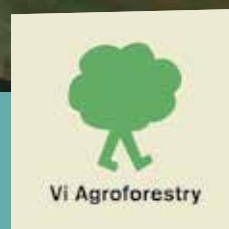


Akatabo ku kikula ky'abantu

Akatabo akalungamya ku kikula ky'abantu



Kiwandiikidwa mu Luganda



VI AGROFORESTRY

Vi Agroforestry ky'ekitongole kyaba Swidi ekirwanyisa obwaavu n'enkyukakyuka mu mbeera y'obudde nga kiyita mu kusimba emiti n'okwongera amaanyi mu bibiina by'abalimi okusobozesa amaka g'abalimi abatono okulwanyisa obwavu, enjala, okutema ebibira n'okwongera amaanyi mu nnima ey'omulembe. Kiruubirira okusobozesa abantu abali mu bwavu n'okulongoosa embeera z'obulamu bwaabwe nga bongera ku bungi bw'emmere, ennyingiza mu by'ensimbi n'okutebenkeza embeera y'obudde.

Vi Agroforestry kissa essira ku maka g'abalimi abatono, abawangaalira mu bwavu naddala abakyala, abavubuka n'abaana abegattira mu bibiina by'abalimi mu bitundu ebirimu embeera y'obudde ekyukakyuka wansi we ddungu Sahara ku lukalu lwa Africa (Afirika).

Vi Agroforestry kikiliriza mu ddembe lya buli omu n'okubeera mu mbeera z'obulamu obweyagaza, n'okubeera mu bitundu ebyetoolodde ebyeyagaza. Ekitongole kikiriza nti abantu bwe baba awamu baba n'amaanyi mangi era nti enkulaakulana okubaawo kyetaagisa okussa ekitiibwa mu ddembe ly'abantu, okussa ekitiibwa mu mateeka n'obutonde bw'ensi.

Vi Agroforestry yettanira enkola enzijuvi mu maka g'abalimi amatono okusobozesa abalimi okufuna ekyo ekikwatikako mu by'obulamu bwabwe n'embeera ebetoolodde.

Vi Agroforestry kikulembeza okufunira abantu emmere, amafuta, obusobozi mu by'ensimbi, enkola ekuuma obutonde bw'ensi nga balongoosa mu by'ennima okuva lwe kyatandikibwawo mu gy'ekinaana. Ekibiina kiyambye okusimba emiti egiwera obukadde kikumi (100) n'okulongoosa embeera z'abantu abawera akakadde kamu mu emitwalo kinaana (1.8m).

OKULABULA

Ekiwandiiko kino kyafulumizibwa aba Vi Agroforestry nga kiyambibwako Swedish Postcode Lottery. Ebiwandikiddwa mu kiwandiiko kino bya muwandiisi wakyo yekka era tebikikirira birowoozo bya post kod lotterieti.

OBWANNANYINI KU KIWANDIIKO

Obuyinza bwonna busigaziddwa. Tewali akkirizibwa kwokeesa mu kiwandiiko kino okufunamu ensimbi wadde okusomesezaamu abalala nga tafunye lukusa lwa muwandiisi

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Ekitabo Ekisooka

Kyakubibwa 2018

Abaali mubifanaayi ku kitabo kino - ye Saidat Nakayinga and ne Kannyanjwa Sinaani Wamu ne muwala wabwe Namubiru

Asiyat n'omutabaani wabwe Galiwango Nurudin, e' Mpigi, Uganda - Linda Andersson

Ebisooka

Omwenkanonkano n'okussa obuyinza mu mikono gy'abantu byetaagisa nnyo mu kuteekawo enkulakulana. Newankubadde abakyala bakola kinene mu by'obulimi, ate nga abasajja bbo bakwatiridde ensonga y'okutunda ebirime n'enkozesa y'ensimbi ezibivaamu. Kino kizze okusobozesa abantu ab'ekikula eky'enjawulo okufuna mu bulimi, okuba n'emmere emala n'enkulakulana mu by'ensimbi.

Abakazi bwe benyigira mu by'obulimi ku mitendera gyonna, okulungamya ekikula ky'abantu mu by'obulimi n'enkyukakyuka mu mbeera y'obudde, kye kisumuluzo ekitakoma ku kuleetawo obwenkanya mu bakazi n'abasajja mu bitundu eby'ebyaalo. Okulungamya ekikula ky'abantu kikiriza nti abakazi n'abasajja bagoberera ebintu bya njawulo mu bulamu era nti enkulakulana ebaganyula mu ngeri ezaawukana. Ekitongole kikola ku njawukana ezo nga kyekkaanya ebikolebwa byonna era nga kiyita mu kuteekawo enkola. Okunonyereza, nga kiyita mu kutabaganya, okubaga amateeka, okugabanya ebyetaago, okuteekateeka n'okussa emirimu mu nkola. Essira kirissa nnyo ku kulaba nga wabaawo obwenkanya wakati w'abakazi n'abasajja era n'okulaba nga bonna baganyulwa kyenkanyi. Ekitongole kimanyi nti okuwa abakazi obusobozi kisoboka singa enkolagana wakati w'abakazi n'abasajja eba egobereddwa.

Ekgendererwa ky'ekikula kwe kufuna enkwatagana eya nnamaddala wakati w'abakazi n'abasajja, okusinga okubaawula mu ngeri eyinza obutaba ngenderere.

Ekgendererwa mu mulimu guno kwe kulaga nti ebikolebwa abakazi n'abasajja, n'okwenyigira kwabwe mu kukulakulanya eggwanga bisinzira ku kikula kyabwe. N'olwekyo, enkwatagana eba ku kikula ky'abantu ekola kinene ku by'obulimi n'eby'enfuna. Kino kitegeeza nti si nkwatagana yaabwe kyokka wabula kitundutundu kinene kubisalibwawo n'ebissibwa mu nkola, n'olw'ekyo kyetaaga kwetegereza.

Omulumu guno gulaga engeri y'okulungamya abantu okusenziira ku kikula kyabwe okuyita mu by'obulimi, mu bikolebwa n'ebiteekatekebwa nga bekkaanya ebitongole, okwekkaanya ekikula kyenneyi, embalirira, okugoberera ebikolebwa n'ebivaamu.

Kitekawo ebikozesebwa, enkola n'ebigobererwa okusobola okuteekawo enkola ezinaagobererwa ku nsonga z'ekikula ky'abantu, n'ebinateekatekebwa okuyita mu Vi Agroforestry, abakikwasizaako ne banywanyi b'ekitongole kino.

Ekiwandiiko kino kikoledwa aba Vi Agroforestry. Elizabeth Mwiyeria asiimibwa olw'okukikolako. Kose Kyundo, Victoria Nakajumo, Mathias Masiga ne Claude Katuyisire nabo basiimiddwa nnyo.

Omulumu guno gugenderera okusiima Vi Agroforestry n'abakiyambako mu kulaba ebiva mu kikula ky'abantu, okutumbula embeera y'obudde awamu n'okulwanyisa obwavu abantu basobole okubeera mu bulamu obweyagaza.

Lena Martens Kalmelid
Akulira ekitundu mu Vi Agro Forestry
Yafesi etwaala ekitundu ky'obuvanjuba bwa Afirika

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1. Okulungamya ekikula ky'abantu

Okulungamya ekikula ky'abantu kye ki?

Okulungamya ekikula ky'abantu y'enkola y'okugoberera ebintu ebikolebwa abakazi n'abasajja gamba nga mu by'amateeka, enkola eziba zitekeddwawo n'ebyokukolako mu bitundu era ku madaala ag'enjawulo. Kigenderera okukwasaganya ensonga ez'enjawulo ezifa ku bakazi n'abasajja okusobola okubunyisa mu biteekatekeddwa, eby'okussa mu nkola, ebigoborerwa n'okwekenneenya enkola ezitekeddwawo n'ebikolebwa mu by'obufuzi, eby'enfuna ne mu mbeera z'abantu zonna kisobozese abakazi n'abasajja okuganyulwa ekyenkanyi n'okumalawo obutali bwenkanya.

Eno era nkola ya kwekulakulanya eyekenneenya enkolagana mu bakazi n'abasajja n'engeri gye beyambisa ebintu eby'awamu, n'engeri gye basalawo ku nsonga, wamu n'engeri gye baganyulwa mu bitundu byabwe. Era kyagala okuteekawo enkyukakyuka nga kyekenneenya ebintu ebitali bimu ebireetawo obutali bwenkanya n'engeri gye biyinza okugonjoolwamu. Kino kiteegeza nti wandibaddewo enkola egobererwa okwekenneenya embeera ezaawula ebyetaago by'abakazi n'abasajja, enkwatagana eriwo wakati waabwe n'ebyo ebiteekeddawo okuyamba obulamu bwabwe. Kino kijja kwetagisa okukyusa mu nkola, ebiruubirirwa, n'ebikolebwa kisobozese abakazi n'abasajja okwenyigiramu n'okuganyulwa mu kwekulakulanya.

Mu kulungamya ekikula ky'abantu mulimu okwekkaanya ebikolebwa abantu ab'ekikula ekimu na biki ebiteekeddawo okubaganyula naddala ku mbeera ey'okunyigirizibwa. Enkola eziteekebwawo ziyinza okuba nga ziganyula bakazi oba nga za kuyamba bakazi n'abasajja oba nga ziyamba basajja bokka okubasobozesa okwenyigira mu bikolebwa, okuganyulwamu ne basobola okwekulakulanya.



Ebissiddwako essira bigenderera kuganyula abakazi n'abasajja era n'okuleetawo obwenkanya mu kikula ky'abantu okusobola okukendeza enjawukana eziriwo n'okuleetawo obwenkanya wakati w'abakazi n'abasajja.

Ekigendererwa ekikula mu kulungamya embeera z'abantu, kwe kusobozesa abakazi n'abasajja okweyagalira mu bitekeddwawo, obusobozi bwabwe n'okusobola okwenyigira mu nteekateeka eziba zitekeddwawo nga zibagatta awamu n'eza ssekinnoomu.

Lwaki kyetaagisa okulunganya ekikula ky'abantu?

Enkola, ebigobererwa n'amateeka bikola nnyo amakulu singa ekikula ky'abantu kiba kissiddwaako essira. Ebisalibwawo mu by'enfuna ebiganyula abantu awamu n'ebigobererwa bikwata ku bakazi n'abasajja mu ngeri ez'enjawulo.

Obutali bwenkanya obubaawo nga busibuka ku kikula ky'abantu buleeta ebbula ly'emmere, endya embi n'obwavu. Ebiruubirirwa mu by'obulimi n'okukulakulanya ebyalo ebiseera ebisinga tebiganyula bantu ba mubyalo naddala abakazi. Ebiseera ebimu, bivaako n'obutabanguko.

Buli nkola, na buli nteekateeka era n'amateeka era n'ebikolebwa birina kinene kye bikola ku kikula ky'abantu.

N'olwekyo, okulunganya ekikula ky'abantu kitwaliramu:

- Okuteekawo enkola, amateeka, n'ebigobererwa ebikwatagana n'ebyetaago by'abantu naddala abakazi n'abasajja, abawala n'abalenzi.
- Okugonjoola enkola ezityoboola abantu olw'ekikula kyabwe.
- Okwekenneenya enjawulo eziriwo wakati w'abakazi n'abasajja.
- Okussa essira ku nsonga z'abakazi n'abasajja, abawala n'abalenzi mu kuteekawo ebigobererwa ebikolebwa n'amateteeka agabagibwa.
- Okulaba nga obutali bwenkanya tebubuusibwa maaso.
- Okulaba nga enkola ezitekebawo zigobererwa.
- Okuteekawo obumu mu nkwatagana y'abantu.

Okulunganya obuvunaanyizibwa ku kikula ky'abantu

Newankubadde nga wateekwa okutekebawo emitendera n'abantu abavunaanyizibwa kukulunganya ensonga z'ekikula ky'abantu. Obuvunaanyizibwa obusinga bugenda eri abantu bonna nga bali wansi w'obukulembeze. Buno si buvunaanyizibwa bwa bantu ba ssekinnoomu abakola mu bifo by'obukulembeze.



Okunnyonyola: Okukunganya ekikula ky'abantu buvunaanyizibwa bwaffe fenna.

Okusobola okulunganya ekikula ky'abantu mu bitundu, abakwatibwako bateekwa okuba nga:

- Basobola okuzuula obutali bwenkanya mu kisaawe kye balimu.
- Basobola okunnyonyola amakulu agali mu okulunganya ekikula ky'abantu.
- Nga bassa essira ku kikula ky'abantu nga basalawo ebikolebwa n'ebigobererwa.

- Bagoberera ebikoleddwa.
- Bekkaanya ebituukiddwako nga babyesigamya ku kikula ky'abantu.

Ebitunuulirwa mu kulungamya ekikula ky'abantu

Bino bye bitunuulirwa mu kulungamya ekikula ky'abantu:

- Okwekenneenya ebikwata ku kikula ky'abantu bulijjo kulina okukolebwa.
- Okuzuula ebizibu ebikwaata ku kikula ky'abantu okusobola okubinogera eddagala.
- Obutebenkevu mu by'obufuzi, obukulembeze, n'engabanya y'ebyetaago yetagisa mu kulungamya nga mw'otwalidde okwongerera ku nsimbi n'abakozi bwe kiba kyetagisizza. Ekyo kye kijja okuyamba okuteeka ebiteeseddwa mu nkola.
- Okuteekawo engeri y'okulondoola embalirira okusobola okugoberera ebikolebwa.
- Okulungamya kuno tekujjaawo bwetaavu bwa biruubirirwa mu nkola ya mirimu gy'abakazi n'abasajja wadde mu mateeka naddala ago agabayamba era tekulemesa bantu bano kuba nga bakolaganira wamu.
- Ensonga z'ekikula ky'abantu tezikwata ku bakazi bokka, wabula okwetegereza enkolagana yaabwe n'abasajja.
- Obuvunaanyizibwa bw'okuteekawo obwenkanya mu kikula ky'abantu tebusaana kulekelwa bantu ba ssekinnoomu wabula bwa bantu bonna abali ku mitendera egy'enjawulo.
- Ebyogerwa nti ebizibu by'ekikula ky'abantu bisibuka mu njawukana mu kikula tebirina kutunuulirwa.
- Okulungamya ekikula ky'abantu kijja kwetagisa okussa essira ku bakazi okubasobozesa okwenyigira mu bisalibwawo ku mitendera gyonna.

Emitendera mu kulungamya ekikula ky'abantu

Gino gye mitendera egitandikirwako mu kulungamya ekikula ky'abantu

1. Okuzuula abantu abenyigira mu kuteekawo enkola n'ebikolebwa.
2. Abakenyigiddemu be baluwa - Bantu ba ssekinnoomu oba abegattidde awamu ku nsoga z'ekikula ky'abantu?
3. Waliwo obwenkanya mu kikula ky'abantu mu ngeri zonna ne mu bitongole byonna?
4. Ebizibu ebisinga okulemesa enkulakulana bye biruwa?
5. Omulamwa gw'enkola ogugobererwa gwe guliwa?
6. Ensonga eno ekosa abakazi n'abasajja mu ngeri ez'enjawulo?
7. Salawo ekigendererwa kyo.
8. Kuba ekifaananyi eky'embeera eriwo.
9. Golola ensonga eriwo.
10. Salawo ku ki ekirina okukolebwa.
11. Yiiya emitendera egisobola okuyitibwamu okugonjoola ensonga.
12. Goberera era wekenneenye ebikoleddwa
13. Yawula enkolagana mu by'empuliziganya.

Ebikulu ebikwata ku kulungamya ekikula ky'abantu

Obutonde: Buno bwe buzaale, endabika era n'embeera nga biraga nti ono mukazi oba musajja.

Ekikula: Bwe buvunaanyizibwa bw'omukazi oba omusajja bw'afuna okusenziira ku buwangwa bwe n'okusenziira ku bigobererwa mu kitundu mwava.

Okuzimba ekikula ky'abantu mu bitundu

Ekikula okufaananako n'ebintu ebirala ebikwata ku bantu, kizimbibwa bantu. Enneeyisa y'abakazi n'abasajja, abawala n'abalenzi esenziira ku bintu nga obuwangwa, eddiini, n'emyaka gyaabwe. Embeera ze tubeeramu ze zituyamba okumanya kye kitegeeza okuba omukazi oba omusajja gwe ng'omu oba ng'oli n'abantu abalala.



Okunnyonyola: Okuzimba ekikula ky'abantu okw'awamu. Amaka gakola kinene mu kuzimba ekikula ky'abantu. Gawa abantu omukisa okumanyiira enjawulo yaabwe mu kikula ng'abakazi n'abasajja, abawala n'abalenzi ne kibayamba okumanyiira enjawulo ezo.

Enkwatagana mu kikula ky'abantu.

Eno ye nkolagana ebaawo wakati w'abakazi n'abasajja nga esinziira ku kifo n'ekiseera. Kino kye kinnyonnyola obuyinza bw'omukazi n'omusajja okusinziira ku ngabana y'ebikolebwa n'obuvunaanyizibwa, bye bafunamu n'eddembe eribaweebwa, obuyinza n'okusiimibwa.

Engabanya y'emirimu okusinziira ku kikula ky'abantu

Emirimu egy'enjawulo, obuvunaanyizibwa, n'ebikolebwa ebiweebwa abakyala n'abaami oluvannyuma lw'enkwatagana. Kivamu okuzuula emirimu egy'abakazi oba abakyala.

Ebikolebwa okusinziira ku butonde

Egyo emirimu egikolebwa abakazi oba abasajja olw'ekikula kyaabwe. Emirimu gino giba gisobola okukolebwa ekikula ekyo kyokka. Okugeza, abakazi be bagenda mu nsonga z'abakyala, be bazaala awamu n'okuyonsa abaana. Ate bbo abasajja be bavaamu amagi agakola abaana. Enjawulo ezo tezisobola kukyusibwakyusibwa.



Okunnyonyola: Omukazi nga ayonsa omwana. Kikolebwa bakyala bokka

Obuvunanyizibwa okusinziira ku butonde: Bino bye bitwalibwa okuba nti bikolebwa abakazi n'abasajja. Era ze neyisa eziyigibwa okusinziira ku kitundu omuntu mw'ava oba mw'akulira. Endowooza ezo ze zireetera emirimu egimu okuyitibwa egy'abakazi oba abasajja.

Bino byeyolekera mu mirimu egiweebwa abakazi oba abasajja nga basinziira ku kikula kyaabwe;

Ebiseera ebisinga, ebikolebwa abakazi oba abasajja tebisalibwawo kikula kyabwe wadde engeri omuntu gy'aba yakulamu, wabula, kiva ku ndowooza abantu ze baba nazo ku ki omukazi oba omusajja kyalina okukola. Bino byawukana okuva ku bitundu, eddaala omuntu ly'abaako, obuwangwa, emyaka n'ekiseera.

Ebikolebwa abasajja ebiseera ebisinga biba birabika kubanga emirimu gyabwe gisasulwa. Ate babeera nnyo mubifo by'obukulembeze era nga n'ekyo kirabikako. Ku ludda olulala, emirimu gy'abakazi si kyangu kugiraba era basiimibwa kitono.



Okunnyonyola: Abafumbo nga batwala omwana waabwe mu kalwaliro. Buvunaanyizibwa bwa bazadde bombi. Okulabirira abaana baabwe.

Ebikolebwa okusinziira ku kikula, byawukana okusinziira ku nsonga z'okuzaala, enkola y'emirimu n'engeri abantu b'omu kitundu gye benyigiramu.

Ebikolebwa okusinziira ku kikula biyamba abakazi n'abasajja okusalawo ku birina okukolebwa mu maka ne mu bitundu byabwe nga mwotwalidde n'ebyobulimi gamba nga birime ki ebirina okulimibwa, bikungulwa ddi, bya bugagga ki bye basobola okuba nabyo, engeri y'okufunamu ensimbi, n'ensasaanya yaazo, mmere ki erina okulimibwa awamu n'enkuza y'abaana.

Olw'obukulu bw'ensonga eyo, abakazi n'abasajja bayinza okwawukana mu kusalawo oba okukiriziganya.

Okusalawo kw'omuntu kusinziira ku kumanya kwaba nakwo, n'eddaala ly'abaako mu kwenyigira mu bikolebwa. (Kino kiyinza okusinziira ku mbeera z'abantu b'omukitundu).

Eby'okulondako ebibaawo, obwetaavu n'obuzibu ebiyinza okuvaamu byonna biva mu ekyo ekiba kisaliddwawo.

Endowooza ku bantu ab'ekikula ekimu

Zino z'endowooza abantu ze baba nazo ku nneeyisa n'embeera z'abakazi n'abasajja oba emirimu gye balina okukola. Endowooza eno ereetera oyo aba agirina okusuubira nti n'abalala balowooza nga ye. Era oyo agirina aba ayagala agikozese ku balala bonna.



Okunnyonyola: Endowooza ku kikula ky'abantu: Abasajja bakola bulungi omulimu gw'okwokya ebyuma ate abakazi balungi okukolera mu Yafeesi.

Endowooza eno ya bulabe anti ekugira obusobozi bw'abakazi n'abasajja okukulakulanya ebitone byabwe, okukola ebyo bye baba bakugusemu n'okulemwa okutuukiriza ebiruubirirwa by'obulamu bwabwe, okulowooza nti omuntu ow'ekikula bwekiti alina kuba bw'ati kikyamu naddala bwe kiba nga kivaamu okunyigirizibwa n'okulinyirira eddembe ly'obuntu. Endowooza eno evaako okugabana emirimu mu maka ekireeta obwavu naddala mu bakazi ate era n'enyigiza y'amaka okukendeera. Endowooza eno erimu ebirungi n'ebibi, okugeza, okulowooza nti abakazi balabirira bulungi abantu kirungi. Naye ate oluusi sibwe kiba. Ate kino kiviirako okulekera abakazi obuvunaanyizibwa.

EBY'OKULABIRAKO BY'ENDOWOOZA Z'ABANTU:

Ezikwata ku bantu ba ssekinoomu; abakazi balina kubeera bansonyi, bagonvu, ate nga bawulize. Bayonjo ate nga bategeka bulungi ebintu. Ate nti bbo abasajja basuubirwa okuba abafuzi ate nga tebemotyamotya oba nga bavumu.

Enneeyisa mu maka: Abakyala balina okufumba, okukola emirimu gy'awaka, ate bbo abasajja basobola okuddabiriza ebintu ebiba byononese mu maka, anti tebasobola kufumba oba okulabirira abaana.

1. **Emirimu:** Abakyala basobola okukola emirimu emiyonjo gamba nga okusomesa, okujanjaba, okukola mu materekero g'ebitabo naye nti tebasobola kwenyigira mu bya bufuzi. Ku ludda olulala, abasajja bakola emirimu emikyaafu nga okukanika, okuzimba, obwayinginiya n'ebyobufuzi.
2. **Endabika:** Abakazi basuubirwa okubeera abatono mu kikula, abagoogofu naye nga banafu. Ate abasajja basuubirwa okuba abawanvu, naye endowooza eno esinziira ne ku bwongo bw'abantu.
3. **Eby'okuzaala:** Kino kitwaliramu okufaayo n'okulabirira ebintu n'abantu mu maka. Era kitwaliramu okuzaala n'okulabirira abaana, okwoza n'okufumba, okutyaba enku n'okugula ebintu.

