni rundi byekicweka eki ekikora disiturwikiti. Amateka ga disiturwikiti rundi abukulira ekibuga tibasemerire kuhakaniza konsitutusoni rundi amateka agandi goona agakozirwe ekitongole ekuuru ekyeihanga. Kwihaho amateka gonka.*

Ebiragiro kurugira mibitongole byagavumenti nkoku byakozirwe aba disiturwikiti hamu nabakulira ekibuga. Ebiragiro bikusobora kukorwa biiri bya disiturwikiti yooni rundi byekicweka eki ekikora disiturwikiti. Amateka ga disiturwikiti rundi abukulira ekibuga tibasemerire kuhakaniza konsitutusoni rundi amateka agandi goona agakozirwe ekitongole ekuuru ekyeihanga. Kwihaho amateka gonka.

- a) Baza hali ebizibu ebyaulijo hatali ebyakinomu.
  - b) Leka kutekaho rundi obutetegerezangana burabizibweho akatebe ako.
- Kandi
- c) Oatekamu esonga zona ezaherezibweyo kuruga mu konsitutusoni rundi amukatbe akuru akeihanga rundi waba nosomera omuntu ebyahandikirwe.
  - d) Baitu kihabura ngu abadisiturwikiti kwikiriza puroguramu zokubulirirwa hakukora ebyamateka kuhagira abantu abahansi kwenyigramu.

YETA 1. Le 'ba ma 'pe committee azita driaazita dria.



YETA 2. Ba ma esu e'yo ma dri esaa pi ri



YETA 3. Ba ni azita di ma ale nyazu azini afa azi ma ni ku amve ri Gaps



YETA 4. Ba ni 'ba yi ma asisile esuzu azita 'di ma dra ri



YETA 5 Di ba ni azita sizu



YETA 10 Ba ma tii dri azini azita 'di awazu



YETA 9. Minister ni dri tii zu azita 'bani nga agbatara gbazu ri ma dria.



YETA 8. Ba ni agbatara gbazu azita nga presidenti ni dri tii zu ku ria.



YETA 7. Ba ni azita ni awazu 'ba dria dri



YETA 6. Ba ni azita di ejizu conisulu ma drilea).

Kisemerire kutwarwa ngu omuntu wa disiturwikiti rundi akukulira ekibuga akusobora kusiima ebrabizibweho mumateka mukitebe eki; kand kansala okusobora kwanjura ebyamateka hali omukicweka kyaye.

Akabokisi akali hasi nikongera kusobora omulingo gwokukoramu hamu namateka kurugira ha disiturwikiti

|          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Eidara 1 | <ul style="list-style-type: none"> <li>◆ Akakurato kabamu abantu musanju: banu nubo CAWO nka omukuru wentebe, omuhandiki wakanso, akora nka omuhandik, omunyamateka, akulira emirimo eretaho enkurakurana mubantu, abalimi basatu, munu nuho hali omuramuzi akulira abaramuzi hamu nabakuru bebitongole.</li> </ul>                                                                                                                                               |
| Eidara 2 | <ul style="list-style-type: none"> <li>◆ Akakurato kakebera ebitabu ebinyakurumu amateka nukwo kasobule kurora nti amateka gahonderwa mukusera ebizibu byabantu kwehara amateka kutakonagana.</li> <li>◆ Embalirira nayo eyamba kusaraho kiki ekyokukora kakuba habahatoroho amateka gokumaraho ebizibu ebizorwe omubantu.</li> </ul>                                                                                                                             |
| Eidara 3 | <ul style="list-style-type: none"> <li>◆ Akakurato kagezaho hali abo abakukora emirimo emu, mubitongole hamu nabantu abandi abali omubujunanizibwa kurora oba amateka nigosobra kukora rundi kutekwa omukora.</li> <li>◆ The Audit will also help propose a way forward in case there is no Law/ Ordinance to solve the identified problem.</li> </ul>                                                                                                            |
| STEP 4   | <ul style="list-style-type: none"> <li>◆ The Committee will then carryout consultations with the concerned stakeholders, organisations and relevant authorities on whether or not the Law will be successfully implemented.</li> <li>◆ Akakurato hanyuma kahndi repota nikagihayo abakanso nikoleka ebibasangire, biki ebyokuhindura, naki ebikosobora kubaho amateka gamazire kukorwa. Hanyuma kanso ehereza repota enu mubitongole byobujunanizibwa.</li> </ul> |
| Eidara 5 | <ul style="list-style-type: none"> <li>◆ Ekitongole kyobujunanizibwa kyekaguza nkikokora ebigufu fufu ebyokuhondera hanyuma kasindika ebikakozire mukakurato.</li> </ul>                                                                                                                                                                                                                                                                                          |

|           |                                                                                                                                                                                                                                                                                                                                                                                |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|           | <ul style="list-style-type: none"> <li>◆ Omuhandiiki ayanjura ebyo ebitakabaire kuba omu mateka habebembezi bakanso.</li> </ul>                                                                                                                                                                                                                                                |
| Eidara 6  | <ul style="list-style-type: none"> <li>◆ Akakurato obukamara kugumya ebyo ebitakabaire mumateeka kabanza kubihanuraho.</li> <li>◆ Ebyo ebiba byanjurwe betererwa akaruru kandi nibiragirwa kumara ebiro 14 hanyuma yokutesebwaho.</li> </ul>                                                                                                                                   |
| Eidara 7  | <ul style="list-style-type: none"> <li>◆ Linu liri idara likuru habwokuba kisobozesa abantu kwemigira mukuhanura amateka.</li> <li>◆ Hanyuma yokuhanurwaho biinu bitekwa omu mahure empapura nizitimibwa omubikaro byokusabirwamu, omubutale, embaho ezitimibwaho ebihandiko rundi hanyigi za ofisezi.</li> </ul>                                                              |
| Eidara 8  | <ul style="list-style-type: none"> <li>◆ Hanyuma yebiro 14 yokwanjura nokugaba ebiteso ebyo mubakasalazi batandika kubihanuraho.</li> </ul>                                                                                                                                                                                                                                    |
| Eidara 9  | <ul style="list-style-type: none"> <li>◆ Hanyuma yebiteso binu yokurabibwaho mukanso byongerwayo hali ugu akulira abamateka nibabiryaba owa minisita akukulira govumenti zahansi nawe asobole kuba aina ebyakugamba kandi binu bitwara ebiro 90</li> </ul>                                                                                                                     |
| Eidara 10 | <ul style="list-style-type: none"> <li>◆ Hanyuma yokugumimwa ekopi 5 zitekebwo emikono yomukuru wentebe kandi nigafoka amateka hanyuma gagabibwa.</li> <li>◆ Kopi emu eba yomukuru wentebe, kopi emu yakagamba gamba worukurato, kopi emu yaminisita wagavumenti zahansi kopi ibiri ziba zogu akukulira ebyamateka mugavumenti kandi egyo esembaya etekwa mumahure.</li> </ul> |

Hanyuma yokurabya amateka gatekebwa munkora nebitongole ebimanyirwe nka polisi, ebikaro ebicwerwamu emisango hamu nagavumenti zahansi. Polisi kiri kitongole kyagavumenti ekyateirweho omumateka kandi kigira obujunanizibwa bwokulinda ebiragiro hamu nobusinge. Omuhandao ogulinda amateka hamu nobusinge abataikiriza amateka ago baba banagire emusango baserulizibwa.

