



Rayini yamajita ga kuruudu eyomuri burugweizooba bwa Afirika (EACOP) eyehiireyo kuhagira okuha ekitiinisa obugabe bwabakazi hamwe nokutaho ebiragiro byokukuratira omuri bizinesi nemirimo yeitu yekitongore. Ekiragiro ky'okwingayingana kwenkura yabantu hamwe n'abantu kwejumbira omumirimo yekyanga nikishoboorora kandi eyoreka ekishushani kyikwehayo kwa EACOP ahabwoburungi bwabikirikukwataho boona abomunda nabaheeru. Ekiragiro kyokwingayingana kwenkura yabantu n'okwejumbira omukukora emirimo yekyanga nikiwatagana nekiragiro kya EACOP ekyobugabe bwabantu ekirikuzibira okujonjora kurugiiira ahaburugo, enkura yabantu, emyaka, oburema, omuntu okuyaaziirwe ari hamwe na ekika kyona kyokuhahaana, okugyema ninga okukoresa abaana emirimo (Ekiragiro kya EACOP ekyobugabe bwabantu, 2022).

Neetaho omuringo gwokwihaho ebika byona ebyokujonjora abakazi (CEDAW) (1979) ogwatiirweho omukono gavumenti ya Uganda omuri 1985 hamwe na gavumenti ya Tanzania omuri 1986. Gurikureebererwa ebiragiro byekitongore kyamahanga ageeteeriine ebyokuhagira abakazi, EACOP neetaho omwanya gwoburingaaniza kandi ogwine ekitiinisa, eyongyeramu amaani omukutunguura abakazi omubyanga byingi kandi ereetaho enyikiriza ahabakazi nabashaija barikuheebwa emigisha erikwingana kutunguuka nokweyongyera. Nitwikiriza ngu obugabe bwenkura yabantu tibugabe bwabantu bukuru kyonka kureka ekintu kikuru kyokutunguura embeera yabantu n'ebyesente.

EACOP NEETUNGUURA EBYABANTU KWEJUMBIRA OMUMIRIMO HAMWE NOKUKYENDEEZA EMYANYA ERIKUREETAHO OKUJONJORWA AHABWEKIKURA KYABANTU OMUKICWEKA KYOKWOMBEKA HAMWE NOKUKORA EMIRIMO YA PUROJEKITI. -

EACOP NEERAGANISA:

- Kumanya omugasho gwokwehayo nokukora kwabebyobutegeyeki omukuhagira okwingayingana omunkura yabantu omukitongore kyenyeine kurabira omukwinganisa emigisha, okwetabamu hamwe nokuha abakazi emigisha y'okutegeyeka. Ebyobutegeyeki omukitongore kya EACOP nibyija kutunguura okwingana omunkura yabantu ahandengo zoonna omukitongore, harimu okujwekyera ahakibiina ekirikwebembera ekitongore nabakozi abamukitongore abakuru.
- Kutunguura emitwarize omukitongore erikuhagira ahamurimo ahatariho okujonjora, ahabakozi boona barikuheebwa ekitiinisa kandi bakaheebwa emigisha erikwingana ahabwokukura n'okutunguuka.
- Okukuuma ebyamagara, obukuumi hamwe nokubage kwabakozi boona abashaija nabakazi, obwe erikumanya emirimo ey'abashaija nabakazi baakubaasa kuba biine ngabarikuheereza obureeberezi omumaka gaabo.
- Kuhagira okweyongyera kwebyobukugu byabakazi omukitongore kurabira omukutendeka nokugabana

obukugu obubarikumanya kwenda ngwabandi nabo batunguuke, okubaasisa abakazi, eminyeeto hamwe na guruupu ezitarikwebaasa ezindi kuhika emigisha etaryemwe, nokukoragye munonga emirimo eyibarikubaasa.

- Okuhagira okutunguura purojekiti, enkora ezirimu omukukora okujanjaaza nokugura ezitarikuhinduka omukiragiro kyokwingayingana omunkura yabantu.
- Okuhagira okwingayingana omukyanga ekihango kurabira omukwetaba omukukora emirimo erikubakwataho, okutandikaho ebyabo hamwe nokwetaba omukuhagira okwingayingana omunkura yabantu, eki nkyongyera ahabantu ababakazi barikumanya. Tworeke okurahuka kumanya haaba hariho empinduka omumbeera nebiturikukuratira ahi turikukorera.
- Kwehayo kuba abamazima nabobuvunaanizibwa obwe turikubariirira nokuha ripoota ya KPI ezirikugyenda omumaisho, omukitongore hamwe nomubiturikukoragana nabo omu bizinesi naba konturakita omumyanya yokukoreramu.

Okutandikaho kwekiragiro eki nikutandikira omu PURAANI YENKORA YENKURA YABANTU EYA EACOP kandi erikuguma nekeyeberwa bureijo akakiiko kokuhagira ebyobugabe bwabantu hamwe nokubuhinduramu ekirikugyendera hamwe nokwehayo kwa EACOP kuguma nebutunguura. Nituteekateeka kutaayaayisa za gavumenti hamwe nabukirikukwataho omukwehayo kweitu kwokuha ekitiinisa obugabe bwabakazi. Ekiragiro eki nikikwata ahabakozi ba EACOP boona. Nituhiga abiturikukoragana nabo boona omu bizinesi naba konturakita kukorera omungyero etarikuhindura omubigyendererwa ebiteerweho omukiragiro eki.