



KWETEGEREZA

ENCWAMU EYEKOZIRWE OMU BUGABE HATAROHO
KUHAMBIRIZIBWA HANYUMA Y'OKUTUNGA
KUMANYISIBWA HA PUROJEKITI (FPIC)

Encwamu eyekozirwe omu bugabe hataroho kuhambirizibwa kand obandize kutunga kumanyisibwa, nikimanyisaki?

Buli bugabe bw'abasibensi n'abaikazi abarukukwatwaho okucwamu nkooku enkurakurana y'amataka neby'obuguuda byaaboo eraaba.

Ebiri omu FPIC

MU BUGABE

Nikimanyisa encwamu eyekozirwe hataroho kukakibwa kutinisizibwa rundi kubuzabuzibwa.

1



KUBANDIZAAHO

Nikimanyisa kucwamu nikwija kuhikwaaho hatakabaireho okuha orusa rwoona orw'okutandikaho entegeka ezitandikirwaaho omukuteekaniza emitandikire ya purojekiti hatali kusaba orusa nambere obwetaago bwarwo bukaiziire.

2



KUMANYISIBWA

Nikimanyisa ngu ebihandiiko namakuru ebirukukwaha ha purojekiti, ensisana yayo, emikorre yayo na nkooku erukugenda kugasira abasibensi n'abaikazi b'ekiikaro, nibijja kuheebwa abasibensi n'abaikazi kandi omu mulingo ogurabasobozesa okubyetegereza.

3



KUTUNGA OKUMANYISIBWA

Ha kirukukwata ha ncwamu eyekozirwe hanyuma y'okutunga kumanyisibwa, kikuru muno abaikazi kutunga ebihandiiko n'amakuru ebirukukwata ha purojekiti erukuleetwa gavumenti rundi omuntu wa bulikiro kandi na nkooku erukwija kuhindura enyikara yabo purojekiti egi etakatairwe mu nkora.

4

KUCWAMU

Kucwamu niryo idaara ly'okumalirra omu ntegeka enu yoona. Munu nuho hali okwikiriza rundi kwangirra purojekiti eyeresirwe omu kiikaro kyabo nibaraba omu migenzo n'emirwa yabo.



ENCWAMU EYA BOONA

Kinu nikikwata ha basibensi n'abaikazi b'ekiikaro ekirukukwatwaho okukozesa obugabe bwabo obu baine ha mataka, ebiikaro, eby'obuguuda, obugabe bw'okwekorra encwamu n'obukuru bw emigenzo n'emirwa yabo.



Emikorre nebiragiro ebirukulema FPIC

FPIC Ekora di?

Okusenda abasibensi ha mataka n'ebiikaro byabo (Orugiga 10 orwokurangirra kw'amahanga ag'eteraine ha bubage bw' abasibensi)

Okwahura rundi kunaga ebikwato eby'obutwa ebimazire kukozesibwa, ha matataka n'ebiikaro by'abasibensi (Orugiga 29 orw'okurangirra kw'amahanga ag'eteraine ha bugabe bw' abasibensi)

Endagaano ey'orusorrokano rwekitongole eky'abakozi namba 169 erukukwaata ha basibensi n'abantu ab'ihanga limu omu mahanga agetongoire (ILO C169) negamba eti gavumenti eritekaho emitendera erukwetaagisa okuzonzoora amataka ag'obuzarwaana agakwikarwaaho abo abagambirweeho eruguru. Kandi kurora habaho obulinzi oburukumara ha bugabe bw'abantu abo baine haitaka lyaabo n'ebitungwa byabo.

Okurangirra okw'amahanga ag'eteraine ha bugabe bw' abasibensi (UNDRIP). Nukwoleka ngu abasibensi tibase-meriire kusendwa haitaka rundi omu biikaro byabo. Kandi okusiana nekyo, okurangirra kunu nikwoleka ngu, busaho kufurra abasibensi batakabandize kuhabwa omugisa gw'okwekorra encwamu omubugabe kand nambere babandize kumanyisibwa nukwo habeho kwikirraniza ha byokuleherwa kandi nambere kirukusoboka n'omugisa gw'okugaruka haitaka lyabo omu biro by'omumaiso.

FPIC ekora eta

1

Kuletaho obumu n'okulinda obusinge om baikazi.
Purojekiti esemerriire kutwara eky'obumu omu basibensi ha kukozesa amataka gaabo nk'ekiru. Encwamu eyekorwa abaikazi nibaraba mu FPIC mulingo gwokuletaho obusinge, eteeka, okwetegerezangana, obumu, nebyokwerinda ebirungi.