Mu Uganda koti eina amadara gehondore munu niho hali konti enkuru, koti ekulirwa hamu nakoti ezindi ezahansi ezindi ezomubyaro.

Ekoti azabulijo zigezaho kurora ngu amateka kalinzirwe. Ekoti zinu zimara emisango enyakuruma amabanja, okujuma, okunyaga, okusissa ebintu, hamu

nekuraba omumihanda etahikire, kandi emisango enu ekira kuba nekifubiro ekitali hansi yesente za 2,000,000 za Uganda.

Amadara gokuhuramu emisango gabamu biinu;

- ◆ Okucwa amateka agabulikiro kandi enu emisango emalirwa hamiruka rundi omubyaro.
- ◆ Okujulira ekuruga omumiruka egenda omumatahuni rundi omu magombora
- ◆ Okujulira emisango kuruga mumatahuni rundi mumagombora kirugire hakusaramu kwo muramuzi omukuru.
- ◆ Okujulira kwemisango kuruga owomuramuzi omukuru kirugira hakoti enkuru bweba esazireho.

## **7.1 OKUHEREZAYO ENSONGA, KUSABA KWOKUHULIRWA, HAMU NOKUSABA KWAMAHURE**

### **7.1.1. Okusaba okuhulirwa:**

#### **Okusaba kwokuhulirwa nikyo kiki?**

Okuhulirwa biri ebitekerezo ebihandikirwe kimu nigwa omukitekerezo ekikuru. Obyokora biretwa mu kanso nikirugira habitekerezo hanyuma ebyokukora nibisarwaho.

### **EBYOKUHONDERA NOSABA EKYOKUKORA MU KANSO**

#### **1. Omuntu rundi mamba**

Kuruga mukitongole ekikuru nasobora okuherezayo ekitekerezo naraba hali omukuru wentebe rundi kagamba gamba . omuntu omu asobora kuherezayo ekitekerezo ekyokurorwaho nasobora kugamba nimperezayo kimu ekyo kina kuba kina akukisemba, kanso eina obugabe kusaraho biki ebyokukora rundi atekwa kuba aina akyakwesiga . ekyokubanza mubyoona mukanso ekoto mamba omu obugazi kukorwa mu kansozi ekoto.

#### **2. Okutesa no kuhanura**

Hanyuma yokuherezayo ekitekerezo omumaiso gomwekulembezi ekitekerezo ekyo nikisobora kuingurwaho kandi kikatsebawho anyakuherezayo ekitekerezo nowe abaza mukubanza. Kandi omukuru wentebe ahereza obugabe abakwiikiriza nabakuhakaniza kuhinda hindurwa nibahereza embazo zabo. Ogu atabalize nosobora kuherezebwayo omugisa nawe akaherezayo ebitekerezo bye. Akukulira etebe aina obugabe bwokukinga orukurato kakuba akirora ngu ebikutesebwa bikuyamba omuntu omu rundi nibitwara obwiire bwingi.

### **3. *Enkomerero yebitekerezo***

Kuherezayo ebitekerezo bye nahondera obwire.

### **4. *Ebikwetagisibwa Okutera akaruru***

Hatekwa kuba horoho abantu balingi akaruru koonza katakateirwe. Ekikumanyisa abamateka gagavumenti zahansi basemerire kwekaguzaho akaruru katakateirwe.

### **5. *Kurabyaho ebyokutesa***

Bwaba haroho abantu abakumara mukuru wentebe nasobora kukozeza akaruru kuba kina obusagiki bwingi kandi banu batekwa kuba batalihansi yabamemba 50/100. Kwongera ha ekyo kakuba ebyokutesaho biri byokwongerwayo hasemerire kuba haro eiteka lyokukwatamu abo abataija munkurato.

### **6. *Kuhinduraho omubyamateka***

Nikyetagisa mukansozi kubaho nomuhanda gwokuhindura ebyokukora nibahanura.

okusaba kwesonga enkuru rundi okuherezayo amahure.

#### **7.1.2. *okusaba kuhurwa.***

Birugire mu kihandiko kandi bihirwemu Ann. G Macfarlane (2008) ekwetwa “Oha akwenda kuhurwa”?

##### **7.1.2.1. *okusaba kuhurwa.***

Okusaba kuhurwa kiherezebwayo kandi kinu kiri mumateka agahonderwa mu palyamenti rundi obutebe obwahansi.

### **OKUSOBORA HAMU NEMIGASO YOKUSABA OKUHURWA**

Okusaba okuhurwa nikisobora kwanjurwa kakuba habaho ebyokuhondera rundi emihanda ecuirwa abakayara abali bamemba nka kansala nibasabwa kumanya ebihonderwa rundi amadara mu kansozi zabu nomu muno okusaba ebyokukora bubiretwa.

Okusaba ekyokukora nikisobora kutabura abakansala nababaza omukuhanura. Ensonga netekwa kusarwaho kakuba ebyokutesaho biba bikyagenda mumaiso. Mubuhikire kinu nikisobora kukorwa kakuba abakansala bamanyisa nti haro okucwa amateka.

Ekyokurorwa memba omu nasobora kusaba okwikirizibwa kwanjura ensonga ekumuruma hanu akakulira abakuhanura nasobora kugarukamu. “yanjura ensonga yawe”.

Ensonga yokutesaho eina kwanjurwa omubwire kirungi abamembazi banjule ensoga mubwangu kukuba barora horoho ekitahikire kandi kukuba batakyanjura mumwangu ebindi nebindi bikagwaho hagati yokuhanura kibakizibu kugyanjura .