Mu bitundu by'ebyalo, ebikwata ku kuzaala bikolebwa na mikono ate bitwaala obudde bungi. Ebiseera ebisinga buno buba buvunaanyizibwa bwa bakazi mpozzi n'abaana abawala. Newankubadde ebikolebwa mu maka bya mugaso era nga bitwala amaka n'eggwanga mu maaso naddala mu byenfuna, ebiseera ebisinga birabibwa ng'ebitalina kinene kye byongera ku nfuna ya ggwanga.



Okunnyonyola: Eby'okuzaala: Emirimu egikolebwa kumpi buli lunaku gitwalibwa okuba egy'abakazi. abasajja bagyenigiramu bbalirirwe.

Emirimu egivaamu ensimbi

Muno mugenderamu ebikolebwa kyokka nga bivaamu ensimbi era nga bitumbula amaka n'eggwanga okutwalira awamu. Muno mw'osanga eby'ettunzi ebikwatibwako n'ebyo ebitakwatibwako (obuwereza) nga eby'obulimi, obulunzi, emirimu egisasulwa emisaala ne byonna ebivaamu ensimbi. Abasajja n'abakazi basobola okwenyigira mu mirimu gino naye ebiseera ebisinga nagyo gikolebwa okusinzira ku kikula ky'omuntu. Emirimu gino bwe gikolebwa abakazi tegissibwako nnyo ssira nga bwe kiba nga gikoleddwa abasajja.



Okunnyonyola: Emirimu egiyamba abakazi n'abasajja bagyenigiramu kyenkanyi.

Emirimu egy'awamu: Kino kitwaliramu emirimu egikolebwa abantu abegasse awamu ekitole. Wano, osanga abantu nga beetaba wamu okuddukanya ebintu ng'enzizi, eby'obulamu, eby'enjigiriza, n'okuddabiriza enguudo. Era kitwaliramu n'emikolo egukungaanya abantu ng'egy'eby'obufuzi, okukola ku bwa nnakyeewa ku lw'obulungi bw'enkulakulana. Abakazi n'abasajja benyigiramu newankubadde ng'okwenyigiramu era kusinziira ku kikula kyaabwe.



Okunnyonyola: Emirimu egy'awamu. Newankubadde abakazi n'abasajja benyigira mu mirimu egy'awamu ebyo ebikolebwa abakazi tebissibwako nnyo ssira era tebisasulibwa.

Abakazi, abasajja, abawala n'abalenzi bonna benyigira mu biti by'emirimu eby'emirundi esatu. Newankubadde ebiseera ebisinga abakazi be benyigira mu by'okuzaala, ne mu bikolebwa mu maka ebisinga, obuvunaanyizibwa bwabwe bubalemesa okwetaba mu bikolebwa ebireeta ensimbi n'enkulaakulana. Bwe baba betabyemu, balemwa okufuna obudde obubamala okukola emirimu emirala n'okuwummula.

Ebyetaagibwa mu bulamu obwa bulijjo.

Bino bye byetaago abantu bye beetaga okutambuza obulamu bwabwe. Bikwata ku kulongoosa embeera z'abantu okuyita mu kutereeza enkola y'emirimu okusinga okuwa obuwi abantu obuyinza. Bino tebikwata ku bakazi bokka naye n'abasajja abamu naddala abo abali mu mbeera ey'okunyigirizibwa.

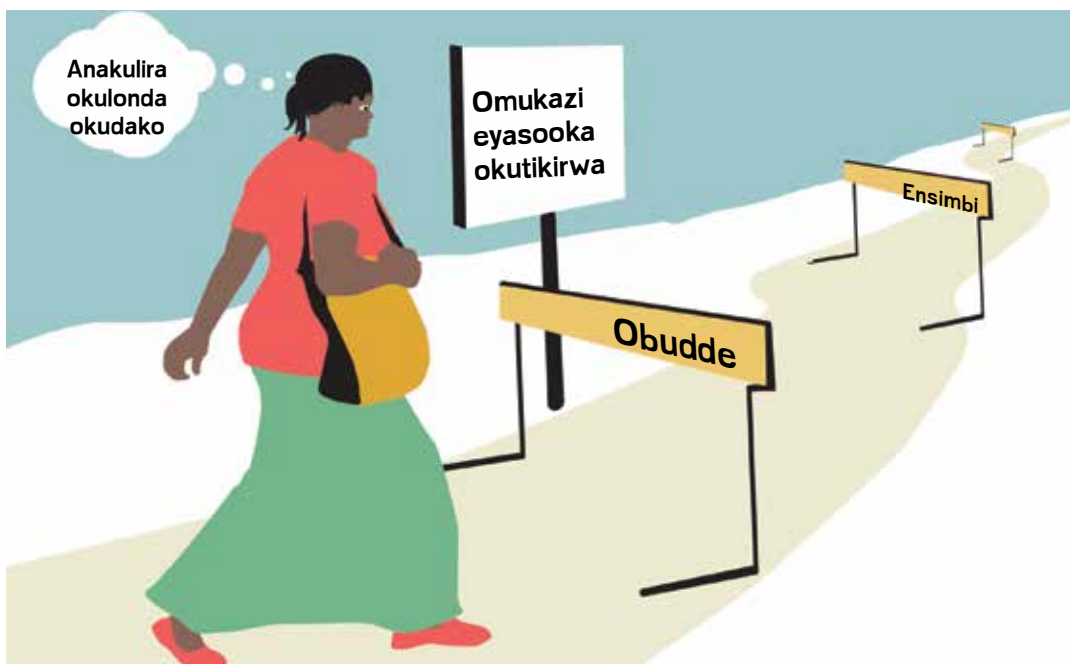
Kitwaliramu n'okufunira abantu amazzi amayonjo, obujanjabi n'emirimu egivaamu ensimbi.

Abakazi be basinga okuganyulwa mu kino n'okwenyigiramu naye nga tekiggyawo buvunaanyizibwa bwabwe ng'abakyaala. Ebyetaago by'abakazi bya njawulo ku by'abasajja kubanga emirimu gyaabwe n'obuvunaanyiziibwa bwawukana.



Okunnyonyola: Ebyetaagibwa ku bulamu obwa bulijjo bisobola okukolebwako nga bateekawo ebyetaago ng'amazzi n'eb'obulamu.

Ebyetaago by'ekikula ky'abantu ebiriko ekiruubirirwa: Kino kye kifo ky'abakazi n'abasajja ekiruubirira okuleetawo obwenkanya n'okuba n'obuyinza. Kitwaliramu okuweebwa eddembe ku ttaka, okwongerera okwetaba mu bisalibwaawo n'okutangira obutabanguko mu maka. Kino kikwata ku bitongole ng'ekyamateeka, eky'eb'obuwangwa, eddiini n'abakola ku kusalawo ebikolebwa – okusobozesa okuleeta enkyukakyuka eza nnamaddala. Kino kikwata ku bakazi awatali kwawula madaala kwe bali. Ensonga eno yetagisa abakazi okukulembera mu mugendo gw'enkyukakyuka n'okuweebwa obuyinza awamu n'okuleetawo enkyukakyuka mu nkwatagana y'abantu.



Okunnyonyola: Ebyetaago by'ekikula ky'abantu. Eby'ekigendererwa bigenderera okujjawo emiziko n'okukyuusa endowooza. Ekyokulabirako kye ky'omuwendo gw'abakazi abenyigira mu kusalawo Okweyongera, okufuna obuyinza ku ttaka, obusika n'ebyenfuna.

Enjawulo wakati w'ebikolebwa n'ebiruubirirwa mu bakazi n'abasajja mu bufunze.

EBYETAAGO EBY'EKIKULA EBIKWATIKAKO	EBYETAAGO EBIRIKO EKIRUUBIRIRWA
■ Bye byetaago by'abakazi ebisibuka ku mirimu gye beetabamu mu bitundu byabwe. ■ Tebikwata ku ngabana y'emirimu esibuka ku kikula wadde ku kifo ky'omukazi eky'okunyigirizibwa nga bisibuka ku nsonga ezo. ■ Bibaawo olw'obwetaavu obuliwo mu kaseera ako okusenziira ku kibaawo. ■ Bitunuulira ebbula eribaawo mu byetaago ebya bulijjo ng'amazzi, eby'obulamu, n'emirimu. ■ Bikwata ku byetaago ebyabulijjo ng'emmere, ensula, ennyingiza, n'obulamu bw'abaana. ■ Bikwata ku bakazi abamu.	■ Bye byetaago byabakazi ebiva ku kifo kye batekebamu okusinzira ku kitundu mwe bava. ■ Byekuusa ku ngaba y'emirimu okusenziira ku kikula n'engabana y'obuyinza. ■ Bikwata ku mateeka, obutabanguko mu maka, obwenkanya mu byensasula n'ebikwata ku kuzaala. ■ Bikyusa enkola zinnansangwa n'okuwakanya okunyigiriza omukazi. ■ Bikwata ku abo abali mu bifo ebya wansi. Ebbula ly'ebikozesebwa, n'ebyenjigiriza, okutulugunyizibwa era n'obwavu. ■ Bikwata ku bakazi bonna. ■ Bibeerawo ebbanga ddene.
■ Biba bya mbagirawo ate nga bibeerawo ebbanga ttono. ■ Abakazi babitegeera mangu. ■ Bisobola okugonjoolwa okuyita mu mmere, obuyambi n'obujanjabi.	■ Nebwekiba kusenziira ku bunafu oba okunyigirizibwa kibe busibozi bwa kukyusa, kyetaagisa kibe nga kisobola okuzuulibwa abakazi mu bwangu. ■ Bisobola okugonjoolwa okuyita mu kumanyisibwa, okweyongera mu kwekirizaamu, okusomesa n'okwongera amaanyi mu bibiina by'abakyaala wamu n'okubakunga mu by'obufuzi.

Ebikolebwa n'ebigendererwa bitambulira wamu. Ebikolebwa biyinza obutasoboka okujjako nga n'ebiruubirirwa bitunuddwamu.

Oluwonko mu kikula ky'abantu

Ebiva mu butali bwenkanya mu ngaba y'emirimu wakati w'abakazi n'abasajja n'okukugira abakazi okuba n'eddembe wamu n'eby'obugagga mu nsi yonna.

Obutali bwenkanya mu kikula ky'abantu: Kwe kuba nga tewali bulambulukufu mu kufuna n'okweyambisa ebyetaago n'ebikwatibwako n'eby'obugagga by'ekitundu.

Okukugirwa okusibuka ku kikula ky'abantu: Bye bintu ebiremesa abakazi n'abasajja okugabana ku mikisa egitekebawo olw'ekikula kyaabwe. Ebiremesa mulimu nga:

- Ani akosebwa.
- Obutali bwenkanya bwe buliwa?
- Kiki ekibuleeta?
- Obuzibu obuvaamu bwe buliwa?



Okunnyonyola: Abutali bwenkanya obwetololera ku kikula ky'abantu. Ebiremesa abakazi n'abasajja oluusi tebyeyoleka. Ate era okubizuula tekimala. Wateekwa okubaawo okubinogera eddagala.

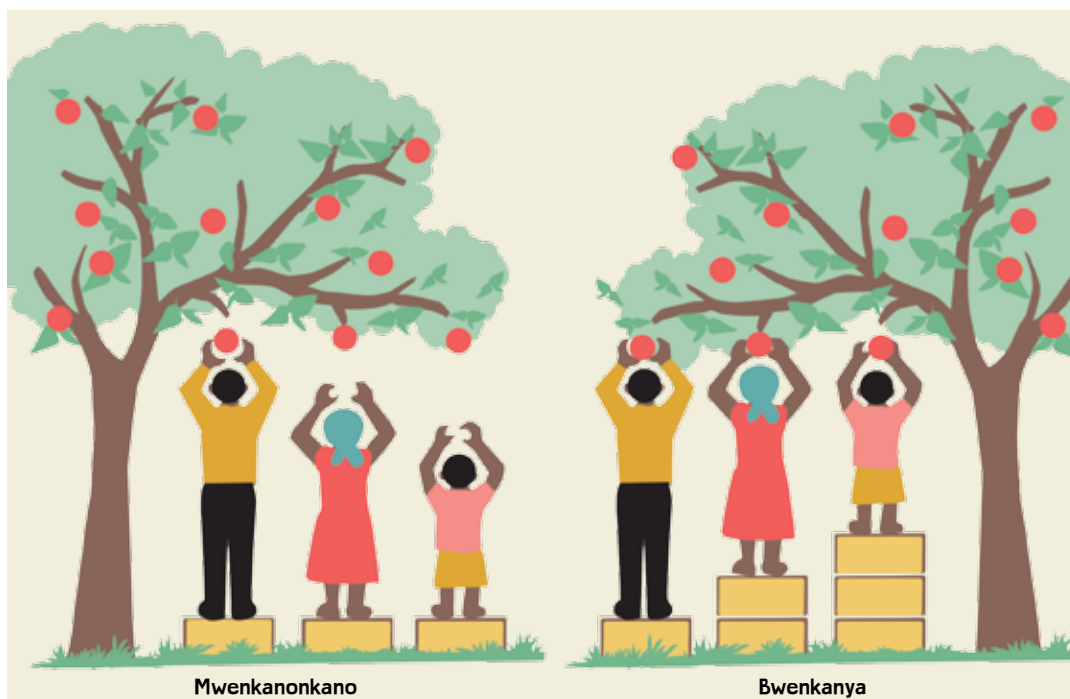
Okusosola abakazi: Okwawula kwonna, okulemesa n'okukugira nga basenziira ku butonde nga kikosa oba nga kigenderera okujjawo ekifo n'okukugira ebisanyusa n'ebigendererwa by'abakazi abafumbo n'abatali era n'okujjawo eddembe ly'abakazi n'abasajja ery'obuntu n'okulemesebwa okwetayiza mu by'obufuzi, eby'enfuna, eby'obuwangwa, ebikwata ku nsi yaabwe oba engeri endala yonna.

Okwegendereza ekikula ky'abantu: Kwe kwekkaanya ebyetaago, abuvunaanyizibwa, ebikolebwa n'okulemesebwa wakati wabakazi n'abasajja.

Obwenkanya mu kikula ky'abantu: Embeera ng'abantu bonna beeyagalira kyenkanyi mu mirembe, emikisa egibaawo ne'miganyulo nga tewali kutunuulira nti kino kitonde kikazi oba kisajja. Kitwaliramu okwenkanankana mu ddembe, okwenkanankana mu maddaala n'okwenkanankana mu ngabana y'eby'obugagga era n'okwenkanankana mu kusalawo nga amaloboozi gonna gawulirwa. Obwenkanya mu kikula ky'abantu tekitegeeza nti abakazi n'abasajja be bamu. Naye okuba nga bombi bagabana ku mikisa egibaawo wakati okusinzira kukikula kyaabwe. Ensonga y'obwenkanya mu kikula ky'abantu siya bakazi bokka, naye ekwata ku bakazi n'abasajja.

Amazima mu kikula ky'abantu.

Okukozesa amazima n'okwewala okwawula abakazi n'abasajja okusenziira ku bwetaavu bwabwe. Kitwaliramu okwekkaanya obutali bwenkanya obuliwo n'okusala empenda eziyinza okuyitibwamu okutekawo obwenkanya. Ekigendererwa ky'amazima mu kikula ky'abantu si kuyisa bantu bonna mu ngeri efaanagana, engeri gye bayisibwamu okuba ey'ekyenkanyi oba nedda, naye kirina okutunuulirwa ne mu ngabana y'eddembe, obuvunaanyizibwa n'emikisa ekyenkanyi.



Omwenkanonkano n'obwenkanya mu kikula ky'abantu:

Obwenkanya bwe buyamba amazima okubaawo mu kikula ky'abantu.

Amazima mu kikula ky'abantu kitwaliramu okukkiriza nti abakazi n'abasajja balina ebyetaago n'obusobozi bwa njawulo. Era nti enjawulo eyo erina okutunuulirwa n'okugonjoolwa mu ngeri eyamba okujjawo obutali bwenkanya olwo mu kulaba ng'amazima gagobererwa, enkola ez'enjawulo zirina okutekebawo okudda mu kifo ky'ezo ezirudde nga zigobererwa era n'okujjawo okunyigirizibwa kwonna ku ludda lw'abakazi n'abasajja ekibadde kibalemesa okutambulira awamu.

Bwe watabaawo kuziyizibwa mu bakazi oba abasajja mu ngeri gye beenyigira mu by'enfuna n'ey'obufuzi olw'ekikula kyaabwe. Okuziyiza kuno, ebiseera ebisinga kuba tekweyolese, enkola ezirudde nga zigobererwa so ng'ate si kyangu kuziggusa. Kino kitegeeza nti okufuna obwenkanya mu ngabana y'emikisa egitekebawo ng'ekimu ku biruubirirwa by'omwenkanonkano mu kikula ky'abantu, ekyetagisa kyonna kiteekwa okukolebwa okukyusa enkola ezo enzibu ate nga zirudde nga zigobererwa.

Obuyambi obuweebwa abanyigirizibwa.

Eno ye ngeri y'okuyambamu abakazi n'abasajja (Oba abantu abalala abatakiikiriddwa bulungi) okusobola okugyawo obutali bwenkanya. Wano wabaawo okweyambisa enkola ezitali za bulijjo nga za kiseera okusobola okukola ku bizibu ebiba bivudde mu kunyigirizibwa okubawo okusobola okubigirawo ddala n'okumalawo okusosola kwonna. Ebikolebwa bitwaliramu okulekera abakazi ebifo mu bitongole ebikola amateeka, okubawa omukisa mu kufuna emirimu singa baba n'ebisaanyiizo. Ebyo bwe binaaba bituukiddwako, amakubo ago ganaaba tegakyetagisa.

Okulondoola ebivudde mu bikwata ku kikula ky'abantu.

Eno ye ngeri y'okulondoola oba okuteebereza era n'okwoleka ebyo ebivudde mu nkola eziteekeddawo n'engeri gye bikutte ku bulamu bw'abakazi n'abasajja mu ngeri ez'enjawulo, kwe kulaga engeri abakazi bwe benyigira n'okuganyulwa mu nkola eziba zitekeddwawo.



Okunnyonyola: Okuwa abakazi n'abasajja omukisa ogw'ekyenkanyi – Tewali kiziyiza mu byenfuna, eby'obufuzi, n'emera z'abantu eza bulijjo.

Ebyoleka ekikula ky'abantu.

Bino biteekebwawo okupima n'okugeraageranya embeera z'abasajja buli luvannyuma lw'enkyukakyuka ezibaddewo mu nkwatagana y'abakazi n'abasajja mu bitundu eby'enjawulo n'enkola ezigobereddwa.

Biynza okutunuulirwa mu bungi (embalirira ku buli kikolwa) oba ku mutindo (nga beesigama ku ndowooza z'abakazi, n'enneyisa).

Bino biteekwa okuba nga byeyolese bulungi ate nga bikoleka.

Okugaba obuyinza.

Kwe kuwa abantu omukisa okusalawo ku bikwata ku bulamu bwabwe. Okugaba obuyinza kitwaliramu abantu okuba nga basobola okweyimirizaawo, okufuna amagezi ag'ekikugu, okwongerwa amaanyi okusobola okwesalirawo, okuba n'eddoboozi erisobola okuwulirwa n'okuweebwa olukusa okwogera n'okuwakanya obulombolombo n'ennono ebigobererwa mu bitundu byaabwe.

Okuwa abakazi obuyinza.

Kitwaliramu okumanyisibwa, okwekkirizamu obusobozi bw'okufuna ebyeyambisibwa n'obusobozi okukyusa enkola zonna ezireetawo obutali bwenkanya awamu n'okusosolebwa. Okwenyigira mu bisalibwawo era n'okuba nga basobola okufuga ebikwata ku bulamu bwaabwe.

Ebiva mu mwenkanonkano.

Kitegeeza nti obutali bwenkanya n'obusosoze tebikyaali kitundu kw'ebyo ebivaako enjawukana mu bakazi n'abasajja, enjawukana yonna eba egyawo olw'okweyagaliza n'enjawulo mu bantu ba ssekinnoomu so si lwa butali bwenkanya oba olw'okusosolebwa. Mu kitundu omuli abantu abeesalirawo, abakazi n'abasajja bagenda mu maaso n'okusalawo mu ngeri ez'enjawulo naye nga obukyayi obusibuka ku kikula tebukyatunuulirwa mu kusalawo. Ebikulu ebikwata ku kuwa abakazi obuyinza mulimu okubawa ebikozesebwa, okwenyigira mu by'obufuzi, okukendeeza ku mirimu abakazi gye bakola kyokka nga tegisasulwa, okufuga emibiri gyabwe nga kino kitwaliramu okubeera mu bulamu obutaliimu kutulugunyizibwa era n'okwesalirawo ku nsonga z'okuzaala.

Okukwasaganya ebintu eby'enjawulo.

Enjawulo mu bigobererwa, embeera, obuwangwa, enzikiriza, ensibuko, ekikula n'obumanyirivu bwa buli muntu ng'ali wamu n'abalala.

Okufuna n'okufuga eby'obugagga.

Okufuna kwe kuweebwa omukisa okugabana ku by'obugagga ate okufuga kwe kuweebwa obuyinza okusalawo engeri eby'obugagga gye birina okweyambisibwa n'okuganyulwamu.

Obutali bwenkanya ku kikula mu bino buyinza okuvaako obuzibu mu kuteekawo enkulakulana.

Okulungamya ekikula ky'abantu kitegeeza:

- Okwongera ku ekyo omukazi ky'ali oba omwenkanonkano mu kikula ky'abantu okuva mw'ekyo ekiriwo,
- Okwongera ku ngeri abakazi gye benyigira mu bikolebwa. Awo kisingawo nnyo

Okulungamya ekikula ky'abantu kitegeeza:

- Okuteekawo obukugu, amagezi n'obwagazi bw'abakazi n'abasajja enkulaakulana.
- Okutereza omulamwa gw'enkulaakulana, ebivaamu bibe nga biganyula abakazi n'abasajja kyenkanyi.

Ensonga esinga obukulu okuwangula okulungamya ekikula ky'abantu ye mpuliziganya n'okwekenneenya ekikula ky'abantu ng'entabiro mu kutereza ensonga z'ekikula ky'abantu mu bitundu byonna. Awatali kwekenneenya kikula ky'abantu, okulungamya kuyinza obutasoboka.

2. Okwekenneenya ekikula ky'abantu

Okwekenneenya ekikula ky'abantu kye ki?

