



IHURIRO RYO GUHUZA IMPUNZI



A project funded by



Murakaza neza kubuyobozi bw'Uwatanze ikiganiro: Inyandiko ifasha abanyamuryango b'ihuriro ry'impunzi (REF) gutegura no gukora ubukangurambaga no gukangurira abaturage ibikorwa byo kwiyegezeza abaturage kuri REF

Igice cya mbere: Igice kirimo ibyuyobora

UBURYO BWO GUKOresha IKI GITABO

Igice cya mbere kirimo amakuru yabatanga ibiganiri bayageza kubateze amatwi mugihe cy'isomo. Irerekana imiterere yerekana, hamwe nintambwe uwatanze ashobora gufata mbere no mugihe cyo kwerekana kugirango ibintu byose bigende neza. Igice cya kabiri (urpapuro rwa .6) cyerekana inzira nziza kubatanga ibiganiri kugirango bitegure, bategure kandi bayobore abumva mugihe cy'isomo.

1. GITOYA CY'AMATEKA

REF yashinzwe mu Kwacumi 2018 n'ibiro bya Minisitiri w'intebe (OPM) ishami ry'impunzi n'ikigo cy'umuryango w'abibumbye gishinzwe impunzi (UNHCR) kugira ngo impunzi zigire uruhare mu itsinda rishinzwe gukumira impunzi (CRRF).

REF igamije gushyiraho itumanaho rihoraho hagati yimpunzi ziva mumiturire na Kampala, hamwe nitsinda rishinzwe gukumira impunzi.

CRRF yashinzwe nyuma y'Itangazo rya New York. Yatangiye muri Uganda ku ya 24 mukwagatatu 2017. Uganda ni kimwe mu bihugu bya mbere ku isi byafashe ingamba zifatika zo kwinjiza impunzi mu nzego zo hejuru.

Abanyamuryango ba REF

37

Abayobozi 37 bo mu nkambi hamwe nabo mu kampala bahura inshuro 4 kugirango basangire ibibazo byabaturage. hanyuma basubizemo ibisubizo.

CRRF SG

2

Abayobozi 2 ba REF bahura na guverinoma n'abafashanyabikorwa mu mfashanyo no mwiterambere, imiryango itegamiye kuri leta n'abikorera ku giti cyabo.

RWCs

3

Inzego 3 za komite ishinze imibereho myiza yimpunzi yatowe nubugenzuzi bwa OPM guhuza impunzi nabatanga ibisubizo.

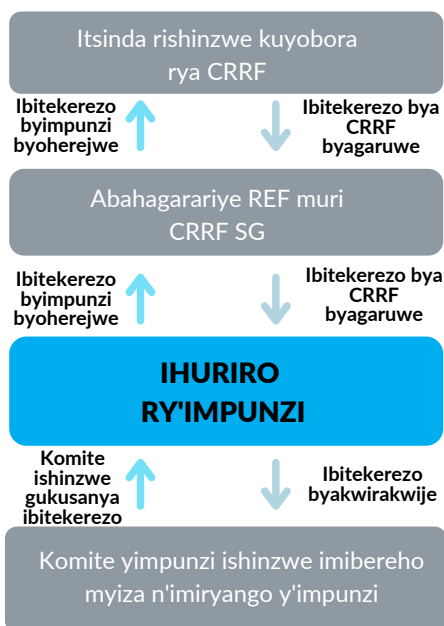


2. THE FEEDBACK CYCLE

Abanyamuryango 37 batorwa binyuze muri komite inshinzwe imibereho myiza yi impunzi ,ihuza impunzi nabatanga serivisi kandi ikanafasha gukurikirana imishinga iriho,gukemura amakimbirane mu baturage ,guteza imbera imbera uburenganzira bwikiremwa muntu no kbahiriza indangagaciro za koperative mu baturage.

Umunyamuryango wa REF akusanya ibitekerezo mu baturage ,akabisubiramo mu mamana yabo ya burigihembwe kugirango bamenye ibibazo byigenzi hanyuma batange amakuru kuri CRRF SG mu kiganiro,nayo ikorwa inshuro enye mu mwaka.

Uburyo bubiri bwo gutanga ibitekerezo



Inama za buri gihembwe zitegurwa ni tinda rya REF rishinzwe kuyobora, riyobowe na OPM na UNHCR kandi rikaganzura itorwa ryabayobozi bombi ba REF nab CRRF SGS.