Buli bujunanizibwa bwogu omukuru wentebe kurora ngu haroho obusinge kutesa nikugenda mumaiso kandi hamurundi nugwo gumu hatekwa kubaho okutekana abamembazi baba nibahanure hamu nebyokuhondera baba nibahanura. Kirungi mukuru wentebe kutekamu omwoyo habambemba boona kubaza nikwo kisobozesa okuhanura kwona kugenda omumaiso kurungi.

#### **7.1.2.2. Kwanjura ensonga yamahure**

Nkokusaba kubaho obyokuhondera, ensonga yamahure kiri kimu kyokuhondera munkurato buli memba kandi omukuru worukurato ebyaina kumanya. Kansala nasobora kuhanika akasaba kuherezayo amahure kakuba guli mugisa gwaye gwokubaza. Kinu kisobozesa kasala kubaza guli mugisa gwaye gwokubaza.

#### **7.1.2.3. Ekitali mubyokuhondera munkurato**

Omuhanzu omu bwaba atakuhondera emihanda yenkurato nkokuba nikiniga rundi kwerabya kubi mukuru wenteba aina obugabe kumuturukya aheru.

#### **7.1.2.4. Kwerinda**

Kagamba gamba kakuba aba natwarwa kubi nahereza orubazo rwe nasobora kusaba omukuru wentebe kumuhereza okwerinda.

## EKICWEKA KYA 8:

### KUHONDERA NO KUKEBERA

Birugire ha UNDP Mukatabo kebyokuhondera hamu nembalirira yadisiturwikiti (puntland neihanga lya Somalia 2011)

Kuhondera kimanyisa ekyo ekikukorwa abo bona nibateka omunkora ebintu ebiraleta enkurakurana mubantu kandi kinu kyetagisa kuba kina ebyokuhondera rundi ebyokufuna. Kwekebera kiri ekyo ekikorwa buli kasumi kandi kisemerire kuba nikyemalira kandi kine ebyokuhondera nukwo kisobozesa kusaraho biki obyokukora.

Kuhondera no kukebera biyamba ekitongole kufuna amahure egenyuma nebyo ebikugenda omumaiso nukwo kisobozese kwetegekera ebyomumaiso kurungi. Tutaina okwetekaniza kurungi kuhondera nokukebera kiba kigumu kurora ngu ebitukukora bikugenda mumaiso nabiki ebyokukora kurora ngu twongairemu amaani.

#### **8.1. Biki ebyokuteka omubwongo nitwetekaniriza kuhondera nokukebera.**

##### ***8.1.1. Kuteraniza abakukwatwaho***

Omu madara goona agokwetekaniriza ebyokukora kuhondera no kukebera kwegu nokweyongeraho kiri kikuru kuleta abo boona abakukwatibwaho, kuba namateka agakuletaho okwehaya kandi nokwekozesha. Enkora enungi esemerire kuba eri egyo nebyo ebibakugonza kutunga harumu nokuteka omunkora omuhanda gwokuhondera

##### ***8.1.2. Kwetegeka kuhondera***

nokukebera kina kukorwa kurora nti ebyokukora bihikirizibwe. Kiki muno ekikuru ekibaho nituteka omunkora ebitali bimu mudisiturwikiti nibireta enkurakurana mubantu.

Mubuteba bwahansi ebikorwa nebirugamu bisigikira hantegeka yeihanga lyona kandi bina okusagikwa kuruga mu disiturwikiti hamu nibigendererwa byehanga.

### **8.1.3. Tunura hankura kurana enungi**

Kwetegeka kuhondera nokukebera bisemirire kuba nibyemalira. Omurundi gumu haro okutunulira entegeka hagata yabakyara nabasaija, okuhondera hamu nokwekebera. Ebitongole ebikira obwingi beremerwa kutunga ebikuhonderwa habwokuba tihabaho okuseruliriza hamu nenyahukana hagati yobujunanizibwa bwabakyara nabasaija omumaka.

Enyahukana hamu nenkora omu maka hamu nomubyaro eretereza kutabaho enkurakurana mubyaro. Enkora emu eretereza kubaoho okwikiriza kwabantu muli ebyo baba nibakora , hahabwekyo kinu kirereza byoona ebikukorwa kweyongerayo mumaiso.

### **8.1.4. Okuhondera ebyesente**

Okuhondera no Kukebera kina kukorwa buli kasumi kutandikira kimu habwiire bwokukora entegeka .

kiri kirungi esent zokukozesa hakuhondera kandi nokukebera zitateranizibwa. Kandi kinu kisemerire kwolekwa kurungi kuruga mukwetegeka.

### **8.1.5. Abakozi**

Kinu kiri kikuru muno habwokuhondera nokukebera. Kuhondera nokukebera kwina kuhondera binu:

Abakozi ebeherezeye- habwokuhondera okurungi abakozi basemerire kuba baina okwegerezebwa okurungi okukwatana hakuhondera nokukebera.

Abakozi hadisiturwikiti hamu nabekulembezi mubyobulemi baina kurora nti abantubona bayeteraniza mukutegeka hamu nokutegeka nukukebera. Kweteraniza hamu mukuhondera nukukeberanikyetagisa abantu boona kukolera humu kurugira kimu mukutandika kwokwetekanira mukuhondera hamu nokukebera. Nitukora tutyo ebyetago byabantu babulijo nibija kukorwaho.

Table 1: Example DDF monitoring framework – Unity District (Objectives 1-3)

