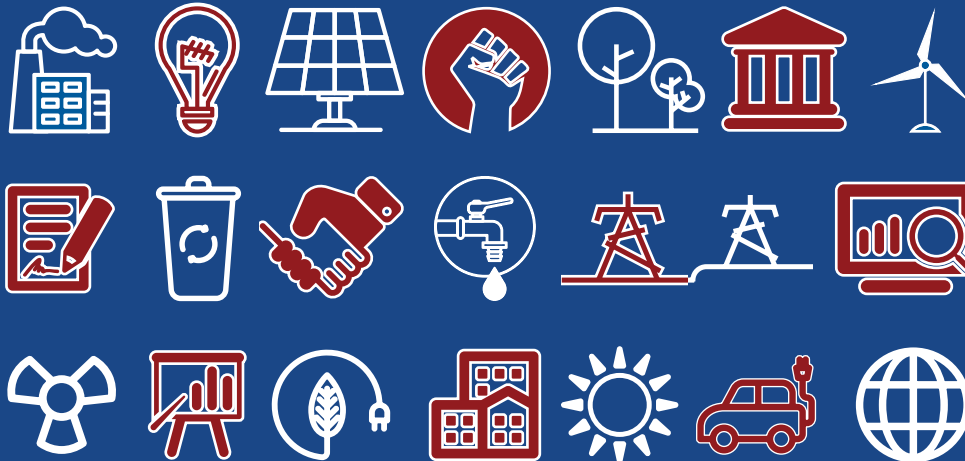


# INYANDIKO YEREKEYE INGAMBA ZO GUHANGANA N'IMIHINGAGURIKIRE Y'IKIRERE IGENEWE SENDIKA Z'ABAKOZI MURI AFURIKA



Interuro: Inyandiko yerekeye Ingamba zo Guhangana n’Imihindagurikire y’Ikirere Igenewe Sendika z’Abakozi muri Afurika

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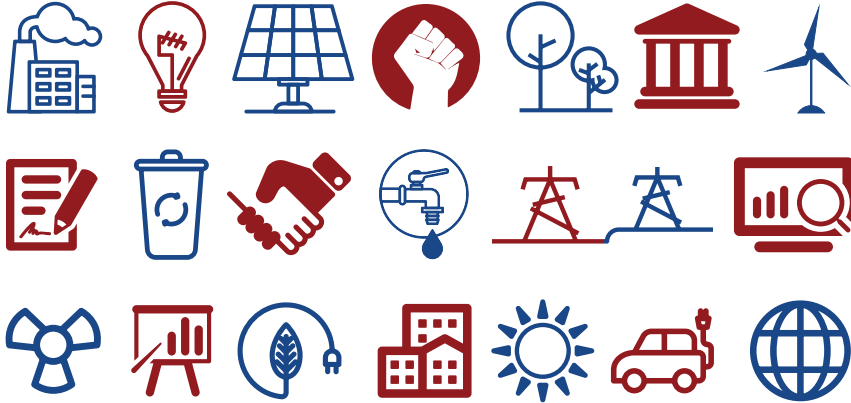
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Uwateguye iyi nyandiko n’uwayitangaje bakoze ibishoboka byose kugira ngo babone uruhushya kandi bemerewe gukoresha iyi nyandiko irengewe n’uburenganzira bw’umwanditsi. Ibibazo byose bishyikirizwa uwayitangaje. Ibitekerezo biri muri iyi nyandiko, ntibigaragaza byanze bikunze igitekerezo cy’uwayitangaje. Ikoreshwa ryose rigamije ubucuruzi bw’inyamdiko zatangajwe na Friedrich-Ebert-Stiftung (FES) rirabujijwe, igihe cyose FES itabyiyemereye mu nyandiko. Abazayisoma barashishikarizwa kandi kuyigaragaza mu zindi nyandiko cyangwa gukoporora ibikubiyemo bagamije kubitangaza ubwabo, igihe cyose batabikora ku nyungu z’ubucuruzi. Nk’ufite uburenganzira bw’umwanditsi, FES irasaba kubyemera no guhabwa copy y’ibitangazwa.