3. KUBERA IKI IMPUNZI ZIGOMBA KUBIGIRAMO URUHARE

Iyo impunzi zitanze amajwi y'ibiganiriro kuri gahunda n'ibyemezo bigira ingaruka ku mibereho yabo, igisubizo kirashoboka cyane kuzamura imibereho myiza yabaturage no kubona umutungo, kurinda amatsinda atishoboye, no gushyiraho ingamba zifatika kandi zirambye.

REF yashyizweho kugira ngo ibitekerezo by'impunzi byumvikane ku rwego rwo hejuru rwo gufata ibyemezo, kandi byinjizwe mu byemezo bifite ingaruka zifatika kandi zirambye.

Kubera ko gahunda zigomba guhuza ibyifuzo bitandukanye n'ibyifuzo biva mu matsinda atandukanye muri sosiyete, inzira nziza yunvikana ni ukwitabira ibiganiriro bya RWC no kugisha inama abaturage, byakozwe mbere yinama na nyuma REF, no kwiga ibijyanye na gahunda yo gusubiza ibibazo by'impunzi yamuri Uganda.

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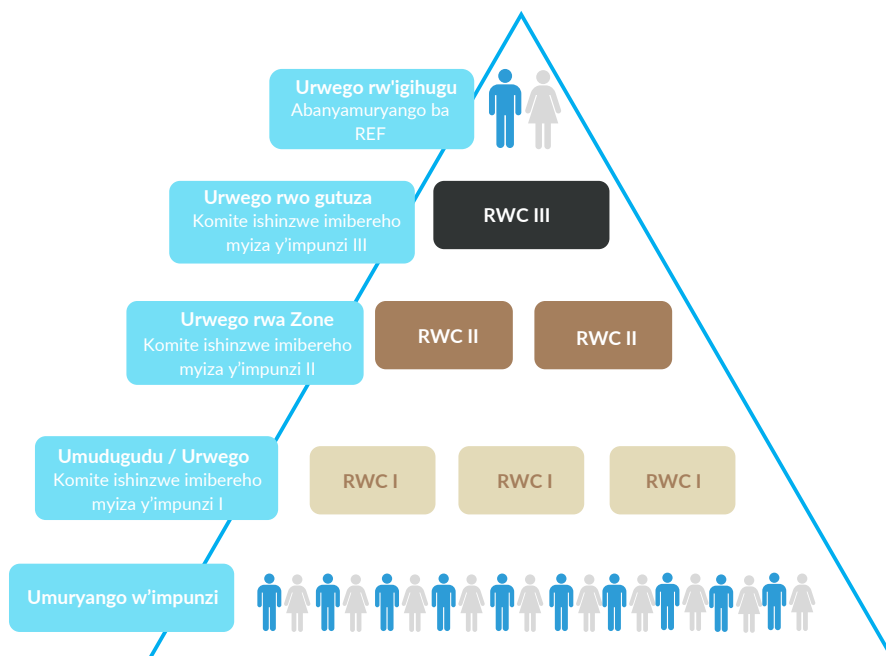
Nkeneye kuvuga igihe nshoboye,bizagira ingaruka ku [muryango] wanje nabaturage bese.. ndumva ari impano ngomba kuyikoresha.

-Umunyamuryango wa REF



Ikibazo: Nigute REF yemeza ko harimo amajwi atandukanye?

Igisubizo: Abakozi ba REF bahora bagisha inama abaturage bingeri zose, igitsina ndetse nabantu bese. Ibibazo byingenzi nibibazo noneho bizamurwa mu nama ya buri gihembwe REF kugirango amajwi yose yumvikane.



4. UKUNTU RWC & REF BAKORERA HAMWE

Mu rwego rwa RWC yatowe, REF ikorana na bagenzi babo kugirango baganire ku buryo politiki ishyirwa mu bikorwa. Kubera RWC ibaho kuva kurwego rwumudugudu kugeza kurwego rwimiturire - aho hashyirwaho abanyamuryango ba REF - impungenge nibitekerezo mubaturage bishyirwa hejuru kugirango bahuze kugirango babone ibisubizo.

5. INZIRA YA REF

1 Kumenya ibibazo byabantu & gukora inama

Abanyamuryango 37 ba REF bakusanya amakuru mumatsinda atandukanye aho batuye hamwe no gutanga ibisobanuro hamwe nabandi banyamuryango ba REF.