2

Kwimukya omutindo.
Purojekiti esemerriire kuteeka amaani omu kwimukya omutindo gw'abaikazi nukwo basoble kukorra enkurakurana ey'ebentahya, enyikara, n'ebymigenzo nemirwa yabo nibaraba omukwetaba omu kukora encwamu n'okukomamu ebirabandizibwahoga omu kuleeta enkurakurana omu kiikaro kyabo.

3

Kuleetaho enyikirraniza n'okukora encwamu ya hamu.

Kuraba omu buromborombo kwehanuzaahongana kirugirramu kwikirraniza. Tikiri kikuru kugendera ha biteekerezo eby'abaingi okaleka eby'abake. Empanuura zonna ha mataka g'abaikazi zisemerriire kuba n'ekigendererwa ky'okuletaho kwikirraniza kwabonna hatali abaingi kusindikiiriza abake.

4

Kutamu ekitiinisa obwebembezi bwekiikaro.
Abarukuteeka mu nkora purojekiti basemerriire kutamu ekitiinisa obwebembezi bw'ekikaro kandi abaikazi boona barayetabaga omukukora encwamu nibaraba omu bwebembezi bwabo bwona obusangirweho rundi obw'enazaarwa.

5

Kurora tihabaho kudiida ekitiinisa ky'emigenzo n'emirwa.

Entegeka za purojekiti zoon ensisana, emikorre nomulingo gwokuziteeka mu nkora haitaka ly'abasibensi n'abaikazi abandi, bisemerriire kugendera ha migenzo emirwa n'obuhangwa bw'ekikaro oteeberwe n'enyikiriza n'oburomborombo obw'abasibensi benyimirizaamu.

6

Obujunanizibwa obw'emigigi etali emu

Ekiteekerezo ky'abaikazi kuba bakama b'ekintu boona hamu nikyo kikwemerezaaho enteekereza erukugamba eti obuzarwana nibwika buli bujunaanizibwa bw'abaikazi abaroho naabo abalija hanyuma nahabee, tibusobora kutundwa kwiwhaho rundi kehwerekerezibwa. Purojekiti zisemerriire kurora zaalinda obuhangwa habwaabo abalija hanyuma.

7

Obukuru bwekiragiro eky'obuzarwaana

Obukuru bw'ekiragiro ky'obuzarwana nencwamu yaboona erakorwaga abasibensi n'abaikazi abandi, eratwarwaga mumaiso kusigikira ha kiragiro kikuru eky'ihanga.

8

Kutunga kumanyisibwa

Entegeka tizirukwija kubamu okweserekerra hali abo boona abarukukwatwaaho. Abarkuhayo kusaba kwaabo barahayoga ebirukukwata ha bitongole byabo byoona okusigikira ha purojekiti eyibarukutegeka kuteeka mu nkora omu mulingo ogurkusobozesa abaikazi kuhikwaaho amakuru rundi ebihandiiko ebyo kand bakabyetegereza.

Bulyo ki obuli omu kutwara mumaiso enkora ya FPIC

Okwecweramu

Obugabe bw'okwecweramu kiri kimu ha bugabe bw'omuntu obukuru obwa FPIC esigikirraho. Bwine omuhama oguruga mu kalitaango eyabaire omukwecungura okuruga mu mikono y'abalemi b'amatwale kandi bukaletwaho kurora abairagazi bayegarurra obusobozi bw'okwekorra encwamu nkooku baraaba omu biro by'omumaiso obu nibekwaturamu eby'obuguuda byabo.

Kuba n'obusobozi haitaka lyabo, ebiikaro byabo kandi n'okutamu ekitiinisa emirwa n'emigenzo yabo.

Emikorre ya FPIC neherza abaikazi n'abasibensi omugisa kwekwaturamu ha birukukwata haitaka n'ebiikaro byabo,kutamu ekitiinisa emirwa n'emigenzo yabo n'okwecweramu enkurakurana yabo nk'abantu ey'omubiro eby'omumaiso.

Okwetangira obuzibu

FPIC eroho nk'ekyokwetangira ekizibu ky'okurubatirra obugabe bw'abaikazi n'abasibensi. Kinu kikuru muno habwokuba, encwamu y'okuleeta purojekiti mukiikaro, ine kusigikirra ha mulingo erahindura enkoragan y'abantu, enkurakurana yabo, emirwa n'emigenzo hamu n'eb'y'obuhangwa bwabo.

Kukora encwamu ya hamu

FPIC nkora erukutwarrha hamu abasibensi n'abaikazi abakorrana omu kukora encwamu eya hamu.

Enkora y'okulemeraho

FPIC ine enkora ey'okulemeraho ha nsonga eyerakozesibwaga omu mwoyo omurungi kurora habaho kutamu ngana ekitiinisa n'okwetaba okw'obulyo omu kukora encwamu ha nsonga ezirukukwataho enyikara y'abasibensi nk'abantu abetongoire.