**INYANDIKO YEREKEYE INGAMBA ZO  
GUHANGANA N'IMIHINDAGURIKIRE Y'IKIRERE  
IGENEWE SENDIKA Z'ABAKOZI MURI AFURIKA**



# UMUSOGONGERO

Friedrich-Ebert-stiftung (FES-Rwanda) hamwe n'Urugaga rw'Amasendika y'abakozi mu Rwanda (CESTRAR), bishimiye gutangariza Abakozi igitabo gikubiyemo inyandiko y'impuzamasendika Mpuzamahanga muri Africa (ITUC-Africa), isobanura Ingamba zo Guhangana n'Imihindagurikire y'Ikirere, n'uruhare rwa Sendika z'abakozi muri Afurika. Iyi nyandiko yateguwe na Dr. Trywell Kalusopa na Bwana Nnimmo Bassey, igenewe Impuzamasendika Mpuzamahanga z'Abakozi muri Afrika (ITUC-Africa), ku nkunga y'Ihuriro Nyafurika ry'Ubushakashatsi ku Murimo (ALRN), hamwe n'Ikigo Nyafurika cy'Ubushakashatsi ku Murimo n'Uburezi (ALREI), izatangazwa n'ikigo giteza imbere uburenganzira bw'abakozi na Sendika zabo cya Friedrich-Ebert-Stiftung (FES).

Ese ni kuki Sendika zihamagariwe gufata iya mbere mu ngamba zo guhangana n'Imihindagurikire y'Ikirere? Isi iri mu bibazo bikomeye by'imihindagurikire y'Ikirere n'impinduka ku bidukikije, zigenda ziyongera bitewe n'ibikorwa bya muntu, mu nyito rusange twita umurimo. Umurimo niwo soko n'umusozi w'ibikorwa byangiza ibidukikije. Kubera iyo mpamvu, umukozi niwe ufite uruhare rukomeye mu kubonera ibisubizo ibibazo by'iyangirika ry'urusobe rw'ibidukikije. Akaba ariyo mpamvu, Impuzamasendika Mpuzamahanga z'Abakozi (ITUC-Africa) ishishikajwe no kumenya uko sendika z'abakozi muri Afurika zagize uruhare mu gutegura, gushyira mu bikorwa, gukurikirana no gusuzuma ibikorwa mu guhangana n'Imihindagurikire y'Ikirere. Ibikorwa bya muntu nibyo ntandaro yo kwangirika kw'ibidukikije, ibyo bikagira ingaruka ku mibereho ya muntu.



Dufashe urugero ku Rwanda, icyegeranyo cya Minisiteri ishinzwe ibikorwa by'ubutabazi, cyerekana ko bitewe n'imihindagurikire y'ikirere n'iyangirika ry'ibidukikije, mu mwaka umwe wa 2018, imyuzure yateje Leta y' u Rwanda, igihombo cya miliyari zisaga magana abiri z'amafaranga y'u Rwanda, ubaze gusa imitungo y'imiryango yasenye n'imyuzure; n'imyaka yangirikiye mu mirima. Iki gihombo kikaba kingana na 9 % by'umusaruro mbumbe w'igihugu.

Dushingiye kuri uru rugero, Sendika zagira uruhe ruhare mu gutegura, gushyira mu bikorwa, gukurikirana no gusuzuma ibikorwa mu ngamba zo guhangana n'ibiza harimo n'imyuzure? Ntidushobora guteganya ibiza, ariko dushobora gufata ingamba zo kugabanya ubukana bwabyo, gucunga no guhangana n'ingaruka zabyo ku buryo burambye.

Mu gihe Leta y'u Rwanda yashyizeho gahunda ya politike, ibigo n'inzego zo kwita ku bidukikije n'iby'imihindagurikire y'ikirere no guhangana n'ibiza, Sendika zikwiye kwita ku ishyirwa mu bikorwa n'iyubahirizwa ry'izo ngamba, nk'uko zita ku ishyirwa mu bikorwa n'ikurikizwa ry'amategeko agenga umurimo.