Okwekenneenya ekikula ky'abantu kwe ku kunganya byonna ebikwata ku kikula ky'abantu mu bitundu eby'enjawulo okusobola okuzuula:

- Ani atekeddwa mu bifo ki?
- Ani akola ki?
- Ani asobola okutuuka ku ky'obugagga ki era aweebwa mikisa ki?
- Ani akola ku kusalawo?
- Ani aganyulwa mu by'obugagga n'emikisa?
- Ani yetaaga eby'obugagga n'emikisa era bya bugagga ki?
- Biki ebiremesa abakazi n'abasajja okwenyigira mu bikolebwa n'ebibivamu?



Okunnyonyola: Lwaki okwekenneenya ekikula ky'abantu. Okwekenneenya kiyamba okuzuula ani alemesebwa okugabana ku mikisa, ebiremesa abakazi n'abasajja okwenyigira mu bikolebwa n'okuganyulwa eri abakazi n'abasajja.

Ekigendererwa ky'okwekenneenya ekikula ky'abantu kwe kwoleka enkwatagana eriwo wakati w'abantu eb'ekikula eky'enjawulo n'ebizibu ebikwata ku by'enfuna nga wateekebawo

okumanyisibwa mu ngeri ez'enjawulo okusobozesa okusalawo mu ngeri eyamba abakazi n'abasajja.

Ebiyenza okuva mu bisalibwawo ne mu mateeka agesigamizibwako ku kikula Ky'abantu biyenza obutalabikirawo. Okwekenneenya ekikula ky'abantu bwe kuba nga kugoberedde bulungi okusalawo okukolebwa, ebizibu bino byonna bivaayo ne byeyoleka. Kyetaagisa okutunuulira ennyo enjawulo mu bikolebwa, ebyetaago n'emikisa egiweebwa bakazi n'abasajja. Kino kinoonya okwoleka okufaanagana n'okwawukana mu bakazi n'abasajja.

Okwekenneenya e kikula ky'abantu kukkiriza nti:

- Abakazi n'abasajja ba njawulo n'olw'ekyo ebyetaago n'e bibakwatako byawukana.
- Abakazi balina ebibaawula nga bisibuka ku bulamu bwabwe, bye bayitamu, ebyetaago n'ebibakwatako. Ebyawula abakazi bisinziira.

Abakazi balina ebibaawula nga bisibuka ku bulamu bwabwe, bye bayitamu, ebyetaago ku myaka, obufumbo, ensibuko, enyingiza, eddaala lye baliko mu by'enjigiriza, obuyinza bwe balina, ebigendererwa byabwe, obulemu wamu n'abantu be balabirira.

Ekwekenneenya ekikula ky'abantu kigendeerera okutunuulira bino:

- Engabana y'emirimu wakati w'abakazi n'abasajja, abalenzi n'abawala.
- Ani yenyigira mu mirimu egivaamu ensimbi, mu by'okuzaala, n'emirimu egy'awamu.
- Ani akola mulimu ki? Mukazi oba musajja, Muwala oba Mulenzi oba gukolebwa abakazi n'abasajja? oba omu ku abo?
- Kitwala bbanga ki okukola omulimu ogwo oba okutuukiriza obuvunaanyizibwa, buli sabiiti? Buli lunaku oba buli saawa
- Omulimu ogwo bagukolera wa?
- Kyangu okukyusa engabana y'emirimu?

Engeri abakazi n'abasajja gye baganyulwa mu mirimu eyawukana?

- Obwannanyini, okufuna n'okweyambisa eby'obugagga, teknolojiya n'obuwereza.
- Ani yeyambisa, alina obwa nnanyini oba ali mu mitambo egya buli kya bugagga.
- Ani alemesebwa okweyambisa n'okuba n'obwannanyini ku by'obugagga.
- Kusalawo ki okukolebwa abakazi n'abasajja mu maka ne mu bitundu.
- Biki ebiremesa abakazi n'abasajja okwenyigira mu bikolebwa mu byenfuna. Bifanagana oba byawukana?

Okufuna eby'obugagga wamu n'okubifuga

- Ani aganyulwa mu mirimu egivaamu ensimbi?
- Ani akwata ensimbi?
- Ani aganyulwa mu ngeri etali ya kusasulwa na nsimbi?

Okwekenneenya obuyinza n'okusalawo mu bakazi n'abasajja.

- Ani ali mu mitambo gy'ebikolebwa n'eby'okuzaala
- Ani afuga eby'ensimbi oba eby'enfuna.
- Ani asalawo ku ngeri y'okweyambisamu eby'obugagga n'ebiweerezebwa.

Okutegeera, enzikiriza n'endowooza

- Endowooza ku kikula ky'abantu, b'omukitundu ekiba kitegekeddwamu enteekateeka ziyamba oba ziremesa emikisa?
- Okutunuulira enzikiriza ez'enjawulo.
- Okuzuula endowooza ez'enjawulo abakazi n'abasajja ze balina.

- Waliwo endowooza ku bugazi bw'emirimu egitandikibwawo okuvaamu ensimbi (mitono, gya kigero oba minene) oba ebika by'emirimu egitwalibwa okuba nti gya bakazi oba abasajja?
- Bwe kiba bwe kityo, endowooza ezo zirina kye zikyusa ku nsalawo y'abakazi gye baba nayo nga batandikawo emirimu egyo?
- Abasajja n'abakazi bafuna okumanyisibwa ku butale obuliwo gye basobola okutunda bye bakola?
- Endowooza z'abakazi n'abasajja n'obuvumu bwe balina biyamba mu kisaawe ky'okwetandikirawo emirimu?

Kikulu okwekenneenya n'okutegeera ensonga eziri emabega w'enjawukana mu kikula ky'abantu nga tutunuulidde enkulaakulana n'okuteeka mu nkola ebiba bisaliddwawo, ebigobererwa n'amateeka.

Ddi lwe tussa mu nkola okwekenneenya ekikula ky'abantu

Okwekenneenya ekikula ky'abantu kulina okukolebwa ku mitendera gyonna egy'ebisalibwawo n'ebikolebwa byonna. Okuva lwe kiri nti okwekenneenya ekikula ky'abantu kigenderera kumanyisa engeri ebikwata ku kikula ky'abantu gye bikwatagana n'ebye'enfuna, kyetaagisa okuzuula engeri omulimu ogumu, ekisaliddwawo oba enteekateeka gy'ekosa abakazi oba abasajja mu ngeri ez'enjawulo.

Wabula ekiseera ky'okuzuula n'okuteekateeka by'ebisinga obukulu kubanga kiwa ebbanga okukunganya ebirowoozo ebitaliimu kyekubiira. Okussa essira ery'enjawulo ku birowoozo by'abakazi n'okugonjoola ebiyinda okuvaamu eri obulamu bw'abakazi n'abasajja. Kisobozesa n'okukunganya byonna ebyetaagibwa okumanya ku kikula ky'abantu okuyita mw'ebyo ebirabwako ekiyamba okulondoola n'okwekenneenya ebivudde mu bikoledwa okuteekawo okwekenneenya ekikula ky'abantu okutegeera ebineeyambisibwa mu kuzuula ebyetaago by'abakazi n'abasajja.

Okumanyisibwa kuno kujja kuyamba mu kukola enteekateeka n'okusalawo ku by'omu maaso.

Ekitundu ekiddako kyoleka ebyeyambisibwa mu kwekenneenya ekikula ky'abantu

Ebyeyambisibwa okwekenneenya ekikula ky'abantu

1. Essawa 24/olunaku

Kiyamba okumanyisa engabanya y'emirimu wakati w'abakazi n'abasajja, abawala n'abalenzi wamu n'obukulu bw'ebikolebwa abakazi. Kinyonyola engeri abakazi n'abasajja, abalenzi n'abawala gye beyambisa ebiseera byaabwe okumalako olunaku, kyekkaanya ebikolebwa, abakazi n'abasajja abawala n'abalenzi bisobole okutunulwamu nga balekawo enkola n'ebigobererwa. Kisinga kweyambisibwa mu kutunuulira obungi bw'emirimu egikolebwa abakazi n'abasajja okugeza ani asinga okukola ekiseera ekinene, ani yenyigira mu mirimu emitono ate ani afuna ekiseera okuwummula n'okwebaka.

Mu kweyambisa ekikozesebwa kino:

- Abakazi n'abasajja baawulwe nga bakubaganya ebirowoozo, kubanga bayinza okuba nga balina endowooza za njawulo. Oba wayinza okubaawo ekiwayi ekifuga okukubaganya ebirowoozo olwo oludda olulala ne lutawulirwa.
- Abantu b'ekitundu bateekwa okubanga bakiikiriddwa.
- Abetabyemu bateekwa okuba n'enkalala okuli emirimu gye bakola buli lunaku.
- Ebyo nga biwedde, buli kiwayi kiweeyo emirimu gye kyenigiramu egisinga okuba egy'amaanyi oba egisinga okukooya.



Okunnyonyola: Okulaga ebikolebwa abakazi n'abasajja mu ssawa 24 essawa etegeezwa ki? Byetaago ki eby'abakazi n'abasajja ebyetaaga okukolebwako? Omulimu guneyongerwa ku biseera n'ebikolebwa abakazi oba binaakenderako? Bukodyo ki bw'oyinza okweyambisa okusobozesa abakazi n'abasajja okwenyigiramu? Kiba kikulu okumanya nti enkozesa ya 24 nga abantu tebakyuse okusinziira ku kiseera.

Ebiva mukweyambisa ekikozesebwa enkola yandibadde:

- Okuteekawo enkola ng'esenziira ku budde oba nga eyingiddemu bye balina.
- Okulaba nga ekiseera ky'okukola ku by'okuzaala kirekebawo n'olwekyo enteekateeka y'obudde eteekwa okugobererwa kisobozese n'emirimu emirala okukolebwa.
- Okuyiira enkola empya n'amagezi ga tekinologiya okukola ku nsonga y'ebiseera n'ebizibu ebyekuusa ku bakazi eri abo abasinga okukosebwa naddala abakazi.

2. Ebikwaata ku bikolebwa

Kiraga mirimu ki abakazi n'abasajja gye beenyigiramu, mu kifo ki era ddi lwe gikolebwa era kigoberera engabana y'emirimu. Kinyonnyola ebintu ebikolebwa ebivaamu ensimbi abantu b'omu kitundu bye benyigiramu okusinziira ku kikula kyaabwe, emyaka n'ebirala n'amadaala

kwebali n'ensibuko yaabwe. Kiraga ebiseera abantu bye bamala nga batuukiriza ebyo wammanga.

Ekikozesebwa kino kyoleka emirimu abantu gye benyigiramu, ebifo gye bagikolera, ani eyeenyigiramu era gikolebwa kyenkana wa.

Kiyamba okuwa ekifaananyi ekitegeerekeka ku bikolebwa abakazi n'abasajja, n'okwoleka ebizibu bye basanga mu kufuna emirimu eminene wamu n'ebizibu by'entambula.

Era kiyamba okuteegera engeri abakazi n'abasajja gye betaba mu bibiina eby'obwegassi, ebifo mwe bakolera okusalawo, ani alonda abalimu buyinza ne lwaki abakazi tebenyigidde mu bukulembeze.

EKIKOLEBWA	ANI/ EKIKULA		WA EKIFO	DDI EKISEERA KY'OLUNAKU OBA OMWAKA	BULI DDI KIBA EMIRUNDI EMEKA	KITYA, LWAKI	
	F	M					
1. Eby'okuzaala (okulabirira abaana, eby'obulamu, ebikwata ku butale, emmere, eby'obuyonjo, amazzi, n'okwoza engoye)							
2. Emirimu egikolebwa (Okulabirira ebisolo, okutegeka obulime, okukungula, okulabirira ebikunguddwa, emirimu egireeta ensimbi n'ebirala)							
3. Ebikwaata ku kitundu (Obukulembeze n'eby'obufuzi)							

Nga tweyambisa, ekikozesebwa kino:

- Kola okubuuliliza ng'oyawula abakazi n'abasajja.
- Wandika olukalala lw'eby'okukola (byawulemu) ku ludda olwa kkono ne ddyo.

Osobola okweyambisa akabonero aka (X) okukiikirira omukozi w'omulimu. Akabonero aka(XX) kasobola okukozesebwa okulaga ekikoleddwa omukozi – oyo akozesa ekiseera ekiwanvu okukola omulimu. Singa abakazi n'abasajja bagabanya ebikolebwa kyenkanyi, n'obubonero bwe bafuna buba bwenkana (buli omu afuna X oba XX) singa eyenyigiddemu aba omu olwo oyo y'agabana obubonero bwonna.

Okwenyigiramu kw'abakazi kusinziira ku ngeri omulimu ogukolebwa gye gukwatagana n'eby'okuzaala n'ebikolebwa mu maka era n'eby'obugagga wamu n'ebiwerezebwa n'ebirala ebigwa mu ttuluba eryo.

3. Engeri y'okufuna n'okufuga

Kino kyoleka enfuna n'enkozesa y'eby'obugagga abakazi n'abasajja bye basobola okufuna okusobola okukola emirimu gyabwe era ne bye baganyulwamu. Kino kye kikozesebwa okuyamba okutegeera engabana y'obuyinza n'ebyetaago. Kikwata ku ani asobola okufuna ku by'obugagga n'ani akola okusalawo okwenkomeredde.

Okutunuulira enzirikanya y'ebby'obugagga n'ebiganyulwamu kyetaagisa okulondoola engeri enkola gye zikwata ku bakazi n'abasajja, abawala n'abalenzi.

OKWEKENNEENYA EBY'OBUGAGGA				
Eby'obugagga	Obusobozi bw'omukazi okweyambisa	Obusobozi bw'omusajja okweyambisa	Obuyinza obw'enkomeredde eri abakazi	Obuyinza obw'enkomeredde eri abasajja
Ettaka				
Ebikozesebwa				
Abakozi				
Eby'obufuzi				
Okusomesa				
Tekinologiya				
Eby'amawulire				
Entandikwa				
OKWEKENNEENYA EBIVAAMU				
Ebivaamu	Obusobozi bw'omukazi okweyambisa	Obusobozi bw'omusajja okweyambisa	Obuyinza obw'enkomeredde eri abakazi	Obuyinza obw'enkomeredde eri abasajja
Amata				
Embaawo				
Okutunda ebirime				
Eby'enfuna ebitali bya nsimbi				
Obufuzi/ ekitiibwa				

Ekikozesebwa kino:

- Kiyamba okwoleka obuyinza wakati w'abakazi n'abasajja.
- Kijayo engeri ekikula ky'abantu gye kiremesebwa okufuna eby'obugagga.
- Kisobozesa okulondoola obusobozi bw'abakazi n'abasajja okwenyigira n'okufuna mu ntekateeka eziteekebwawo.
- Kiyamba okuzuula enkola egobererwa okukola okusalawo. Okusalawo ku nsonga z'okuzaala kukolebwa bakazi oba basajja?
- Ate yo enyingiza n'enkwata y'ensimbi?
- Okutegeera ani akola okusalawo ku nsonga ez'omunda n'ez'ebweeru.
- Okutegeera ani akola okusalawo ku nsonga ezikwata ku by'okuzaala n'okutambuza amaka.
- Kiyamba okutegeera endowooza ez'enjawulo abakazi n'abasajja ze balina ku ky'obugagga ekimu n'omugaso gwakyo.
- Kijja kuyamba okukubaganya ebirowoozo ku ki ekiyinda okukolebwa okuteekawo obwenkanya mu kufuna eby'obugagga mu bibiina by'abalimi n'abegassi mu kweyambisa ekikozesebwa kino;
- Kola okubuliriza ng'oyawudde abakazi n'abasajja.
- Kola olukalala ng'ebby'obugagga ebikulu bitekeddwa ku mukono ogwa ddyo ate ku mukono ogwa kkono nga watekeddwawo abafuna n'abafuga ebyobugagga era n'ebibivaamu.

Laga eby'obugagga byonna. Okugeza:

- Wansi w'eby'obulunzi; ente, embuzi, endogoyi n'enkoko. Okozesa akabonero aka X okulaga ani afuna oba afuga eby'obugagga n'ebivaamu.
- Kozesa akabonero aka XX okulaga obusobozi bw'omuntu okufuna n'okufuga eky'obugagga ekimu n'ebikivaamu.
- Singa abakazi n'abasajja benkanya obusobozi mu kufuna n'okufuga ebyobugagga, buli omu aba afuna X, ate nga singa omu yekka y'ali mu mitambo gy'ebyobugagga, n'ebibivaamu, akabonero kaba kalagibwa ku muntu oyo yekka.

Ebibuuzo eby'okukozesa mu kukubaganya ebirowoozo ku kufuna n'okufuga eby'obugagga:

- Ani alina obwa nnanyini ku ttaka? Abakazi balina ettaka, ennyumba n'ebyobugagga ebirala? Biri mu mannya gaabwe era basobola okubitunda?
- Ani asalawo ebirime ebiirina okutundibwa?
- Abakazi basobola okusalawo ku birime ki ebiba bisimbibwa?
- Ani alina obwa nnanyini ku ky'obulunzi; embuzi, ente, embizzi n'enkoko?
- Beyambisa ki okulima, okukungula, okuteekateeka, okutambuza era n'ebyo ebikolebwa emikono?
- Bya bugagga ki ebiriwo? Bifugibwa basajja oba bakazi?
- Abakazi n'abasajja balina magezi ki ag'omu mutwe? Era balina busobozi ki okweyambisa tekinologiya
- Abakazi n'abasajja basobola okwewola era waliwo enjawulo mu muwendo oguwolebwa ne mu bukwakkulizo?
- Ensimbi eziva mu bitundibwa zeyambisibwa zitya?
- Ensibi ezivuddemu zeyambisibwa zitya? Era eby'obugagga ebiguliddwa biri mu mannya g'ani?
- Ensimbi zigabanyizibwa zitya mu maka?

Kimaeti

Ebyobuggaga	Okwegazaanya		Obuyinza obw'enkomeredde		Ebiyamba okusalawo
	omukazi	omusajja	omukazi	omusajja	
Nkumbi/Kukoola	✓	✓	✓	✓	Obuwangwa
ebirirwamu ng'amasowani	✓	✓	✓		Obuvunanyizibwa
Ebibajje	✓	✓	✓		
Ente	✓	✓	✓		
Ettaka	✓	✓	✓		Obwananyini
Ebyeyambisibwa mu nnimiro	✓	✓	✓		Nanyini
Okutendeka obukuggu	✓	✓	✓		Akulira amaka, obuude
Emmere					
Enkoko	✓	✓	✓	✓	Obuvunanyizibwa
Entereka y'amazzi	✓	✓	✓	✓	Obuvunanyizibwa
Emiti	✓	✓	✓		

Ebiri mu kabokisi wagulu: Eky'okulabirako ky'enfuna n'enkozesa y'eby'obugagga? Okwekenneenya kulaga ki? Biki ebibulamu? Biki ebiviriddeko okwekenneenya kuno? Mukisa ki oguliwo okuleetawo enkyukakyuka?

Bwe tussa essira ku kunoonyereza ku by'obugagga n'ebivaamu, olwo tusobola okukola okusalawo okutuufu ku nzirukanya y'eby'obugagga n'ebibivaamu mu bakazi n'abasajja.

4. Okwekenneenya ensonga ezivirako ebikolebwa, ebizuliddwa n'okufugibwa

Okwekenneenya kwesigama ku nsonga ezaaliwo, eziriwo, n'ezijja mu maaso n'ezivirako engabana n'enkwata ye by'obugagga n'ebibivaamu ebyesigamizibwa ku kikula ky'abantu. Okwekenneenya kuyamba okuzuula ebyo ebireeta enjawukana mu ngeri abantu gye baweebwamu emikisa oba ebiremesa abakazi mu nkola ezitekeddwawo, mu bikolebwa era ne mu mateeka. Kiyamba okwoleka n'okutegeera ensonga endala gye zivaako okufuna n'okulemesebwa okuba n'obuyinza mu kikula ky'abantu.

Ensonga ezikwata ku ani akola ki mu bantu abali awamu ziruubirira okwoleka engeri abakazi n'abasajja bwe baawukana mu ngeri gye bafunamu n'okweyambisa eby'obugagga n'ebivaamu. Enjawulo eri bweti:

- i. Embeera z'ebyenfuna ng'obwavu n'ennyinza.
- ii. Ensengeka mu matendekero ng'otwaliddemu n'emitendera mu bitongole, n'entegeka y'emirembe, awamu n'engaba y'amagezi, tekinologiya n'obukugu.
- iii. Obulombolombo bw'ebitundu ng'obwenzikiriza mu madiini n'obw'omu maka.
- iv. Ensonga ezikwata ku mbeera z'abantu.
- v. Eby'amateeka.
- vi. Okusomesa n'ebyenjigiriza.
- vii. Obungi bw'abantu.
- viii. Eby'obufuzi ebyomunda neby'ebweeru.

Kiba kikulu n'olw'ekyo okutegeera emiziziko n'emikisa ebiva ku nsonga ezo, mu kuleetawo obwenkanya mu nsonga z'ekikula ky'abantu awamu n'okuwa abakazi obuyinza.

5. Okwekenneenya embeera z'abantu

Kye kizesebwa ekyeyambisibwa okutunulira entekateeka z'eby'enkulakulana ebikwata ku kikula ky'abantu mu bitundu ebya wansi okusobola okutegeera ebivudde mu nkola ezo eri abakazi n'abasajja, abawala n'abalenzi. Ekizesebwa kino, kyeeyambisibwa mu kiseera eky'okuteekateeka okumanya oba nga ebinavaamu bya mugaso eri ekikula ky'abantu era nga bikwatagana n'ebigendererwa mu mitendera gino oba mu ngeri za mirundi ena:

Abakazi: Kitunulira abakazi ab'emyaka gyona mu kibinja ekiba kitunuliddwa (bwe kiba nga kya bakazi) oba abakazi bonna mu kitundu.

Abasajja: Kitunulira abasajja ab'emyaka gyonna mu kibinja ekiba kitunuliddwa (bwe kiba nga kya basajja) oba abasajja bonna mu kitundu.

Amaka: Be bakazi bonna, abasajja, abawala n'abalenzi ababeera awamu ne bwebaba nga si balulyo lumu.

Ekitundu: Be bantu bonna abasangibwa mu kitundu omuli entekateeka. Naye, ebitundu biba bizibu era bibaamu abantu abalina ebigendererwa eby'enjawulo. N'olw'ekyo, kino bwe kiba nga tekikola makulu eri entekateeka, omutendera guno gusobola okulekebwa ebbali.

Eby'obugagga: Kitegeeza enkyukakyuka mu ngeri y'okufunamu entandikwa (ensimbi, okwewola, eby'obugagga, tekinologiya n'okutendekebwa) ng'ebibala by'entekateeka n'engeri enkyukakyuka gye zikwatiddwamu ku ludda lw'eby'obugagga ku buli mutendera gw'okwekenneenya.

Ekiseera: Bwe budde obuteekebwamu okutuukiriza omulimu okugatta ku ntekateeka (Essaawa ttaano, ennakku ttano).