| Kininu kikwokole ndugira yabuli mugaso                                                                                                |                                                                           | Kinu kyoleka omulingo gwabuli nkurakurana                        | Kinu kyoleka ebikwendwa bikorwe omwaka gwaba niguwaho.                  | Kinu kikwoleka emiringo ekozesibwe kumanya ebyenkurakurana hali ebyo ebitunulirwe hamu nemigaso. |                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ebigendererwa bya DDF                                                                                                                 | Ebitandikirweho                                                           | Ebyokuroleraho                                                   | Ebikunirwa kuhikibwaho mumwaka                                          | Ebirakozesebwa kurora nti ebitekanizibwe bitekerwe munkoraa.                                     | Abakujunanizibwa habyo kisoroza amahulire.                                                                                                           |
| Ebigendererwa 1: Okugenda mumarwaro agali mudisiturwikitisi kweyongeire kyasobozesa abantu 80% kuhika mbali hali eirwaro mukiro kimu. | Abantu 50% habuli kikumu kikubatalira ekiro kimu kurubata kuhika mwirwaro | Obwingi Bwamarwairo. Obwingi obwa Abantu abakugenda mumarwaliro. | Yongeza okukozesebwa emirundi 6 haki kumi buli mwaka mu myaka 5.        | Ebihandiko ebikuyamba kwetegeriza ebyetago byabantu abakugenda mumarwaro.                        | Ekitongole kyabantu kisoroza amahulire kuruga mumarwaro nikigasindika mukitongole ekikujunanizibwa nebyentegeka.                                     |
| Ekigendererwa. 2: Emihanda eterekerezebwe kisobozese abantu 80 habuli kikumi kurubatira hamihanda emirungi kugenda mubutale.          | Ebicweka 40/100 baina epinduka ekozirwe hangundo                          | Oburaira bwempinduka ekozirwe hangundo                           | Omwaka 1, 2, 3, = 10/100<br><br>Omwaka gwa ka 4 hamu nogwa ka 5 = 5/100 | Emapu ezikwoleka ebicweka byengondo ziko zirweho empinduka hinduka.                              | Ekitongole ekikukora hali ebyengundo<br><br>Kihereza obutumwa hali ekitongole ekikukora ebyetegeka hali empinduka ekozirwe hangundo mudisiturwikiti. |

| Kininu kikwokole ndugira yabuli mugaso                                                                                                                                       |                                                                 | Kinu kyoleka omulingo gwabuli nkurakurana | Kinu kyoleka ebikwendwa bikorwe omwaka gwaba niguwaho.                      | Kinu kikwoleka emiringo ekozesibwe kumanya ebyenkurakurana hali ebyo ebitunulirwe hamu nemigaso. |                                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| Ebigendererwa bya DDF                                                                                                                                                        | Ebitandikirweho                                                 | Ebyokuroleraho                            | Ebikunirwa kuhikibwaho mumwaka                                              | Ebirakozesebwa kurora nti ebitekanizibwe bitekerwe munkoraa.                                     | Abakujunanizibwa habyo kuso-roza amahulire.                                                                  |
| Omugaso gwa 3: okwongera kwehandikisa kwabana ba puraimare kweyongere nukwo abana 90/100 mubuli disituriwikiti abana bobwojo nabaisiiki bahandikirwe mwisomero lya puraimare | Buli 50/100 abana ebehandikisize (60/100 bojo; 40/100 baisiiki) | Bona hamu ebihandikisize mu puraimare     | Abojo bakeyongera 6/100 buli mwaka. Abaisiiki bayeyongera 10/100 buli mwaka | Embalirira mukwehandikisa                                                                        | Ekitongole kikukora hali ebyentegeka kikusaba kumanyisibwa okuhikire kuruga mukitongole ekikulira ebyamasomo |

Tiharo esaha eterweho kubazaho mubyokurolera nokuhondera, kwihaho kikusobora kukorwa hanyuma yo kurabibwaho noku kikusoboka nka dihi ebirabibweho besemerire kutandika.

## EKICWEKA KYA 9:

### OBUBONDO BWABAKYARA

Ebitekerezo mukacweka kanu birugire ha Leah Oliver's akatebe kabakyara abebembezi FOWODE, UWOPA hamu WDN – Uganda Chapter's mubigufu habutebe bwabakyara (2011)

#### 9.1. Kutekaho obusinguzi mububondo bwabakyara nakiki ekikwetagisa.

##### 9.1.1. Obubondo bwabakyara kiki?

Obubondo kimanyisa abantu abeteiraina hamu nikwo basobole kutunga ebigenderwa byabo. Obubondo bwabakyara nahabwekyo kimanyisa enkurato zabakyara rundi abakansala habwokwikiriza ebyetago byabo. Akabondo kona kuba kasinguzi tihaseemerire kubamu ebyebitebe ensonga zabyesente zonka nizo zisemerire mububondo bunu. Kimu nikyetagisa nabo babe baine amagezi mubyokuseruliriza nibakozesa amahure gakwatana habakyara.

Obubondo bunu busemerire kuba bwana ababakukoragana nabo nibakora emiirimo ekwisananaisana.

- ◆ Mubyokukozesa kirungi ebikukora.
- ◆ Obusinguzi bwobubondo nibusobora kwirizibwaho buta? Kwikiriza ebyo ebiteirwe hamutwe kukutesebwaho. Obwinganiza hagati yabakyara nabasaija kimu nibihondera ebikuru ebikutesebwaho
- ◆ Kwongera abakyara mubyamateka, mubyembalira, mubyentegeka, mubyobulemi, kandi boona nibafunira humu hataroho kwahukaniza.
- ◆ Kwongera okukomwa kwabakyara nkomubikaro byobulemi hamu nomububondo.
- ◆ Kwehara enkozesa yebitebe niturwanira obugabe bwabakyara.

Ebimu habyokukozesa habubondo bwabakyara niho hali enkoragana enungi hagati yabakyara nabasaija ibakozesa kuhanulira humu. Kweterana omukukora amateka ga' Uganda.

Omulimo gwokukora amateka ga,Uganda nigugenda omumaiso abamemba bobubondo bakarora ebizibu ebikuru hamu nebyetago byabakya ekyokurorwaho okukozesa ebigambo ebirungi hangati yabakya nabasajja mpaka amateka ganu bugamalirirwe . kurora binu hamu nebindi bikatekwa omumateka ganu obubondo bukabaho nenkurato nyingi ezikuteraniza abakya nabasajja. Kandi abasajja baingi bakentwa munkuranto

### **9.1.2. Habwaki abakya baina kuba nenkurato?**

Enkurato zabakya abali mubukulembezi zitekebwa nekigenderwa kyokwongera mukusaramu mubyobukulembezi. Okusaramu kukusobora kuba kuli kwamateka, ebyemalirira, hamu na purogulamu. Ekakurato kabakya kasemerire kwetegereze ebikuba bisazirweho, amateka, emalirira, kurora ngu yobwingana nganiza. Kinu kikumanyisa ngu akakurato kabakya kasemerire kuba nobumanyirizi mubyobwingana nganiza kusobora kusaraho mubyobwingana nganiza.

