

Fairwork

**OBWETAAVU OKUFUNA
ENKYUKAKYUKA EZIWAGIRA ABAKOZI**

Uganda Ratings 2023



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Mu Bufunze

Mu 2023, Fairwork yakola okunoonyereza kw'omwaka ogusooka mu Uganda, ku mikutu kkumi nebiri egiddukanyiza emirimu gyagyo ku mutimbagano. Emikutu egyalondebwa giri mu bitongole ebipangisa ebidduka n'okutambuza eby'okulya. Okunoonyereza n'okusengeka emikutu kyakolebwa nga tusinziira ku mpagi za Fairwork ttaano.

Newankubadde abakozi bangi mu Uganda bafuna ensimbi ez'essalira ezitandikirwako, okunoonyereza kwalaga nti bateekamu ensimbi nnyingi omuli: Amafuta, Okupangisa emmotoka n'okuziddaabiriza. Abakozi abeenyigira mu kunoonyereza kuno, baanokolayo ebikolwa by'obunyazi, okutiisibwatiisibwa n'obutasasulwa, eky'oleka nti emikutu girina okussaawo enkola ezitangira bino. Abakozi bangi tubamanyi ku ndagaano oba enkola n'obukwakkulizo kwe bakolera. Oba tewaliwo njogerezeganya ya makulu ate ng'endagaano ezisinga zawandiikibwa mu luzungu. Abakozi betwayogerako nabo baatunyonyola ku nkola ezibanyigiriza omuli n'okusosolebwa. Abakozi abakyala bakuluusanyizibwa mu bikolwa by'omukwano n'okutyoboolwa kyokka nga tewali nkola yakwerwanako. Ekisembayo, tewali bujulizi bulaga ng'omukutu bwe guwa bakozzi baagwo eddembe lyabwe okwetaba n'abalala okulaga eddoboosi ery'awamu.

Wewaawo emikutu gy'oleka nga bwe girina enkolagana n'abakozi, wabula okunoonyereza tekwasobola bujulizi bwonna ku mbeera ennungi mwebakolera bw'okigeraageranya ku mpagi ettaano ezirambikibwa Fairworks. Okugeza, omukutu gwa Safeboda gwatongozebwa nga balina obukuumi mu ndowooza. Guno mukutu ogusuubiza okutambuza abantu ewatali buzibu bwonna ku Pikipiki, abazivuga n'abasaabaze baabwe. Enkola eno yatongozebwa n'ekiruubirira ky'okukendeeza obubenje bw'okunguudo mu Uganda nga bayita mu kutendeka abazivuga wamu n'okutumbula enkola y'okwambala ebikofiira ku mitwe.¹ Wabula, tetwasobodde kufuna bujulizi bwonna nti omukutu gwassaawo embeera ennungi abakozi mwe bakolera okusinziira ku mpagi ezirambikibwa Fairwork. Alipoota okuva mu 2022, nazo zooleka nga bwe waliwo abakozi abakyala batono ddala abakola ku mikutu gino, kwe kugamba abakyala basatu bokka ku bakoze ba Safeboda 26,000.²

Abakozi abakyala abali ku mikutu gyonna be twayogera nabo, baatutegeeza nga bwe batalina bukuumi mu ngeri ez'enjawulo. Abakozi baanokolayo eky'okutulugunyizibwa omuli okulumbibwa, okubbibwa, okukubibwa kalifoomu, n'okunyoolebwa ensingo. Olw'obutabaawo nkola zibawa bukuumi zitegeerekeka, abakozi abakyala baasalawo okwekuuma nga beewala okukola obudde bw'ekiro, wabula kino kitegeeza kufiirwa ssente mu kaseera abantu webasingira okwagala okubatwalira eby'okulya. Abakozi abamu baasalawo okwekuuma nga bbo omuli n'ekyokweyunga ku mikutu gya Whatsapp group kyokka nga muno mulimu n'abakozi b'emikutu emirala abasobola okulondoola entambula zaabwe mu budde bw'okukola, naddala mu budde bw'ekiro. Abakozi boogera ebifo mwe bali ekiseera ekyo ku Whatsapp group, olwo bannaabwe basobole okubakeberako naddala bwe baba nga baludde mu kifo ekimu okumala ekiseera ekiwera, ekintu ekitali kya bulijjo mu mirimu gy'okuvuga oba okutambuza eby'okulya abakozi mwe babeera nga batambula buli kiseera.

Emikutu gyaweebwa obubonero nga tusinziira ku mpagi za Fairwork ettaano, era nga ku mikutu ekkumi, omukutu gwa Glovo gwokka ogwafuna obubonero omwaka guno (Obubonero bubiri ku kkumi). Emikutu emirala omwenda tegyasobola kufuna bubonero wadde olw'obutaba na bujulizi obw'oleka nga bwe batuukiriza empagi ezirambikiddwa.

Wewaawo emirundi egisinga emikutu gitunuulira nnyo kkaasitoma by'ayitamu, twetaaga okubalaba nga bassaawo embeera eyeeyagaza abakozi bonna. Tuyita emikutu na buli gwe kikwatako okutwegattako tusobole okuteekawo enkola ey'abakozi b'emikutu ababeera mu bitundu mu Uganda.

WEWAAWO EMIKUTU GIRAGA NGA BWE GIRINA ENKOLAGANA ENNUNGI N'ABAKOZI, KYOKKA OKUNOONYEREZA TEKWASOBOLA KUZUULA BUJULIZI BWONNA KU MBEERA ENNUNGI ABAKOZI MWE BAKOLERA

Okussaawo enteekateeka entongole eri abakozi mu by'enfuna y'omukutu

Fairwork esengejja era n'okusengeka embeera abakozi b'emikutu ku mutimbagano mwe bakolera. Ensengeka yaffe yeesigamizibwa ku mpagi ttaano, emikutu gye zirina okugoberera olwo giryo ke kitwalibwe ng'egirina ekipimo ky'obwenkanya obusookerwako.

Twekenneenya emikutu gino buli mwaka nga tweyambisa empagi zino nga tetutunuulidde nfuna yagyo yokka olwaleero, wabula ne nga bwe kyandibadde. Ensengeka za Fairwork ewa endowooza eyeetengeredde ku mbeera abakozi ku mikutu mwe bakolera eri olwo abakozi b'amateeka, amakampuni g'emikutu, abakozi n'abaganyulwa mu mpeereza yaabwe. Ekiruubirira kyaffe kwe kulaga ekyo obulungi era mu ngeri ey'obwenkanya nti emirimu gisoboka nga bayitira mu mikutu.

Pulojekiti ya Fairwork, ekwanaganyizibwa okuva mu Oxford Internet Institute ne WZB Berlin Social Science Center. Okweyongera kw'abanoonyereza baffe, olwaleero busobola ukulaakulana okusengeka emikutu mu mawanga 38 ku Ssemazinga 5. Mu buli Ggwanga, Fairwork ekolagana bulungi n'abakozi, emikutu, abalwanirizi n'abakozi b'amateeka okusobola okutumbula obw'enkanya mu mirimu gy'emikutu gye bujja.

Amawanga Fairwork **mweri**

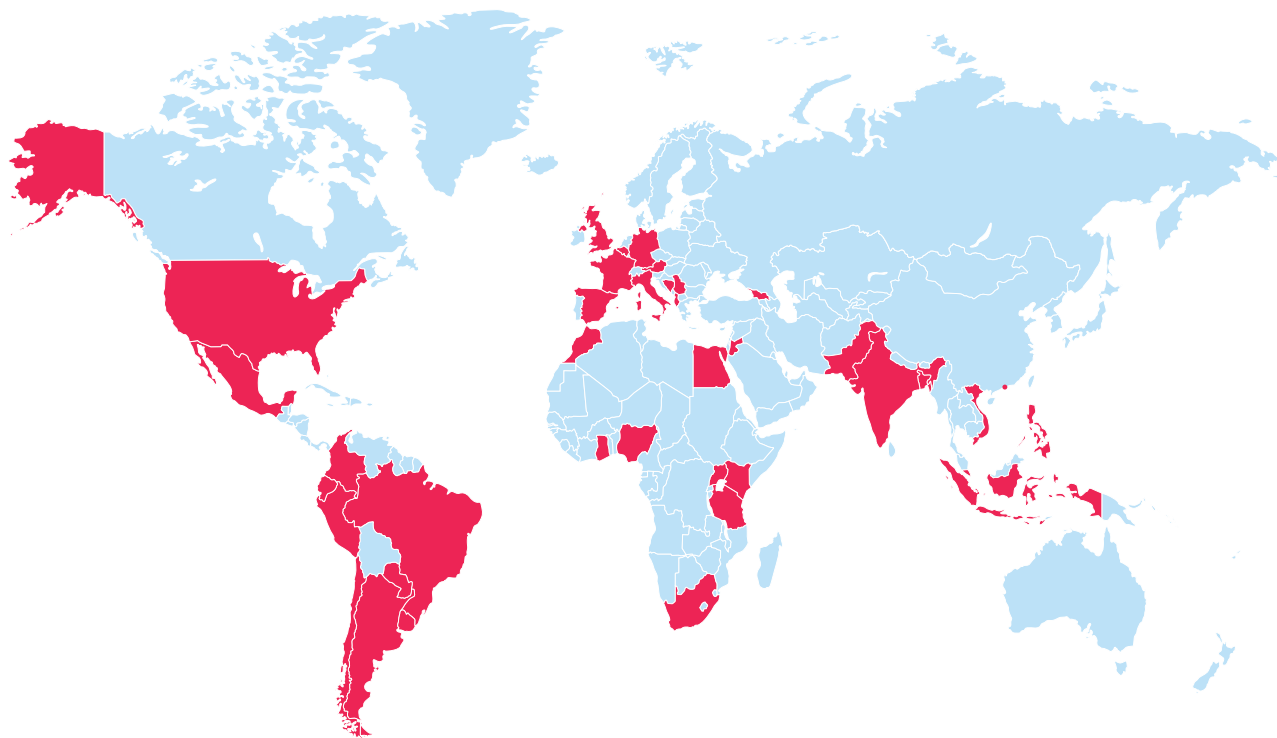


Figure 1. Map Y'amawanga Fairwork gy'ekolera.

AFRICA

Egypt, Ghana, Kenya, Morocco, Nigeria, South Africa, Tanzania, Uganda

ASIA

Bangladesh, India, Indonesia, Jordan, Lebanon, Pakistan, Philippines, Singapore, Vietnam

EUROPE

Albania, Austria, Belgium, Bosnia and Herzegovina, France, Georgia, Germany, Italy, UK, Serbia, Spain

SOUTH AMERICA

Argentina, Brazil, Chile, Colombia, Ecuador, Paraguay, Peru, Uruguay

NORTH AMERICA

Mexico, USA

Akatiba Fairwork mwekolera

Empagi za Fairwork ettaano zagunjibwawo nga ziyitira mu nsisinkano z'abantu abakwatibwako az'enjawulo ku kitebe ky'ekitongole ky'abakozi eky'ensi yonna kiyite (International Labour Organization). To ensure that these global principles were applicable in the Ugandan context, we have subsequently revised and fine-tuned them in consultation with platform workers, platforms, trade unions, regulators, academics, and labour lawyers.



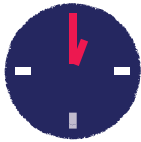
OMUTENDERA 1

Empagi ettaano



Ensasula esaanidde

Abakozi nga toyawuddeemu mirimu gyabwe, bateekeddwa okufuna omusaala ogusaanidde mu bitundu gye babeera oluvannyuma lw'okwawulako ensimbi ze basasaanya ku bintu eby'ekuusa ku mulimu. Tweekenneenya omusaala okusinziira ku musaala ogusaanidde okutandikibwako mu mateeka eyo mu kitundu mw'oli, wamu n'ensimbi ezetaagisa okw'ebeezaawo mu kiseera kino.



Embeera ezisaanidde abakozi mwe bakolera

Emikutu giteekeddwa okuba n'enkola eziwa abakozi obukuumi okwerinda ebizibu ebitali bimu eby'etoolera ku mirimu. Era emikutu girina n'okusitukiramu okubugiriza n'okutumbula embeera ennungi era eyeyagaza.



Endagaano ezisaanidde

Enkola n'obukwakkulizo biteekeddwa okuba nga bimanyiddwa, bosomeka era nga bitegeerekeka. Ekitongole ekiwa endagaano, abakozi balina okuyisibwa mu mateeka g'eggwanga mwe bali era nga bateekeddwa okussibwa mu ndagaano. Nga tofudde ku mulimu gwa mukozi, endagaano terina kubaamu buwaayiro obusangulawo okufiirizibwa ku ludda lw'abaganyulwa mu mpeereza ne oba omukutu.