Abakozi: Ze nkyukakyuka mu bikolebwa (okukima amazzi, okusennya enku) Amagezi agetaagibwa (Abakozi abatendeke n'abatali, okutendekebwa, n'amagezi amasome mu kibiina) n'obusobozi bw'abakazi (Abakozi bameka era bakola kyenkana wa?) kyetaagisa okufuna abakozi oba abantu b'omu maka basobola okukola omulimu?

Ensonga z'obuwangwa: Enkyukakyuka ezikwata ku mbeera z'obulamu bw'abantu ababa benyigiddemu (Ebivudde mu ntekateeka).

EBIGENDERERWA BYA PULOJEKITI				
	Bakozi	Obudde	Eby'obugagga	Obuwangwa
Abakazi				
Abasajja				
Amaka				
Ekitundu				

Ebikozesebwa okwekenneenya ekikula ky'abantu bijjuzibwamu nga tutunuulira ebivudde mu ntekateeka mu biti eby'enjawulo okugeza, biki ebinaava mu ntekateeka y'emirimu gy'abakazi?

Biki ebinaava munteekateeka ku by'obugagga by'abakazi. Ng'ebiyinza okuvaamu bimaze okujjuzibwamu enkyukakyuka ziragibwa bwe ziti:

- Okukozesa akabonero akagatta (+) singa kikwatagana n'ebigendererwa by'entekateeka.
- Okukozesa akabonero akatoolako (-) bwe kiba nga tekikwatagana na bigendererwa bya ntekateeka.
- Okukozesa akabonero akabuuzi (?) singa kitankanibwa oba nga tekikwatagana na biruubirwa bya ntekateeka.

Mu kweyambisa ekikozesebwa kino:

- Bwe kiba kisoboka, omuwendo gw'abakazi n'abasajja gube nga gwenkana mu kukola okwekenneenya.
- Okwekenneenya kukolebwa ng'entekateeka egenda mu maaso ne bweba ng'ewedde yongerako ebizuuliddwa. Ebibadde bitasuubirwa.
- Ekikozesebwa okwekenneenya ekikula ky'abantu kikozebwa okwongereza ku bikola ebirala nga ekikola mu kulondoola ne kikola okutunuulira ebyetaago.

Olukiiko lwa buli mwaka lulina okweyambisibwa mu kwekenneenya ku bikozesebwa okugeza nga olupimo n'okulaba obwetaavu.

Ebibuuzo eby'okweyambisa mu kwekenneenya:

- i. Ebizuuliddwa ebiragiddwa waggulu bya mugaso oba bikwatagana n'ebigendererwa by'entekateeka?
- ii. Omulimu guno gugenda kuyamba gutya abo abagwenyigiddemu?
- iii. Biki ebizuuliddwa naye nga bibadde tebisuubirwa? Bino birina kusuulibwa mu kiseera ekyokussa mu nkola.

6. Omwenkanonkano mu kikula ky'abantu n'engeri gye gutambuzibwamu.

Okufuna obuyinza kikwata ku bakazi n'abasajja okufuna obuyinza ku bulamu bwaabwe nga bafuna obukugu n'obusobozi ebibayamba okukola okusalawo, okweronderawo n'okwenyigira munsonga ezikwata ku bitundu, eby'enfuna n'ebiyobufuzi by'ebitundu byabwe.

Era gwe mugendo gw'okukyuusa ekifo ky'omukazi ekiraga obwenkanya bwo'ba ogerageranyizza n'abasajja ng'abakazi baweebwa obuyinza mu byenfuna, ensonga, z'awamu n'ebiyobufuzi ebyo ebikwata ku bulamu bwabwe.

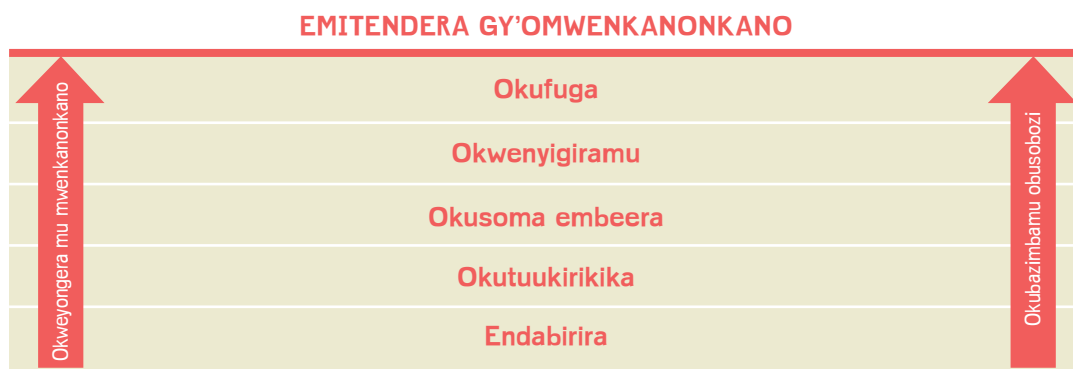
Kigenderera okwongera abantu ba ssekinnomu oba ebibinja obusobozi okwesalirawo n'okusobola okuteeka okwesalirawo okwo mu nkola. Kigezaako okukwasaganya ebyetaago eby'ekikula ekyabuliwo awamu n'ebyo ebisuubirwa era n'okukyuusa embeera z'abakazi mu biti byonna (ebyetaago ebyabulijo) era n'ekifo kye (ebyetaago ebisuubirwa)

Ekibuuzo ekikulu mu kugaba obuyinza kiri nti "Engeri ezitali zimu ezikwata ku mbeera z'abakazi zibakwatako zitya (mu byetaago ebyobuliwo) oba okukyuusa ekifo kyabwe (bye basuubira okutuukako?).

Ebimu ku bigambo ebikwata ku kugaba obuyinza binyonnyoddwa wammanga:

- **Okugaba obuyinza:** Kwe kusomooza enkola ezigobererwa mu kikula ky'abantu okusobozesa ebiwayi eby'enjawulo okugabana obuyinza.
- **Endowooza:** Omulembe, entegeka n'okuteekawo amatendekero ku nzikiriza, n'embeera awamu n'empisa.
- **Eby'obugagga ebikwatibwako:** Abintu, eby'ensimbi, ettaka, amazzi, abakozi, n'ebibira.
- **Obugagga bw'obwongo:** Amagezi, okumanya, ebirowoozo.
- **Obuyinza:** Okuddukanya eby'obugagga, obugagga bw'obwongo n'endowooza. Obuyinza busobola okuteekebwa mu mitendera ena, egiyamba okuteegeera ani ali wansi wa munne mu kikula ky'abantu. Kino kibaawo okusinzira ku madaala, langi y'olususu, emyaka n'ebibaawula:
 - i. **Okutwaala obuyinza.** Ye mbeera ey'okuwangula oba okuwangulwa. Yesigamizibwa ku nkola z'ebitundu. Ez'obutabanguko n'okutiisibwatisibwa.
 - ii. **Okuweebwa obuyinza.** Okusobozesa omuntu okufuna obuyinza ku bulamu bwe. Abasinga bakinyonnyola ng'okwewulira nti balina obuyinza okumanya enkola y'ebintu, okwemalirira nga bali mu buzibu, okusobola okukola emirimu egitali gimu, n'okuyiga eby'omu mutwe.
Buno bwe busobozi obuli emabega w'okuba n'obuyinza.
 - iii. **Obuyinza obw'awamu.** Okuba n'obuyinza obw'awamu ng'abantu begasse n'ekigendererwa ekimu. Kino kibaawo abantu bwe begatta awamu okusobola okukola ku kizibu.
 - iv. **Obuyinza obw'omunda.** Bwe buyinza omuntu bw'aba nabwo munda mu ye. Gaba maanyi ag'omu mwoyo ate nga gava mu kwekkirizamu n'okwessamu ekittiibwa ekivaamu n'okuwa abantu abalala ekittiibwa n'okubawala ekyenkanyi.

Enkola ey'omwenkano n'okuweebwa obuyinza (emanyiddwa ng'amadaala g'ebyetaago okusinzira ku Longwe"...) eteekawo emitendera etaano egy'okufuna obuyinza nga gwe musingi okuzimbirwa omwenkano n'okuba n'obuyinza mu bakazi n'abasajja, abawala n'abalenzi mu mbeera ezaawamu oba mu by'enfuna. Yekkaanya ebirungi ebiriwo eri abakazi n'abasajja era kyoleka ekirina okukolebwa.



Emitendera gy'omwenkanonkano etaano gituukiriza enkulakulana. Okulinnya mu mitendera gy'omwenkano n'okufuna obuyinza kiraga nti abantu ba ssekinnoomu n'abo abali mu bibinja byeyongera okuba n'obuyinza ku bulamu bwabwe. Omutendera ogusemba wansi gwe gw'endabirira ate ogwa waggulu gwe gw'okufuga.

Wammanga kwe kunyonnyola emitendera etaano egy'okufunaamu obuyinza:

- **Endabirira:** Abakazi n'abasajja okuba n'endabirira ennungi mu by'emmere, enyingiza, n'obujanjabi. Kino kikwata ku kuba n'endabirira emala. Kino tekitegeeza nti abakazi oba abasajja bo bennyini be balina okwefulumiza ebyetaago byabwe.

- **Okufuna.** Kyoleka engeri y'okufuna ebyo ebyeetagisibwa okukola obugagga mu bwenkanya eri abakazi n'abasajja.

Kitwaliramu okufuna ettaka, abakozi, okwewola (amabanja) n'okutendekebwa - obutale n'ebiweerezebwa ebyawamu era n'emiganyulo mu bwenkanya. Okufuna okuganyulwa okw'awamu, oluusi kyetagisa okukyusa amateeka n'enzirukanya y'emirimu okujjawo okososola kwonna.

- **Okusoma embeera:** Kugeza enjawukana mu buvunaanyizibwa bw'ekikula ky'abantu enjawulo ez'obutonde mu kikula ziva ku buwangwa era nga zisobola okukyusibwa. Kitwaliramu n'okukkiriziganya nti engabana y'emirimo okuba nga tenyigiriza ate nga ekkiriziganyiziddwako wakati w'abakazi n'abasajja era nga teriimu kwekomya byanfuna wadde eby'obufuzi ku kikula ekimu. Okukkiriza mu mwenkanonkano mu kikula ky'abantu gwe musingi gw'okumanya ebikwata ku kikula era ekiyamba okwenyigirwamu awamu.
- **Okwenyigiramu:** Okwenyigiramu ekyenkanyi mu kusalawo kitegeeza okuba ekitundu mu kuteekawo enkola, okutekateeka n'okuddukanya.

Obwenkanya kitegeeza okuwa omukisa abantu bonna abakwatibwako ekisaliddwawo era n'okwenyigiramu.

Kino kisinga okuba eky'omugaso mu kukulakulanya entekateeka n'okwenyigira mu kwekenneenya, okutekawo entekateka, okugissa mu nkola n'okugigoberera. Bino bisobola okukyusa engabana y'ebyobugagga n'emiganyulo.

- **Okufuga:** Kitegeeza okugabanya obuyinza mu kyenkanyi wakati w'abakazi n'abasajja bwe watabaawo kikula kibutikira wadde okubutikirwa. Kitwaliramu okwenyigiramu n'okukwatira awamu.

Okusobola okweyambisa ebikola obugagga n'obukugu ekyenkanyi n'okufuna obwenkanya mu ngabana y'ebiganyulwamu.

Okufundikira

Kozesa by'okunganyizi:

- Okulaga enjawulo wakati w'abakazi n'abasajja ne lwaki enjawulo ezo weeziri.
- Laga ebivudde mu njawukana z'ekikula ky'abantu eri ennkulakulana y'abantu kisobozese okuteekawo enkola n'entekateka ezisobola okubigonjoola.
- Laga okuwumbawumba ku bireeta enjawukana n'ebizibu ebiva mu njawukana eziba zizuuliddwa.
- Okwekenneenya amakulu aganyonyoddwa waggulu kiba kikulu mu kutegeera embeera z'ekikula ky'abantu.

3. Ebiyamba okutambuza entekateeka ye mirimu

Entekateeka ye nkola ey'ekiseera nga erimu eby'okukola ebitali bimu ebireetawo ebigendererwa ebyeyolese obulungi n'ebibala ebivaamu mu kiseru ekigere era n'embalirira erambikiddwa obulungi. Entekateeka zikolebwa okusobola okugonjoola obuzibu oba okweyambisa omukisa ogubaawo.

Okwekenneenya enkola z'entekateeka

Okwekenneenya enkola z'entekateeka kirimu okwetegereza engeri entekateeka gy'enekwata ku bantu, enfuna awamu ne engeri gye bikwatagana n'ebyo ebikolebwa.

Okwekenneenya era kutunuulira ebyo ebyetaaga okutereeza okusobola okutuuka ku biruubirirwa by'ekikula ky'abantu. Ebyetaago, emikisa n'ebizibu ebiriwo mu bakazi n'abasajja biteekwa okussibwako essira mu ntekateeka yonna.

Lwaki watekebawo okwekenneenya ekikula ky'abantu



Okunnyonyola: Lwaki watekebawo okwekenneenya ekikula ky'abantu mu ntekateeka?

Entekateeka eyinza okutegeeza ebintu eby'enjawulo eri abantu abatali bamu abakwatibwaako. Ebizibu n'emikisa nabyo bisobola okukyuka era kyetagiisa okukyetegereza okusobola okufuna ekirina okukolebwa mu ntekateeka yonna.

Bino bye byoleka lwaki okwekenneenya ekikula ky'abantu kuteekwa okukolebwa ngawatekebawo entekateeka empya:

- Okwekenneenya obuvunaanyizibwa bw'ekikula ky'abantu.
- Okuzuula ebireta obutali bwenkanya obuliwo mu kikula ky'abantu, mu ttuluba eryo basobole okukolebwako mu kuteekateeka entegeka n'okugissa mu nkola.

- Okukunganya bwiino akwata ku kikula by'abantu atakakasibwa okwewala okuyingizaamu obutali bwenkanya obubaddewo.
- Okwongera amaanyi mu ntekateka eyinza okuyamba enkola okuba n'amaanyi.
- Okukasa nga entekateeka tetuusa bulabe ku abo abakwatibwako.

Okuyamba okwewongera okwekkaanya lwaki okwekenneenya entekateeka kyetagisa okutuuka ku mwenkanonkano mu kikula mu nkola yebitongole, tujja kutunuulira ebyo ebiva mu mwenkanonkano.

Olupimo lw'omwenkanonkano.

Omwenkanonkano mu bakyala n'abaami ogutaliko kkomo yengeri ekozeseddwa okukebera oba okuteekerateekera. Nga ekipimo, kikozeeddwa okugera mu kulaga n'okukebera n'okwongera ku bintu ebikwata ku mwenkanonkano n'okulaga engeri gye banakuyuusa mu omwenkanonkano guno. Entekateeka eno ekozezebwa okulaga engeri gye banenyigira mu nkola n'enteekateeka eno.

EKIKULA KY'ABANTU BYE KIBUUSA AMAASO

Olupimo lw'omwenkanonkano:

- Ebyenfuna, eby'obufuzi wamu n'embeera z'abantu, eddembe, by'olina okuba nabyo, obuvunanyizibwa byokakatibwako okukola awamu n'enkwatagana wakati w'abakyala n'abaami.
- Enkyukakyuka mu buyinza wakati w'abaami n'abakyala, abawala n'abalenzi.

**EKIKULA
KY'ABANTU
BYE KIBUUSA
AMAASO.**



OKUMANYISA WAKATI W'OMUKAZI N'OMUSAJJA: Eraga era neyogera kungeri y'okukwasaganya omwenkanonkano guno wakati w'omukyala n'omwami.

EFFUGABBI

1. Ebiruubirirwa ebiriwo biteeka mu amanyi aba bitwala obutali bwenkanya obuli mu bulombolombo, obulina okukolebwa wamu nenkwatagana wakati w'abakyala n'abaami?
2. Naye ebiruubirirwa ebiriwo biwa obusukkulumu abasajja okusinga abakyala oba abalenzi ku bawala?
3. Okusobola okutuuka kubiruubirirwa by'ensangi zino ekikula ky'abantu abamu kifuna eddembe okusinga ku kikula ekirala?

OKUBUMBIRIRA

1. Ekiruubirirwa ekyaleero kyekaliriza obulombolombo mu kikula ky'abantu, n'enkyukakyuka? Ebirubirirwa ebiriwo bikola okulaba nti bateekawo enkyukakyuka kubutali bwenkanya mu bulombolombo n'enkyukakyuka mu kikula ky'abantu?

ENKYUKAKYUKA

1. Ekiruubirirwa eky'aleero kikiriza obulombolombo mu kikula ky'abantu n'enkyukakyuka?
2. Ekiruubirirwa eky'aleero kikola okulaba nti enkyukakyuka ku butali bwenkanya mu bulombolombo n'enkyukakyuka mu kikula ky'abantu?
3. Ekiruubirirwa eky'aleero kireetawo enkyukakyuka mu bulombolombo obuleetawo obusosoze mu kikula?

EKIRUUBIRIRWA

Omwenkanonano n'enkulakulana n'ebivaamu.

Okunnyonyola: Olupimo luno lulaga emitendera okutandikira ku kulaba oba ebikolebwa biraga oba waliwo okubuusa amaaso oba okulaba ebigenda mu maaso ku kikula ky'abantu.

Obusibe bw'omwenkanonkano n'amateeka agasabiddwa oba enkola egiddwawo.

Engeri omwenkanonano gyegutasobodde kugabanya buyinza kyenkanyi wamu n'obulombolombo era ngakino kigenda kutangira okufuna ebiruubirirwa byenteekateka eno. Obusibe bw'ekikula ky'abantu tebwoyera ku kikula kyabwe; kibuusa amaaso engeri gyekikikolamu era ne kirowooza nti obulombolombo ku kikula, obuvunanyizibwa oba

enjawukana mu buyinza terina bukwatane kw'oyo eyenyigiramu oba afuna mu pulojekiti oba enkola. Enkola eno ekolebwa nga tebasoose kulaba eby'obuwangwa, wamu n'eb'enfuna, embeera n'enfuga erina okukolebwa abantu ab'enjawulo wakati w'omukyala n'omwami era n'enkyukakyuka wakati w'omusajja n'omukazi oba wakati w'omulenzi n'omuwala.

Obusibe mukikula ky'abantu eyinza okuvaamu enkyukakyuka mu bintu ebimu oba mu nkola emu, oba eyinza okuleetawo enfuga embi oba obutali bwenkanya mu bulombolombo obukolebwa nga tebigendereddwa.

Enkola ey'okunyonyola ku kikula ky'abantu: Zino z'ekenennya n'okwanganga eby'enfuna, embeera z'abantu, eby'obufuzi, obuvunanyizibwa, eddembe n'obuvunanyizibwa obwesigamye ku kikula. Emitendera gino gifaayo okuzuula oba okumanyisa abantu ku by'ekikula binyigiriza, zibumbirira oba zibunyisa amawulire.

Enkola y'efugabbi: Entekateeka zino n'enkola mu bugenderevu oba mubutali bugenderevu zikuma omuliro mu busosoze okusinzira ku kikula oba obutonde bw'omuntu, obulombolombo wamu n'endowooza ya bwekyali bwekiriba okusobola okutuukiriza ebirubirira byaabwe. Nabwekityo, obusosoze obuwa ku kikula n'endowooza yokugabana obuvunanyizibwa nga twesigama ku kikula neyeyongeramu ebbugumu.

Enkola ono ya bulabe nnyo era esobola okunafuya ebigendera by'entekateeka era tekkirizibwa ku lw'okuleetawo omwenkanonkano; entekateeka n'enkola tebirina kuleetawo kunyigiriza kwonna okwesigamizidwa ku butonde.

Entekateeka z'okubumbirira abantu ab'ebikula eby'enjawulo: Zino z'entekateeka n'enkola ezikkiriza kyokka ne zirwanyisa obusosoze mu kikula okusobola okutuukiriza ebigendererwa bya porojekiti. Enkola eno tekendeeza busosoze mu kikula yadde okuyingirira obulombolombo obuleetawo obusosoze mu bikula by'abantu, wabula egezaako okukkakanya okunyigirizibwa okuleetebwawo obusosoze buno mpozzi n'okwanguyiza abakyala okutuukiriza obuvunanyizibwa bwabwe.

Enkola eno tegenderera kumalawo busosoze oba okumeggana n'obulombolombo obuleeta kino, kyokka esobola okuteeka etofaali ku kumalawo obusosoze buno obukudde ejjembe mu bitundu gyetubeera.

Okubunyisa enkola wakati w'ekikula ky'abantu: zino z'entekateeka n'enkola ezirubirira okuleetawo enkyukakyuka n'okuleetawo omwenkanonkano okusobola okutuukiriza ebigendererwa by'entekateeka eno. Enkola eno efuba okulaba nga etumbula omwenkanonkano nga eretaawo bino wammanga:

- Okufuba okulaba n'okwekenenya obutali bwenkanya obuli mu kikula ky'abantu nga kisinzira ku mirimu gyabwe, obulombolombo wamu n'enkyukakyuka.
- Okukakasa n'okuwa amaanyi obulombolombo obulungi n'okuwagira omwenkanonkano, n'embeera eyeeyagaza.
- Okuwakanya engabanya y'ebintu eby'enjawulo wamu n'emirimu wakati waabwe n'abantu era wakati w'abaami n'abakyala.
- Okulaga ekifo ky'abakazi n'abawala n'abantu abalala abalekeddwa emabega, okukyusa ebintu ebigasiza abantu awamu, enkola n'obulombombo obw'enkizo obuleetawo obutali bwenkanya mukikula ky'abantu.

Entekateeka yandibadde n'enkola ey'okukyusa mu mirimu gy'ekikula ky'abantu, obulombolombo n'enkyukakyuka enungi. Nga twesigama ku muyungagano gw'okusinkana ku nsonga z'ekikula (mwenkanonkano), olowooza enkola yo n'entegeka birubirira ki? ki kye wetaaga okukola ku kuleetawo obukwatane mu bikula eby'enjawulo?

Okunyikira mu ky'okukola nga totunulidde kika ky'abantu

Bino wammanga byebigobererewa mu ntekateeka y'ekikula, bino byamugaso nnyo byetulonze okusinzira ku pulojekiti eno ey'ekikula ky'abantu era n'enyisa zaabwe.

Era bino wammanga by'ebimu ku bibuuzo ebibuuziddwa okusinzira ku pulojekiti nate ey'obwegassi.