- ◆ Enkurato zabakya zikusobora kuyamba mukuzora ebicweka kye byobukulembezi, ebyenkurakurana, hamu nokusororokana kwabakya kandi nokutekaho ebyokuhundera mubyenkurakurana hamu nomulingo gwokubimara.
- ◆ Enkurato zabakya zikusobora kuyamba mukuhereza obuyambi obukwetagiza munkurakurana yobwingana nganiza hamu nokuhindura ebyokuhondera kandi nokweyombeka.
- ◆ Orukurato rwabakya rukusobora kukozezebwa habyo kuseruliriza kandi nokuhera obutumwa omulingo abakya bamerire hamu nebizibu abakya ebikusanga mubyenkura kurana mubyobwingana nganiza birumu binu: okusisa abakya mu disitirikiti birumu binu: emyaka, esweirwe rundi tasweirwe, ebyokusoma, abakya abakukulira ebyamaka hamu nebindi; emiriimo hamu nebyentaya yabakazi; enaku, okukulira, okurwanakana hama nebyobwomezi nebindi. Ebitungirwe bikusobora kubayamba kuhinduraho munyemera hamu nebizibu abakya bakusanga nibaraba mukuseruliriza.
- ◆ Kukoragana kiba kyamani muno mu bakulembezi. Kakuba abakya baikirizangana kuyamba abantu abamu rundi ebizibu ebikusobora kuhindurwaho habakya, kirabibwa bwangu kukuba babaza neiraka limu kandi kirungirere mukumanyisibwa.
- ◆ Ebizibu ebyakya bikira kuba nibisana namuno muno nkabomukicweka kimu. Nahabwekyo kiba kyangu hali abakya abakansalazi kukora orukurato orukukwata habizibu byabakya kandi bakaletaho encuka cuka kakuba baba nibenda kuletaho empinduka hinduka mubwomezi bwabakya na'basiiki.

- ◆ Abakya bakira kutabantwara nkabatali bomugaso nomu bukulembezi. Orukurato rukusobora kuhereza omugisa omuntu kukoragana hamu nokusobora kubaza kurungira mubibakumanya haba haro ebizibu ebikubakwataho nkabakya.

Enkurato zabakya zisikiriza abagezi babo kwenyigira nokukoragana nkabakya abakulembezi. Orukurato rwabakya nkumu mateka ga'Uganda agamanyirwe nka (C.A) bakafuna ebintu bingi ekyokurorwaho

Hansi kikwoleka omugaso gwe nkurato zabakya.

"The women's caucus was able to expand the scope of affirmative action and ensure its inclusion in the 1995 Constitution of Uganda. Originally the NRM had decreed that one in every nine local council positions was to be held

### **9.1.3. Biki abakya ebibaina kutesaho munkurato?**

- ◆ Kutekaho enkurakuraniza munkwatagana mu'bakya nibetegekera ebikaro ebyobukulembezi. Enkwatagan eno mubakya ekubayamba okujuna ebantu ha bukurato abwobufuzi mu basaija, oba abakya ebi baina okufuna. Okyokurorwaho abakuru bakatebe. Okuseruliriza kukusobora kugaziha mubu gurupu bwa'beminyeto, abantu abaina obulemu, abakozi rundi abasaija abakusobora kuyamba mukuhagira ebyokuhondera byakya.
- ◆ Okwongeza enamba yobakya eri mubikaro obyobukulembezi.
- ◆ Kuyamba mu kukora okunseruliriza musonga ezikuba ziresirwe murukurato.
- ◆ Kutekamu amaani mubamemba okutwara obuvunanizibwa ha ensonga ezikuba ziresirwe murukurato.
- ◆ Kutekaho enkoragana mu Bantu aba kusobora kukiikira abeminyeto, abaina obulemu nabakozi kwimukya ensonga ezikukwatagana nobujunizibwa bwabakya.

### **9.2. Enkurato zabakya zikusobora kugenda mumaiso kurungi kukuba binu babiteka munkora yabo;**

Emirundi ekusinga akakurato kabamu ebibiina ebyobufuzi bingi. Obukikuba kiityo kirungi abakya batekereze muno engeri yokukora enkurato zabu kugenda mumaiso kurungi.

- ◆ Kiki ekikuru kibaganibwa mubantu ebicweka ebindi habikuru mubyokulembezi nesonga mubicweka?

- ◆ Mateka ki agakusobara kurabibwaho kurungi kurugira mubufuzi kandi gakaikirizibwa obucweka bwabakulembezi abakuru?
- ◆ Baraha abakukwatanisa abli munda oba aheru yomukakurato. Ekurato zikusobora kukozeza zita abakukwatanisa baanu okusindika
- ◆ Biiki ebikusobora kukolebwa biri mumateka oba bitali mumateka kutekaho omwaganya gwa Bantu abarabire mumyaka ekwetagisibwa munkurato.
- ◆ The caucus must strive to take a non-partisan approach in advancing its agenda. Uganda is currently a multiparty system of governance. It may therefore not be easy to advance the agenda. The caucus leadership has to constantly identify and articulate the caucus common agenda to counter partisan tendencies. That means in selecting the caucus leadership the women in the caucus must ensure that they choose women who are consensus builders and can easily mobilize women and other allies to support a cause. The caucus must think of making the caucus activities including meetings enjoyable and beneficial to women in terms of information among others. Activities that offer publicity and permit a degree of relaxation and enjoyment is a welcome break for the women councilors. Relaxing activities also help to strengthen unity of purpose.

Hanyuma yokukora okakurato ebikugenda kubazwaho basemerire kubiteka omunkora.

1. Mukuru worukurato rwabakyara asemerire kurora ngu bafuna ondi owukulira orukurato buli mwaka oba nogu okukulembera rundi ali harubaju orundi.
  2. The Orukurato rusemerire kuba rwina ekigenderwa kisemerire kwoleka ekigenderwaho harukurato kandi bobwiire obururamara.
  3. Ekigendererwa kiraha kukora oteberwe kikuru ebyokubaza kulemesa abakya, abaana hamu naamaka. Ekyokururwaho kikuru ekikusobora kulemesa abigenderwa by'amaka okuburwa amaizi, obuvuyo bomukaka hamu nebindi.
- ◆ Kikuru muno kumanya esonga hanyuma yorukurato kandi ogambeho kurgira ahabikuru byorukurato.
  - ◆ Orukurato rusemerire kugamba obwokura kandi ebyokukokora bisemerire kuba nibiruga;
  - ◆ Okutandikaho ebiragiro kandi ebiragiro ebyo bisemerire kuruga nibyo bibaire nibitalibaniza abantu. Ebiragiro bisemerire kutebwaho oborukurato.