Kukoragana na gavumenti n'ebitongole ebindi

Omukoragana y'okutamu ekitiinisa obugabe bw'abasibensi,emikorre ya FPIC neyoleka enkoragana y'abasibensi n'ebitongole ebindi nambere otaire na gavumenti ha birukukwataha purojekiti, entegeka zaayo, emirimo yayo, ebiragiro nemikorre ebirukukwataho abasibensi.

Kukozesa kurungi enkora ya FPIC nikurugamu bijuma ki

- Kukozesa kurungi FPIC **nikigumiza** abaikazi n'abasibensi okuba niiraka ha buli rulengo rw'okutegeka n'okuteeka mu nkora purojekiti eyesobora kukwataha nsongaz'obugabe bwabo omu mulingo ogugalihireho.
- Ereetera abaibensi omutima gw'okwetegekera ebirungi n'ebibi ebisobora kuruga omu purojekiti.
- Eleetaho kulinda eby'entahya by'abasibensi n'abaikazi habwokuba baine okutegeka emihanda endi ey'okwemerezaaho hatali kulindirra purojekiti yonka.
- Eyongeramu amaani emiringo etali emu nkooku purojekiti zisobora kweyemerezaaho zikakura zikahangaara. Kinu nikihereza amaani abandi abasobora kuleeta purojekiti ezindi omu mahanga agakyarukukurakurana.
- Eheereza abasibensi n'abaikazi omugisa kukora encwamu ha bintu ebirukubakwataho n'okuhayo ebiteekerezo ebirakoonyera purojekiti n'abasibensi.

FPIC EKORA HALI OHA?

→ FPIC neekora hali omukazi rundi omusaija owaine obukwataine bwa busimba rundi obw'embaganiza haitaka n'obuhangwa, okuraba omu kulima ebyokulya nebirimwa ebindi. Kinu nikikwata nahali ogu ataine itaka.

→ FPIC neekora ha rulengo orwabaikazi aba hansi ha bikwatiraine na purojekiti ezsobora kuhindura enyikara y'abasibensi n'abaikazi n'okukira muno haitaka lyabo.

→ FPIC nekwata ha basibensi abanagirizibwe omu by'enkurakurana abarukwerora nkabasibensi rundi ihanga ery'abake abaine ekihika kulinda emirwa emigenzo n'enyikara yabo erukwesiana yonka.

Engenderwahoy'okwecencura emirimo erukwetaga FPIC

1 Emirimo enu,
nija kubamu
kusenda, kufurra
runda kwiiha
abasibensi haitaka
lyabo?

2 Emirimo enu,
nija kubamu ebikorwa
byokuhamba, kutwaara,
kusiisa rund kuhwerekereza
ebikwato eby'ebiyobuhangwa
eby'emirwa n'emigenzo,
enyikiriza n'okuramya
kuruga ha basibensi
n'abaikazi?

3 Emirimo enu,
nija kubamu kuhaiga
eby'obuguuda
by'omwitaka nk'okwiiha
amafuta na gaasi haitaka
rundi omu biikaro
by'abasibensi?

4 Emirimo enu,
nija kubamu
ebikorwa by'okutema
emiti kuruga
haitaka
ly'abasibensi?

5 Emirimo enu,
nija kubamu encwamu
yoona eyokukora entegeka
y'okubagana ha birungi
ebiaruga omu mataka,
ebiikaro rundi
eby'obuguuda
by'abasibensi?

6 Emirimo enu,
erabamu encwamu
yona esobora
okuhindura
enkoseza yiitaka
ly'abasibensi?

7 Emirimo enu,
nija kubamu
okwekonyeza amagezi,
okumanya, obukugu,
n'okwehangahaha
okw'enzaarwa
eby'abasibensi?

9 Emirimo enu,
nija kubamu ebikorwa
by'okukozesa eby'obuguuda
by'omwiitaka rundi emirwa
n'emigenzo omuby'entaahya,
haitaka ly'abaikazi
baine okuraba omu
buzarwana
bwabo?

8 Emirimo enu,
nija kuhindura
enkoragana
y'abasibensi n'itaka
yabo eya
butoosa?

10 Emirimo enu,
nija kubamu
kuteeka amasamba
rundi amakoorro
amakooto haitaka
ly'abasibensi?

UCCA SECRETARIAT

Initiative For Social And Economic Rights(ISER)
Plot 60 Valley Drive, Minister's Village, Ntinda
P.O.Box 73646, Kampala-Uganda
Telephone: +256414581041
Website: www.ucca-uganda.org