A. *Pulojekiti y'obwegassi kibuuzeeddwa era nekiraga ebibuuzo ngabiwa omukisa oba abakugu okuva mu bakazi wamu n'abasajja mu porojekiti mwebegattira.*

- Baani betutaddeko essira mu pulojekiti? Balina ekikula kyabwe mwebagwa?
- Abakazi n'abasajja benyigiddemu era babuuzizza ababasingako nebamanya ebintu n'emikisa gyabwe?
- Ebirowoozo bye bafunye bikwataganye n'ekikula ky'abantu? Era ekikula ky'abantu kyakumanyisa kikozeeddwa bulungi okusobola okwekenenya ekikula ky'abantu?
- Bintu ki era mikisa ki egiriwo okusobola okwongera ku bakazi n'abasajja okusobola okufuna era n'okukuma ebintu byabwe?
- Bintu ki oba mukisa ki oguliwo okusobola okwongera ku nfuna n'okufuga kubifunibwa eri abakazi n'abasajja.
- Bintu ki oba mukisa ki oguliwo okusobola okwongera ku bintu ebikolebwa abakazi n'abasajja?
- Byetaago ki era omukisa oguliwo okulaba nga twongera era n'okukuuma ebirungi by'abakazi n'abasajja?



Okunnyonyola: Entekateeka y'ekitundu: Kyabuvunanyizibwa abakyala n'abaami okwenyigira mu ntekateeka z'okuzuula ebikwata ku kitundu kyabwe wamu n'okunogera awamu eddagala ku bizibu bye basanga olw'ensonga nti buli ludda lukwatibwako yadde mu ngeri ez'enjawulo. Era n'engeri y'okuvvunukamu ebizibu bino eyinza obutafanagana. Wekkaanye ekizibu ky'obudde naddala eri abakyala olw'obuvunanyizibwa bwabwe obw'enjawulo. Kiyinza okwetaagisa okubawa obudde obubajamu.

B. Pulojekiti kyekola: *Ebibuuzo byesibye nnyo kubivaako abakazi n'abasajja bye balaze mu pulojekiti era n'ebiraga ekyo kyebaagala okufuna era bakuume eby'obugagga bye bafunye.*

- Pulojekiti byeyagala era byefunye bigendera ku byetaago by'abakazi n'abasajja?
- Bintu ki ebikoleddwa mukitundu era nga pulojekiti ekwatiddwako abakazi n'abasajja?
- Singa tukyusa kati ekikula tusobola okuyita ekintu ekyo (ebya sayansi, essente, ekitundu n'obukugu).

Kino ekinaakolebwa mupulojekiti kirina kukwata kubakazi oba abasajja nga bafuna era n'okukuuma ebyo eby'enfuna n'ebyebetaago. Okusobola okukola ebintu ebirungi omuli ebintu ebyawamu eby'obufuzi, eby'enkola, n'okukuuma eby'enfuna.

- Bintu ebikoleddwa era ebinaayamba okwekuuma okulaba nga waliwo enkulankulana mukitundu ekiri awamu.

C. Pulojekiti byeyetaaga okukola;

Ebibuuzo okusinzira kukikula ky'abantu mu pulojekiti mukitundu pulojekiti n'abantu abegatidde era abakolera awamu.

- Abakozi bakimanyi oba bamanya ebintu ekikula ky'abantu bye baagala byebagala.
- Omukulembeze oyo alina okuba n'obukugu okusobola okuwa abantu bye basabye abakazi n'abasajja?
- Busobozi ki obunakozesebwa okukulakulanya n'okuteekawo enkola enaagobererwa.
- Ebyo binaawa omukisa abakazi n'abasajja okwenyigira mupulojekiti ne mu bifo nga bagoberera empisa ennungi?

D. Okulabirira era n'okwekenneennya – Ebyetagisa okubuuza ebikwata ku Pulojekiti byebivaako ekikula ky'omuntu. Pulojekiti okulaba nga babuuza ekigendererwa mu kupima abakazi n'abasajja?.

- Eky'okulabirira n'okwekenneennya n'okunoonya ebibuuzo ebiri wakati kibayambe okufuna wamu n'okumanya ebyo?
bonna abakazi n'abasajja benyigidde mu kusobola okufuna ebyetagibwa?
- Abakyala n'abaami benyigidde mu kubaga eby'etaagisibwa?
- Abakyala n'abaami benyigiddemu mu kukung'anya nokuvvuunula eby'etaagisibwa?
- Byebafunye biyambye okusobola okuteekawo ebikolebwa?

Okukwanaganya emitendera gya pulojekiti

OMUTENDERA	OKUTEKATEEKA	OKUKWASAGANYA ENDOWOOZA N'EKIKULA KY'ABANTU
1	Okuzuula obuzibu	Engeri ensonga eno gy'ekosaamu abakazi n'abasajja
2	Okuzuula eky'okuddamu	Amagezi agasaliddwa gakwata gaty'a ku bakazi n'abasajja
3	Okusalawo wnkola ey'okweyambisa	Okuteeka amaanyi mu nkola eba yeyambisiddwa Okukozesebwa ku bikwata ku bantu bonna n'eby'obuwangwa
4	Okusalawo ani gw'okola naye	Okufaayo kunsonga z'ekikula ky'abantu n'omwenkanonkano oba okukwatagana n'ebitongole ebikola ku mwenkanonkano mu kikula ky'abantu

OMUTENDERA	OKUTEKATEEKA	OKUKWASAGANYA ENDOWOOZA N'EKIKULA KY'ABANTU
5	Okunyonnyola ebigendererwa era n'ebivaamu	Okuleetawo obwenkanya mu ngabanya y'eby'obugagga, okukendeeza emirimu egikolebwa abakazi era n'okubawa obuyinza
6	Okunyonnyola ebifuniddwa n'ebikoleddwa	Okuganyula abakazi n'abasajja okuyita mu kukola ku byetaago byabwe awamu n'obusobozi
7	Okuzimba ekibinja ekissa mu nkola	Okubanga ekikula ky'abantu ekikiriddwa mu bwenkanya nga ensonga z'ekikula zirowozeddwa awamu n'okwewayo okuzikolako nga beyambisa abakugu munsonga z'ekikula ky'abantu.
8	Embalirira	Okuteekawo embalirira ey'enjawulo kisobozese abakazi okuganyulwa n'okwenyigiramu. Ebyetago by'abakazi biteekwa okusoosowazibwa so si kutunulirwa luvannyuma
9	Okuteekawo ebigoberwa mu kulondoola n'okwekennenyanya	Nyonnyola ebiraga engeri enkola gy'eganyudde abakazi n'abasajja.
10	Okwanjula ebizuliddwa	Lambulula bulungi ebivudde mu nkola eri abakazi n'abasajja n'omugaso oguvudde mu kulungamya ekikula ky'abantu ku lw'enkulakulana n'okuwanirira ebifuniddwa.

Embalirira ku kikula ky'abantu

Embalirira ku kikula ky'abantu ye ngeri y'okugatta awamu endowooza ku kikula ky'abantu mu mitendera gy'embalirira gyonna – okuteekateeka, okussa mu nkola n'okugoberera ebikoleddwa okukakasa ng'enkola egobererwa mu mbalirira egoberera ebikwata ku kikula ky'abantu mu kitundu ate nga tewali kusosolebwa kwonna mu bakazi n'abasajja kitegeeza okwekennenyanya embalirira n'engeri gy'eganyula abakazi n'abasajja kisobozesa okugabanya embalirira mu ngeri eganyula ebikula byonna awamu n'okuwa abakazi obuyinza.

Embalirira ku kikula ky'abantu kye kikozezebwa okukola ku njawulo z'ekikula ky'abantu.

Ekgendererwa ky'embalirira eno kwe kukola mu maaso omwenkanononkano mu kikula ky'abantu. Kino era kikozezebwa mu kulungamya engabanya y'ensimbi.

Endowooza eri emabega w'embalirira ku kikula ky'abantu eri nti embalirira zibaamu kyekubiira. Embalirira abakyala n'abasajja zibakwatako mu ngeri za njawulo.

Ebiruubirirwa by'embalirira ku kikula ky'abantu bye bino:

- Okuyamba okumanyisa n'okutegeera ensonga ezikwata ku kikula ky'abantu n'ebiva mu nkola ezikwata ku kikula ky'abantu.
- Okusobozesa ebitongole okuwa embalirira n'obumalirivu mu kutuukiriza enkola ezikwata ku kikula ky'abantu.
- Okukyusa n'okutereza embalirira z'ebitongole n'okuleetawo omwenkanonkano mu maaso.

Emitendera gy'embalirira ku kikula ky'abantu

- Omutendera 1:** Okwekenneenya embalirira okusenziira ku kikula ky'abantu okulaga ebiteekeddwa ng'abaganyuddwa mu mbalirira. Kino kisobola okukolebwa okusenziira ku kikula:
- Eddaala embalirira kweri mu kukola ku byetaago by'abakazi n'abasajja, abawala n'abalenzi.
 - Engeri ebyetaago ebiva ku kikula ky'abantu n'ebikolebwa abenyigiddemu gye bireetawo okumatizibwa.
 - Ebizibu n'okusoomozebwa by'abo abatunuliddwa abatannatusibwako biwerezebwa.
 - Embalirira gy'ekendeeza oba okuleka ng'ebikwata ku kikula tebikyuse.
 - Enkwatagana mu nkola ezitekeddwawo. Naddala enkola ezikwata ku mwenkanonkano n'okusalawo ku by'embalirira.
 - Lwaki ebyetaago by'embalirira byetaaga okutunulira emirindi abakazi n'abasajja gye benyigira mu by'enfuna.
- Omutendera 2:** Okuddamu okuzimba embalirira okusenziira ku kwekenneenya ekikula ky'abantu. Okwekenneenya we kulagira nti eby'embalirira tebigabanyiziddwa bulungi mu kikula ky'abantu, kyetegisa okwetegereza embalirira okutereza obutali bwenkanya. Engabanya y'embalirira bweba tekwatagana na nkola za kitongole, okutereezamu kuba kwetagisa. Ekyetaaga okukola ku mabalirira eri abakazi n'eri abasajja bwe kiba kyolekeddwa, kiba kyetaagisa okugatta ekikula ky'abantu n'ekitundutundu ekyetaaga okwekenneenya mu mbalirira.
- Omutendera 3:** Okulunganya ekikula ky'abantu ng'ekitundu ekyekenneenyeezebwa mu mbalirira. Ky'etagisa okwewaayo okutegeera ekikula ky'abantu, nga kirimu okwekenneenya, okubuuliriza n'okutereza mu mbalirira okkola ku nkyukakyuka mu by'etaago by'abakazi n'abasajja, abalenzi n'abawala.

Enkola n'ebikozesebwa mu mbalirira ku kikula ky'abantu

Mu bino mulimu:

- Enkola ey'okusiima ekikula ky'abantu kigenderere
- Okuzuula ensonga z'ekikula ky'abantu mu mbalirira n'engabanya yembalirira ku ekyo
- Okwekenneenya oba ebikwata ku mbalirira byongera oba okukendeeza ku butali bwenkanya mu kikula ky'abantu
- Okulaba oba nga engabanya y'eb'obugagga egenderera kukendeeza butali bwenkanya.
- Enkola etakakasiddwa mu by'enfuna n'abo abafunamu munkola etunuliddwa okuzuula endowooza z'abantu n'okutekebwa mu nkola.
- Enkola etakakasiddwa okufulumya n'okutunulira embeera nga bw'ogyekenanya nga otunulira ensasaanya ku ntekateeka ezimu ku muwendo gw'abakyala abakwatibwako. Kitunulira okuzuula miwendo ki egiba giwereddwa abakazi nga ogigeregeranya n'egy'abasajja.
- Enkola ey'ekikula etakakasiddwa etunulira ebivaamu kumbalirira ku nkozesa y'obudde; etunulira obudde abakazi bwebamala nga bakola emirimu gy'awaka. Ensonga lwaki tutwaliramu n'emirimu egyo egiba tegisasuliddwa mumbalirira okweewala embalirira embi.
- Ekikula ky'abantu nga kitunulira enkola ey'enfuna entono kyanjula enkola ensamusaamu nga yekenneenya eby'embalirira. Kiruubirira okutondawo enkola ey'enkulungo ekwata kumbalirira ezirijja.

Lwaki embalirira ekwata ku kikula ky'abantu eba nsukkulumu

1. Eyamba okutegeera n'okwoleka engeri obutali bwenkanya mu mbalirira gye bukosa abakazi okusinga abasajja. Okwekenneenya embalirira ku kikula ky'abantu kiyamba okuzuula wa obutali bwenkanya webuli mu bibinja by'abakazi n'abasajja, kiba kikulu okuteeka ensonga ezikwata ku bantu endala awamu n'ebyenfuna mu kwekenneenya embalirira ku kikula ky'abantu.
2. Kino era kiyamba okuwa embalirira n'okwanguyiriza okuteeka mu nkola ebyo ebirafubanyirwa mu mwenkanonkano gw'ekikula ky'abantu awamu n'eddembe ly'obuntu.
3. Kyamugaso mu kutereeza mu nkola y'emirimu mu mumbalira y'ebitongole nga kiyita mu kugabanya eby'enfuna. Singa enjawukana mu nkola ez'awamu n'eby'enfuna n'ebiva mu mbalirira tebyekkanyizibwa, olwo embalirira z'ebitongole. Ziyinza okuvaako okufiiriza ebitundu okuyita mu bifulumizibwa, omutindo gw'abakazi, enkulakulana mu by'enfuna n'eby'obulamu.
4. Kiyamba okutereeza enkola n'ebigobererwa nga kitekawo engeri y'okwetegereza oba ng'ebigendererwa bitukiddwako.
5. Okwekenneenya ensonga z'ekikula ky'abantu n'okwenyigira okw'abakazi n'abasajja mu bisalibwawo ku mitendera gyonna nga kw'otadde ebitongole okuba nga bissa ekitiibwa mu ddembe ly'abakazi n'ebyetago byabwe, kiyamba okuteekawo enfuga ennungi. Embalirira ku by'ekikula ky'abantu nkola eyamba okwongera amaanyi enkola ez'awamu n'ebyo ebiba bisaliddwawo okuteekawo omwenkanonkano mu kikula ky'abantu era n'enkulungo ey'enkulaakulana. Okulungamya ekikula ky'abantu okuyita mu kutumbula enkulungo y'omutindo.

4. Okulungamya ekikula ky'abantu mu lugendo lw'enkulakulana

Okwongera ku mutindo kye ki

Okwongera ku mutindo kitegeeza enkola eyetolorerwako okufulumya, okuteekateeka n'okunoonyeza ekyamaguzi akatale okuva lwe kitandika okutekateekabwa okutuusa lwe kifulumizibwa.

Kino kyetoloorera ku bintu ebiwerako ebyegatta awamu okutambuza ebyamaguzi nga ensimbi, okumanyisibwa awamu n'ebiweerezebwa.

Kiyitibwa okwongera ku mutindo kubanga wabaawo okugatta omutindo ku byamaguzi okuyita mu kubigattako eby'obugagga ebirala (nga ebikozesebwa, abakozi, amagezi n'obukugu awamu n'ebyamaguzi ebirala ebitannakyusibwa).

Ekyamaguzi bwe kiba kiyita mu mitendera gy'okwongerako omutindo egy'enjawulo, omutindo gwakyo guba gulinnya.

Ku buli mutendera gw'okwongera ku mutindo, omutindo gw'ekyamaguzi gweyongera okulinnya, kubanga ekyamaguzi kiba kyongera okwanguyira oyo aba agenda okukikozesa. Ng'ogyeko omutindo, n'omuwendu gw'ekyamaguzi guba gwongerwako ku buli mutendera.

Ebikwata ku kwongera ku mutindo

Enkulakulana y'okwongera ku mutindo

Ye ngeri y'okukolerera okulongoosa enkola eyitibwamu okukola ekyamaguzi ku oyo akyeyambisa. Ye nkola egenderera okunyweza bonna abakwatibwako basobole okukolera awamu okusobola okutwala akatale. Kino kisobola okukolebwa okuyita mu kutondawo n'okuzimba amazima awamu n'okutegeera ebizibu ab'enyigidde mu kwongera ku mutindo bye basanga era n'okufuna engeri gye biyinja okugonjoolwa okusobozesa buli omu okufunamu.

Abakwatibwako ku kwongera ku mutindo.

Bano be bantu oba ebitongole ebyenyigira obutereevu mu kufulumya, okunoonya obutale n'okweyambisa ebyamaguzi.

Abawagira okwongera ku mutindo.

Be bantu n'ebitongole ababa batenyigidde butereevu mu kukola kukya maguzi naye abateekawo ebiweerezebwa okuyamba okwongera ku mutindo. Abayamba ku kwongera ku mutindo beebo abavujjira abakola ebyamaguzi n'ensimbi; mu bano mulimu abawozi b'ensimbi, ebibiina ebitereka nokuwola ensimbi, amaterekero g'ensimbi amatonotono, ebirime, obulunzi, oba yinsuwalensi n'abalala. Waliwo n'abagaba obuyambi obutali bwa nsimbi era okwongera ku mutindo gamba nga eby'entambula, amaterekero g'ebyamaguzi, abawi b'amagezi mu by'ensimbi n'abakakasa ebikolebwa. Abayamba okwongera ku mutindo mulimu amakolero ag'obwannanyini, ebitongole bya gavumenti ne ba nnakyewa.

Abasalawo ku kwongera ku mutindo: Bano mulimu ebitongole ebifuga omutindo, enkola emisingi gye by'enfuna ku musingi gwe kyalo, ogw'egwanga n'ensi yonna.

Okwekennenyanya okwongera ku mutindo.

Eno ye ngeri y'okulonda abantu n'okwetegereza abo bonna abenyigiramu, ebiweerezebwa n'ebitongole ebyenyigira mu kukungaanya ebirime okuva mu balimi okutuuka ku muguzi asembayo. Okwekennenyanya kuyamba abalimi okuzuula obusobozi n'obunafu bwa buli kinoomu ku abo abenyigira mu okwongera ku mutindo n'okusalawo ekiteekwa okukolebwa kye basobola okweyambisa okwongera amaanyi mu katale.

Okusalawo okwongera ku mutindo.

Kwe kusalawo okusobola okuyamba abalimi okuzuula kye basobola okukola ekisobola okuleeta amagoba mu mirimu gyabwe. Kyesigamizibwa ku kugerageranya ebikolebwa ebitali bimu n'okuzuula ekisingako okuba ekirungi okuva mu bingi ebibaawo.

Ensonga z'okugatta okwekenneenya ekikula ky'abantu mu kwongera ku mutindo n'ebiyambako

1. Abakazi n'abasajja bayinza okuba ekitundu mu kwongera ku mutindo. Abakazi mwe benyigira tebitera kweyoleka nnyo naye nga bakola kya maanyi okugatta ekireeta enkyukakyuka n'okuleeta enkulakulana mu kwongera ku mutindo. Obutali bwenkanya mu kikula ky'abantu mu kwongera ku mutindo gw'eby'obulimi kitondawo okusubwa omukisa mu by'obusuubuzi.
2. Obutali bwenkanya mu kikula ky'abantu kireeta okulinnyisa emiwendo ne kivaako okwonona obusobozi bw'abantu n'okusubwa omukisa gw'okuyiia.
3. Okulunganya ekikula ky'abantu mu kwongera ku mutindo kuyamba okukendeeza obwavu, okulwanyisa obwavu kiba kizibu singa ebitongole biba tebimanyi bikwata ku kikula ky'abantu.
4. Kireetawo enkulakulana eri buli omu ate nga ya nnamaddala mu bitundu; Abasajja n'abakazi balina okuganyulwa mu nkulakulana ezitekeddwawo.
5. Ebikolebwa ekikula ky'abantu birina kye bikyusa mu buvunanyizibwa bw'abakazi n'abasajja mu kwongera ku mutindo Kino nga kyegasseko engeri abakazi n'abasajja gye benyigira mu kusalawo, kikosa enzirikanya y'okwongera ku mutindo n'engeri y'okweyambisa emiganyulo egiva mu kikolebwa.
6. Enkulakulana y'okwongera ku mutindo esobola okukyusa ku nkozesa y'obuyinza mu kwongera ku mutindo wakati w'abakazi n'abasajja singa ensonga y'ekikula ky'abantu eba tekwatiddwa bulungi.

Emitendera gy'omwenkanonkano mu kikula ky'abantu mu kwongera ku mutindo gw'eby'obulimi

1. Zuula ebikolebwa ekikula ky'abantu n'engeri gye bikwatagana n'okwongera ku mutindo.
2. Zuula obutali bwenkanya mu kikula ky'abantu n'okulemesebwa okwesigamizibwa ku kikula ky'abantu.
3. Lambulula emitawaana egivamu kulemesebwa okwesigama ku kikula ky'abantu.
4. Baako ky'okola okumalawo okulemesebwa okwesigamizibwa ku kikula ky'abantu;
 - a) Tekawo okwenyigiramu okwekyenkanyi
 - b) Kola ku byetaago by'abakazi eby'enjawulo we kyetagisa.
 - c) Wagira emirimu gy'abakazi egivaamu ensimbi.
 - d) Kulakulanya engeri z'okunoonya obutale eziwagira obwenkanya mu kikula ky'abantu.
 - e) Teekawo engeri y'okugabana omagoba mu kyenkanyi.
 - f) Teeka abasajja mu kunyonnyola ekizibu n'engeri y'okukigonjoola.
5. Pima obuwanguzi bw'ebikoleddwa.



Okwekenneenya okwongera ku mutindo okusinziira ku oikula oy'abantu

Okwekenneenya okwongera ku mutindo okusinziira ku kikula ky'abantu kyetaaga okukunganya ebikwata ku kikula ebitakakasibwa, ebiraga obungi n'omutindo okuva ku mutendera omunene okutuuka ku mutono nga weyambisa ekikula ky'abantu n'enkulakulana y'okwongera ku mutindo.

Ekigendererwa kwe:

1. Okuzuula n'okuziba amabanga, okusosolebwa n'ensonga z'ekikula ky'abantu enkulu nga tetwerabidde:
 - Engeri ezitali zimu obutali bwenkanya mu kikula n'emikisa we kikolera. Ebyenfuna, embeera z'abantu n'ebyobufuzi.
 - Emitendera egy'enjawulo engeri ezo kwe zikolera – Ssekinnoomu, amaka, ekitundu, obutale, ebitongole. Mu ggwanga n'ebweru w'eggwanga.
2. Yamba okuzuula abakwatibwako abakulu abegassi n'abaguzi abetabye mu kukulakulanya okwongera ku mutindo.
3. Teekawo okumanyisibwa eri abakwatibwako nti bakolera mu nkola etali nyangu era erimu ebisomooza ng'ebimu birungi ebirala bibi

Okuva mu bizuuliddwa mu kwekenneenya, zuula ensonga z'ekikula ky'abantu enkulu era ofune ebyokukola ebisaanira mu kukulakulanya okwongera ku mutindo.