Iki gitabo kigaruka ku mavu n'amavuko y'ingamba za Sendika z'Abakozi ku mihindagurikire y'ikirere, uruhare n' ibisubizo Sendika z'Abakozi zigenera imihindagurikire y'ikirere muri Afurika, ingamba zatanzweho ibyifuzo bigenewe Sendika z'Abakozi mu guhangana n'imihindagurikire y'ikirere muri Afurika, gahunda y'ishyirwa mu bikorwa by'ingamba zo guhangana n'Imihindagurikire y'ikirere, uruhare n'inshingano by'Ubunyamabanga bwa ITUC-Africa, abanyamuryango n'abafatanyabikorwa.



Turakangurira Abasomyi kuzakorera ubuvugizi ingamba zo guhangana n'imihindagurikiye y'ikirere no kurengera ibidukikije, kuko ibisubizo birambye kuri iki kibazo, bisaba uruhare rwa buri wese, hatitawe ku mwuga akora, ibara ry'uruho, ubwoko, umuco, amafaranga yinjiza, cyangwa urwego rw'amashuri yize.

Kubungabunga ibidukikije n' ingamba zo guhangana n'imihindagurikire y'ikirere mu Rwanda, bituma ubuzima, umutekano n' umusaruro mu kazi bya buri mukozi bibungabungwa, kandi bikaba bijyanye n'uburenganzira bwa muntu bwo kurindwa impanuka zose zikomoka ku mihandugurikire y'ikirere. Ama sendika mu nshingano zayo zo guteza imbere umukozi w'umunyarwanda, zigomba kugira ubumenyi buhagije mu mihindagurikire y'ikirere, no kumenyekanisha politiki za Leta mu baturage, cyane ko abakozi aribo bafite ubumenyi buhagije ndetse bakaba imboni z'abaturage, mu rwego rwo kwirinda ibiza bitandukanye biterwa n'iyi mihindagurikire y'ikirere mu karere u Rwanda ruherereyemo.

Ni muri urwo rwego FES – Rwanda bafatanije na CESTRAR basemuye iki gitabo gisobanura neza uruhare rw'ama sendika mu kubungabunga ibidukikije hitawe cyane ku mihandagurikire y'ikirere. Iki gitabo kigenewe abakozi bakora mu bidukikije, ubuhinzi, ubworozi, uburobyi, amashyamba, ubucukuzi bw'amabuye y'agaciro, inganda, nabandi bazagaragara ko hari aho bahuriye n'ibidukikije.

Turizera ko Leta n'abandi bakoresha bazashyigikira inama zikubiye muri iki gitabo, n'abakozi bakihatira kuzikurikiza.



Turashimira amasendika akubiye muri CESTRAR n'andi masendika mu Rwanda ku ruhare ntayegayezwa bazagira kugira ngo iyi nyandiko igere kubo igenewe, mu rwego rwo gufasha amasendika y'u Rwanda kugira uruhare mu kubungabunga ibidukikije no guhangana n'ingaruka z' imihindagurikire y' ikirere.

Dufatanye guharanira umurimo uteza imbere nyirawo, habungabungwa ubuzima n'umutekano ku kazi, kandi dufatana urunana mu kugabanya no guhangana n'ingaruka z'imihindagurikire y'ikirere.

Bikorewe i kigali, kuwa .....







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## GUSHIMIRA

Iyi nyandiko y'ingamba zo guhangana n'imihindagurikire y'ikirere yateguwe na Dr. Trywell Kalusopa na Bwana Nnimmo Bassey ku bufatanye n'Ihuriro Nyafurika ry'Ubushakashatsi ku Murimo (ALRN) hamwe n'Ikigo Nyafurika cy'Ubushakashatsi ku Murimo n'Uburezi (ALREI). Ikaba igenewe Umuryango w'Impuzamasendika Mpuzamahanga z'Abakozi w'Akarere ka Afurika (ITUC-Africa).



Turashima by'umwihariko, umusanzu watanzwe na Bwana Kingsley Ofei-Nkansah, Madamu Hilma Mote na Madamu Rhoda Boateng mu gukosora no gusuzuma iyi nyandiko.