Obukulembeze obusaanidde

Wateekeddwa okubaawo emitendera emiwandiike abakozi mwe bayita okuwulirizibwa, okujulira ku kiteeso kyonna ekibanyiga, wamu n'okutegeeza ekiri emabega w'okusalawo okwo. Wateekeddwa okubaawo emikutu gy'empuliziganya emitongole abakozi mwe bayita okujulira ku kusalawo kw'abakulembeze oba okukuyimiriza. Okweyambisa amateeka kiraga obutangaavu era kivaamu obwenkanya eri abakozi. Wateekeddwa okubaawo enkola emanyiddwa era empandiike esobola okuleetawo obw'enkanya ku ngeri abakozi gye bakwatibwamu ku mukutu (okugeza, mu kupangisa, mu kubonereza, oba okugoba abakozi).



Okukiikirirwa mu bw'enkanya

Emikutu girina okussaawo enkola empandiike abakozi mwe bayisa eddoboosi lyabwe. Nga tofudde ku mulimu gy'abwe, abakozi bateekeddwa okuba n'eddembe okwegattira mu bibiina, era nga n'emikutu giteekeddwa okuba emyetegefu okuyamba n'okwogerezeganya nabo.



OMUTENDERA 2

Enkola eyitibwamu

Pulojekiti ya Fairwork ekozesa enkola ssatu okusobola okupima obulungi obw'enkanya mu mbeera abakozi b'emikutu gy'okumitimbagano mwe bakolera. Okunoonyereza ng'oli mu ofiisi, okubuuza abakozi ebibuuzo, n'okukola okunoonyereza ng'otambula, wamu n'okubuuza abaddukanya emikutu gino. Nga tuyita mu nkola zino essatu, tunoonya obujulizi okuzuula oba ng'emikutu gikola emirimu gyagyo nga gigoberera empagi za Fairwork ettaano.

Tukiraba nti emikutu gyonna tegyeyambisa nkola ya bamusigansimbi, ebasobozesa okussaawo obukwakkulizo ku bakozesa empeereza ne oba abakozi ng'esobozesa okutuukiriza empagi za Fairwork. Wabula, emikutu gyonna girina obusobozi okukyusa engeri abakozesa empeereza gye bakwataganamu ku mukutu. N'olwekyo, emikutu egitassaawo bukwakkulizo ku ngeri abakozi gye basigazaamu abakozesa empeereza, tutunuulira ebintu ebirala bingi omuli: enkola emanyiddwa mu lwatu ne oba emitendera, eby'ogerwa abantu n'ebibanja ku mutimbagano oba app gye bikolamu okumanya oba ng'emikutu gifuddeyo okukola buli kyetaagisa okutuukiriza enkola, akabonero okusobola okubaweebwa okusenziira ku Mpagi ekwatagana n'ekyo.

Ku nsonga y'emikutu egikolera mu kifo ekimanyiddwa, tunoonya obujulizi obwoleka enkwatagana n'empagi za Fairwork eri emikutu egy'ekuusa ku kifo abo mirimu gya nkola ya leero, ate n'emikutu egiddukanyiza emirimu gyagyo ku mutimbagano, n'empagi za Fairwork eri emikutu egiddukanyiza emirimu gyagyo ku ku mutimbagano.

Okunoonyereza okukolerwa mu ofiisi

Okusengeka kwa Fairwork okwa buli mwaka, kutandika n'okunoonyereza mu ofiisi okumanya emikutu eginasengekebwa, okumanya abakulembeze be tunaakolagana nabo, okuvaayo n'ebinaagobererwa mu kunoonyereza n'ebinaakozesebwa, wamu n'omanya engkola y'okuwandiisaamu abakozi. Ku bululi mukutu, era tukuŋŋaanya wamu n'okwekenneena ebiwandiiko bingi omuli endagaano z'abakozi, enkola n'obukwakkulizo, enkola empandiike n'emitendera egigobererwa, wamu n'okweyuna emitimbagano n'ebibanja bya internet bwe bikola. Okunoonyereza mu ofiisi era kwoleka obubaka bwonna obumanyiddwa mu lwatu obuyinza okutuyamba mu kuwa emikutu egy'enjawulo obubonero, Okugeza okuwa

abakozi empeereza ey'enjawulo, oba okubaawo ebyayita oba enkaayana ezikyagenda mu maaso.

Okunoonyereza okukolerwa mu ofiisi era kweyambisibwa okuzuula abantu betunaakwatagana nabo oba engeri y'okwogeramu n'abakozi. Olukalala lw'emikutu nga luwedde, buli mukutu gutegezebwa nga bwe guteereddwa ku lukalala lw'abo abagenda okunoonyerezebwo wamu n'engeri gye kugenda okukolebwamu. Emikutu gyonna gisabibwa okukuŋŋaanya obujulizi wamu n'okwogeraganya n'abakozi okusobola okubuuzibwa.

Ensisinkano n'omukutu

Enkola ey'okubiri ezingiramu okusisinkana emikutu okufuna obujulizi. Abakulira emikutu bayitibwa okubuuzibwa ebibuuzo ebinabuuzibwa wamu n'okuleeta obujulizi ku buli mpagi ya Fairwork. Kino kituwa ekifaananyi ku ngeri omukutu gye kutambuzaamu emirimu gyagwo. Wabula ate kino kituyamba okuggulawo enkolagana omukutu mwe guyita okukkiriza okussa mu nkola ekyukakyuka okusenziira ku mpagi ezirambikiddwa. Mu mbeera ng'abakulira emikutu tebakkaanya na kya kubuuzibwa, okusengeka kwaffe tukwesigamya ku bujulizi obufuniddwa mu kunoonyereza okukolerwa mu ofiisi wamu n'ensisinkano n'abakozi.

Ensisinkano n'abakozi

Enkola ey'okusatu kwe kususinkana n'abakozi b'omukutu butereevu. Abakozi 6-10 be babuuzibwa mu buli mukutu. Ebibabuuzibwa tebiriubirira kutondawo ndowooza ekiikirira abalala. Wabula kiruubirira okutegeera emitendera gy'emirimu n'engeri gye gikolebwa n'okukwatibwamu. Entabaga eno esobozesa abanoonyereza ba Fairwork okutunula mu kkopi z'endagaano z'abakozi, wamu n'okumanya ku nkola z'omukutu ezikwata ku bakozi. Era ensisinkano eno esobozesa abantu baffe okukakasa oba okugaana enkola oba enneeeyisa weebiri ku mukutu.

Abakozi basisinkanibwa nga bakozeza emikutu egy'enjawulo.

Ebibuuzo byateekebwateekebwa nga bakozeza olukangaga lw'ebibuuzo eby'esigamiziddwa ku mpagi za Fairwork kkumi. Omukozi okubuuzibwa, alina okuba ng'asussa emyaka 18 ate nga bakoledde omukutu okumala ebbanga erisukka emyezi ebiri.

Okubigatta awamu

Enkola eno ey'emitendera esatu, etuwa omwagaanya okwekenneenya ebyogerwa omukutu, wamu n'okuwa omukisa okukunjaanya obujulizi obulungi n'obubi okuva mu makubo ag'enjawulo. Obubonero obw'enkomeredde kukolebwa ekibinja ky'abantu okuva mu Fairwork nga beesigama ku bujulizi obuvudde mu mitendera esatu. Obubonero buweebwa singa wabaawo obujulizi obulambulukufu okusenziira ku buli kisaanyizo.

Engaba y'obubonero

Buli mpagi ya Fairwork ekutulwamu obubonero bubiri. Akabonero akasooka ate n'akalala akookubiri kasobola okuweebwa singa akabonero akatandikirwako katuukirizziddwa bulungi. Buli mukutu gufuna akabonero

okuva ku 10. Emikutu giweebwa akabonero singa giraaga obukakafu nti gwassu mu nkola empagi za Fairwork. Okulemererwa okufuna akabonero tekitegeza nti omukutu tegugoberera mpagi eyogerwako. Wabula kitegezeza nti tetu - olw'ensoonga yonna -nsobodde okulaga obujulizi nti bukwatagana n'empagi ezo.

Okufuna obubonero kizingiramu emitendera mingi. Ekisooka, abakozi baffe abali muggwanga bakunjaanya obujulizi era ne bagaba obubonero obusooka. Oluvannyuma obujulizi obukunjaanyiziddwa buweerezebwa eri abantu abaalala abeetengeredde nabo ne bagaba obubonero. Abantu bano abeekenneenya obubonero bonna ba member ba Fairwork abali ku kakiiko aka wakati. Ng'abazzeemu okwekenneenya obubonero obwo bamaliriza omulimu, olwo bonna batuula wamu ne bakubaganya ebirowoozo, era basaalawo eky'enkomeredde. Obubonero buno wamu n'ensonga lwaki buli bwe butyo oba tebuli, babiweereza eri omukutu okubitunulamu. Olwo emikutu giweebwa omukisa okuleeta obujulizi obulala okusobola okwongera okufuna obubonero obuba butaabaweereddwa kuntandikwa. Obubonero buno bwe bufuuka obw'omwaka obw'enkomeredde era ne bufulumira mu alipoota ya Fairwork ey'eggwanga ey'omwaka.

**OKUNYONNYOLA EBISINGAWO
KU NGERI FAIRWORK
GY'EWAAMU OBUBONERO
GISANGE MU ENGERI.**



Ebyafaayo by'eggwanga

Eby'enfuna bya Uganda ebitali bitongole biteeberezebwa okuba ku buwumbi \$37³ ku bintu ebikolerwa mu ggwanga. Wabula kiteeberezebwa nti ebitundu 4.3%⁴ eky'abantu abali mu ggwanga, tebalina mirimu. Omuwendo gw'abantu abali mu mirimu gya jua kali n'ebbula ly'emirimu emitongole, kireetera abantu abasinga obungi okudda mu mirimu gya kagwirawo. Ekibiina ky'abakozi eky'ensi yonna, kiteebereza nti bannayuganda abali mu myaka emikozi ebitundu ebisoba mu 60% bali mu mirimu egitali mitongole. Okuva emabega, emirimu gya kagwirawo gibadde gitwalibwa ng'egitali mitongole, omuli endagaano ennyimpi oba egikolebwa abantu abatalina mirimu gya nkalakkalira. Nga wano abantu babapangisa okusenziira ku bw'etaavu obuliwo mu kifo ky'emirimu egy'enkalakkalira. Gavumenti okutumbula enkola y'okutungoza emirimu gya Jua kali omuli n'ekyokulambika n'okuwagira abakozi ba kagwirawo gye bujja.

Okubalukawo kw'emirimu gy'emikutu, kikyusizza engeri abantu gye beenyigira n'okulabamu emirimu gya kagwirawo. Mu 2021, abavubuka bannayuganda ebitundu 60% beenyigira mu mirimu gya kagwirawo mu ngeri emu oba endala, nga bano bayambibwako enkyukakyuka y'emitimbagano ku mirimu gy'emikutu.⁵ Emirimu gy'emikutu eri abavubuka gibanguyira okusinga egya ofiisi. Era nga kino kitondawo emirimu mingi egy'etaagibwa. Okututumuka kw'enkola y'okufunira ensimbi ku mikutu mu Uganda kino kiwagiddwa enkulaakulana y'empeereza y'omutimbaganu, amayengo ne ttekinologiya, omuli okutereka ensimbi nga bayita mu mayengo n'okusasulira empeereza.

Eby'enfuna by'okumukutu okusingira ddala bitunuulidde ekitongole ky'ebiddukaebipangisibwa n'okutambuza ebintu. *Boda boda* y'entambula esinga okwettanirwa abantu mu bibuga ebisinga mu Uganda. Abantu abatambulira ku Boda boda, emigugu oba empeereza, y'entambula esinga okwettanirwa kubanga eyanguyira abantu okwewala akalippagano k'ebidduka, enguudo enfunda ezizibuwalirwa

taxi okuyitamu.⁶ Ekirala, mu biseera by'omuggalo gwa lumiima mawuggwe, ng'okutambula n'emmotoka za lukale ezitambuza abantu zikugirwa, obwetaavu bw'empeereza y'okutambuza ebintu bweyongera. Kino kyayongera okulabisa amakampuni ga ttekinologiya agali ku ddala ly'ensi yonna n'aga kuno gamba nga Glovo, Quicksend ne Delivery Yo, n'amalala mangi. Eky'okulabirako ekyangu. Empeereza y'abakozi b'omukutu yaali ya mugaso mu budde buno. Emikutu gy'awa aba abasuubuzi omwagaanya okulanga empeereza yaabwe wamu n'okugaziya ku bungi bw'abaguzi, nga tebasisinkanye butereevu. Eri abakozi, nago gwali mukisa okufuna ensimbi,⁷ so ng'ate ku ludda lw'abaguzi emikutu gino gyayamba okwanguyiza aabantu. Amakampuni ga ttekinologiya mu Uganda nago gaatandika okugaziya empeereza yaago okusukka Kampala, ekibuga kya Uganda ekikulu nga goolesa ttekinologiya agenda asasaana, ensimbi ezikolerwa ku mutimbaganu wamu n'enkola y'emirimu ginnansangwa ginneekolera gyange.