- ◆ Kutekaho omugisa gwo'butegeki bwenkurakurana. Ekyokurorwaho omugisa ogukuba kuroho kuruga omu gavumenti hamu nokukoma hamu nokukomamu abategeki hanyuma oteberwe ebintu bikura ahabyetago.
- ◆ Encouraging community and political involvement in an issue which the caucus is advocating for;
- ◆ Yamba abantu hamu nabakulembezi ahasonga z'orukurato rukwenda. Kutekaho akurato akakusobora kukaguliriza aha songa, hamu nokumanisa aborukurato emihanda ogubakusobora kukozeza ahasonga yorukurato.
- ◆ Okubugisa aba kakurato tukabaihamu ebitekerezo byabo.
- ◆ Okubaho oweteraine kwabamahure kurwanirira ensonga ezarugire omu rukurato rwa'bakya bakazigabira abo rukurato
- ◆ Hanyuma yokusoroza sente ekyokurorwaho embeera yabakya omu marwaliro ekyeyongireho. Ekyo nikisobora kukorwa nenkoragana nungi nabanyamikago kandi mukufuna obhanguzi kuruga omubandi.
- ◆ Kugiraho okweterana nka omukya akozere kurungi omu mwaka gwoona. Ekyo nikisobora kukorwa hanyuma ya'bantukutera akaruru bakaihayo omuzalisa omu omu asingire, omu omushomesa awo'mukazi asingire, omu aha'bakya asingire omubyabizinesi omumwaka ekigenderwa kyokukoma omukya asingire omumwaka kandi abazibweho nabando abakomerwe kusaraho asingire.
- ◆ Omukoro kusemerire kuba ogw'obujunanizibwa kandi bakagusoroleza sente kandi bakagubungisa aha disitirikiti.
- ◆ Orukurato rusemerire kutandiika ekitabo kikoleka abamu ahakya aba disitirikiti abeteranize ekibatungamu hanyuma yobwiire kuhwayo. Ekitabo kikubora kuba nikirorwa abarukurato rundi abandi kurugira abo aborukurato ekibasaziremu.
- ◆ Abakuru borukurato basemerire kuba baine ebyokukora ahamagomborora gabo ekikusobora kubayamba bakakwatanisa nabakya. Ekyo nikisobora kubaho hanyuma yokweteraniza nebitongole byabakya kandi bakesanisa kusobora kubagana hansonga nkuru nokufuna amakuru kuruga mubakya abebyetago byabo kurora ngu byakorwaho abakukurato.
- 4. Abomurukurato ekibasemerire kutwara nokumanya nti hanyuma yo'rukurato kand basaramu abakya boona basemerire kukukuratira kandi nobutakihakaniza omumaiso goborukurato. Omutiima murungi gwenkoragana nigusobora kubagumya.

**9.3. okwenda aborukurato okukora ebyo ebasemerire kukora. Aborukurato basemerire kumanya ebitone byabo ebibakwenda kutangira obuyambi obwihikire.**

- ◆ Orukurato rusemerire kutanda ebyetago bwarwo omubantu abaina objunanizibwa abakusobora kubahagira ekyokurorwaho aborukurato nibasobora kukoma ebitongole ebikumanya ebiragiro ebikusobora kubatendeka bakafunamu obukugu; Obuhagizi bwa'banyamuhure nibusobora kusikirizibwa bukabateraho omuhanda gwokumanyisa abantu; okweta abamanyi bakamanyisa abo rukurato.
- ◆ Kutamu amaani mubwebembezi nobujunannizibwa Bwa bakyara abebembezi bahansi.
- ◆ Oburokurato nibasobora kukozeza abatali ba memba okubakikirira namuno abasaija kuhayo ensonga ezitakwisana.
- ◆ Abo'rukurato basemerire kwikara bulikiro kufuna ekigenderwa.
- ◆ Abakuru borukurato basemerire kumanyisa abantu bulikiro. Kikuru muno kuteka ensonga zaabo omubuhandike ezibakwenda kufuniraho obuyambi.
- ◆ Turusemerire kusorora kwenda gumisikirizane ahasongo ezirikutalibaniza abakya otateireho enyahukana yaabo omubyobutegeki.
- ◆ Orukurato nirusobora kukosesibwa mwiraka kasangaho na'bantu abakuru.
- ◆ Basemerire bulikiro kusaraho orweterano rwa abanyamahulire, radiyo pologuramu, kwenda kuguma haihi nebyetago bya'bantu ababakwebemba.
- ◆ Basemerire kwehara ensonga ezikusobora kubaiha hakibaroho.
- ◆ Abantu abomurukurato baina kwehayo kuhagira ensonga zaba kakurato kandi bakazigumiraho.
- ◆ Basobole kumanya obwama ahabakuru/aborukurato obakusobora kwegesebwa hasonga zaabo.
- ◆ Kukoma obujunanizibwa nebigenderwa ebikwisana nabo'rukurato kandi nokuhizangana amakuru nebikozesebwa.

## **Ebigambo omubwijwire ebyakozesibwe omukitabo kinu.**

Ekiragiro kisengeijerwe:Nekyo ekiragiro ekirabizibweho kandikahikiribwa na mukuru we'hanga.

Entandikiro: Aembera erukuba eroho omubwire bwo kutandikaho ekigendererwa.

Ekiteso ekyekiragiro ekiyaka rundi ekitekerezo kyokuhindura ekiragiro ekiteirweho kukihanuraho mu palyamenti /mukitebe ekikuru ekyehanga.

Gender: Okugezaho kumanya ngu abasaija na'bakara baina embeera nebyetago bitakwisana kurugirira omu kusaramu.

Gender sensitivity: Nikyetagisa okumany enyahukana omubyetago eri hagati yabakara na'basaija herikuruga omunyahukana eye'mbera yabo ne miirimo yabo..

Gender Accountability Kwoleka esonga enungi ha'bakara na'basaija ekyokurorwaho orulenge rwomuntu, ebitongole na gavumenti. Nkokwesana kugarukamu kandi akoleka obujunanizibwa omubikorwa nekisazirwemu (omateka gokugenderaho, ebyetegeka kandi ebyembalirira, ensasana yabuntu/empereza yebikozesibwa, kuhereza ebyokukora nokukulira.

Omulingo gutukosobora kuguma nitwe cumitirizamuo okwingana kwa'bakara na'basaija omu byenkurakurana omurulengo rwna.

Wetegereze ember eyibairemu aha mwomezi nka abasaija na'bakara rundi obutaingana hagati ya'basaija na'bakara. Nakyo nikimara amaani agenkoragana ahagati ya'basaija na'bakara o mu ;miringo nyingi nka enkurakurana, embeera nebyobulemi.