Turashimira kandi tubikuye ku mutima umuyobozi ucyuye igihe n'uriho ubu ba FES - Trade Union Competence Centre ishinzwe akarere k'Afrika ko munsu y'ubutayu bwa Sahara n' Afrika y'Epfo, tugashima kandi ba Bwana Gerd Botterweck na Bastian Schulz - ku nkunga baduteye mu rwego rw'imari n'abakozi.



# IRIBURIRO

Ibiganiro ku mihindagurikire y'ikirere bikomeje kurushaho kuba ingirakamaro kubera intera ndende ibidukikije bigezeho byononekara, n'ibimenyetso bikanganye bikomeje kugaragazwa n'ubushakashatsi bwakozwe n'impuguke kabuhariwe. Urugero ni nk'Itsinda rihuriweho na za Leta ryiga ku Mihindagurikire y'Ikirere (IPCC), ryize ku ngaruka zikaze imihindagurikire y'Ikirere igira ku isi.

Muri Afurika, ingaruka z'imihindagurikire y'ikirere ziboneka mu nzego zitandukanye - zirimo ubuhinzi, ubucukuzi bw'amabuye y'agaciro, ingufu, ibikorera mu nganda, ubukerarugendo n'inyamaswa zo mu gasozi. Ingaruka ku bukungu no ku muryango ni nyinshi kandi zigaragara mu bice byinshi by'umugabane, binyuze mu kwiyongera kw'ibiza. Ibyo ni nk'amapfa n'imyuzure bitera ikibazo cyo kutihaza mu biribwa; ukwiyongera k'umubare w'abantu bimuka aho batuye bifitanye isano n'imiterere y'ikirere; ubushyuhe buri ku gipimo cyo hejuru bikabije; n'umusaruro ku murimo ukomeza kuba muke cyane, akenshi bitewe n'ikibazo cy'ubushyuhe abantu bahura na cyo mu bihe birangwa n'ubushyuhe bwinshi, bigaragara mu bice bimwe na bimwe by'umugabane.

Raporo zakozwe n'Itsinda rihuriweho na za Guverinoma ryita ku Mihindagurikire y'Ikirere (IPCC), zerekana ko mu gihe Afurika igaragaramo gusa 3,8 ku ijana by'ibyuka bihumanya ikirere ku isi hose (ugereranyije na 23 ku ijana biterwa n'Ubushinwa, 19 ku ijana na Leta Zunze Ubumwe za Amerika na 13 ku ijana biva mu Muryango w'Ubukungu uhuriweho n'Ibihugu by'i Burayi), Afurika ni wo mugabane urusha iyindi kugira ingaruka z'imihindagurikire y'ikirere. Muri rusange, ikibazo cy'imihindagurikire y'ikirere kigira ingaruka ku isi yose, ariko by'umwihariko, kikaba umuzigo ku bantu batishoboye, imiryango ndetse n'ibihugu bifite ubushobozi buke.





Byongeye kandi, ibikorwa bya muntu mu kwangiza umutungo kamere na byo bigira uruhare rugaragara ku iyononekara ry'ibidukikije, kuko byongeraga ubukana bw'ikibazo muri iki gihe duhanganye na cyo. Ni yo mpamvu, uretse imiterere rusange y'imihindagurikire y'ikirere ihangayikishije kandi ikomeza kwiyongera, isi yose na yo iragaragaza umuvuduko mu kugirwaho ingaruka z'iyononokara ry'ibidukikije ikomeza gusakara hose, kandi abayituye ari bo babigizemo uruhare.

Uruhurirane hagati y'ibi bibazo uko ari bibiri – imihindagurikire y'ikirere n'iyononokara ry'ibidukikije - rushobora kugaragarira mu bikorwa byagutse by'umurimo, aho abakozi bakomora amaramuko, harimo inzego z'ubuhinzi, inganda, ubwubatsi, ubwikorezi n'ingufu. Muri izi nzego zose, abakozi bagirwaho ingaruka haba kuri bo no ku mibereho yabo.