Eby'enfuna by'emikutu bisobozesezza okweteekateeka,

okubangawo enkola wamu n'engeri emirimu gye gikolebwamu mu Uganda. Era kino kyogerwako ng'entabiro y'emirimu wakati mu katuubagiyo k'ebbula ly'emirimu. Newankubadde wabaddewo okkulaakulana n'obwagazi ku mirimu gy'emikutu mu Uganda, ebiragiyo ebirambika abakozi, amateeka n'enkola bikyali mabega nnyo. Wewaawo omuwendo gw'abantu munene abettanidde emirimu ekika kino, enkola za Government ne mu nzirukanya y'emikutu munda bijja kwetaagisa okussibwawo, kibawe obukuumi okuva ku nkola ezinyigiriza abakozi.



Ploy Makkason / Shutterstock

Oludda lw'amateeka

Amateeka agafuga abakozi mu Uganda gakoolebwa okuwa obukuumi eddembe ly'abakozi n'okulambika enkolagana wakati w'abakosesa n'abakozi. Nga tonnaba kumanya nkola ya mmere ya leero bw'eyimiridde mu kisaawe ky'emirimu, kyabuvunaanyizibwa okulaga agamu ku mateeka g'abakozi mu Uganda, abakozi mwe bayita okuganyulwa nga batwalibwa ng'abakozi mu mateeka.

Etteeka ly'abakozi erya 2006, lye tteeka ekkulu erifuga enkolagana y'emirimu mu Uganda. Litunuulira ebintu bingi ku mirimu omuli: endagaano z'emirimu, essaawa ezirina okukolebwa (obutasukka ssaawa munaana olunaku, oba nga bwe mukkaanyizza), eddembe ly'okuwummulamu, okusazaamu endagaano y'omulimu, n'omutindo ogutandikirwako ku mulimu. Ligamba nti, abakozesa bateekeddwa okuwa abakozi baabwe endagaano empandiike mu mwezi ogusooka ng'amuwadde omulimu. Endagaano eteekeddwa okubaamu ebintu ebikulu nga: Ekika ky'omulimu, omusaala, ssaawa z'oteekeddwa okukola, eddembe okuwummulamu n'amakubo endagaano bw'esazibwamu.

Ekirala, amateeka g'emirimu gateekawo omutindo abakozesa gwe bateekeddwa okugoberera. Muno mulimu: omusaala ogw'essalira ogutandikirwako, okusasula omukozi ensimbi mu ssaawa ezisusse mu budde obutongole, omukozi okuweebwa akadde n'awummulamu buli mwaka, okuwummula nga mulwadde, abakyalala okuwummulamu oluvannyuma lw'okuzaala.

Etteeka likugira obusozoze ku mirimu nga kw'esigamizibwa ku bintu nga: Ekikula, Eggwanga, Eddiini, Obulemu oba oludda lw'ebyobufuzi kwogwa. Liwagira obw'enkanya mu mikisa egiriwo eri abakozi, era lissaawo amakubo okugonjoolamu obutakkaanya ku nsonga ez'ekuusa ku busozoze. Era liruubirira okutumbula eky'abakyalala okwenyigira mu mirimu.

Ng'ekitundu ku biragiro ebiwa obukuumi ku mirimu, abakozesa balina obuvunaanyizibwa okussaazo embeera ennungi abakozi mwe bakolera. Bateekeddwa okusitukiramu okuziyiza obubenje ku mirimu, okussaawo ebyuma eby'etaagisa mu kuleetawo obukuumi, n'okukola ng'amateeka agalambika okuleetawo obukuumi bwe gagamba. Ekittavvu ky'abakozi ekya NSSF, kya buwaze mu Uganda, era wano buli mukozi ateekeddwa okuterekayo ekitundu ky'ensimbi ezessalira ezimanyiddwa okuva ku misaala gy'abakozi. Zino zibayamba okuweebwa akasiimo nga bawummudde emirimu, obujanjabi, wamu n'ebirungi ebirala nkumu.

Emikutu egikolera mu Uganda mulimu empeereza y'okupangisa ebidduka nga safe boda ne Uber, akatale ku mutimbagano abatalina mirimu gya nkalakkalira nga Upwork ne Freelancer, n'okutambuza ebiterenze nga Jumia food ne Glovo. Emikutu gino giya abantu omukisa okukozesa obukugu bwabwe oba okuweereza mu ngeri ebanguyira. Mu kulowooza, kino kiyamba abakozi omukisa okulondawo ddi na wa gye baaagala okukolera, baba n'amakubo omuva ensimbi mangi, n'okukwasaganya n'emirimu n'ebintu ebirala.

Tewali biragiro birambulukufu mu Uganda ebirambika emirimu gya mmere ya leero n'abakozi bemikutu ku mitimbagano mugyo munda. Wabula, kirowoozebwa nti amateeka n'ebiragiro eby'bakozi ebiriwo bye biteekeddwa okweyambisibwa ku bakoze by'emikutu gino. Wammanga tukubaganya ebiwoozo ku buwaayiro obumu obulambika emirimu gya mmere ya leero mu Uganda.

Eteeka ly'abakozi erya 2006, terirunjamya bulungi mirimu gya mmere ya leero. Wabula ate obuwaayiro bwalyo ku ndagaano y'omulimu, omutindo ku mulimu ogutandikirwako, essaawa z'olina okukola, wamu n'okusazaamu endagaano busobola okulambika abakozi b'emirimu gya mmere ya leero nga bano batwalibwa ng'abakozi. Wabula ate abakozi b'emirimu abasinga, batwalibwa ng'abeekozesa.

Mu buwufu bwe bumu, ekittavvu ky'abakozi ekya NSSF, nkola ya buwaze mu Uganda. Engeri abakozi b'emirimu gya mmere yaleero gye bayingizibwa mu bibala ebiva mu kittavvu kiyinza okusenziira kubanga, kino kisinziira ku ntegeeragana gye bakkaanyaako ate era ona batwalibwa ng'abbakozi oba abeekozesa.

Abakozi b'emikutu mu Uganda bateekeddwa okugoberera amateeka agalabika eby'emisolo. Bateekeddwa okwanjula enfuna yaabwe wamu n'okusasula emisolo gamba nga okusasula emisolo okusenziira ku nfuna yaabwe. Ebiseera ebisinga, omusolo ogumanyiddwa nga withholding, tax gusaulwa eyaweewwa omulimu mu butongole ssekinnoomu oluvannyuma lw'okufuna omulimu gwa mmere ya leero.

Ebiragiro byetaagisa okusobola okumalawo okusomooza okugenda kubalukawo mu kitongole kino. Gamba nga: obukuumi ku mulimu, eby'enfuna ebiyugayuga, obutaba na bukuumi obw'awamuj gamba nga ebiziyiza, n'okutulugunyizibwa okukuyayiza okugwa ku bakozi. Ng'enkola y'emirimu gya mmere ya leero egenda mu maaso n'okweyubula, government n'ebitongole ebikwatibwako



T. Schneider / Shutterstock

bateekeddwa okuvaayo n'ebiragiro eby'enjawulo oba ennambika okwanjanga okusomoozebwa okw'enjawulo okwolekedde emirimu gya mmere ya leero n'abakozi b'emikutu munda mu gyo.

Ekirala, abakozi b'emitimbagano bateekeddwa okutegeezebwa ku buli kiba kiguddewo mu mateeka g'abakozi era walina n'okubaawo kawefube okulaba ng'eddembe lyabwe na byonna omukozi by'ateekeddwa okufuna binywezebwa.

Fairwork Uganda

Obubonero 2023

Minimum standards
of fair work

Glovo	2 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Bolt	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
DeliveryYo	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Easy Matatu	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Jumia	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Little	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Lolo	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Quicksend	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
SafeBoda	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
SPESHO	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Tuko Food Delivery	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Uber	0 ^{/10}	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

ENYINYONNYOLA Y'OBUBONERO BWA BULI MUKUTU OSOBOLA OKUGISANGA KU KIBANJA KY'OMUTIMBAGANO KINO

WWW.FAIR.WORK/UGANDA

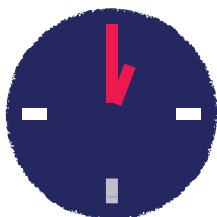
Okunyonnyola obubonero



Ensasula esaanidde

Emikutu egirwana okulaba ng'abakozi basasulwa waakiri omusaala ogw'essalirwa okutandikirwako oluvannyuma lw'ensimbi ezisasaanyizibwa ku bintu eby'ekuusa ku mulimu okuggyibwa ku nfunu y'abakozi, gufuna akaboneero kamu olw'empagi eno. Akabonero akalala kasobola okuweebwa omukutu ogufaayo okulaaba ng'abakozi basasulwa ensimbi ezisobola okubabeezaawo oluvannyuma lw'okwawulako ezo zebakozesezza ku bintu eby'ekuusa ku mulimu.

Omwaka guno, tewali mikutu gyasobola kutuwa bujulizi nti abakozi bonna baasasulwa omusaala ogw'essalira ogutandikirwako oba ensimbi ezibabeezaawo oluvannyuma lw'okwawulako ezo zebakozesezza ku bintu eby'ekuusa ku mulimu.



Embeera esaanidde

Emikutu egyoleka nga bwe gimanyi okusomoozebwa kw'abakozi era nga balambika n'engeri y'okukumalawo, gisobola okuweeba obubonero bubiri olw'okussaawo embeera esaanidde abakozi mwe bakolera.

Omwaka guno, tewali mukutu gwasobola kufuna bubonero obutandikirwako obw'empagi eno. Kyabuvunaanyizibwa okumanya nti, omukutu gwa Glovo gulina ku makubo agamu agawa obukuumi abakozi. Muno mulimu okutegeka ensisinkana n'abakugu mu kwetangira obubenje bw'oku nguudo, okugaba reflector jackets, okubawa obuyambi mu budde.



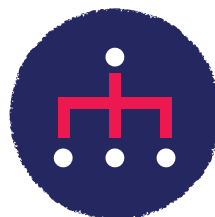
Endagaano esaanidde

Emikutu okufuna akabonero akasooka mu mpaagi eno, giteekeddwa okulaga nti endagaano oba enkola n'obukwakkulizo bitegeerekeka bulungi era ng'abakozi bonna babumanyi, bwakkaanyizibwako era nga temuli buwaayiro bunyigiriza.

Omwaka guno, Glovo yaweebwa akabonero akasooka olw'empagi eno olw'okubeera ennambulukufu wamu n'okulaba ku ndagaano z'abakozi.

Emikutu emirala tetwasobola kuzuula bujulizi nti endagaano zaali zabwenkanya, zakkaanyizibwako era nti tezirina buwaayiro bunyigiriza.

Tewali mukutu gwonna gwaweebwa kabonero ka kubiri olw'empagi eno ekikakasa nti okunyigirizibwa n'okufiirizibwa olw'okwenyigira mu mulimu kugabanyizibwamu wakati w'omukutu n'abakozi.



Enkwata y'ebintu ennungi

Okufuna akabonero mu mpaagi eno, emikutu giteekeddwa okukyoleka abakozi tebamala gawummuzibwa, era nti waliwo omwagaanya abakozi mwe bayita okujulira ku bibonerezo ebibaweereddwa. Emikutu giteekeddwa okuba n'enkola ezirwanyisa obusosoze, okubangawo enkola ekendeeza obusosoze eri abakozi ate n'okulwana okubangawo obw'enkanya mu mitendera gy'okusasula oba okugaba emirimu.

Omwaka guno, Glovo yalaga nti waliwo omwagaanya abakozi mwe bayita okujulira ku bibonerezo ebibaweebwa era ne guweebwa akabonero akasooka ku mpagi eno.