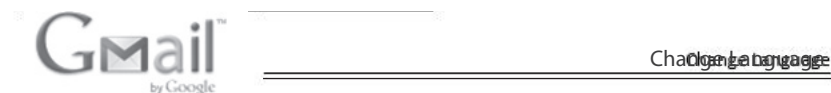
Okwinganaingana : Nikimanyisa obuzobozi/okusobora okwa basaija na'bakara, abojjo na'baisiiki kandi emigisa ekwisana hanyuma kihangire okurakurane nebyo'buhangwa, no'butegeki.

Obwiganiza obwobumu: Kinu nikimanyisa obwiganiza nomukugaba ebikozesibwa ebikugasa nobujunannizibwa omumbeera yoona eyensi.

Amateka: Kinu kihandiko ekirumu ebiragiro.

Ekgenderwa: Obwokwenda nibireta ebikgendererwa nebirarugamu kandi ekyokusobara kukora kubifuna no'bwire.

## Akacweka A: Practical guide on how to open an email address



### 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: [j.smith](#), [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.



Letters are not case-sensitive

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With Gmail, you won't see blinking banner ads. Instead, we display ads you might find useful that are relevant to the content of your messages.

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|-------------------|-----|
| Google            | ... |
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| We born to Google | ... |
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By clicking on 'I accept' below you are agreeing to the [Terms of Service](#) [Program Policy](#) [Privacy Policy](#)

## **Akacweka B: OMULINGO GWO'KULETAHO EKIHANURO**

OMULINGO GWO'KULETAHO EKIHANURO

EKIHANDIKO.....20.....

OBWEKULEMBEZI BWA HADISITURWIKITI

EKIHANDIKO KYA 20.....

EKIHANURO

Omunyoro Kagamba Gamba.

Kusigikira mubusobozi obuherezeibwe orukurato runu, mukacweka 38 akobwekulembezi bwahansi Mukacweka, 243, Nyowe.....omwekulembezi wa.....nisaba kwanjulira orukurato runu (Ekihandiko.....ebiro bwokwezi.....rundi omubusumi obutali bwaharaira.

EBIRUNGI EBIKIRIMU:-

Omunyoro Kagamba Gamba, Okufura ekihandiko kinu ekiragiho kinu kirumu ebyokwenyumirizamu nebirungi bingi hali orukurato run. Binu nibyo ebirungi ebirimu:-

Okumanyisa abantu ebyobjunanizbwa bwabo okusasura omusoro.

Kusobozesa akakurato kaina bwiino ahabintu ebimazire obwiire buraira

Kutekaho embeera kandi ekasobozesabwa mukicweka kosobezesa kusorolereza omusoro omumwanga ugu.

Kusobozesa akakurato; kusasura kara kandi kwikiriza ekigenderwa kyabo omu bya sente.

Kusobozesa abakakurato okwongera obuhereza burungi, obwebaire nehereza.

Okwongera kutandiika enkura kurana omu bya sente.

Mukutwaliza hamu ebirungi hali nibindi ebitagambirweho, ninsaba ngu ekiragiho kinu kirabibwe hali ebintu ebirabweho hakihandiko kyebiragiho kihairweyo.

Webale Munu, Mwami/Mukyara.

Kagamba Gamba .....

## SEKURITARE WA WAKATEBE .....

Nikiruga omu bya handikirwe abae abebiragiro bye'ihanga (Uganda) omukukora ebiragiro bya Uganda ekumi - ebiiri ikumi .

Ekihandiko C:

Obukodyo bwokwiganisa emirimo eya govumenti na ey'abantu abandi.

Obukodyo obwa bakukulira abakara ekubasobozesa kuyamba obutaingana na'abantu (abokwenda amagoba).

Yega kumanya ekyota kusobora kukora kirabehe kandi ekyotakusobora kukora.

Ohereze obujanizibwa kyonka ogume oijuke ngu oina obujanizibwa bwokuleba ngu ebyoragire kukora byakorwa kurungi.

Osabe Ruhanga kukuhura okole emirimo yawe omu Bantu hamu neyawe nko omuntu.

Ogire ebyemigaso obaire nabo kandi oleke ebyemigaso bikuhabule omu byokukora.

Yega okuteka omunkora nokwo kusobora kulinda obwire otunge ekitabo ohandike kwenda ngu hanyuma yokiiri omanyane ekiwaihamu.

Yega okulinda obwiire omu mirimo oyokunihira kukora, kandi omanyise buli omu akusobora kuba nayenda ojumbire omu kintu ekyo kwenda kumanya omugaso kulinda obwiire. Omukoro kakuba gutandika gukererewe kandi iwe waaba oizire kara/omubwiire osabe okugenda obwiire bwawe bwekindi ekyokukora bwaba buhikire.

Tungaho obwire obwokunyumyaho na'abantu ngu oli ekyokuleberaho ekyabandi.

Oyege okukoseza endi emirongoti kandi sera ebyokukozesa biri omu byepulizigana kwenda ngu ebintu bikorwe. Ekyokurorwaho okuhandika ekihandiko olukukozesa kompiyuta, okusindika obutumwa.

Manya kandi ofuune obyambi kikusobozese kweyamba mubwomezi bwawe.

Ba namateka gokoleraho. Ekyokurorwaho, okusobora kumanyi ebekicweka ekyo'kulira obwiire bwokwitira tiraana mukakirato. Muherezangane enamba ye'simu nambere bakusobora kukutunga baba nibakwenda.

Fuuna obwiire bwokuuba hamu nabeka yawe.

Twaara emiriimo yawe nkekintu ekikuuru.

Twara omuka kuba omwanya omurungi habwokuba nuho okusobora

kufuuna hokuhumulira kakuba ekiiro kiba kitagugendeire kurungi.

Obworaba oli mufumbo rundi oina omugonzebwa ba wamazima eby'etegeke ye'miirimo yawe kandi obe mwesigwa haliwe.

Rora ngu wafuna obwiire. Kinu kiija kukuyamba kwejunitiriza hamiriimo yawe hamu nebyesinta zobwomezi bwawe.

Yega okukolera hamu emirimo na'bobujunanizibwa beka yaawe.

## **KURAMBURA ABANTU KWENDA NGU OBUHEREZA BWABA KURATIRWA NKO BWAKUBAIRE.**

### ***EKITONGOLE KYEBYOBWEMEZI***

Ekigenderwa:Kuhondera hamu nokurambura oburungi bw'empereza ebakya  
hamurwaro amataito.