Okwekenneenya okwongera ku mutindo ku mutendera ogwa waggulu: Eddaala erya waggulu likola ku byonna ebyetolererwako awamu n'okutabaganya abo abenyigira mu kwongera ku mutindo nga kyekenneenyezebwa oba nga bino binaayamba okutumbula ate nga kikwatagana n'okwongera ku mutindo. Bino wammanga birina okutunuulirwa:

- Eby'obuwangwa n'enzikiriza bye tukoleramu bye biruwa? Ddiini ki oba enzikiriza ki ebutikidde ekitundu ekyo?
- Obulombolombo n'enzikiriza ebigendera ku mirimu egikolebwa abakazi n'abasajja bye biruwa?
 - Endowooza enkyamu n'okuwabizibwa ebikwata ku mirimu egikolebwa abakazi bye biruwa?
 - Bikosa bitya engabana y'emirimu mu bantu eb'ekikula eky'enjawulo.
 - Abantu betegese kyenkana wa okukkiriza enkola y'emirimu empya mu kikula ky'abantu era n'obuvunaanyizibwa.
- Ababaga amateeka n'abagassa mu nkola bafuddeyo batya okukwasaganya embeera z'abakazi n'eddembe ly'ebyenfuna? (amateeka g'abakozi, ebyobusika n'ebyobugagga)
- Amateeka gakwata gaty'a ku ddembe ly'abakazi, ku kwesalirawo, okufuna eby'obugagga awamu n'ebivaamu?
- Amateeka agakwata ku ddembe ly'abakazi gamanyiddwa era gateekebwa mu nkola?
- Amatendekero ag'awamu gafaayo eri ekikula ky'abantu era gafaayo okumanya ebyetaago n'ebirubirirwa by'abakazi n'abasajja?
- Gavumenti yewaddeyo okukola ku nsonga z'omwenkanonkano mu kikula ky'abantu mu kwongera ku mutindo?
 - Waliwo ekiwandiiko ekirambika obuvunanyizibwa bwa gavumenti okukola ku nsonga z'omwenkanonkano mu kikula ky'abantu?
 - Obumalirivu obwo bulambikiddwa mu nkola z'ebibira, eby'obulimi, enkulakulana y'ebyalo aba mu kugaziya eby'obusuubuzi n'obutale obw'ebweru we ggwanga?
 - Enkola n'ennteekeateeka mu by'obulimi zifaayo okutunuulira ebyetaago n'ebiruubirirwa by'abakazi? Bitunuulira enjawulo eziva mu busobozi ku bakazi n'abasajja?

Ebyetolorerwako ekikula ky'abantu biyamba okuzuula n'okukubaganya ebirowoozo n'abo abakwatibwako ensonga zino awamu n'enzimba y'obuwangwa era n'abo ababaga amateeka okwongerera ku mutindo kwe yetolorerwa.

Okwekenneenya okwongerera ku mutindo ku mutendera ogwo wakati gussa essira ku bitundu n'ebitongole n'engeri ze bakozesa okukola emirimu era linoonyereza nga ebitongole ebyo bigoberera enkola ku kikula ky'abantu mu nzimba yaabyo, mu buwangwa bwabyo, mu byebiweereza n'engeri ebiweerezebwa gye bituusibwa ku bantu.

Okwekenneenya okwongerera ku mutindo ku mutendera ogwa wansi

Omutendera guno guyamba okuzuula ebizibu ebikulu abakazi bye basanga mu maka, nga bino bikosa omutendera ogwa wakati n'ogwawaggulu.

Entambula y'okwekenneenya ekikula ky'abantu ku mutendera ogwa waggulu, ogwa wakati n'ogwa wansi mu kwongerera ku mutindo.

Okwongerera ku mutindo ku mutendera ogwa waggulu: okwekenneenya enzimba y'obuwangwa, obulombolombo n'ennono n'embeera y'ekifo ekikolerwamu

Entambula y'ekikula ky'abantu	Olukalala
Ebikolebwa ekikula ky'abantu: <i>Engabana Y'emirimu mu kwongerera ku mutindo</i>	■ Abakazi n'abasajja abakola mu kitongole kino benkana wa? okwongerera ku mutindo mu bikolebwa (Okuleeta, okufulumya, okuteekateeka, okutambuza n'eby'obusuubuzi). ■ Bali kitundu ku abo abakozesebwa oba abekozesa. ■ Omugaso n'engabana y'emirimu awamu n'obuvunaanyizibwa mu bitongole eby'enjawulo mu kwongerera ku mutindo bye biruwa? ■ Waliwo ebitongole ebirabika nga bisinga kwetaaga bakazi oba basajja? ■ Abakazi benyigira mu kukola ku kwongerera ku byamaguzi omutindo? ■ Wa awasinga okuyingiza ensimbi? ■ Omutindo ogwongeddwa ku mirimu gy'abakazi gwe guliwa? Endowooza z'abakazi ze ziruwa? Ate ez'abasajja era n'ezekitundu? Emirimu gy'abakazi gye gitya? Ate egy'abasajja? Ani akola emirimu egya lejalejja? Abakazi bakola mirimu egyo gyokka egitasasula ensimbi?
Ekikula ky'abantu n'okufuna: <i>Eby'obugagga Engeri eby'obugagga gye bigabibwamu Okusinzira ku mateeka Obulombolombo ne nnono</i>	■ Abakazi n'abasajja balina kugabana ki? Biki ebigatta ebakazi n'abasajja mu kufuna n'okweyambisa eby'obugagga? (ebutonde, ebifulumizibwa n'ebiwerezebwa) ■ Ani, alina obwa nnanyini ku ttaka, emiti n'amakungula? ■ Obusobozi bw'abakazi n'abasajja bwe buliwa okweyambisa eby'obugagga bino? ■ Obusobozi bw'abakazi bwe buliwa okusobola okufuna okumanyisibwa ku bifulumizibwa, ebibiina n'ebiwerezebwa ebiriwo? Mikutu ki egy'empuliziganya egikozesebwa? Bino byeyambisiddwa? ■ Abakazi abakola ku by'okufulumya naddala mu biseera ebyanjala bakalubirirwa okufuna amawulire? Ate abakazi abali mu bitongole by'okwongerera ku mutindo ebirala? ■ Bwekiba nga kituufu, ebizibu ebisinga obukulu abakazi bye basanga mu bitongole by'okwongerera ku mutindo ebitali bimu bye biruwa? ■ Waliwo omawulire ag'enjawulo agakwaka ku butale agayinza okuba ag'omugaso eri ekikula ky'abantu?

Entambula y'ekikula ky'abantu	Olukalala
Ekikula ky'abantu n'okweyambisa emiganyulo. <i>Okutunuulira engeri abakazi n'abasajja gye batambuzamu okwongera ku mutindo.</i>	■ Waliwo obusukkulumu mu buyinza? ■ Waliwo okusosolebwa oba okwawulibwa nga kusinziira ku kikula ky'abantu? ■ Obuyinza bugabanyizibwa butya mu bifulumizibwa ne mu biwanyisiganyizibwa mu kwongera ku mutindo. Ani akola okusalawo? Ani afuga ebiganyuddwamu? ■ Biki ebitunuulirwa nga basalawo ebyo abakazi n'abasajja bye balina okugabana mu kwongera ku mutindo yonna? Waliwo abutali bwenkanya mu kugabanya ebyetaago bino? ■ Abakazi balina ebyokulondako ku bikwata ku nzirukanya y'ebikolebwa mu kwongera ku mutindo. ■ Obusobozi bw'abakazi n'abasajja abakola ku bifulumizibwa mu kusalawo emiwendo bwe buluwa? ■ Ani assa omukono ku ndagaano y'okutunda ebyamaguzi? ■ Abakazi abali mu bitongole by'okwongera ku mutindo ebitali bimu bongezeddwa ku musala okuva bino lwe byatekebawo? ■ Abikolebwa abakazi bikyuka? Beenygira mu bukulembeze? Bassa emikono ku ndagaano? ■ Abakazi balowooza ki ku nkyukakyuka? Bayongedde okwekkiririzaamu? - Enkyukakyuka zino zisobola okutaputibwa ng'okuweebwa obuyinza?

Okwekenneenya Omutendera ogwa wakati: Essira ku bitongole n'ebibiina n'enkola ezeiyambisibwa mu kuweereza n'okunonyereza

Emirimu egikolebwa ekikula ky'abantu: <i>Okwekenneenya ekifo ky'abakazi mu bibiina (ebifulumya, abeyambisa n'abongera ku mutindo) mu kwongera ku mutindo</i>	■ Abakazi beenyigidde batya mu nkulaakulana y'eby'obusuubuzi ebiweerezebwa. ■ Ebibiina by'abakazi ebikola ku bifulumizibwa byenyigidde mu nkulaakulana y'eby'obusuubuzi ebiweerezebwa? Bwe kiba nga nedda lwaki? ■ Ebivumbuddwa mu teknolojiya ne mu kusiga ensimbi biyamba basajja oba b'abakazi? Biyamba ku byetago by'abakazi (mu busobozi bw'omubiri ne bye benyigiramu ebya buli lunaku ■ Enkulaakulana y'eby'obusuubuzi mu biwerezebwa y'eby'obusuubuzi mu biwerezebwa eyamba mu byetago by'abakazi abakola ku bifulumizibwa? ■ Abatuusa ebiwerezebwa ku bantu bamanyi engeri y'okwekenneenya ebikwata ku kikula ky'abantu nga bakola okwekenneenya oba bategeera n'okukola ku bisomooza bino? Bafaayo okuweereza ebiyamba ekikula ky'abantu? ■ Emirimu mu nkulakulana y'eby'obusuubuzi ebiweerezebwa: Watekeddawo enkola ey'okuwa abakazi emirimu? ■ Engaba y'emirimu erimu obwenkanya? Embeera abakozi ze bakoleramu ziri zitya? ■ Abakazi abenyigira mu kitongole ekimu mu kwongera ku mutindo balina okusomozebwa kwe bafuna okuweerezebwa mu byenfuna? Okusomoza okwo kwe kuliwa? ■ Abakola ku kuweereza ebyenfuna batunuulira ebizibu byabwe? ■ Buwereza ki mu byenfuna obusinga okuba obw'omugaso? Waliwo ebitongole ebiberako (eby'obwananyini n'ebya gavumenti) ebikola ku kuyamba abakazi okufuna obuyambi mu by'ensimbi?
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Entambula y'ekikula ky'abantu	Olukalala
Ekikula ky'abantu n'okufuga emiganyulo: <i>Okutunuulira engabana y'obuyinza mu bibiina oba nga bibigatta awamu era n'engeri ensasaanya nebiganyulo gye bigabanyizibwamu</i>	■ Abakazi bali kitundu ku bibiina ebikola ku bifulumizibwa? ■ Benyigira mu nkiiko? Balina eddembe okuwaayo ebyetaago byabwe era n'okwetaba mu kulonda? ■ Balina eddembe n'emiganyulo egy'awamu n'ensimbi ebitekebwawo ekitongole? ■ Balina omukisa okulondebwa mu bitongole bya gavumenti era bwe kiba kiri bwe kityo, kirondebwa era ku mitendera ki? ■ Wateekeddawo enkola ez'enjawulo mu ndagaano y'enkolagana nga okuteekawo obweyamu okukakasa okwenyigira mu kukola okusalawo?
Ekikula ky'abantu n'okusoboseza ensonga okubaawo: <i>Okutunuulira okuwa ebibiina obuyinza okutuuka mu bifo gye bakolera okusalawo okukwata ku bulamu bwabwe</i>	■ Obusobozi bw'abakazi abali mu bukulembeze bwe buliwa mu kukola okusalawo okwawamu ku buwereeza bw'ebitundu n'okwongera ku mutindo? ■ Abo abatasobola kufuna bya bugagga wadde ebiwerezebwa bayinza batya okuyambibwa? ■ Mu bifo ki oba bitundu ki gye bayinza okuyambibwa?
Okwekenneenya ku mutendera ogwa wansi: Guyamba okuzuula emiziziko abakazi gyebasanga nga bali awaka	
Emirimu egikolebwa ekikula ky'abantu: <i>Kitunuulira engabana y'emirimu okusinzira ku kikula mu kwongera ku mutindo. -Abakazi n'abasajja benyigira batya mu kw'ongera ku mutindo?</i>	■ Engabana y'emirimu okusinzira ku kikula mu maka y'eriwa? ■ Obuvunanyizibwa bw'abakazi n'abasajja mu by'okuzaala bwe buriwa? ■ Abasajja n'abakazi bakola ki? ■ Ebiseera n'amaayi ebitekebwawo byenkana ki? ■ Bino bikwatagana bitya n'obuvunaanyizibwa bw'abasajja n'abakazi obulala? (ng'obw'okuzaala n'ebikwata ku bitundu). ■ Emirimu egikolebwa mu kwongera ku mutindo gyongera gitya ku buzito bw'emirimu gye bakola?
Ekikula ky'abantu n'okufuna eby'obugagga:	■ Abakazi n'abasajja bafuna batya eby'obugagga ebibasobozesa okukola bye bakola? ■ Waliwo okusomooza okwenjawulo abakazi kwe bafuna?
Ekikula ky'abantu n'okweyambisa emiganyulo:	■ Abakazi n'abasajja baganyulwa kyenkanyi mu maka? ■ Ani asasulwa? ■ Ani asalawo enkozesa ku nyingiza ? ■ Ani asalawo ku ngabanya y'embalirira y'awaka? ■ Obuyinza bw'abakazi mu kusalawo ku nsasaanya mu maka bwe buliwa? ■ Emiganyulo emirala nagyo gituukddwako? ■ (eby'enfuna, okutegeza eby'omumaaso, n'empuliziganya n'enkolagana n'abantu) ne ku bungi bw'emirimu gye bakola bisimibwa mu maka ne mu bitundu?
Amaanyi g'ekikula ku bikolebwa mu maka:	■ Obuvunanyizibwa okusinzira ku kikula bukyuka? Kirina kye kikyusa ku ngeri abakazi gye benyigira mu bisalibwawo awamu n'amaayi mu kulamuzaganya? ■ Enkyukakyuka mu nneyisa y'abakazi n'abasajja y'eriwa? abakazi n'abasajja bakyatukiriza obuvunaanyizibwa bwabwe mu maka? Abasajja bayamba bakyala baabwe ku mirimu g'awaka n'okulabirira abaana? ■ Embalirira: Embalirira eneeyambisibwa okuteeka ebyo mu nkola egenda kuba etya? ■ Empuliziganya. Tekawo empuliziganya okusobola okutuuka ku abo abatunuliddwa, b'okolagana nabo mu by'emirimu wamu n'abo abalina emigabo ku ekyo ekiriwo, n'ebikivuddemu nkola y'omwenkanonkano mu kikula ky'abantu. ■ Ensasaanya ■ Okwetegereza enkola. ■ Ebyongerezebawo.

5. Enkola ku kikula ky'abantu

Enkola ku kikkula ky'abantu erambika bulungi ebiruubirirwa oba okwewayo, Ebissibbwako essira awamu n'ebikolebwa. Eyogera ku bisuubirwa n'omutindo okukakakasa nti abakazi n'abasajja bakiikirirwa, batwalibwa ng'ekyomuwendo era baganyulwa mu kibiina, kyoleka obumamalirivu okukola ku bwenkanya mu kikula ky'abantu ku mitendera gyonna egy'entekateeka eba eteekeddawo mu bifo gye bakolera emirimu ne mu bitundu ekibiina gye kikolera emirimu gyakyo ku lw'obumu, n'enkulakulana y'ekibiina, abakozi baakyo n'abantu bonna.

Emigasogye enkola ku kikula ky'abantu

- Okuyamba ekitongole okuwa abakazi n'abasajja obusoobozi okugabana ekyenkanyi ku mikisa egibaawo.
- Okuyamba okujjawo okusosolebwa okwesigamizibwa ku kikula ky'abantu.
- Okujjawo emiziziko okusobozesa abakazi n'abasajja okwenyigiramu ekyenkanyi.
- Okuteekawo enkola ey'amazima egobererwa okufuna emirimu nga mw'otwalidde n'obukulembeze eri abakazi n'abasajja.
- Okumanyisa abakazi eddembe lyabwe n'obuvunaanyizibwa bwabwe.
- Okworeka okwewayo n'obwagazi.
- Okuwakanya enkola eziriwo n'okuteekawo ebigobererwa ebipya.
- Okutangira ensonga ezikwata ku kikula ky'abantu okubulira mu nkola eziriwo endala.

Enzimba y'enkola ku kikula ky'abantu

Enkola ku kikula ky'abantu eteekwa okuba ne:

- Okwekenneenya obulungi ensonga – lwaki wetaaga enkola.
- Okulambika ensonga enkulu/ekiruubirirwa ekikulu
- Ebiruubirirwa ebirambikiddwa obulungi
- Ebigendererwa ebirambikiddwa nga bwe bisuubirwa okufunibwa. Ebigendererwa biteekwa okubanga byeyolese bulungi, nga bipimika, nga bituukikako, nga bitegerekeka ate nga bigya mu kiseera ekiriwo.
- Ebiruubirirwa okusobola okuteekebwa mu nkola.
- Ebikolebwa n'obuvunaanyizibwa.
- Engeri y'okutunuulira n'okubalirira era n'ekiseera kye kitwala okutuukiriza.

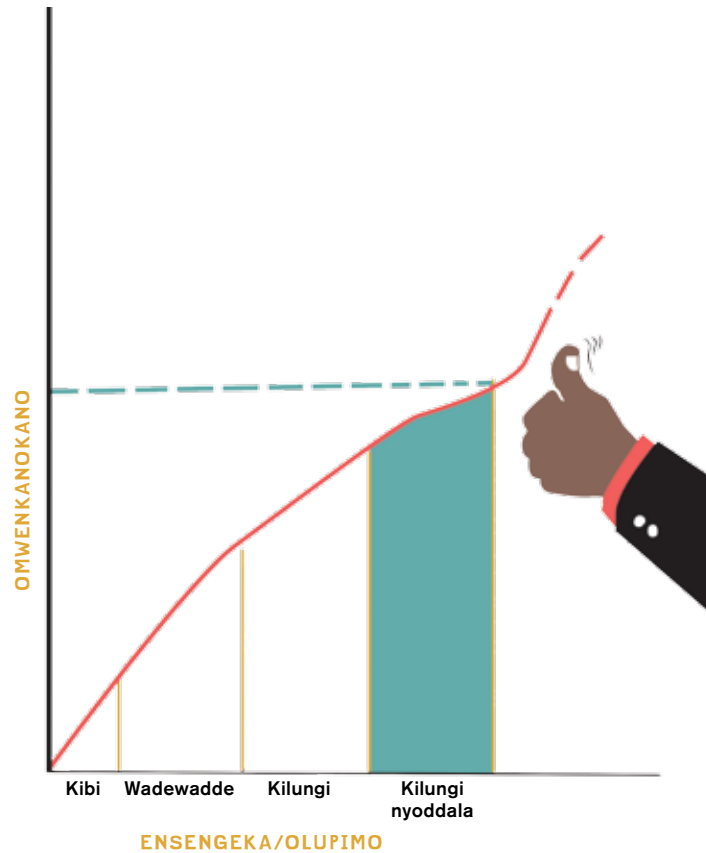
Enkola ku kikula ky'abantu ekola ku nsonga z'abakozi, abantu mu kitundu, era n'abakozesa. Etwaliramu obuvunaanyizibwa bw'abakozi, obabakulira, ebibiina n'omukozi ssekinnoomu wamu n'amaka. Essa essira ku mbeera z'abakozi, era ne kumateeka agafuga wamu n'eddembe lyabwe.

Nga tewanatekebawo nkola mu kitongole, kiba kya magezi okukola okunoonyereza okutegeera embeera entuufu ekwata ku kitongole. Kino kiyinza okukolebwa ng'ogoberera bino:

- Okwekenneenya ekikula ky'abantu.
- Okwekenneenya obunafu, obusobozi, emikisa n'okutiisatiisibwa.
- Okugoberera ebikwata ku kikula ky'abantu. Okuteekawo okusomesebwa okw'okumanyisa.
- Okubalirira.

Mu kitundu ekiddako, tutunuulidde embalirira ku kikula ky'abantu.

Embalirira ku kikula ky'abantu



Okunnyonyola: Embalirira Ku kikula ky'abantu: Okugoberera n'okuzuula enkola y'omwenkanonkano bwesobola okutuukikako

Okwekenneenya n'okukola, entekateeka n'ebitongole ku butya bwe bissa mu nkola ensonga z'ekikula ky'abantu. Kyekenneenyeza ddala ensonga ezikwata ku kikula gye zikwatibwamu mu bitongole, mu ntekateeka ne mu nzimba y'ebibiina. (nga otwaliddemu n'okukola okusalawo) wamu n'embalirira egenderako. Kyekkaanya oba nga ebikolebwa mu bitongole n'enkola eziyambako ku kulungamya eby'ekikula ky'abantu zikola bulungi era nga buli kimu kiyamba okunyweza kinnaakyo singa biba bigobereddwa.

Enkola eyamba okutumbula ebisomesebwa mu bitongole ku kulungamya ekikula ky'abantu mu buliwo ate era mu ngeri esoboka.

Embalirira ku kikula ky'abantu etunuulira oba ng'enkola ez'omunda ku kikula ky'abantu zituukirizibbwa era nga zikwatagana.

Era etunuulira n'okwekkaanya enkulakulana eba etuukiddwako mu kulungamya eby'ekikula ky'abantu okuyita:

- Mu kuteekawo omusingi ogutambulirwako.
- Okuzuula ebikulu ebitaliwo n'okusomooza mu bitongole.
- Okuwa ekiyinda okukolwebwa okubimalawo.
- Okuwandiika ku nkola ennungi eziyamba.
- Embalirira ku kikula ky'abantu eyamba okukolera awamu mu bitongole okwekkaanya ebikolwebwa kusinziira ku kikula ky'abantu n'okuzuula obusobozi n'obunafu mu kutumbula obwenkanya mu kikula ky'abantu.

- Kirondoola wamu n'okw'ekkenneenya enkulakulana evudde mu kulungamya ekikula ky'abantu era kiyamba okuzimba endowooza mu bantu eb'ekikula ekyawukana nti balina obwa nnanyini mu butongole n'okubaagazisa okumanya ebikwata ku kikula mu butongole.

Embalirira ku kikula ky'abantu eyamba ebitongole okuzuula wa we batuuse era betaaga ki okwongera ku bwenkanya mu kikula ky'abantu mu ntekateeka n'ebikolebwa eby'omunda. Tekikoma ku kuyamba kitongole kumanya bye kyetaaga mu ntekateeka kyokka n'okuzimba obumalirivu kw'ebyo ebibatwala mu maaso nga tewali alekeddwa mabega.