Tewali mikutu miraala egyasobola okulaga bujulizi kwekyo wamu n'okusobola okufuna akabonero olw'enkwata y'ebintu ematiza. Abakozi okuva ku mukutu gumu Dalivery Yo, baanokolayo ekibanja ku mutimbagano ekisinga okubayamba ku ngeri okusomoozebwa gye kumalibwawo. Omukutu guli ku kya kussa mubuwandiike ekibanja ky'abakozi kino mu butongole mu nkola n'obukwakkulizo/ mu ndagaano ekintu ekiyinza okuba emmanduso y'obwenkanya mu nkwata yaabwe ey'ebintu.



Okukiikirirwa mu bwenkanya

O mukutu okufuna akabonero akasooka olw'okukiikirirwa mu bw'enkanyi, emikutu girina okulaba nga wabaawo eddembe okwegattira w'oyagala wamu n'okwoleka eddobozi erya wamu. Okufuna akabonero akookubiri, emikutu kiteekeddwa okuwagira enkulembera ey'obwenkanya. Okugeza enkola y'obwegassi.

Tewali mukutu gwasobola kutuukiriza mpagi eno.

Emboozi z'abakozi

Gonza*, omuvuzi era asaabaza bintu

Gonza yatandika olugendo lwe ng'omukozi w'omukutu emyaka ena egiyise mu kuvuga n'okutambuzza ebintu. Ono yalina Diploma mu kubala ebitabo ra mukozi wa masannyalaze bw'aba tali ku mirimu gya mukutu. Gonza alina emmotoka era yawabulwa mukwano gwe nti yandiganyuddwa nnyo nga bw'ali omukozi w'omukutu okusobola okufuna ensimbi ez'ennyongereza ng'oggyeeko omulimu gwe ogw'enkalakkalira. Gonza akola essaawa 12 buli week na buli kawungeezu ku weekend. Gonza bwe yali yakatandika okukolera kampuni eno emyaka ena egiyise, ensimbi ez'etaagisa okweyimirizaawo zaali ntono ddala okwawukanako nga bwe kiri olwaleero. Wabula gye buvuddeko katonu, emiwendo gy'ebintu gyekanamye, amafuta, Airtime, emisolo, obutasasulwa ku mirimu na buli kimu okulinya, kiremesezza Gonza okwerabirira obulungi wamu ne Family ye. Yatutegeeza nti "bw'oba okyali muto nga tolina buvunaanyizibwa na maka, ob'olyawo enfunayo eba ekumala. Naye bw'oteekako Family, oba weetaaga emirimu emirala, wamu n'okwongera ku budde bw'okola okusobola okufuna ekigulira magala eddiba".

Gonza ne banne bwe baali beegatta ku mukutu, baasuubizibwa okuyisibwa obulungi, obukuumi ne yinsuwa. Wabula, Gonza bwe yabbibwa abatamanyanjamba n'agezaako okukozesa Yinsuwa eyamuweebwa omukutu okusobola okukomyawo ebimu ku bintu ebyali bimubbiddwaako, yasabibwa okuwaayo obujulizi bw'akatambi, k'ataalina. Banne ba Gonza nabo embeera y'emu eyo gye baayizibwamu. Newankubadde ng'obweraliikirivu bwa Gonza bukyagenda mu maaso era tannaba kusobola kwelwanako ne banne nga bakozesa eddobozi ery'awamu, olw'okutya ekyo ekiyinda okubatusibwako omukutu ng'abakozi. Takyayagala mulimu gwe, era nga kati awulira ng'ayagala kukolera mikutu mirala. Ate era yeetaaga n'okubeerawo, nga bw'anoonya eky'okukola ekirala.

Okello*, asaabaza migugu

Okello muvuzi eyapangisibwa kkampuni y'okutambuzanga ebintu era ng'omulimu guno yakagukolera emyaka ebiri. Bwe yamalizira haaya, yajja mu Kampala okuva e Wakiso asobole okunoonya ensimbi nga bw'aweereza ewaka asobole okubeera mu mbeera ennungi. Omulimu gw'okukolera omukutu yagusanga ku mikutu emikwanira wala era n'asalawo okupangisa pikikipiki era n'asaba okutandika okusaabazanga emigugu. Okello akola essaawa 20 buli week wabula tasasulwangako mu budde ekintu ekimukalubiriza okusobola okusasula ebbanja lye erya Pikipiki oba okuweereza ssente ewaka. Okello bw'asasulwa, omuntu eyamuyunga okukolera omukutu amusalawo kantaanyi ku nsimbi z'afuna oluvannyuma n'amuwa ezisigaddewo.

Okello asubira okusasula ebbanjalye ku pikikipiki alimaleyo ng'omwaka gwa 2023 tegunaggwaako, wabula ate afuna ebizibu nkumu omuli n'ekyokukola obudde obusukka mw'obwo obumanyiddwa, okuwalirizibwa okusasula okufiirizibwa kwonna okuba kuguddewo, ebintu ebyonoonese, ebintu ebibiddwa, wamu n'ekya ba kasitoma okumuwa ebicupuli bya ssente. Okello teyaweebwa ndagaano ya mulimu ku ntandikwa y'omulimu, ate nga n'enkola ezigobererwa ku mulimu zikyuse ne zitandika n'okukola nga tategeezeddwaako wadde okuzikkaanyaako. Ye ne banne bwe bakola omulimu gwe gumu bali mu kutya okutagambika okukozesa eddobozi erya wamu, oluvannyuma lw'okulaba bannaabwe nga baawummuzibwa wamu n'okugobebwa ku mirimu.

***Zivudde kw'ebyo abakozi ab'enjawulo bye bayitamu.**

OMULAMWA OGUTUNUULIDDWA

Abakyaala mu mulimu gw'emmere ya leero

Mu kunoonyereza kwaffe kwonna, waliwo omuwaatwa naddala ku muwendo gw'abakyaala be twayogerako nabo mu kutalaaga kwaffe. Ku bakoze b'emikutu 90 be twayogerako nabo, bonna okuggyako babiri abeeyanjula ng'abasajja abaatuleka nga twewuunya ku ngeri gye baasalawo okutwalamu emirimu gy'emikutu mu Uganda. Ekyo ng'okivuddeko, emirimu gy'emikutu mu Uganda gisinga kwesiba ku mpeereza ya kutambuza n'okupangisibwa okuvuga newasigalawo katono oba obutabeererawo ddala mikutu gitunuulira milimu gya kulabirira waka so ng'okuva emabega baasinga nga kutunuulira bukozi bwa bakyaala.

Ekyabakyaala okwenyigira mu mirimu egy'enkanankana n'abaami kizze kiwakanyizibwa era nga kissibwa mu lusse lwa mwenkanonkano na nkola za buweereza. Mu kitundu

kino, twogera ku kutulugunyizibwa mu kikula wamu n'okusosolwa okuva mu butali bw'enkanya mu nkyukakyuka y'obuyinza mu mirimu gy'omukutu nga bwe kituukira ku bakyaala mu Uganda. Olw'enjawukana ezimanyiddwa olwatu mu baami abasinga n'abakyaala abo be twasobola okwogerako nabo mu kunoonyereza kwaffe, twayongerako oky'okusisinkana ebiwayi by'abantu ssekinnoomu nga tukubaganya ebirowoozo n'abakozi abakyaala okusobola okumanya endowooza yaabwe. Mu kitundu ekiddako, twogera ku ndowooza z'abakyaala bano.

Okusinziira ku bantu be twabuuzza n'ebiyayi by'abantu ebitali bimu bye twasisinkana, okusosola kulabikira nnyo ku bintu eby'ekuusa ku buwangwa gamba nga ba kasitoma okusazaamu entabula zaabwe oluvannyuma lw'okukizuula



nti eyali agenda okubavuga mukyala. Abavuzi b'ebidduka ebipangisibwa be twayogera nabo baakyoleka nti ba kasitoma baaloozoza nti emmotoka ze bavuga zaali za mikutu gya kampuni, ekirengezza abakyala. Baatutegeeza nti abantu bangi mu Uganda baloozoza nti abakyala tebasaanidde kuba bakozi ba mukutu, nga wano emirimu gy'emikutu gy'ekuusa ku bavuzi ba bidduka ebipangisibwa oba okutambuza empeereza -ekyo kitegeeza mirimu gya mifumbi.

Obutabaawo bw'enkanya mu ngabanya y'obuyinza wakati w'abakozi abakyala ne ba kasitoma nakyo kyeyolekera mu ffujjo erikolebwa ku bakozi n'okutiisibwatiisibwa okukolebwako effujjo. Abakyala bano baatutegeeza nti ba kasitoma baategeera obunafu bw'okubeera omukyala eyeenyigira muni ya mmere ya leero, era ne beeyambisa obunafu buno ne babatisatiisa obutabasasula oluvannyuma lw'okutuusa empeereza oba okubasaba okubaako emirimu emirala gye babakolera gamba ng'okubaako ebintu bye babatwalira mu maka gaabwe. Omukozi omu yatutegeeza nti "Osobola okutwala omuntu naddala abo abakugamba okuyingira mu bikomera byabwe emmotoka ekukire munda mu kikomera, bw'omala okuyingira ate ng'akussa ku mudumu gw'emmundu. Wano oba olina okulondawo wakati w'ensimbi n'obulamu".

Abakozi be twayogera nabo mu biwayi eby'enjawulo batutegeeza nga bwe baatulugunyizibwa mu bikolwa by'omukwano okuva ku ba kasitoma, wamu n'okutyoboolebwa ekitiibwa kyabwe. Embeera eno etunuulidde kikula kimu, nga ba kasitoma bakimanyi nti tewali kinabatuukako oluvannyuma lw'okutyoboola abakozi abakyala. Omu ku bantu betwali twabuza yatugamba nti: abakozi b' emikutu abasajja tebafuna kutulugunyizibwa mu bikolwa by'omukwano ng'abakyala bye bayitamu kubanga beegendereza nnyo era nga balemera ku nsonga. Abakozi abakyala baatutegeeza nti ba kasitoma abasajja abasinga beenyigira nnyo mu bikolwa by'okutulugunya mu mukwano so ng'ate ba kasitoma abakyala, babayisaamu amaaso wamu n'okutyoboola amateeka gaabwe wamu n'okubayingirira omwali n'obutasuula kasasiro mu mmotoka. Ba kasitoma abaami abasinga era bagaana n'okusasula abakyala oluvannyuma lw'okubakolera kye baba balagaanye.

Ebikolwa by'okutulugunya, okutiisatiisa, n'obusosoze ebyatugambibwa abakyala be twayogera nabo wamu n'ebiyayi by'abantu be twasisinkana, baatutegeeza ku bukuumi bw'abakyala n'okwenyigira mu mirimu gya buli kika, okusingira ddala egyo egitwalibwa ng'egyemifumbi, gino gikwananyizibwa ku miziziko okugifuna wamu n'okutambula kyere mu bifo bya lukale. Emirimu egitwalibwa ng'egyabakyala ebiseera ebisinga muzingiramu egyo egitera okukolerwa mu bifo ebitwalibwa ng'ebyenkiso gamba nga mu maka oba mu bifo ebibudaabuda. Abakozi b'omukutu abakyala bawakanya ensonga eno wamu n'ekyo Professor Pumla Dineo Gqola kye yayita: kkanabakyala nga

wano abakyala babonerezebwa olw'okwetaba mu mirimu egy'emifumbi. Muno muzingiramu emirimu egy'etaagisa okubeera n'okweyambisa ebifo bya lukale. Ba kasitoma abategeera ensonga zino nga bwe zitambula, busobola okutulugunya abakozi abakyala nga bakimanyi bulungi nti tewali agenda kubavunaana okuva mu kkampuni y'omukutu oba omuntu yenna omulala. Omu ku bantu be twayogera nabo yatugamba nti: "ne bw'obalaga omukwano n'okubabudaabuda era bakutulugunya wamu n'okwekwasa obusongasonga".

Wakyayinza okubaawo ebintu eby'ewuunyisa mu mbooji ezagambibwa abeenyigira mu kunoonyereza kwaffe. Bamalaaya abakazi, okusinziira ku bakozi b'omukutu abakyala baagala nnyo okukozesa ebidduka ebivugibwa abakozi b'omukutu abaami okwewala ebighambo okuva ku bakyala. Ba kasitoma abakyala abamu nabo baagala nnyo okukozesa abakozi b'omukutu abaami naddala nga ssi beetegefu kusasula nsimbi mu mpeke, nga bano baloozoza nti basobola okusasula nga bakozeza emibiri gyabwe oba nti abakyala basobola okubeera abeekisa gye bali. Na bwe Kityo, ekyo kireetera ba kasitoma abakyala okwettanira abakozi b'omukutu abaami. Ba kasitoma abakyala, era abatali beteefuteefu kusasula ssente zonna mu bujjuvu oba okugulirira abakyala abavuzi. Abakozi abakyala aboogerwako ng'abalina omukisa ogutali gwa bw'enkanya bannaabwe abaami gwe baafuna ku lwabwe.