Ibara lye'irwaro.....

Endagiriro eya'beirwaro.....

Amabara ga barambuzi.....

Ebiro byaabakozi beirwaro.....

### ***A: Ebikaguzo hali abakozi beirwaro***

- ◆ Bakozi baingaha abakukora hairwaro kandi nibakora mirimo ki?
- ◆ Kurugira hamutindo gwe ihanga basemerire kukoza abakozi baingaha?
  1. Buharaba haro empinduka gamba habwa ki?
  2. Emirundi eingaha aba dokita, nansi hamu nabazalisa baija mwirwaro?

Buli kiirwa

Gumu mu sande

Ebiiri mu sande

Tibaizira nakimu

### ***B: Ebikaguzo hali eby'emibazi mwirwaro***

- ◆ Erwaro line emibazi ekwetagisibwa?
- ◆ Haroho Emibazi ekumara kandi mubwingi
- ◆ Erwaro limara bwiire ki litaina emibazi?
- ◆ Haroho Eirwaro linu lifuna obuzibu nka emibazi etakozesibwe rundi emibazi egi esisikaire?
- ◆ Emibazi bagireta mubwiire?
- ◆ Erwaro linu lina emibabazi ekwetagisibwa aha bakya abaina enda?

C: Ebikaguzo hali ebyobwomezi bwabakya abaina enda

- ◆ Erwaro linu lina omwanya ogwabakya bakusobora kuzalira? (Ego/Nangwa)
- ◆ Obukira kiri ego, hokuzalisa haliyo ebitabu kandi bingaha?
- ◆ Erwaro linu ligira abahereza bakumara kusobra kuhereza obuyambi hali abakya abaina enda?

- ◆ Erwaro linu likora lita mukuzalisa abakyara abandi abaina obuzibu mukuzara?
- ◆ Erwaro linu ligira ekina ekyokunagamu ebyenyima?
- ◆ Erwaro liheza ebyokweyambisa hali abakyara abakuzara?
- ◆ Buyambi ki obundi erwaro libuhereza Abakyara?
- ◆ Haroho hokuzalira?
- ◆ Bikozezebwa ki ebiroho?

***D: Ebikaguzo hali ebyembalirira yoruzaro***

- ◆ Erwaro lihereza obuyambi bwembalirira yoruzaro?
- ◆ Mbalira ki eryoruzara erikuherezebwa
- ◆ Abasajja nibajumbira omu buhereza obwe embayiya eyokuzaro
- ◆ Murongoti ki Erwaro golikoseza?
- ◆ Erwaro lihereza obuyambi bw'okugema
- ◆ Erwaro lina obuyambi PMTC
- ◆ Erwaro lihereza obuyambi bwo kuhana?

***E: Ebikaguzo hali obwecume ne' buyonjo***

- ◆ Erwaro linu ligira ekyoloni?
- ◆ Hairwaro haro amaizi amarungi kandi mayonjo.
- ◆ Ezigati ye'rwaro erindwa kurungi ?
- ◆ Erwaro lino ligira ekicumbiro?
- ◆ Erwaro linu lyaka kurungi mubwire bwekiiri?
- ◆ Erwaro ligira abakozi abakumara
- ◆ Erwaro linu ligira hakunga ebisasiro kandi kihandikirweho kurungi?

***F: Ebikaguzo hali SGBV***

- ◆ Erwaro litwara ensonga zabantu abakubona bonesebwa
- ◆ Erwaro lina mpereza ki eyokurwanisa enaaku?
- ◆ Eirwaro lihereza lipota?
- ◆ Buhereza ki obundi eirwaro libuhereza abantu abakubonabona?

***G: Ebikaguzo hali ebyasente***

- ◆ Mbaliraki etekanizibwe mwirwaro linu?
- ◆ Obuyambi obukulindwa irwaliro nibukozezebwa buta?
- ◆ Muhandaki ogwerwaro likufunamu entahya?

- ◆ Erwaro linu lutuga obuyambi bukwingana nkaha kuruga mugavumenti kandi litunga obuyambi bukwingana nkaha kuruga emihanda endinendi?
- ◆ Erwaro linu lifuna entaya yoonka nkalyo lyonka
- ◆ Erwaro litunga ebuyambi kwasente mubwire ( obo kwaha,batungamubwire ki?)
- ◆ Erwaro ligira embalira eyenyahukana ekukwata habwomezi bwabakyara?
- ◆ Erwaro lyoleka entaya neturukya yalyo kwenda ngu abantu bamanye?
- ◆ Mubyanengekerwe kukora hamu nebyateirweho haro empinduka kandi habwaki?

***H: Ebibuzo ha ebyobulemi***

- ◆ Erwaro linu lina akulikulira?
- ◆ Baikara enkurato emirundi eingaha?
- ◆ Abakozi berwaro bamanyire emiriimo yabo?
- ◆ Erwaro lina embalira ecwirwemu?
- ◆ Hairwaro baiguraho mubiho bikuru?
- ◆ Irwaro ligurwaho di kandi nirikinga saha zingaha?
- ◆ Erwaro nikora lita omu kwetegekera ne'mbalirira yalyo?
- ◆ Mukwegekera ne'byembalirira mubuli omu nahayo ekitekerezo kye?
- ◆ Hairwaro haro kurolerwa/kwemurugunya mu'bantu
- ◆ Haroho ensonga yoonka ekwatiraine nokulya enguzi kandi nerwanisibwa eta?

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### **Ebya UWONET:**

Ekitongole Ekiteraniza abakya mu Uganda (UWONET), Kitongole ekirwanirira okweteraniza abakyarara, kirimu ebitongole namatendekero 16, nabantu 9. Kikatandikibwaho mumwaka 1993 kuhereza omwanya ebitongole ebyeteranize kurwanirira obugabe bwabakya namuno muno kigendereiremu kumaraho okusorora mubasajja na bakya.

### **Okunihira:**

Ugandan society free of all forms of gender based discrimination. Eihanga Iya Uganda eritaina kwahukaniza kwona mubwinganiza bwabakya nabasajja.

### **Ekigendererwa:**

Kuletaho okukolera hamu nabamemba hamu nabandi boona abakukwatwaho nituraba mukuseruliriza, kwimukya, kuseera ebyokukozesa, ebina kukozezewa mukuseruliriza hamu nokuyamba kutunga obwinganainganiza mubakya nabasajja mu Uganda.

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Project Supported by the



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