Ebintu bina (4) ebirina okuyamba okukyusa ebitongole ebitafaayo ku kikula ky'abantu ne bisobola okufaayo bye bino:

- Okusalawo mu by'obufuzi**
- Abakulembeze okukozesa ebifo byabwe okwongera n'okwolesa obuwagizi bwabwe, obukulembeze n'obwagazi era n'okwewayo okukolerera obwenkanya mu kikula ky'abantu mu bitongole.
- Okuteekawo ebikozesebwa**
Kyeyolekera mu kwongera ku bukugu bw'abakozi mu bikwata ku kikula ky'abantu, okuteekawo enkola empya mu kunoonyereza ku bikwata ku kikula n'okuteekawo ebikozesebwa n'ebigobererwa ebyetaagisa okukola ku kulungamya okusobola okulongoosa omutindo gw'entekateeka n'okutereza ebikolebwa mu kwekkaanya eby'ekikula ky'abantu mu kitongole.
- Embalirira**
Engeri ekitongole gye kisalawo ku butya bwe kinaatambuza bye kikola mu ngeri y'okulungamya omutindo gw'ekikula ky'abantu mu ntekateeka zaakyo era ne mu nzimba yaakyo.
- Ebigobererwa mu kitongole**
Enzikiriza n'enneeyisa mu kitongole ebiwanirira oba okufeebya omwenkanonkano mu kikula. Kitwaliramu enkulakulana y'abantu, ndowooza ki ze bakkiririzaamu, engeri abantu gye basuubirwa okweyisaamu, ne mpisa ki ezisiimibwa. Kyeyolekera mu kuba n'abakazi ababikola byombi, wamu n'okutuusa abakazi n'abasajja ekyenkanyi ku mirimu.

Okulungamya obwenkanya mu kikula mu mirimu gy'ekitongole n'enzimba yakyo, mulimu ebikolebwa eby'omunda n'eby'ebweru w'ekitongole:

- Ebikolebwa eby'ebweru – Okulungamya ku by'ekikula ky'abantu kyenigirwamu era n'okuganyula abakazi n'abasajja ababa benyigiddemu oba abakwatibwako entekateeka n'ebiweerezebwa okuva mu kitongole.
- Ebikolebwa eby'omunda – Okulungamya ekikula ky'abantu, kikulaakulanya obukulembeze bw'abakazi n'obwenkanya mu nkola n'enzimba y'ekitongole ne kiganyula abakazi n'abasajja.

Oluvannyuma lw'okukola embalirira ku kikula ky'abantu, wabeewo okukubaganya ebirowoozo n'okuteesa ku ntekateeka kino kitwaliramu:

Okuyita mu bivudde mu mbalirira ku kikula ky'abantu. Tunuulira ebivudde mu bibuuzo ebyabuzibwa ng'otwaliddemu n'ebyo abaakola omulimu bye baateesa bikolebwe.

- Kino kifunzibwe mu biti bina – Embalirira, obuwangwa, bw'ekitongole, okusalawo mu by'obufuzi wamu n'okuteekawo ebikozesebwa.
- Okukubaganya ebirowoozo kulina okukolebwa okukola ku bunafu n'amabanga agaba gazuuliddwa n'okuzuula ekikolebwa.

**Omuko ogulaga okwekenneenya ekikula ky'abantu.
Entekateeka.**

	Ye	Nedda	Sekakasa
1. Entekateeka			
A. Okuteekateeka n'okutegeka (tunuulira emitendera n'engeri ekitongole kyo bye kyakozesa okuteekateeka n'okutegeka n'okulondoola ebikolebwa).			
1. Kya tteeka nti ekikula ky'abantu kiteekwa okuba ekitundu ku ntekateeka zonna n'ebigobererwa?			
2. Kwe kwekenneenya embeera ekwata ku kikula ky'abantu wabula nga tekakasibwa			
3. Ebiruubirirwa n'ebigendererwa wamu n'eby'omwenkanonkano mu kikula ky'abantu bifuulidwa kitundu ku ntekateeka eyo?			
4. Mu kwekenneenya ebizibu, kyeyoleka nga okusosolwa olw'ekikula n'okulekebwa ebbali byetaaga mu mbeera z'abakazi, abasajja, abawala, n'abalenzi?			
5. Ebyetaago n'ebiyettanirwa mu kikula ky'abantu nga balonda ebibinja ebikwatibwako.			
6. Abakazi n'abasajja bebuziddwako kyenkanyi mu kwekenneenya omugaso gw'ebikolebwa mu ntekateeka?			
B. Okussa entekateeka mu nkola (tunuulira engeri entekateeka gye zikolebwamu wabweru).			
1. Ebiteekateekabwa okussibwa mu nkola bitwaliramu ebikolebwa nga bigenderera kwongera ku bukugu n'okuwa abakazi n'abawala omukisa okufuna ebiweerezebwa wamu n'okusomesebwa?			
2. Okufuna ebiweerezebwa wamu n'okusomesesebwa?			
3. Ebiteekateekabwa okussibwa mu nkola bitwaliramu ebikolebwa nga bigenderere kwongera ku bukugu bw'abasajja n'abakazi omukisa okufuna ebiweerezebwa n'okusomesesebwa?			
4. Ebiteekateekabwa okussibwa mu nkola bitunuulira emirimu n'ebiyettanirwa abakazi wamu n'abo abenyigiddemu?			
5. Obuyambi bw'ensimbi n'obw'ebikozesebwa butekeddawo okusobola okutumbula obwenkanya mu kikula ky'abantu?			
6. Entekateeka zikola ku nsonga z'obutali bwenkanya n'okusosolebwa wakati w'abakazi n'abawala, abasajja n'abalenzi n'okutunuulira ebivaako obutali bwenkanya, bwe buba nga buzuuliddwa?			
7. Watekeddawo entekateeka okukola n'abasajja wamu n'abalenzi okuyamba abakazi n'abawala okufuna eddembe era n'obwenkanya?			
8. Entekateeka zitwaliramu okutendeka abakwatibwako/ebibinja n'abakozi okusobola okuzuula eky'okuddamu eri ebinyigiriza abakazi, abawala, abasajja n'abalenzi?			
9. Ekitonde ekikazi kiganyuddwa mu ntekateeka n'ebiruubirirwa by'ekitongole kyange era entekateeka baziraba ng'eziyambye obulamu bwabwe?			
10. Ekitonde ekisajja kiganyuddwa mu ntekateeka z'ekitongole kyange era entekateeka baziraba ng'eziyambye obulamu bwabwe?			
C. Obukugu bw'abakozi (tutunuurira eddaala abakozi lye baliko mu kwekenneenya n'okubalirira ensonga z'ekikula ky'abantu).			
1. Ebiteekeddwa mu ntekateeka, byoleka obuvunaanyizibwa n'obumanyi mu by'ekikula ky'abantu?			

		Ye	Nedda	Sekakasa
2.	Waliwo omuntu oba ekitongole ekivunaanyizibwa ku kikula ky'abantu mu kitongole kyo?			
3.	Abakozi mu kitongole kyo balina okumanya, obukugu n'obwagazi okukola emirimu egikwata ku kikula ky'abantu?			
4.	Enkola eyeyambisibwa okugoberera ebikolebwa etwaliramu ebikwata ku muwendo n'omutindo?			
5.	Ebibinja ebikola ku ntekateeka, okulondoola ebikolebwa n'embalirira era n'okuwa amagezi birinamu omuntu alina obukugu obwenjawulu ku nsonga z'ekikula ky'abantu?			
D. Okugoberera ebikolebwa (tunuulira omutindo n'ebikwata ku kikula ky'abantu ebitakakasibwa ng'otwaliddemu n'okumanya mu kitongole kyo).				
1.	Ebikwata ku kikula ky'abantu ebitakakasiddwa bikunganyiziddwa mu ntekateeka n'ebikolebwa?			
2.	Enteekateeka z'ekitongole kyange zikola ku kuwa abakazi n'abawala obuyinza n'okukyusa obutali bwenkanya ku kikula ky'abantu?			
3.	Enteekateeka y'embalirira n'okugoberera ebikolebwa yetaagisa ebintu ebitali bimu ebivudde mu bikolebwa eri abawala, abakazi, abalenzi n'abasajja?			
4.	Enkola egobererwa okulondoola ebikolebwa etunuulira obungi n'omutindo gw'ebyo ebikula ebikwata ku kikula ky'abantu?			
5.	Enjawulo mu kikula ky'abantu zirambikiddwa bulungi mu ebyo ebituukiriziddwa obulungi mu ntekateeka?			
6.	Abakungu mu bikwata ku kikula ky'abantu bali kitundu kw'abo abakola ku kulondoola ebikolebwa?			
7.	Ensonga z'obwenkanya mu kikula ky'abantu zoogerwako mu ntuula ezikolebwa okwekkaanya ebigenda mu maaso?			
8.	Enteekateeka z'ekitongole kyange ziyambye okukola ku nsonga z'obwenkanya mu kikula mu ngeri zino: a. Okuteekawo ebyeyambisibwa b. Okufuna ku by'obugagga c. Okuteekawo okubangulwa d. Okwenyigira mu kusalawo e. Okweewa ekitiibwa /omutindo gw'amateeka f. Okufuga eby'obugagga n'eby'obulamu g. Okwenyigira mu bitongole bya ga vumenti h. Engeri abaganyulwamu gye balaba ebikolebwa n'engeri gye bibayamba mu bulamu.			
2. ENTEKATEEKA				
E. Enkola ku kikula ky'abantu (tunuulira ekikula n'omutindo gw'ebikwata ku kikula ky'abantu mu kitongole kyo).				
1.	Ekitongole kyo kirina enkola ku kikula ky'abantu eyamba okukkatiriza okwewaayo okuteekawo obwenkanya mu by'ekikula ky'abantu?			
2.	Ekitongole kyo kirina enkola ennungamu ekola ku kugabanya eby'obugagga, (embalirira) obuvunaanyizibwa n'obudde okulondoola ebikwata ku mbalirira			
3.	Ekikula ky'abantu kirowozebwako mu ntekateeka z'ekitongole?			
4.	Mu kitongole kyange, buli muntu akwatibwako ku ntekateeka z'ekitongole?			

	Ye	Nedda	Sekakasa
F. Abakozi (abakozi ab'ekikula eky'enjawulo mu kitongole).			
1. Abakazi n'abasajja bakiikiriddwa mu bifo ebya waggulu?			
2. Abakazi n'abasajja bakiikiriddwa bulungi ku kakiiko akafuzi?			
3. Waliwo enkola ennambulukufu etekeddawo okukuza abakazi okutuuka mu bifo by'obukulembeze ebya waggulu?			
4. Waliwo enkola ennambulukufu etekeddawo okukuza abasajja okutuuka mu bifo by'obukulembeze ebya waggulu?			
G. Okugaba emirimu (tunuulira engaba y'emirimu n'obwenkanya mu kuwandiika abakozi).			
1. Ekitongole kyo kirina enkola y'omwenkanonkano empandiike?			
2. Abasajja baweeba oluwummula nga bakyala babwe bazadde?			
3. Abakozi bakubiriziddwa okweyambisa oluwummula olwo?			
4. Abakozi bakubirizibwa okuganyulwa mu kuwummula okuteekebwawo ng'omuntu azadde?			
5. Waliwo enkola ku ndabirira y'abaana n'okuwummulako okusobola okulabirira ob'omu maka go?			
6. Ebiweebwa okukolebwa obakozi mulimu okutunuulira obukugu obwe'njawulo ku bikwata ku kikula?			
7. Ekikula kissibwako essira mu kutunuulira engeri abakozi gye bakolamu emirimu gyabwe?			
8. Abakozi basomesebwa ku nsonga ezikwata ku kikula ky'abantu?			
9. Wateekeddawo okusomesebwa eri abakulembeze n'abo abatuula ku kakiiko akafuzi ku bifa ku nsonga z'ekikula mu bukulembeze?			
10. Abakulembeze bewaddeyo okulaba ng'abakazi baweebwa obukulembeze mu bifo ebya waggulu nga mw'otwalidde ne kukakiiko akafuzi?			
11. Waliwo okweyongera mu mutindo gw'abo abalina obukugu mu bikwata ku kikula ky'abantu mu kitongole kyange?			
12. Abakoze obulungi ku nsonga ezikwata ku kikula basiimibwa mu kitongole kyange?			
H. Obwetaavu, ebikwata ku kitongole n'eby'empuliziganya (omutindo n'okufaayo eri akikula ky'abantu mu mpuliziganya y'ekitongole n'okutumbula obwetavu).			
1. Obwenkanya mu kikula ky'abantu buli kitundu mu byogerwako, ebisonderwa ensimbi n'ebyo ebiteekebwa ku mpewo?			
2. Ensonga z'ekikula ky'abantu zitekeddwa mu buwandiike okugeza alipoota, mu mawulire, ebitabo n'ebiwandiiko ebyogera ku kitongole?			
I. Ebyensimbi (embalirira etekebwa ku nsonga y'okwekenneenya ekikula ky'abantu)			
1. Ekitongole kyo kitaddewo omudemwa gw'ensimbi okukola ku kulunganya n'okukwasaganya ensonga z'ekikula?			
2. Waliwo omudemwa gw'ensimbi okukola ku kuteeka mu nkola ensonga z'ekikula ky'abantu ku mitendera gyonna mu kitongole?			
3. Okusomesa abakozi ku nsonga z'ekikula nakwo kutekeddwako omudemwa mu kitongole kyo?			

	Ye	Nedda	Sekakasa
J. Enneyisa y'ekitongole (Okufaayo Eri ensonga z'ekikula ky'abantu mu kitongole kyo).			
1. Mu kitongole waliwo okwegendereza mu ngeri abantu gye bayisibwamu mu kikula kyabwe naddala akwewala n'enkwata y'ensonga ezikwata ku kwesittazibwa mu by'obukaba?			
2. Abakozi bamalirivu okutuukiriza enkola ezikwata ku kikula ky'abantu?			
3. Waliwo oluwonko wakati w'abakazi n'abasajja era n'engeri gye balabamu ensonga z'ekikula?			
4. Abakozi mu kitongole kyange basanyukira mu mulimu ogukwata ku kikula ky'abantu gwe bakola?			
5. Abakozi mu kitongole kyange balowooza nti okukulakulanya ebikwata ku kikula kikwatagana bulungi n'ekitongole kyaffe?			
6. Abakazi abali mu kitongole bamativu nti ekitongole kyerufu gye bali?			
7. Abasajja abali mu kitongole bamativu nti ekitongole kyerufu gye bali?			
8. Ekitongole kyandibadde kikola n'okusingako bwe kikola kati okutuukiriza obwenkanya mu kikula?			
9. Eddoboozi ly'abakazi lye lisinga okuwulirwa mu kitongole?			
10. Eddoboozi ly'abasajja lye lisinga okuwulirwa mu kitongole?			
11. Mu kitongole kyange, abasajja bafuna ekisera ekimala okutabagana ne basajja bannaabwa wamu n'abakozi abalala okusinga abakazi?			
12. Mukitongole kyo, embeera z'abakozi essatu ze ziruwa? i. ii. iii.			
13. Olowooza ekitongole kyo kyandikoze kitya okutereza obwenkanya mu kikula ky'abantu?			
14. Nyonyola ku buwanguzi n'ebisomooza by'osanze mu kitongole kyo ku kwasaganya ensonga z'ekikula ky'abantu mu ntekateeka n'ebikolebwa ebirala mu kitongole kyo.			
Ebikukwatako			
1. Oli mukazi oba musajja?			
2. Okola mu kifo ki mu kitongole kyo?			
3. Olina emyaka emeka?			
4. Ekitongole okikoledde kumala bbanga ki?			

Okuddibwamu n'okuwa alipoota:

Ku nkomerero y'embalirira, tekateeka alipoota mu bufunze ku bikoledwa ng'olaga ebikulu ebizuliddwa mu kwekenneenya ngossa essira ku ebyo ebikulu ebizuliddwa mu nkola ennungi ezikwata ku kikula ky'abantu era n'ebikulu ebiterzeddwamu.

Abenyigiddemu balage ebitundu ebikoze obulungi era bawe eby'okulabirako by'enkola ezibadde ennungi kwe basobola okuzimbira.

Mu kwoleka ebitundu ebiteretezeddwamu abenyigiddemu balage era.

Enkyukakyuka ezisobola okukolebwa n'engeri gye zisobola okutuukibwako.

Ebizuuliddwa n'ebisaliddwawo birina okulagibwa obulungi wansi w'ebikolebwako ebikulu. Ebisaliddwawo bibe:

- Biteekeddwa mu miwendo ate nga birina we bikoma.
- Nga birambikiddwa bulungi era nga bigasa.
- Nga sibigazi nnyo wabula ebyo ebikwata ku nteekateeka eriwo.
- Laga ekirina okukolebwa okutereeza embeera eyetaaga okulongoosa.
- Yawula emigaso emikulu egy'ebisaliddwawo.
- Laga ekiseera ekirina okukokolerwamu okulondoola ebisaliddwawo.

Okwekebera/ebiri mu nkola y'omwenkanonkano

- **Ebiri ku ddiba ly'akatabo**
- **Olukangaga lw'ebiri mu katabo**
- **Ennyanjula**
- Ebizimbiddwako n'ebibiwaniridde
- Laga ensonga z'ekikula ky'abantu ezikwatagana n'enkola yo. Funa engeri ematiza ku nkola y'omwenkanonkano.
- **Ekiruubirirwa:** Laga ekiruubirirwa mu bwenkanya bw'ekikula ky'abantu.
- Ekiruubirirwa kifa ku kutereeza obutali bwenkanya obuliwo mu kikula okuyita mu kukola ku byetaago by'abakazi n'abasajja?
- Ekiruubirirwa kifa ku kukyusa enkola ezigobererwa (ezikwata ku bantu, eby'obuwangwa, eby'enfuna n'ebirala) ebireetawo obutali bwenkanya mu kukula?
- **Abaganyulwa:** Enkola egenderera kuyamba ani? Bakozi ba kitongole, bantu abakwatibwako ebitongole (abo ekitongole be kiweereza) oba bombi?
- Waliwo obwenkanya mu kikula mw'abo abaganyulwa?
- **Ebigendererwa:** Funa ebigendererwa ebitegeerekeka (abirimu ku mulamwa, ebirabikako, ebituukikako, ebituukirizika ate nga bisobola okutuukirizibwa mu kiseera ekigereddwa. ekyo kija kkuyamba okutuuka ku kiruubirirwa nga bwe kiragiddwa waggulu. Ebigendererwa byo bikola ku nsonga z'ekitongole ez'omunda eziremesa obw'enkanya mu kikula ky'abantu nga bwe zikola ku butali bwenkanya ku kikula eri abo abatunuuliddwa okuganyulwa mu kitongole?
- **Eby'okukola:** Eby'okukola ebitegekeddwa bitwaliramu abakazi n'abasajja? Lwaki bonna ba mugaso mu kutuukiriza buli kinakimu ku bigendererwa?
- **Obubonero:** Funa obubonero obupima enkulakulana ya buli kigendererwa. Obubonero obwo bwekuusa ku kikula? Ebiruubirirwa bigenderera okuleetawo omwenkanonkano mu nkola y'emirimu okusenziira ku kikula?
- **Okuteeka mu nkola;** Laga mu bulungi ani era ddi ebiteseddwako lwe binaatekebwa mu nkola. Abantu bonna bafunye okubangulwa?
- Abakazi n'abasajja bannenyigira mu kuteeka mu nkola?
- Okutunuulira ebikolebwa.
- Ebyeyambisibwa mu kutunuulira ebikolebwa bikwatagana n'ekikula ky'abantu?
- **Embalirira:** Embalirira eneeyambisibwa okuteeka ebyo mu nkola egenda kuba etya?
- **Empuliziganya.** Teekawo empuliziganya okusobola okutuuka kw'abo abatunuuliddwa b'okolagana nabo mu by'emirimu wamu n'abo abalina emigabo kw'ekyo ekiriwo, n'ebivuddemu nkola y'omwenkanonkano mu kikula ky'abantu.
- **Ensasaanya**
- **Okwetegereza enkola**
- **Ebyongerezebawo**

6. Okutulugunyizibwa mu by'obukaba

Okutulugunyizibwa mu by'obukaba kitegeeza okukakibwa omukwano, endowooza ku by'obukaba ereetawo embeera y'emirimu etali nnungi.

Ebiseera ebisinga okutulugunyizibwa mu by'obukaba kukolebwa abantu abali mu bifo eby'obuyinza oba nga waliwo enjawuukana mu myaka.

Okukiriza okwetaba mu by'obukaba oba eneeyisa kulagibwa n'ebigambo oba ebikolwa. Okusirika tekitegeeza kukiriza. Okukiriza mu by'okwegatta tekuleetebwa lyanyi, kutiisibwatisabwa oba neneeyisa ey'okusendasenda:

- Enkwatagana emannyiddwa ennyo mu by'okutulugunyizibwa mu by'obukaba.
- **Omutulugunya:** Omukozesa, mukosi munno, gw'okolako, omusomesa.
- **Omutulugunyizibwa:** Ekitonde ekikazi oba ekisajja, omuntu ali mukifo ky'awansi, omuntu yenna omulala ng'oyo eyaliwo ng'ekikolwa kino kigenda mu maaso.
- Kifo Ku mulimu, ssomero, Ssettendekero, ebifo eby'olukale oba ekifo kyonna ekirala
- **Ekikkula ky'omuntu:** Abatulugunya n'abatulugunyizibwa bayinza okuba ab'ekikula ky'ekimu era si kyateeka nti omutulugunya alina okuba w'akikula ky'anjawulo

Waliwo engeri bbiri ez'okutulugunyizibwa mu by'obukaba:

1. Mpa nkuwe – Okukkiriza oba okugaana kw'omuntu eri eby'obukaba kulina kye kukola ku by'ensoma oba emirimu gyabwe okugeza okukirizisa omukozi nti okukuzibwa ku mulimu alina okubeera mu mbeera ey'omukwano ne mukamawe ku mulimu.
2. Embeera etwetolodde nga teyeyagaza – Kibeerawo nga waliwo eneeyisa otayaniriziddwa ku by'obukaba ng'ereetawo okutiisibwatisibwa oba okulumizibwa oba okuvumibwa ku mulimu oba oby'okunyijigiriza kw'omuntu.

Wadde ng'omuntu ey'etaba mu neeyisa y'okutulugunya abeera n'obuyinza oba amaanyi ku muntu atulugunyizibwa, naye si bwekibeera buli kiseera.

Omutulugunya asobola okubeera mu kiti kye kimu n'atulugunyizibwa. Ebiseera ebimu omutulugunya asobola okutulugunya omuntu amusingako obuyinza okugeza okwogera ebigambo eby'obukaba mu kusagirira wadde ng'omuntu awuliriza alaze nti eneeyisa eyo tegwanidde.



Okunonyola: Waliwo ebifo ebyetongodde ebigoberera emisango gy'okukabasanyizibwa my by'obukaba Ku mitendera ejenjawulo?

Eby'okulabirako by'okutulugunyizibwa mu nsonga z'eby'obukaba

- Okugabana ebifaananyi oba obutambi obulaga eby'obukaaba n'ebakozi bano.
- Okusaasanya ebifaananyi by'obukaba ku bipande mu bifo awakolerwa
- Okuwemula ku nyambala oba ebitundu by'omubiri gw'omuntu.
- Okukwatirira omuntu ngateyeyagalidde oyinza okumwesiigama oba okumusuna.
- Okubeera mumbeera y'okoleramu ennungi nga teriimu kutulugunyizibwa mu by'abukaba.
- Abakozi bonna balina okutegeera okutulugunyizibwa mu by'obukaba kye kitegeeza.