Okubeera omukozi w'omukutu omukyala, kitegeeza kufuna ba kasitoma batono, olw'ensonga ez'ekuusa ku buwangwa ezirimu kyekubiira, obutasobola kukolera mu biseera eby'okusomooza, kyokka ng'ate bye biseera ebisinga okukolerwamu ensimbi; ate n'obutasobola kutambuza mirimu gya mukutu mu kiseera ng'okusomoozebwa kusinga ebibala.

Abakozi abasinga be twayogera nabo baatugamba nti okuloopa ensonga ku mukutu tekiyamba kubanga, tewali kikolebwa kyonna. Abamu baanokolayo nti abasaabaze bwe bagaana okusasula oluvannyuma lw'omulimu okuggwa waliwo ekiseera lwe baaloozanga ku mukutu era ne basasulwa, wabula ekkubo lino lyaggyibwawo. N'olwekyo, obuvunaanyizibwa bw'okwekuuma kati kwasigala ku muntu ssekinnoomu.

Abakozi abasinga abakyala be twayogera nabo baatutegeeza nti basobodde okutambula obulungi nga beewala okukola obudde bw'ekiro, okwasanguza ekifo we bali mu kiseera ekyo kyennyini n'abakozi abalala mu Whatsapp group, okubeera ne kalifuuwa wa kaamulali wamu n'okweyambisa eby'okulwanyisa okusobola okwetaasa nga ssipana n'emiggo. Omukozi omukyala omu yatugamba nti "Waliwo ekiseera lwe nasanga ababbi era nga nnina n'omukisa okukubira abantu okufuna okuyambibwa ng'ayita ku whatsapp, wabula tebaasobola kunziruukirira mu budde".

Omukyala omulala yagama nti:

“Olumu okuba ku kitebe bakuyambe, wabula ne bakugamba nti ofiisi nzigale, ng’ate okyayinza okuba ng’ogudde mu babbi. Mukwano gwange yagenda n’anona kasitoma omukyala.... mukwano gwange yatega endabirwamu y’omumaaso okusobola okulaba omutto omuntu gw’atwala ky’akola. Wabula kasitoma yabaka omusipi gwa driver gwe yali yeesibye era n’atandika okumutuga. Ekirungi mukwano gwange yalina ssipaana okugyekuumisa mu budde bw’ekiro. Yaggyayo sipaana eyamuli n’agikuba gwe yali atwala ng’agezaako okumutuga. Omubbi teyalina kyakukola wabula n’asalawo n’adduka”.

Okusomooza okulala abakyala kwe baatugamba ku ba kasitoma abakyala, kwe kuyita mu bikolwa ebisendasenda omugoba okumutangira okubalwanyisa. Bino byonna n’okutiisibwatiisibwa okutuusibwako obulabe, biwalirizza abakozi b’omukutu abakyala okusuulawo emirimu.

Eby’ogerwa abakyala bano era byoleka obunkenke wakati wa tweekisize, eby’okwerinda, n’obukuumi. Twala eky’okulabirako, abavuga ebidduka bonna batandise okuteeka camera mu mmotoka zaabwe bafune obujulizi nga baloopa effujjo eribakolebwako. Wabula Camera tezigaana kintu kyonna kugwawo, naye era abagoba abakyala bazitwala ng’obukuumi. Ekirala, okulondoola okwo kwoleka obujulizi obw’ekika ekyawaggulu obwetaagisa okwoleka omusango gw’effujjo era nga kiteeka mu katyabaga eri abagoba abatasobola kukwata ku katambi ak’ebyo ebibaguddeko. Ebyo ng’obitadde ku bbali, enkola eno egendera esasaana era nga ne gye buvuddeko Uber nayo kati esaba abagoba baayo okutandika okugikozesa. Wabula tekimanyiddwa oba nga be bagenda okuzisasulira.⁹

Okutiisibwatiisibwa abakozi kwe bateekeddwa okulondoola kuteeketeke era nga kwetaaga okukolwako nga bayita mu nkola etunuulidde ekikula ky’abakozi. Ekirala, kirina okujjukirwa nti ba kasitoma bonna abatuusibwako bino, bonna baagala era beesiba ku bakozi ba mukutu abakyala. Abakozi bano basuulawo emirimu gy’omukutu olw’effujjo erisinga okutunuulira ekikula kyabwe, okulumbibwa n’okusosolwa. N’olwekyo obusobozi bwa ba kasitoma okweyambisa empeereza zino kuleemeseddwa.

Okutwalira awamu, emirimu gy’abakozi abakyala ku mukutu mu Uganda gya bulabe nnyo olw’enkola zonna ezitali nunnamu. Nga zino zazimbibwa nga beesigamye ku ffujjo eritunuulidde ekikula, okulengezza wamu n’okuziŋŋamya eby’enfuna. Obutakola ku kusomoozebwa eri obukuumi bw’abakyala nga bayita mu mateeka agabatwala n’enkola ezibangibwawo, emikutu giba ng’egikkiriza n’okuliikiriza ebikolwa bino eby’effujjo.

Enkola z'okuleetawo enkyukakyuka

Endwooza ya Fairwork ey'okuleetawo enkyukakyuka yeesigaamiziddwa ku ndwooza y'abantu ng'esibuka mu kutegeera n'okumanya. Bwe baba n'amakubo g'ebyenfuna amalala kwe basobola okulonda, abakozesa emikutu gino bangi bajja kwesamba empeereza y'emikutu. Ensengeka yaffe ey'omwaka ewa abeeyambisa enkola zino amaanyi okulondawo emikutu egifunye obubonero obungi mu kitongole ekyo, olwo ne kireetawo akazito ku mikutu okwongera okulongoosa mu mbeera abakozi mwe bakolera wamu n'obubonero bwe bafunye. Mu buwufu buno, tutambulira ku bumu bw'abaganyulwa mu mikutu gino n'abakozi, mu lutalo lw'okussaawo embeera ennungi mwe bakolera. Ng'oggyeeko enkola eziriwo kasitoma kw'alonda, okusengeka kwaffe kusobola okuyamba mu kugula, okusiga ensimbi n'amateeka agaleetawo enkolagana mu bitongole ebinene. Kino kisobola okukola ng'ekyokulabirako eri amatendekero n'amakampuni amalala okulaba nga gawagira eky'okussaawo enkola enunjamu eri abakozi.

Eno ye nsengeka ya Fairwork esoose ey'omwaka mu Uganda era gye buvuddeko twazuula embeera y'enfuna y'emikutu mu ggwanga okubeera ku mwanjo mu kulwana okuleetawo enkyukakyuka mu mbeera abakozi mwe bakolera. Tusuubira nti mu myaka egijja, okunoonyereza kwaffe kujja kusobozesa okubangawo enkolagana enkyukakyuka eno okusobola okubaawo. Mu buwufu buno tulaba amakubo ana agasobola okuleetawo enkyukakyuka (Figure 2).

Enkola yaffe esooka era ennambulukufu okusobola okulongoosa embeera abakozi mwe bakolera naddala mu bakozi b'emikutu ku mutimbagano kwe kukwatagana n'emikutu gyonna egikolera mu Uganda. Emikutu mingi egimanyi ku kunoonyereza kwaffe, era nga baagala okulongoosa empeereza yaabwe. Okugeza, twasisinkana butereevu ne Glovo, safe boda ne Delivery Yo okukubaganya ebirowoozo ku nkyukakyuka ezisoboka ku nkola zaabwe, ekyandibayambye okunyweza n'okubayamba okulinyisa ku nsengeka yaabwe.

Figure 2: Amakubo g'enkyukakyuka



Eky'okubiri, abaganyulwa mu mikutu gino basobola okweyambisa ensengeka yaffe mu Uganda n'ewalala, okukola okusalawo okulungi ku mukutu ki ogusaanidde eri abakozi era mukutu ki ogusaanidde okweyambisibwa.

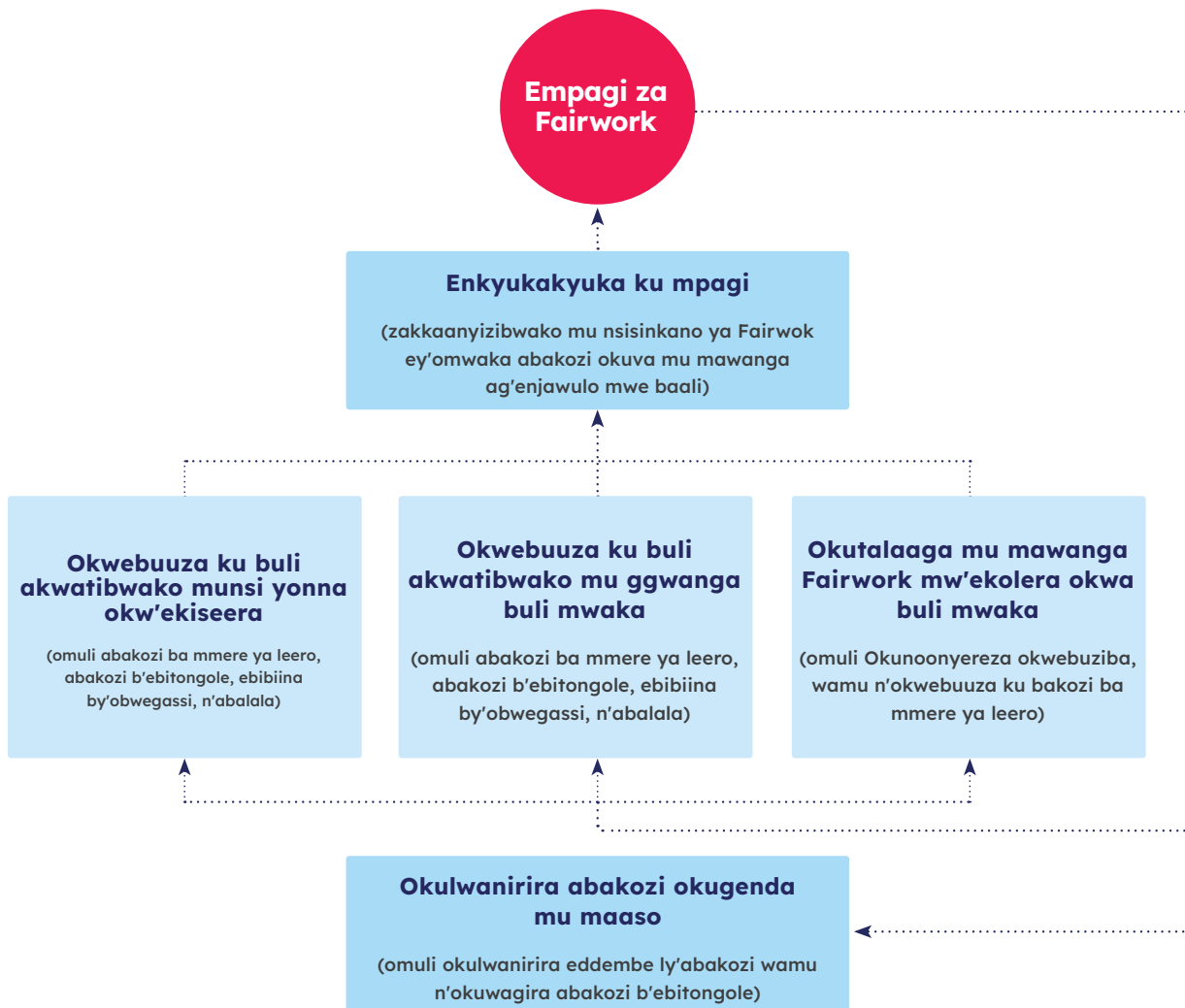
Era twatuukirira abakozi b'amateeka ne Gavumenti okulwanirira okwongerera okussaawo amateeka agasaanidde agawa obukuumi eri abakozi b'emikutu bonna nga tufudde ku ngeri gye basengekeddwaamu. Akiikirira Ministry y'ekikula ky'abantu, abakozi n'enkulaakulana yali mu nsisinkano yaffe. Baalaga obuvunaanyizibwa bwa Ministry mu kugezaako okubangawo enkola y'emirimu ennungi egobererwa mu ggwanga, nga batunuulidde ensonga nnya ez'enkizo.