2 Muganire kubibazo mu nama ya buri gihembwe

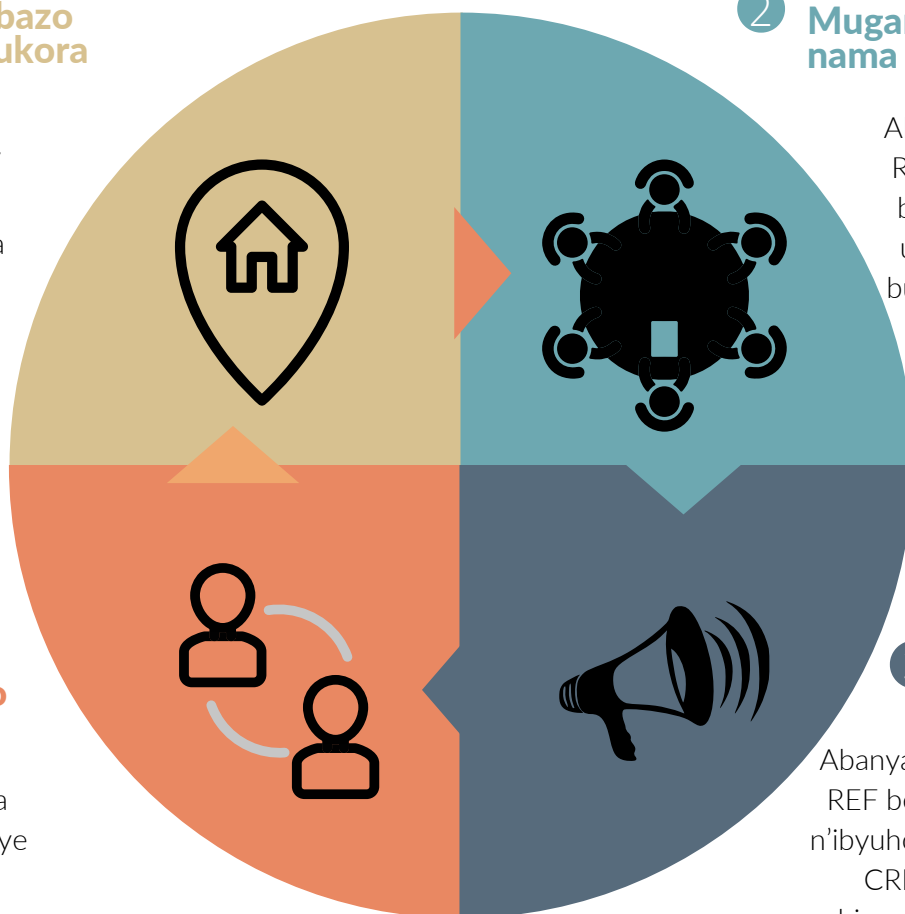
Abanyamuryango 37 ba REF baganira kubibazo byavuzwe & gutegura ubutumwa bwingenzi bugomba gutangwa mu nama ya CRRF SG.

4 Tanga raporo kubaturage

Abanyamuryango ba REF basangira ibyavuye mubaturage.

3 Shikiriza CRRF SG

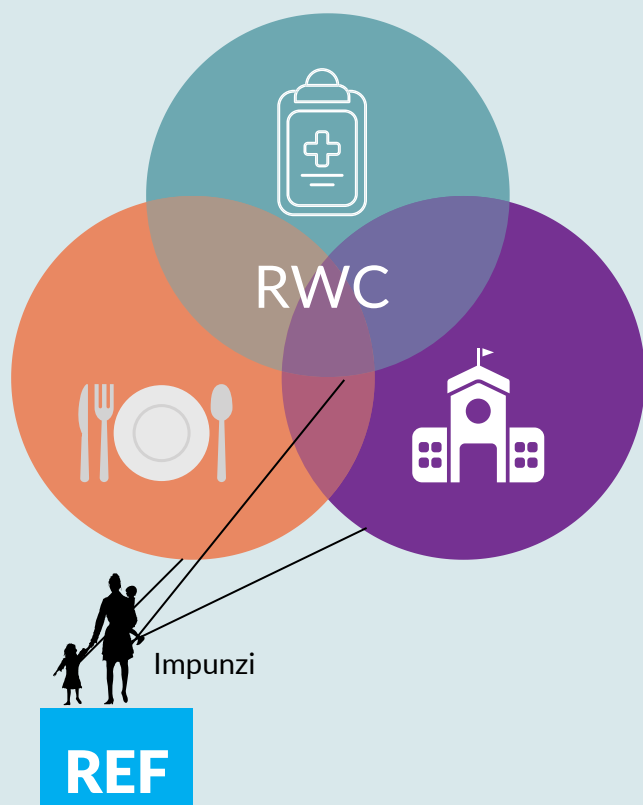
Abanyamuryango babiri ba REF berekana ibyihutirwa n'ibyo mu gace batuyemo CRRF SG kugirango bisuzumwe kandi bakire ibitekerezo / ibisubizo kubaturage babo.