Teekawo engeri eyanguyira abawaabi okwawuula ku ntegeeka ey'abulijjo.

- Okunoonyereza n'amateeka ku by'empisa kuteekebwewo mu bwangu ddala, okwongezaayo emisango kutulugunya abawaabi.
- Teekawo ebibonereza ebikakali kino kija kutwala obubaka eri abatulugunyizibwa n'abatulugunya nti ekitongole/ettendekero litwala okutulugunyizibwa mu by'obukaba ng'ekikulu.
- Teekawo emisomo egy'enjawulo okuyigiriza abakazi n'abasajja ku mitendera gyonna egy'ekitongole oba ttendekero.
- Tekawo embeera y'okuloopa emisango nga y'ankukkutu.

Ku bibuuzo ebikuweereddwa wansi, ddamu 'kituufu' oba 'si kituufu'.

1	Kituufu	Si kituufu	Tewabaawo kutulugunyizibwa mu by'obukaba singa omuntu taloopa
2	Kituufu	Si kituufu	Tewabeerawo kutulugunyiziba mu by'obukaba singa enjuyi zombi zibeera z'akikula kye kimu
3	Kituufu	Si kituufu	Okutulugunyizibwa kwa mpa nkuwe kubeerawo singa omukozesa omukyala agamba bakyala banne mu yafiisi ebigambo by'obukaba.
4	Kituufu	Si kituufu	Okutulugunyizibwa mu by'obukaba kitangirwa amateeka n'eteeka ly'omukozesa mu kitongole kyange.
5	Kituufu	Si kituufu	okutulugunyizibwa mu by'obukaba kusobola okutandikibwa omukozesa oba mukozzi munaffe
6	Kituufu	Si kituufu	Mukulugunyizibwa mu by'obukaba mulimu emirimu egiweebwa abantu basobole okubikiriza sinakindi okutiisibwatisibwa ku mulimu singa omuntu oyo abeera agaanye.
7	Kituufu	Si kituufu	Bw'ewabeerawo omuntu yenna atulugunyizibwa olwenneyisa yange ng'atuli mu kasenge akawumulirwamu, balina okugenda bawumulire ewalala oba akaseera akalala. Mbeera sikola nga ndi mu kiseera kyange eky'eddembe era nina obuyinza ku ddembe lyange ery'okwogera.
8	Kituufu	Si kituufu	Singa abantu basanga ebigambo eby'ogeddwa ng'ebinyuvu ekiteegeza nti omuntu oyo abeera anyigiriziddwa talina buyinza kwemulugunya ku byakutulugunyizibwa mu by'abukaba.
9	Kituufu	Si kituufu	Tekiri mu mateeka era tekiri mu nkola y'abitongole okutuusa obulabe ku muntu yenna abeera agaanye abaaloope ku kutulugunyizibwa.
10	Kituufu	Si kituufu	Abakozi basobola okubonerezebwa singa babeera benyigidde mu nsonga ezirimu okutulugunyizibwa.

Obyongerezebwa ebisooka

Ebintu ebikozesebwa mu bitongole ebirwanirira eddembe ly'abantu

Vi Agroforestry eteeka mu nkola ebyo ekibiina ekikwasaganya eddembe ly'abantu mu mirimo (HRBA) bye lisaako essira okusobola okulwanyisa obwavu omugaso gwe kibiina kino kwe kuwa amaanyi n'obuwagizi eri abawala, abalenzi, abakazi n'abasajja basobole okulwanirira eddembe lyabwe n'okwongerera amaanyi eri abo abavunanyizibwa okuwa ekitiibwa okukulakulanya okukuma n'okutukiriza eddembe eryo nga bwekibakakatibwako.

Ebikozesebwa mu kulwanirira eddembe ly'abantu z'endagaano n'empapula endala zonna ezikwasaganya ez'omugaso mu kulwanirira eddembe ly'abantu n'okulikuuma. Wonna awamu zisobola okwawulibwamu emirundi ebiri.

Empapula eziraga amateeka era nga kino kikozezebwa nnyo ebitongole okugeza ekitongole ky'ekibiina ky'amawanga amagatte era nga kikwasagannya amateeka.

Amateeka ag'akwasagannya eddembe ly'abantu gasobola okugabannyizibwamu ebikozesebwa eby'enjawulo.

Ekirango ekyogera ku ddembe ly'abantu eky'ensi yonna ebiseera ebimu kisobola okuyitibwa ekiteeso ku ddembe ly'abantu.

Ekiteeso ky'ensi yonna ekikwasagannya eddembe ly'abantu.

Mulimu ekirango ekyogera ku ddembe ly'abantu, ekiraayiro ku dddembe ly'ebyenfuna, ensonga ezaabulijjo n'eby'obuwangwa.

Ekiteeso eky'ensi yonna ekyogera ku ddembe ly'abantu.

Eddembe Ly'abantu Mu Nsi Yonna

Lyayisibwa nga 10/12/1948 mu lukungana olw'awamu. Ekiteeso kyaviira ddala ku byaliwo mu ssematalo owookubiri nga kirina ebitundu asatu (30) ebirambulula endagaano ezizze n'okunyonyola ekitiibwa n'omuwendo gw'omuntu. Ekiteeso kino kye kyasinzirwako okumanya oba amateeka ku ddembe ly'abantu nga lissibwamu ekitiibwa n'okugonderwa wonna mu nsi.

Kyoleka omugaso gwa buli kinnoomu mu maka era n'okutunuulira oba zigavumenti zikkaanya n'ebigendererwa by'endagaano eyo.

Endagano y'amawanga ku byenfuna, embeera z'abantu n'eddembe ku by'obuwangwa.

Lyatandika okukozesebwa nga 3/01/1976.

Kino y'ensibuko y'amateeka g'amawanga ku byenfuna, embeera z'abantu n'eddembe ku by'obuwangwa. Ekikiriza awamu n'okukuuma eddembe ly'okukola, okukolera mu mbeera esaanidde, okwegatta ku bibiina by'abakozi, okwegaata nga waliwo ensonga ezinyigiriza abakozi, okufuuna akasiimo, okukuuma amaka naddala ba maama, abaana abato, embeera z'abantu ezimala, emmere, eby'ensula, eby'obulamu, ebyenjigiriza neddembe okwenyigira mu by'obuwangwa era neddembe okuganyulwa mu bya ssayansi n'obuwangwa.

Endagaano y'amawanga ku ddembe lya by'amateeka n'eby'obufuzi.

Lyatandika okukozesebwa nga 23/03/1976.

Likkaatiriza nti tewali alina kutulugunyizibwa, okuyisibwa mu ngeri essa ekitiibwa kye wansi oba okubonerezebwa, ligaana obuddu, tewali atekwa kukakibwa kukola nga teyesaliddewo.

Olukiiko

Okuggyawo Enkola Zonna Ezobusosoze Eri Abakazi

Yassibwawo olukiiko lw'ekibiina ky'amawanga amagatte mu 1976 era nessibwa mu nkola ng'endagaano yamawanga nga 3/09/1981. Enyonnyola ekiyitibwa okusosola abakazi era essaawo ebiteekwa okugobererwa okumalawo obusosoze obwo.

Olukiiko lunyonnyola okusosola nga okukugirwa kwonna okukolebwa nga basenziira ku kikula ky'abantu nga kugenderera okulemesa oba okuggyawo okwetaaya kw'abakazi abafumbo n'abatali bafumbo mu byenfuna, embeera z'abantu, ensonga z'ensi yaabwe n'engeri endala yonna.

Kiraga okwewayo kw'amawanga okuteekawo enkola ezitali zimu okukomya obusosoze eri abakazi mu ngeri zonna nga mw'otwalidde:

- Okulekawo obwenkanya mungoberera y'amateeka eri abakazi n'abasajja.
- Okuteekawo obukiiko n'amatendekero amalala okukakasa nti obusosoze mu bakazi bumalibwawo.
- Okumalawo ebikolwa byonna eby'obusosoze eri abakazi ebikolebwa abantu, ebitongole ne ku mirimu.

Olukiiko luteekawo engeri y'okutuuka ku mwenkanonkano wakati wabakazi n'abasajja okuyita mu kukakasa nti abakazi batuusibwako n'okugabana emikisa kyenkanyi omuli eby'obufuzi, obulamu obw'awamu ng'okulonda n'okwesimbawo awamu n'eby'enjigiriza, eby'obulamu n'okufuna emirimu. Ebitundu bikkiriza okukola ekisoboka nga mubyamateeka n'okuteekawo enkola ez'amangu abakazibasobole okweyagalira mu ddembe lyabwe lyonna eryo'obuntu era ne mu mirembe.

Olukiiko lukkaanya ne ku ddembe ly'abakazi erikwata ku by'okuzaala era lutunuulira obuwangwa ne'nnono nga ebikwatibwako mu kusalawo ebikolebwa ekikula ky'abantu era n'enkolagana mu maka. Ebibiina ebikwatibwako mu nsi nabyo bikkiriza nti wateekwa okubaawo ebikolebwa okumalawo okukukusa abakazi awamu n'okubatulugunya.

Olukiiko Lw'ekibiina Ky'amawanga Olukwata Ku Bakozi

Ekibiina ky'amawanga ekikwatibwako ensonga z'abakozi n'e ddembe lyabwe nga kigoberera ekiruubirirwa ky'omusingi gwako nti eddembe ery'awamu lyetagisa okusobozesa emirembe egy'enkomeredde munsu. Ekigendererwa ky'ekibiina ekikula kwe kutumbula eddembe mu bifo awakolerwa emirimu, okukubiriza okukola emirimu egisaanira, okutumbula obukuumi obwawamu n'okwongerera amaanyi mu nteseganya ku nsonga ezikwata ku mirimu.

Ettabi erikwata ku by'ekikula ky'abantu, omwenkanonkano n'okwenyigira mu bintu ebyenjwulo livunaanyizibwa okutumbula omwenkanonkano, n'okussa ekitiibwa mu bintu eby'enjawulo ebikolebwa mu nsi y'emirimu, lissa essira ku nsonga ezikwata ku kuteekawo obwenkanya mu nyambala n'emikisa n'enkwata y'abakazi n'abasajja wonna mu nsi., n'okuggyawo obusosoze obusenziira ku kikula ky'omuntu, erangi y'olususu, eggwanga, ensibuko n'obulemu. Ettabi likola ku kuwabula, ebyeyambisibwa okulungamya n'ebikozesebwa ebyekikugu mu bitundu nga otwaliddemu n'okussa ekitiibwa mu kulambula ebifo ebikolebwamu ebirimu ebyawamu n'okukakasa nti enkola, enteekateka n'amatendekero birungamizibwa ku ensonga z'ekikula ky'abantu. Ettabi lino likwasaganya ensonga z'ekibiina ky'amawanga ezikwata ku bakozi ku kikula ky'abantu, nga kye kikozezebwa ebyoleka enkola ya 1999 ku mwenkanonkano mu kikula n'okulungamizibwa ku kitebe ky'ensonga z'amawanga ku bakozi.

Ebyasalibwawo okukolebwa mu lutuula lw'e Beijing platform for Action (Beijing Declaration 1995).

Beijing Platform for action 1995 ye ntegeka y'okuwa abakazi obuyinza. Omwaganya guno ku kirina okukolebwa kitegerekeka nti abakazi bafuna okukugirwa okutuuka ku mwenkanonkano ogwa nnamaddala n'okweyongerera mu maaso olwa langi y'olususu, emyaka, olulimi, ensibuko, obuwangwa, eddiini awamu n'obulemu byonna nga biva ku kye bali ng'abakazi.

Abakazi bangi bafuna okulemesebwa nga byesigama ku maka, embeera ezaawamu n'ebyenfuna, nga mw'otwalidde n'embeera z'obulamu bwabwe naddala mu byalo. Abakazi bangi era bafuna obuzibu olw'ebibambulira ebigwa mu bitundu gye babeera, endwadde zi nnamuzisa n'okutulugunyizibwa okutali kumu okubatuusibwako.

Ebitundu kkumi na bibiri (12) bye byazulibwa omwaganya: Abakazi n'obwavu, eby'enjigiriza n'okutendeka abakazi, okutulugunyizibwa eri abakazi, nentalo, abakazi n'ebyenfuna, abakazi n'obuyinza era n'okusulawo, ebitereddawo okutwala abakazi n'ebyempuliziganya, abakazi n'ebitundu ebibetoolodde awamu n'omwana omuwala.

Omwenkanonkano wakati w'abakazi n'abasajja kyetagisa okutumbula eddembe ly'obuntu n'okuteekawo obwenkanya era kino kye kirina okukulemba omwenkanonkano, enkulakulana n'emirembe. Enkyukakyuka eyesigamiziddwa ku mwenkanonkano wakati w'abakazi n'abasajja y'esobola okuleetawo enkulakulana mu bantu eya nnamaddala.

Ebirubirirwa eby'enkulakulana

Ebitunuuliddwa okuleeta enkulakulana omwaka 2030 we gunaatukira

Ebirubirirwa okuleeta enkulakulana ebimanyiddwa ng'ebirubirirwa by'ensi yonna bye bitunuuliddwa muni yonna okukomya obwavu.

Okukuuma ensi, n'okulaba ng'abantu bonna beenyumiriza mu mirembe n'enkulakulana, Kikuba ekifaananyi ky'ensi erimu eddembe ly'obuntu n'okussa ekitiibwa mu bantu. Ensi nga buli mukazi n'omuwala yeyagalira mu deembe eri ekikula ky'abantu era nga n'okuziyizibwa kwonna mu by'amateeka, embeera z'abantu, ne mu byenfuna nga kuggyiddwawo.

Enkola y'omwaka 2030 ekkaatiriza nti obwenkanya mu kikula ky'abantu si ddembe lya bantukyokka wabula gwe musingi gw'emirembe, enkulakulana, n'okwetongola mu nsi.

Okwenyigira mu by'obufuzi, mu by'embeera z'abantu n'ebyobufuzi n'abasajja okulongoosa mu nsonga ezikwata ku byokuzaala n'okukomya okukomola abakazi.

Okwewayo Kw'amawanga

Omwenkanonkano mu kikula ky'abantu guli kitundu ku zi ssemateeka z'amawanga agali ku lukalu Afirika. Zi ssemateeka zikugira okusosolebwa kwonna okusinzira ku kikula, erangi y'olususu, ensibuko, obulemu, emyaka n'enkyukakyuka endala. Era amawanga agasinga gassa omukono era ne gakakasa ebyasalibwawo mu nkiiko z'ensi yonna eziragiddwa waggulu era geewayo okwetegereza, okukyusa n'okuggyawo amateeka okusobola okutuukagana n'ebyasalibwawo mu nkungaana ezo. Amawanga gona Agroforestry gy'ekolera galina enkola ezikwata ku kikula nga kw'ogasse enkola ez'ebitundu mu bifo ebikulu ng'ebyobulimi, n'obutonde bw'ensi nga kino kiteekawo ebirina okugobererwa okusobola okukola ku nsonga z'ekikula ky'abantu enkulu.

N'olw'ekyo, omwenkanonkano mu kikula ky'abantu tekikwata ku enkulakulana kyokka, wabula ekirubirirwa ekyokutaano kwe kiteekawo omwenkanonkano mu kikula awamu n'okuwa abakazi n'abawala obuyinza.

Okwewayo mu Bitundu

Mu bitundu zi gavumenti ku ssemazinga Africa awamu n'ebitongole ebitali bya gavumenti bikola kinene okuteekawo n'okussa mu nkola obweyamo bw'ensi yonna. Era zi gavumenti zikakasa okwewayo kwazo nga zissa emikono kubiwandiiiko bino:

- Ekiwandiiiko ky'eddembe ly'obuntu ku Ssemazinga Afirika ekya 1981. Era ekimanyidwa nga Ekiwandiiiko kya Banjal. Kikola ku deembe ly'obuntu mu mawanga era kigenderera okutumbula n'okuuma eddembe n'emirembe ku ssemazinga Afirika.
- Ebbago 2 ku kiwandiiiko ky'eddembe ly'abantu ku ddembe ly'abakazi ku ssemazinga Afirika erya 2003. Lino era limanyiddwa ng'ebbago lya Maputo. Lyassibwawo amawanga ga Afirika amagatte nga 11 July 2003. Lino likakasa eddembe ly'abakazi erya nnamaddala ng'otwaliddemu eddembe.

Ebyongerwako eby'okubiri

Olukalala ku kulungamya ekikula ky'abantu

1. *Ebizimbiddwako*: Ensonga z'ekikula ky'abantu zeyolekera mu ebyo ebiba bizimbiddwako ekiba kisaliddwawo. Ebyo byonna ebiba bikwata ku mbeera eno bikkiriziganyizibwako abantu ab'ebikula byombi. Ensonga eziwagira ekyo zigenderera okulungamya omwenkanonkano mu kikula ky'abantu.
2. *Ebiruubirirwa*: Ekiruubirirwa ky'ekyo ekirina okukolebwa ekiba kisaliddwawo kyoleka ebyetaago by'abakazi n'abasajja? Ekiruubirirwa kinoonya okutereeza obutali bwenkanya mu kikula ky'abantu okuyita mu kukola ku bizibu by'abakazi n'abasajja ebyobuliwo? Era kinoonya okukyusa ebitongole ebyo ebivaako obutali bwenkanya mu kikula?
3. *Abatunuuliddwa okuganyulwa*: Okuleka ng'ebisaliddwawo bitunulidde bakazi oba basajja nga engeri y'okutereeza okutumbula ekikula ky'abantu. Waliwo obwenkanya mu kikula kw' abo abaganyulwa?
4. *Ebigendererwa*: Ebigendererwa ebiba bisaliddwawo bikola ku byetaago by'abakazi n'abasajja.
5. *Ebikolebwa*: Eby'okukola ebiba bitekatekeddwa byenyigirwamu abakazi n'abasajja? Waliwo ebikolebwa ebiba byongeddawo okukakasa nti ensonga y'ekikula ky'abantu ekkatirizibwa?
6. *Obubonero*: obubonero butekeddawo okupima enkulakulana etuukiddwako okusenziira ku birina okukolebwa?
Obubonero buno bukwatagana n'ensonga ezikwata ku kikula ky'abantu n'ekigendererwa? Obubonero obwo bukwatagana? Ekiruubirirwa bitekeddawo okukakasa omwenkanonkano mu kikula ky'abantu mu bintu ebikolebwa?
7. *Okussa mu nkola*: Ani anassa mu nkola ebiba bisaliddwawo? Abantu abo bafunye okubangulwa ku kulungamya ekikula ky'abantu okusobola okutwala mu maaso ensonga z'ekikula ky'abantu? Era abakazi n'abasajja baneenyigira kyenkanyi mu kussa mu nkola?
8. *Okutunuulira n'okubalirira*: Abatunuulizi n'ababalirizi bassa amateeka ku kikula ky'abantu? Banassa essira ku biteseddawo n'enkola ezirina okugobererwa okubutuukako?
9. *Okwang'anga Embeera*: Ebikolebwa nebi kwata ku kikula ky'abantu bitunuuliddwanga ebisobola okwanganga? Ebizibu ebiyiza okuvaamu bissiddwako amateeka? (gamba nga okwongerwa ku mugugu gw'abakazi n'okweyawula kw'abasajja?
10. *Embalirira*: Eby'enyingiza n'enfulumya byekennenyezeddwa okukakasa nga abakazi n'abasajja banaaganyulwa mu ekyo ekisaliddwawo?
Obwetaavu bw'okubangula oba okweyambisa abalina obukugu mu nsonga z'ekikula ky'abantu mu banga eggere kitekeddwa mu mbalirira?
11. *Ebyongerezebwa*: Okunonyereza kuteekeddwa mu ebyo ebyogeddawo? (Naddala ebyo ebiwa ensonga ematiza kulwaki wetegereza ekikula ky'abantu)
12. *Empuliziganya*: Watekeddawo engeri y'empuliziganya okusobola okutuusa obubaka eri abantu ku bitekeddawo, enkulakulana yabyo n'ebivudemu eri ekikula ky'abantu?

Okutulugunyizibwa mu byomukwano

1. Bwe watabaawo yemulugunyizza, kitegeeze tewaba kutulugunyizibwa mu bya mukwano – SI KITUUFU.
Okutulugunyizibwa mu by'omukwano kyekibaawo singa tewaba kukkiriziganya olw'okuba tewali yemulugunyizza tekitegeeze nti tekiriwo.

2. Tekuba kutulugunya singa abenyigiddemu baba ba kikula kye kimu – **SI KITUUFU**.
3. Okutulugunya okwa mpa nkuwe kubaawo singa omukozesa omukazi aba asaaze n'abakazi b'akozesa mu ngeri ebesittaza – **SI KITUUFU**
Mpa nkuwe kwe kuweebwa obusiimo ku mulimu n'ekigendererwa ky'okwagala okwegatta n'omuntu oba okutiisatiisa okuggyako omuntu omulimu singa aba takkiriza kwegatta mu bya mukwano.
4. Okutulugunya mu by'omukwano
 Tekikkirizibwa mu mateeka era mu mateeka agafuga abakozesa – **KITUUFU**
Newankubadde amateeka tegakkiriza kutulugunya mu bya mukwano, abakozesa bano tebateekwa kukikkiriza.
5. Okutulugunya mu by'omukwano kuyinza kuwa wa mukozesa oba mukozzi munno – **SI KITUUFU**.
Okutulugunyizibwa mu by'omukwano kibaawo ku maddala gonna mu kitongole.
6. Okutulugunyizibwa mu by'omukwano kirimu okuwaanyisa obusiimo ku mulimu n'ekigendererwa eky'okwegatta mu by'omukwano. Oba okutiisatiisa okuggyako omuntu omulimu singa aba agaanye okukikola. **KITUUFU**.
7. Bwe wabaawo ayisiddwa obubi olw'eneeyisa yange mu kifo awawummulirwa afune awalala w'aba awummulira oba ekiseera ekirala. Sikola mu kiseera kya kuwummula era nnina eddembe ly'okweyogerera – **SI KITUUFU**
Tolina ddembe kwogera ebyo ebisosola wadde ebyesittaza mu kifo w'okolera.
8. Bwe kiba nti ekyogeddwa abasinga obungi kibasanyusizza. Olwo oyo gwe kiba kyesittazza talina kwemulugunya – **SI KITUUFU**.
Amateeka agakwata ku kusosola n'okwesittaza gukuuma buli muntu mu kifo wakolerwa.
9. Kimenya mateeka era tekikwatagana na nkola ya kitongole, okwesasuza oyo elemesa empisa ezitakkirizibwa, awaayo okwemulugunya ku kutulugunyizibwa oba ayeenyigira mu kunoonyereza – **KITUUFU**.
10. Abakozi babonerezebwa nga mwotwalidde n'okugobwa olw'okwenyigira mu kwesittaza oba okusosola – **KITUUFU**.

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