1. Okutumbula emirimu pulojekiti.
2. Okutumbula eddembe ly'obwebange ku mirimu.

3. Okuwa abantu obukuumi.
4. Okutumbula enteesegeganya.

Ekisembayo ate nga kikulu, abakozi n'ebitongole byabwe basaale mu nteekateeka ya Fairwork. Empagi zaffe zibangiddwaawo era nga zongera okutereezebwa nga tuyita mu kwogerezeganya n'abakozi wamu n'ababakiikirira. (Figure 3). Okunoonyereza kwe twafuna gattako bye twaggya mu nsisinkano, n'okukola okwebuuzza omuli n'abakozi, kyatuyamba engeri empagi za Fairwork gye zaggya zeeyubulamu nga tetuvudde ku mulamwa gw'ebiyetaago byagyo. Tutegeese ensisinkano nnyingi okwogeera n'abakozi mu Uganda okuli n'okusisinkana ebiwayi by'abantu abatali bamu n'abakozi b'emikutuabakyala musanvu wamu n'okutegeka emikola mwe tuyita okuwanjuna amagezi, nga wano abakozi 18 baasobola okuyiga mu bulambulukufu ku ddembe lyabwe ku mirimu gya mmere ya leero, n'okumanya kuno ne twongerera okuwaanyisiganya ne bannaabwe.

Figure 3: Empagi za Fairwork. Enkola y'okulambika abakozi antakera



Tewali kitasoboka ku mbeera embi abantu mwe bakolera mu by'enfuna by'omukutu. Ng'oggyeeko okwemulugunya kwabwe, emikutu girina obuyinza bungu ku kika ky'emirimu gye baddukanya. Abakozi abafuna emirimu nga bayita ku mikutu, era bakyali bakozi, era nga tewali nsonga gy'oyinza kwesigama okubaggyako eddembe lyabwe n'obukuumi nti bannaabwe abali mu mirimu emitongole lye bamaze akaseera nga balyeyagaliramu. Okusengeka kwaffe kulaga nti eby'enfuna by'omukutu nga bwe tubimanyi olwaleero kubanga bigwa mu biti eby'enjawulo ng'emikutu egimu egyoleka engeri bwe gifa ennyo ku by'etaago by'abakozi okukira emirala. Kino kitegeeza nti tetulina kukkiriza kusasulwa busente butono, embeera mwe bakolera embi, obutali bw'enkanya obutabaawo kibiina bagatta n'eddobozi ng'ennono. Tusubira nti omulimu gwaffe – eky'okwoleka obuwonvu n'ensozi mu by'enfuna by'emikutu – kissaawo ekifaananyi ku kiki ekikyayinza okuvaamu.



Emre Topdimer / Shutterstock

Obw'eyamu bwa Fairwork

Ng'ekitundu mu nteekateeka eno ey'okuleetawo enkyukakyuka, tuleese obweyamu bwa Fairwork. Obweyamo buno butambulira ku maanyi g'ekitongole mu kugula, okusiga ensimbi n'amateeka mu nkolagana okusobola okuleekawo obwenkanya mu mirimu gy'omukutu. Ebitongole nga Yunivaasite, amasomero, bannabyanfunu, wamu n'ebitongole by'obwannakyewa abeeyambisa abakozi b'emikutu gino bisobola okuleetawo enjawulo nga balambikibwa empagi zaffe ettaano eza Fairwork. Abantu abassa omukono ku bweyamo bwaffe bassa akabonero kaffe ku bintu bya kkampuni.

Obweyamo bwaffe bugwa mu biti biri. Asooka ye muwagizi wa Fairwork omutongole, ono y'alaga mu lwatu obuwigizi bw'okuleetawo obw'enkanya mu mirimu gy'omukutu n'okulaba ng'abakozi baba n'ebikozesebwa wamu n'okuyamba ba member mu kusalawo ku mukutu gwe baagala okukolagana nagwo. Omutendera gw'obweyamu ogw'okubiri mulimu ebitongole ebyeyama okunyweza enkyukakyuka ez'amakulu mu nkola zaabyo nga banywanyi ba Fairwork abatongole gamba nga; okweyama okukozesa emikutu egiweereddwa obubonero obungi bwe waliwo okulondako.

Okumanya ebisingawo ku bw'eyamu wamu n'engeri y'okwewandiisaamu esangibwa ku fair.work/pledge.

**OKUMANYA EBIRINGAWO KU
KWEYAMA N'OKWEWANDIISA,
OSOBOLA OKUBISANGA KU
KIBANJA KY'OMUTIMBAGANO
KINO**

FAIR.WORK/PLEDGE



Fairwork gy'egabamu obubonero

Kampuni ki etambulira mu mpagi za Fairwork?

Ekitongole ky'abakozi muni yonna (ILO) kinyonnyola “digital labour platform” nga enteekateeka ekwanaganya n'okusobozesa empanyisiganya y'obukozi wakati w'abakozesa ab'enjawulo gamba nga mu mirimu egy'enjawulo, abakozi n'abaganyulwa mu mpeereza.⁹ Muno muzingiramu obutale bw'abakozi ku mutimbagano nga wano kkampuni essaawo omulimu, eby'etaago olwo emikutu ne gibigatta n'akatale k'abakozi muni yonna abasobola okukola omulimu ogwo mu budde obugere.¹⁰ Obutale obutakkiriza kuwaanyisiganya bakozi gamba nga Airbnb (bano bakwanaganya banannyini bisulo n'abo abaagala okubipangisa ekiseera ekimpi) ne eBay bano bakwanaganya abaguzi n'abatunzi b'ebintu) nga bano tewali kuwannaanya tebasibwa mu nyinyonnyola. Nyinyonnyola ya ILO ku mikutu gy'abakozi ku mitimbagano ekkirizibwa buli, wamu omuli n'emisono gya business egy'enjawulo.¹¹

Okunonyereza kwa Fairwork kuzingiramu abakozi b'emikutu gy'omutimbagano egigwa mu nyinyonnyola eruubirira okuyunga empeereza y'abantu ssekinnoomu n'abakozesa empeereza nga basisinkanira ku mukutu. Okunonyereza kwa Fairwork tekuzingiramu mikutu egikwanaganya ensimbi ezisasulibwa ku mulimu wakati w'abantu n'abakozesa (ku mirimu gy'ebbanga eggwanvu oba ku kiseera ekigere).

Fairwork eyawula wakati w'ebika by'emikutu ebiri. Ekisooka, gye mikutu egiri mu kifo ekimanyiddwa. Wano omulimu guba gwetaagisa okukolerwa mu kifo ekimanyiddwa gamba nga okutuusaayo emmere okuva mu Restaurant okudda ku kizimbe ekimu, okutambuza Omuntu okuva mu kitundu ky'ekibuga ekimu okudda ewalala oba okulongoosa. Ebiseera ebisinga, emikutu gino batera kugiyita gya mmere ya leero. Eky'okubiri gye mikutu egibaamu emirimu gy'ekipooli. Wano omulimu gusobola okukolerwa mu kifo kyonna ng'oyita ku mutimbagano.

Kaweefube w'okutuukiriza buli mpagi wanjawulo ku mikutu egisinziira ku kitundu n'egye Kipooli kubanga, emikutu egitunuulira emirimu okusinziira ku kifo gisobolola okusinziirwako ng'ogeraageranya ku nsonga ezisalawo ku katale k'omukitundu, okusomoozebwa, wamu n'amateeka agakozesebwa mu ggwanga eryo. So ng'ate emikutu egitunuulira ekipooli tegisobola kubanga (mu nkula yaagyo) emirimu gisobola okukolerwa wonna ekitegeeza nti obutale obw'enjawulobulina eby'etaaga eby'enjawulo, okusomoozebwa ate n'amateeka agagobererwa gakozezebwa okusinziira ku wa omulimu gye gukoledwa.

Emikutu gino egitunuuliddwa mu kunoonyereza kwa Fairwok girina emirimu egy'enjawulo, enfuna, n'enfuga ey'enjawulo omuli egitunuulira oomulimu, okusigira, olukusa, okusasulwa okusinziira ku ky'okoze, okukolera mu biseera, okusasulira. Enkola zino ezimu zetaagisa emikutu okusasula abakozi butereevu (omuzingiramu n'abasingire).

Enkola y'okuwa obubonero ekola etya?

Empagi za Fairwork ettaano zagunjibwawo oluvannyuma lw'okusengejja ebiwandiiko ebyava mu kunoonyereza ku mutindo gw'omulimu, ensisinkano ya buli akwatibwako ku UNCTAD ne ku ILO mu Geneva (nga mw'otwalidde n'abaddukanya emikutu, abakozi b'amateeka, ebibiina ebigatta abakozi ne bannabyanjigiriza) ne mu nsisinkano mu ggwanga na buli akwatibwako mu kitundu.

Buli mpagi ya Fairwork egabanyizibwamu ebitundu bibiri. Ku buli mpagi enkola ekozesebwa okugaba obubonero ekkiriza asooka okuweebwa obubonero okusenziira ku kisooka wanu n'okugattibwako akabonero akookubiri okusenziira ku kitundu eky'okubiri (Laba Table 1) akabonero akookubiri ku

buli mpagi esobola okuweebwa oluvannyuma lw'akabonero akasooka ku mpagi emaze okuweebwa. Ekitundu ekyo kirambika obujulizi obwetaagisa omukutu ogwo okusobola okufuna akabonero. Bwe watabaawo bujulizi busobola kukakasa, okusobola okutuukiriza ekitundu ekyo, omukutu teguweebwa kabonero ako.

N'olwekyo omukutu gusobola okukukumba obubonero bwonna e kkumi. Obubonero bwa Fairwork buzzibwa buggya buli mwaka. Obubonero obuli mu alipoota eno bwaggyibwa mu kunoonyereza okwakolebwa wakati w'omwezi gwa September 2022 ne August 2023.

Table 1 Fairwork: Engaba y'obubonero

Empagi	Akabonero akasooka	Akabonero akookubiri	Omugatte
 Empagi 1 Ensasula egwanidde	 <p>Okulaba ng'abakozi waakiri bafuna omusaala ogutandikirwako omutongole, oluvannyuma lw'okwawulako ensimbi ze bakozeza ku mirimu egy'ekuuza ku mulimu gwabwe.</p>	 <p>Okulaba ng'abakozi bafuna ensimbi waakiri ezisobola okubabeezaawo oluvannyuma lw'okwawulako ensasaanya ey'ekuusa ku mulimu.</p>	 2
 Empagi 2 Embeera mw'okolera ennungi	 <p>Okuziyiza okusomoozebwa okw'enjawulo okw'ekuusa ku mulimu.</p>	 <p>Okussaawo ebiziyiza oba obukuumi.</p>	 2
 Empagi 3 Endagaano y'omulimu ennungi	 <p>Okussaawo enkola n'obukwakkulizo ebitegeerekeka era nga bw'erufu.</p>	 <p>Okulaba ng'abakozi tebakakaatibwako ndagaano erimu enkola ezitali za bw'enkanya.</p>	 2
 Empagi 4 Okussaawo obw'enkanya ku ngeri ebintu gye bikwatibwamu	 <p>Okulaba nga wabaawo enkola ennambulukufu obulungi ku biteeso ebinyigiriza abakozi.</p>	 <p>Okussaawo obw'enkanya mu ngeri ebintu gye bikwatibwamu</p>	 2
 Empagi 5 Okukiikirirwa obulungi	 <p>Okulaba ng'abakozi beegattira mu bibiina bye beesimidde wamu n'okulaba nga baba n'eddoboosi erya wamu.</p>	 <p>Okuwagira obukulembeze bwa ddimookulaasiya.</p>	 2

Obubonero obusembayo Fairwork bw'esobola okugaba.



Empagi esooka: Ensasula egwanidde

1.1 – Egezaako okulaba ng’abakozi waakiri bafuna omusaala ogw’essalira ogusookerwako oluvannyuma lw’okuggyako ensasaanya ku bintu eby’ekuusa ku mulimu (akabonero kamu)

Abakozi b’omukutu ebiseera ebisinga balina omuwendo gwebasasulira nga gw’ekuusa ku mulimu gamba ng’entambula wakati ku mulimu, ebikozesebwa, oba amafuta, Yinsuwa, wamu n’okuddaabiriza emmotoka.¹² Ensasaanya y’abakozi ebiseera ebimu kitegeeza nti omusaala gw’ofuna gukyayinza okuba nga guli wansi w’omusaala ogw’essalira.¹³ Abakozi era bafuna ensimbi ez’okukola emirimu ng’obudde obumanyiddwa buweddeyo, bwe bamala obudde nga balindirira oba nga bataambula okuva ku mulimu ogumu okudda ku mulala oba emirimu emirala egitasasulirwa kyokka nga zankizo ku mirimu gyabwe emitongole, gamba nga okutendekebwa okw’obuwaze.¹⁴ Okusobola okufuna akabonero kano, emikutu girina okulaba nti ensasaanya ku mirimu egy’ekuusa ku mulimu emitongole, tewaliriza bakozi kufuna musaala kukka wansi wa musaala gwa ssalira omutongole.