6. UBURYO REF YUNGANIRA IMPUNZI

REF ikorana n'ishami rya OPM ry'impunzi na bagenzi babo mu itsinda riyobora CRRF kugirango bamenye ibibazo kandi baganire ku bisubizo bishyikirizwa itsinda riyobora CRRF.

REF ihuza impunzi nabatanga ubufasha mugihe bikenewe, cyangwa ifasha koroshya ibiganiri kugirango bikemure ibibazo bijyanye no kugaburira ibiryo, uburezi, nubuvuzi.



REF ihura n'imiryango n'imiryango ishinze iterambere kugira ngo baharanire kunoza imitangire ya serivisi no gushyira mu bikorwa ibyihutirwa byagaragaye.



REF ivugana nabantu mubaturage kugirango bumve icyo batekereza, bakeneye, kandi bumve ibyemezo nibisubizo byimpunzi bigira ubuzima bwabo bwa buri muni.

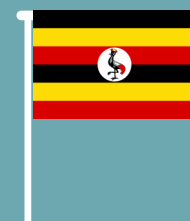


Abayobozi babiri ba REF bagize igice cyo murwego rwo hejuru rufata ibyemezo, itsinda riyobora CRRF



Impunzi zivugana na REF iyo zibonye icyuho mubisubizo obora CRRF.

REF iharanira ko uburenganzira bw'impunzi bwari busanzweho hamwe na guverinoma nkuru ya Uganda.



7. UBURYO BWO KUGIRAMO URUHARE



REF niyagurwa rya komite ishinze imibereho myiza yimpunzi.

- Komeza kugezwaho amakuru na RWC yawe nuburyo batera kandi bashyigikira impinduka.
- Wige uburyo bwo gusubiza impunzi muri Uganda.
- Kwitabira no kwitabira ibiganiro n'ibiganiro bya RWC.

Sangira ubushishozi nabanyamuryango ba RWC, bashobora noneho gutera impungenge hamwe na REF.



RWC I → RWC II → RWC III → REF → CRRF SG

IGICE CYA KABIRI: Kuyobora Isomo

Murakaza neza kubayobora ibiganiro Igice cya kairi: Igikoresho kigufasha gutegura, gutegura, no gucunga ibiganiro byawe byiminota 60 kubyerekeranye na REF kubimpunzi nabaturage babakira.



3. Isomo muburyo burambuye

1. Witegure & abumva

- Soma unyuze mu isomo mbere yigihe cyo kwitoza ibirimo & gutemba
- Witoze hamwe n'inshuti mbere
- Zana amakaramu, amakaye, icyapa n'impapuro zemeza uruhushya mubirori

A. Intangiriro

- Guha ikaze abateranye indamutso kandi no kubicaza
- Umuntu wese arimenyekanisha
- Saba abumviriza gufata ingingo & kubaza ibibazo

B. Incamake y'Isomo

- PTanga ingingo zizasuzumwa
- Ni iki abumva basanzwe bazi kuri REF?
- Ni iki abumviriza bifuza kwiga mu isomo?

2. Ganira n'abumva

- Mugihe muganira, komeza guhuza amaso nabumva & vuga buhoro
- Fata umwanya kubibazo
- Gabanya amatsinda manini mumatsinda mato, atandukanye
- Kuzenguruka icyumba
- Shishikariza kuganira; amajwi akomeye, afite imbaraga azaganisha ku ntsinzi!

C. Kumenya REF

- Sobanura: REF ni iki?
- Ikora ite (imiterere ninzinguzingo)?
- Ni ibihe bibazo bikubiye muri REF?

D. Uruhare

- Muganire: Kuki abaturage bagomba kubigiramo uruhare?
- Nigute abaturage bashobora kubigiramo uruhare?
- Nigute ushobora kuvugana na REF?

E. Isomo rirangiye

- Vuga muri make ingingo zavuzwe
- Subiza ikibazo icyo ari cyo cyose
- Murakoze kandi muraho



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