Omukutu gulina okukola kyonna ekisoboka okulaba nga bino wammanga bituukirira:

- Omusaala gulina okusasulwa mu budde ate mu bujjuvu.
- Abakozi nga waakiri bafuna omusaala ogw’essalira ogutandikirwako, oba omusaala ogusaliddwaawo enteesegeya eya wamu (oguli waggulu) mu kifo we bakolera mu budde obutongole oluvannyuma lw’okuggyako ensasaanya.¹⁵

1.2 – Okulaba nga waakiri abakozi bafuna omusaala ogusobola okubabeezaawo oluvannyuma lw’okwawulako ensasaanya (ayongerwako akabonero)

Mu bifo ebimu, omusaala ogw’essalira tegumala kusobozesa bakoze okwetusaako eby’etaago ebisookerwako mu bulamu naye nga bulungi. Okufuna akabonero kano, emikutu girina okulaba ng’ensasaanya essibwa ku mirimu egy’ekuusa ku mulimu omutongole tesindiikiriza bakozi kufuna nsimbi ezikka wansi w’omusaala ogw’essalira mu ggwanga mw’oli.

Omukutu gukola kyonna ekisoboka okulaba nga bino wammanga bibaawo:

- Abakozi waakiri bafuna omusaala ogubasobozesa okwetusaako eby’etaago oba ogwakkiriziganyizibwako mu ntegeeragana, mu kifo gye bakolera mu budde obwabwe obutongole oluvannyuma lw’okusalako ensasaanya.^{16,17}

Empagi 2: Embeera mwokolera ennungi

2.1 – Okukendeeza ku kusomoozebwa okutuuka ku bakozi ku mirimu (Akabonero kamu)

Abakozi b’emikutu basobola okufuna okusomoozebwa kungi wakati nga bakola emirimu gyabwe omuli: obubenje n’ebisago, ebikozesebwa eby’obulabe, okuzzibwako emisango n’okutulugunyizibwa. Okufuna akabonero kano, omukutu gulina okulaga nti okusomoozebwa kuno bakumanyiiko era nti balina amakubo ge bakutte okubikolako.

Omukutu gulina okukola bino:

- Ebyuma ebisaanidde n’okutendekebwa kubaweebwa okusobola okunyeza obukuumi bw’abakozi okuva ku bizibu ebimanyiddwa.¹⁸ Bino birina okukolebwa nga tewali nsimbi zonna zisasulibwa mukozi.
- Omukutu gukola ku bulabe bw’omuntu ssekinnoomu nga bawo obuyambi obusaanidde n’okubangawo enkola eziwa obukuumi ku mulimu n’embeera ezimatiza mu bwongo.

2.2 – Okulaba ng’embeera abakozi mwe bakolera nnungi era nga waliwo ebiziyiza. (kino kiwongeza akabonero)

Abakozi b’omukutu bakyayinza okuba mu katiyabaga k’okufiirwa ensimbi zaabwe embagirawo nga kiva ku bintu ebitalengererwawo oba ebizibu bye batalinaako buyinza okuva ebbali gamba ng’obulwadde, oba ebisago. Amawanga agasinga gaba n’ebiziyiza okutangira abakozi b’ago obubenje one batagwa mu bwavu obw’embagirawo okuva ku bintu bye batalinaako buyinza. Wabula, abakozi b’emikutu ebiseera ebisinga tebalina bukuumi ku bintu ng’okuweebwa ssente z’okwejjanjaba olw’okuba nti endagaano eyamuwa omulimu tekyogerako. Olw’okuba nti abakozi abasinga batunuulidde musaala okuva ku mirimu gy’omukutu, omukutu gulina okulaba nga guliwirira abakozi olw’ebizibu bye bayiseemu ku mulimu. Era emikutu girina okulaba nga gikendeeza ku kusomoozebwa kuno gamba ng’obulwadde n’ebisago ne bwe kiba ng’ebintu byonna ebisookerwako bikoledwa.

Omukutu gulina okutuukiriza bino byonna wammanga:

- Omukutu gusitukiramu okulaba ng’abakozi tebafiirwa nsimbi zaabwe okuva ku bubenje, ebisago oba endwadde ezeukuusa ku mulimu.
- Abakozi bateekeddwa okuliyirira olw’okufiirwa ensimbi olw’okulemererwa okukola ekituukana n’omusaala ogw’essalira mu myezi esatu egiyise.
- Singa abakozi baba tebasobola kukola mu kiseera ekyongezeddwaayo oluvannyuma lw’obuzibu obutaalengererwawo bwe baafuna, tebasaaanye kufiirwa bifo byaabwe ku mulimu.

- Emikutu gikwasisa emateeka oba enneeyisa eziwa abakozi obukuumi okuva ku kusomoozebwa kwonna kwe basanga nga bali ku mirimu.¹⁹ Okusingira ddala, emikutu girina okulaba ng'omusaala tegusaulwa mu ngeri nti ate ensimbi zebafuna ate teztwalibwa kusomoozebwa kubatuukako.

Empagi 3: Endagaano ezisaanidde

3.1 – Okuwa enkola n'obukwakkulizo ebitegeerekeka obulungi (akabonero kamu)

Enkola n'obukwakkulizo ebifuga emirimu gy'omukutu bitegeerekeka bulungi era nga buli mukozi abimanyi.²⁰ Okusobola okufuna akabonero kano, omukutu gulina okulaga nti abakozi bategeera, wamu n'okukkaanya n'obukwakkulizo bw'omulimu gwabwe ekiseera kyonna, era nga ne gye beekubira enduulu singa wabaawo okumenya obukwakkulizo obwo.

Omukutu gulina okutuukiriza bino:

- Awa endagaano abakozi ateeddwa okumanyika mu ndagaano, era nga bikwatagana n'amateeka agaliwo abakozi mwe bakolera.
- Enkola n'obukwakkulizo mu ndagaano nga bitegeerekeka bulungi mu lulimi buli mukozi lw'ategeera.
- Abakozi balina okussa omukono ku ndagaano oba okuwa obukakafa okwasinziirwa okukkaanya ku nkola n'obukwakkulizo oluvannyuma lw'okweyunga ku mukutu.
- Okulaba nga buli mukozi asobola okufuna enkola n'obukwakkulizo ebiri mu ndagaano ku lupapula, oba okuyita ku App/ oba enkola ekozesebwa ekiseera kyonna.
- Endagaano obutabaamu buwaayiro obuggyawo enkola y'amateeka mu mawanga ag'enjawulo.
- Omukutu gutwala obuvunaanyizibwa okukuuma ebiwandiiiko butiribiri era n'engeri gye bikuumibwamu era nga kino kirambikiddwa mu kiwandiiiko ekitongole.

3.2 – Okulaba nga tewali nkola enyigiriza bakozi mu ndagaano ebakakaatibwako (akabonero ak'ennyongeza)

Mu nsonga ezimu, okusingira ddala eziri mu nsengeka ya contractor eyeetengeredde, abakozi beetikka okusomoozebwa okutenkanankana nga bayita mu ndagaano n'abo abafuna empeereza. Bakyayinza okuvunaanibwa olw'obulemu okuva ku mirimu gyabwe, nga basobola okutangirwa obuwaayiro obutali bw'enkanya nga bagezaako okwekubira enduulu olw'obutakkaanya obuliwo. Okusobola okufuna akabonero kano, omukutu gulina okulaga obuzibu n'okufiirizibwa wakati mu kukola emirimu, bigabanyizibwa kyenkanyi.

Nga tofudde ku ndagaano y'omukozi nga bw'eyimiridde, omukutu gulina okutuukiriza bino wammanga:

- Buli mukozi ategezebwa ku nkyukakyuka mu lulimi olusingayo okutegeerekeka mu kiseera ekimala ng'enkyukakyuka ezo tezinatandika kukola. Ate endagaano eno terina kuba ng'ekendeza bibala ebibadde mu ndagaano enkadde wamu n'ebyo abakozi bye babadde beenyumirizaamu.
- Enkola n'obukwakkulizo ku buwaayiro nga buyingiza obuwaayiro obuggyamu okufiirizibwa olw'okwesuilirayo ogwa naggamba oba okwejeereza omukutu mu ngeri etegeerekeka bulungi olw'empera abakozi mwe bakolera. Omukutu gussaawo enkola okulaba nti endagaano tebaamu buwaayiro obuziyiza abakozi okwekubira enduulu ku lw'obutakkaanya obwekuusa ku nkolagana ku mulimu.
- Singa abakozi b'omukutu bakwananyizibwa abasigire: omukutu gussa mu nkola, enteekateeka eyeesigika okulondoola n'okulaba ng'omusigire akola ebyo ebimusubirwamu ate ku mutindo gw'ennyini ku nsonga y'embeera abakozi mwe bakolera.
- Mu mbeera nga waliwo okukyukakyuka kw'emwendo ku mpeereza eyeeyambisibwa, obubaka obukunjaanyizibwa n'ebibalo by'eyambisibwa okusobola okusasula, bitekeddwa okuba ebitangaavu era ne bissibwa mu buwandiike mu ffoomu eweebwa abakozi.

Empagi 4: Enkwata y'ebintu ennungi

4.1 – Okussaawo enkola ennungi eri okusalawo okukosa abakozi (akabonero kamu)

Abakozi b'omukutu busobola okuyimirizibwa okwembagirawo, okugaanibwa okwegatta ku mukutu ewatali kunyonnyolwa kwonna, wamu n'okufiirizibwa eby'enfuna yaabwe. Abakozi bakyayinza okussibwa ku bibonerezo ebirala oba okubonerezebwa nga teweebuuzizza ku akozesa mpeereza oba omukutu okuwakanya oba okujulira bwe balaba nga tewali bw'enkanya. Okusobola okufuna akabonero kano, emikutu girina okulaga enkola ewa abakozi omwagaanya okujulira ku bibonerezo ebibaweereddwa.

Omukutu gulina okutuukiriza bino byonna:

- Waliwo oluggi oluggule abakozi mwe bayita okuwuliziganya n'akiikirira omukutu era n'okugonjoola bulungi ekizibu. Ekkubo lino lirina okubeera eppandiike mu ndagaano ate ng'eri ne ku mukutu we bagirabira. Omukutu gulina okwanukula abakozi mu kiseera ekisaanidde. Nga waliwo enkola abakozi mwe bayita okujulira ku ngeri gye bayisibwamu amaaso, obutasasulwa, ebizibu mu kusasulwa, okuwummuzibwa n'ebibonerezo ebirala n'okubonerezebwa. Emitendera gino girina okuba mu ndagaano era nga giri ne ku mukutu buli omu w'agirabira.²¹

- Mu mbeera ng'owummuziddwa, enteekateeka y'okujulira eteekeddwa okubaawo eri abakozi abatakyalina we bayita kutuuka ku mukutu.
- Abakozi obutanyigirizibwa olw'okwogera ku bibasomooza oba okujulira olw'okubonerezebwa.

4.2 – Okussaawo obw'enkanya mu ngeri ebintu gye bikwatibwamu (akabonero akalala kaweebwa)

Emikutu egisinga obungi tegisosola biwayi by'abakozi ebitali bimu mu bakozi. Wabula, ate kikyayinza okwongera okusajjula embeera y'obutali bw'enkanya eriwo mu nkola yaabwe n'enkwata y'ebintu. Okugeza, waliwo okusola kungi okwesigamizibwa ku kikula ky'abantu wakati w'ebika by'emirimu ku mukutu. Okusobola okufuna akabonero kano, omukutu tegukoma kulaga nti balina enkola ezitangira obusosoze, wabula nti era balwana okulaba nga baggyawo emiziziko eri ebiwayi by'abantu abalina okusomoozebwa, wamu n'okutumbula eky'okutambulira ewamu.

Emikutu girina okutuukiriza bino:

- Omukutu okuba n'enkola erwanyisa obusosoze eyoleka emitendera gy'okuloopa, okutereza n'okubonereza eky'okusosola abakozi ku mukutu nga basinziira ku bintu nga: eggwanga, ensibuko, eddaala, obuwangwa, obutuuzze, obulemu, eddiini, endowooza, emyaka, oba ekintu kyonna ekirala.²²
- Omukutu nga gulina amakubo okusobola okutumbula okukolaganira awamu, obw'enkanya n'okwaniriza buli muntu ku mukutu. Kino kyetaagisa amakubo agasoboka okutumbula obw'enkanya mu kugabanya emikisa mu bakozi okuva mu biwayi by'abantu abalekeddwa ebbali, omuli n'okuweebwa ebisulo ebitegeerekeka eri abakyalina abazito, abaliko obulemu n'eddiini oba endowooza.
- Mu mbeera ng'abantu okuva mu biwayi by'abantu abamu abalekeddwa ebbali (ng'abakyalina) nga tebakiikiriddwa bulungi mu bw'esedde bw'abakozi, kiba kiruubirira okunokolayo n'okuggyawo emiziziko okusobola okutuukirira abantu okuva mu kiwayi ekyo.
- Amateeka bwe geeyambizibwa okusobola okufuna omulimu oba okusasulwa oba ekika ky'omulimu n'ensimbi ezisasulibwa abakozi abaagala okweyambisa omukutu, bino birina kuba bitangaavu era tebizaala butali bwenkanya eri abakozi abamanyiddwa okuva emabega oba mu kiseera kino ng'abalekeddwa ebbali.
- Kirina enkola okukendeeza obulemu eri abagukozesa okwawulamu abakozi okuva mu biwayi by'abantu abalekeddwa ebbali mu kufuna n'okukola emirimu.

Empagi 5: Okukiikirirwa obulungi

5.1 – Kireeta eddembe okukolagana n'abalala wamu n'okwoleka eddobozi ly'abakozi (akabonero kamu)

Okwetaba n'abalala ddembe lya nkizo eri abakozi bonna, era nga lirambikiddwa mu Ssemateeka w'ekibiina ekigatta abakozi muni yonna. Eddembe ly'abakozi okuteekateeka, okwoleka obumu bwabwe nga n'ekisinga obukulu, okuwulirizibwa kya makulu nnyo mu mbeera abakozi mwe bakolera. Wabula, ensimbi eziweebwa abakozi b'ekitongole zikyali wansi nnyo. Okusobola okufuna akabonero kano, emikutu girina okulaba ng'embeera abakozi mwe bakolera weeziri ng'akabonero okwoleka eddobozi ly'abakozi erya wamu.

Emikutu girina okutuukiriza bino:

- Okubaawo n'enkola empandiike²³ okusobola okwoleka eddobozi ly'abakozi erya wamu, nga tofudde ku kika kya mulimu, okwenyigira mu bikolebwa nga tewali kutya kwonna.
- Nga waliwo enkola ennujnamu mu buwandiike okwoleka okusiima n'okwogerezeganya, obumu, ekitongole ky'abakozi ekyetongode oba ekibiina ekigatta abakozi, nga kimanyiddwa abakozi bonna era nga buli mukozi asobola okukifuna.²⁴
- Eddembe ly'okukolagana n'abalala ewatali kukugirwa, era ng'abakozi tebanigirizibwa mu ngeri yonna olw'okulaga okwemulugunya kwabwe, kye bandyagadde n'ebiyetaaga byabwe eri omukutu oba okulaga obwagazi okutondawo ebibiina ebibagattira awamu bibakiikirire.²⁵

5.2 – Okuwagira obukulembeze obw'enkanya (akabonero akalala kamu)

Newankubadde emisaala mu bitongole gikyali wansi, ebibiina by'abakozi b'emikutu bigenda bitutunukayo mu bitongole bingi n'amawanga. Era tugenda tulaba ebibinna by'obwegassi eby'abakozi b'emikutu egitondebwawo. Okusobola okufuna okukiikirirwa okulungi, abakozi bateekeddwa okuba n'eddobozi ku mbeera yaabwe mwe bakolera. Kino kisobola okuyitira mu nkola y'ebibiina by'obwegassi ebifugibwa ddimoookulaasiya, ekibiina ekimanyiddwa obulungi mu mateeka, oba okuba n'obusobozi okufuna eddobozi ery'awamu n'omukutu.

Omukutu gulina okutuukiriza waakiri ekimu ku bino:

1. Abakozi okuzannya ekifo eky'amaanyi mu kukukulembera.
2. Okubaawo n'ekiwandiiko ekiseera kyonna ku mukutu ekimanyiddwa mu lwatu era nga mu butongole kikkiriza ekibiina ky'abakozi ekibagattira awamu mu mateeka, akakiiko akalonde akatwala abakozi, oba ekibiina ekigatta abakozi. Kino tekirina kususolwa, enteekateeka y'amateeka ekkiriza, omukutu gulina okuwa ekitiibwa ekibiina kyonna ekigattira awamu abakozi ekinoonya okubakiikirira.²⁶

ENYINYONNYOLA

1 Rasmussen, Simon. 2019. "From boda boda rider to business empire; amazing story of SafeBoda". The Observer (Uganda). Retrieved August 13, 2023 (<https://observer.ug/businessnews/59751-from-boda-boda-rider-to-business-empire-amazing-story-of-safeboda>).

2 Collins, Tom. "People would chase me: the taxi bike rider breaking Uganda's taboos". The Guardian. Retrieved August 13, 2023 (<https://www.theguardian.com/global-development/2022/mar/25/my-husband-refused-to-teach-me-the-taxi-bike-rider-breaking-ugandas-taboos>).

3 World Economics. 2020. "Uganda". Retrieved August 13, 2023 (<https://www.worldeconomics.com/Inequality/Gini-Coefficient/Uganda.aspx>).

4 Take Profit. 2022. "Uganda Unemployment Rate 2023 & Employment Data | Take-Profit.org". Retrieved August 13, 2023 (<https://take-profit.org/en/statistics/unemployment-rate/uganda/>).

5 Brian Angurini, Tom. 2021. "Covid Accelerates Growth of Uganda's Gig Economy". Monitor. Retrieved August 13, 2023 (<https://www.monitor.co.ug/uganda/business/finance/covid-accelerates-growth-of-uganda-s-gig-economy-3535338>).

6 Kebirungi, Harriet. 2021. "The socio-economic effects of Covid-19 pandemic on livelihoods on commercial Boda-boda Motorists in Uganda, 2021". Retrieved August 13, 2023 (<https://www.ajol.info/index.php/lwati/article/view/206262/194492>).

7 Brian Angurini, Tom. 2021. "Covid Accelerates Growth of Uganda's Gig Economy". Monitor. Retrieved August 13, 2023 (<https://www.monitor.co.ug/uganda/business/finance/covid-accelerates-growth-of-uganda-s-gig-economy-3535338>).

8 Uber. 2023. "Can I Use a Video Camera?". Retrieved August 13, 2023 (<https://help.uber.com/driving-and-delivering/article/can-i-use-a-video-camera?nodeId=efaad152-cbb6-45fe-9d7d-911842d21c8b>).

9 ILO (2021). "World Employment and Social Outlook: The role of digital labour platforms in transforming the world of work". Geneva: International Labour Organization. Retrieved August 13, 2023 (https://www.ilo.org/global/research/global-reports/weso/2021/WCMS_771749/lang-en/index.htm).

10 ILO (2021). "World Employment and Social Outlook: The role of digital labour platforms in transforming the world of work". Geneva: International Labour Organization. Retrieved August 13, 2023 (https://www.ilo.org/global/research/global-reports/weso/2021/WCMS_771749/lang-en/index.htm).

11 De Stefano, Valerio. 2016. "The rise of the 'just-in-time workforce': On-demand work, crowdwork and labour protection in the 'gig-economy'". Geneva: International Labour Organization. Retrieved July 31 (https://www.ilo.org/travail/info/publications/WCMS_443267/lang-en/index.htm).

12 Work-related costs include direct costs the worker may incur in performing the job. This may include, for instance, transport in between jobs, supplies, vehicle repair and maintenance, fuel, road tolls and vehicle insurance. However, it does not include transport to and from the job (unless in-between tasks) nor taxes, social security contributions or health insurance.

13 The ILO defines minimum wage as the "minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract". Minimum wage laws protect workers from unduly low pay and help them attain a minimum standard of living. The ILO's Minimum Wage Fixing Convention, 1970 C135 sets the conditions and requirements of establishing minimum wages

and calls upon all ratifying countries to act in accordance. Minimum wage laws exist in more than 90 per cent of the ILO member states.

14 Work-related costs include direct costs the worker may incur in performing the job. This may include, for instance, transport in between jobs, supplies, vehicle repair and maintenance, fuel, road tolls and vehicle insurance. However, it does not include transport to and from the job (unless in-between tasks) nor taxes, social security contributions or health insurance.

15 In addition to direct working hours where workers are completing tasks, workers also spend time performing unpaid activities necessary for their work, such as waiting for delivery orders at restaurants and travelling between jobs and undertaking mandatory training (i.e., training activities that must be completed for workers to continue accessing work on the platform). These indirect working hours are also considered part of active hours as workers are giving this time to the platform. Thus, 'active hours' are defined as including both direct and indirect working hours.

16 Where a living wage does not exist, Fairwork will use the Global Living Wage Coalition's Anker Methodology to estimate one.

17 In order to evidence this, where the platform is responsible for paying workers the platform must either: (a) have a documented policy that ensures the workers receive at least the local minimum wage after costs in their active hours; or (b) provide summary statistics of transaction and cost.

18 In order to evidence this, where the platform is responsible for paying workers the platform must either: (a) have a documented policy that ensures the workers receive at least the local living wage after costs in their active hours; or (b) provide summary statistics of transaction and cost data evidencing all workers earn a minimum wage after costs.

19 The ILO recognises health and safety at work as a fundamental right. Where the platform directly engages the worker, the starting point is the ILO's Occupational Safety and Health Convention, 1981 (C155). This stipulates that employers shall be required "so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health", and that "where necessary, adequate protective clothing and protective equipment [should be provided] to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects on health".

20 Workers should have the option of escalating grievances that have not been satisfactorily addressed and, in the case of automated decisions, should have the option of escalating it for human mediation.

21 The ILO's Maritime Labour Convention, 2006 (MLC 2006), Reg. 2.1, and the Domestic Workers Convention, 2011 (C189), Articles 7 and 15, serve as helpful guiding examples of adequate provisions in workers' terms and conditions, as well as worker access to those terms and conditions.

22 In accordance with the ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation and applicable national law.

23 A mechanism for the expression of collective worker voice will allow workers to participate in the setting of agendas so as to be able to table issues that most concern them. This mechanism can be in physical or virtual form (e.g. online meetings) and should involve meaningful interaction (e.g. not surveys). It should also allow for ALL workers to participate in regular meetings with the management.

24 For example, "[the platform] will support any effort by its workers to collectively organise or form a trade union. Collective bargaining through trade unions can often bring about more favourable working conditions".

25 See the ILO's Freedom of Association and Protection of the Right to Organise Convention, 1948 (C087), which stipulates that "workers and employers, without distinction, shall have the right to establish and join organisations of their own choosing without previous authorisation" (Article 2); "the public authorities shall refrain from any interference which would restrict the right or impede the lawful exercise thereof" (Article 3) and that "workers' and employers' organisations shall not be liable to be dissolved or suspended by administrative authority" (Article 4). Similarly the ILO's Right to Organise and Collective Bargaining Convention, 1949 (C098) protects the workers against acts of anti-union discrimination in respect of their employment, explaining that not joining a union or relinquishing trade union membership cannot be made a condition of employment or cause for dismissal. Out of the 185 ILO member states, currently 155 ratified C087 and 167 ratified C098.

26 If workers choose to seek representation from an independent collective body of workers or union that is not readily recognized by the platform, the platform should then be open to adopt multiple channels of representation, when the legal framework allows, or seek ways to implement workers' queries to its communication with the existing representative body.

Okwebaza n'okussaamu ensimbi

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Fairwork (2023) Fairwork Uganda Ratings 2023: A Need for Pro-worker Change. Oxford, United Kingdom; Berlin, Germany.

Please note that this report contains sections in common with other Fairwork reports, notably the Fairwork Framework, parts of the Impact and Next Steps section and the Appendix.

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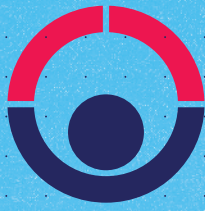
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