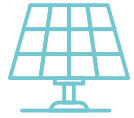
Ni yo mpamvu ari ngombwa ko Sendika z'Abakozi muri Afurika, uretse guharanira guteza imbere no kurengera umurimo, ziba zigomba no guhangayikishwa n'uko ibidukikije byifashe, kuko ari byo bituma muri iki gihe bishoboka guhanga imirimo ku buryo burambye. Sendika z'Abakozi muri Afurika zigomba gusobanukirwa bihagije, ko imirimo duharanira igomba kuba imirimo irambye kandi ifasha kubungabunga ibidukikije.

Inyandiko y'Ingamba ya ITUC-Africa iza yuzuriza inyigo yerekeye **Ibibusizo bya Sendika z'Abakozi mu Guhanga n'Imihindagurikire y'ikirere muri Afurika**, yakozwe na ITUC-Africa, ku nkunga y'Ikigo cyo kubaka Ubushobozi bwa Sendika z'Abakozi cya Friedrich Ebert Stiftung (FES), n'Ihuriro Nyafurika ry'Ubushakashatsi ku Murimo (ALRN) muri 2014. Iyi nyigo yahwituriraga Sendika z'Abakozi kugira ngo zitegure ingamba zisobanutse, mu guhanga n'ibibazo by'imihindagurikire y'ikirere, kandi no gushimangira isano bifitanye n'ikibazo rusange cy'uburenganzira mu bidukikije.

Iyi nyandiko y'ingamba, ni igisubizo kitaziguye ku byifuzo byatanze n'uwo mushinga w'ubushakashatsi, kandi ishyira mu bikorwa umwanzuro wa ITUC- Africa ku mihindagurikire



y'ikirere wemejwe muri 2015. Iyi nyandiko itanga inzira n'icyerekezo kugira ngo Sendika z'Abakozi zigire uruhare ruhamye ku rwego rw'ibihugu, uturere, umugabane, no ku rwego rw'isi ku bireba imihindagurikire y'ikirere n'ibibazo by'ibidukikije.



By'umwihariko, inyandiko y'ingamba isaba ko Sendika z'Abakozi zifata ingingo eshanu z'ingenzi mu kubonera umuti imihindagurikire y'ikirere, arizo zikurikira:



1. Kubaka ubushobozi bwa Sendika z'Abakozi ku birebana n'ibibazo by'imihindagurikire y'ikirere
2. Guhanahana amakuru, gukora ubuvugizi n'ubukangurambaga hagati ya za Sendika z'Abakozi
3. Kwegeranya ubushobozi no kubaka ubufatanye hagati ya za Sendika z'abakozi
4. Gushyiraho inzego n'ingamba mu guhangana n'imihindagurikire y'ikirere
5. Politiki ya za Sendika z'abakozi n'ibisabwa n'amategeko



Iyi nyandiko kandi isobanura uruhare n'inshingano by'Ubunyamabanga bwa ITUC-Africa, abakozi b'ibiro bishinzwe ikirere & ibidukikije ku rwego rw'ibihugu no ku rwego rw'abafatanyabikorwa. Biteganyijwe ko iyi ngamba izashyirwa mu bikorwa ku rwego rw'ibihugu, umugabane n'uturere.

Reka twese dushyire hamwe imbaraga mu rugamba rwo kurengera isi dutuye, ubu no ku bisekuru bizaza!

**Kwasi Adu-Amankwah**  
**Umunyamabanga Mukuru, ITUC-Africa**



## IJAMBO RY'IBANZE:



Inyandiko y'Ingamba za ITUC-Africa mu guhangana n'imihindagurikire y'ikirere yakomotse ku bufatanye hagati y'ikigo cya FES cyo Kubaka Ubushobozi bwa Sendika z'Abakozi muri Afurika yo munsu y'Ubutayu bwa Sahara (FES-TUCC), ITUC-Africa, hamwe n'Ihuriro Nyafurika ry'Ubushakashatsi ku Murimo (ALRN). Iyo miryango uko ari itatu yasanze hakenewe umushinga yahuriraho, ugamije kongera ubushobozi muri za Sendika z'Abakozi, kugira ngo zihangane n'ikibazo cy'imihindagurikire y'ikirere, n'akarengane mu rwego rw'ibidukikije. Izo mpande zose zemeranijwe ko hari imbogamizi ziterwa n'ikibazo cy'imihindagurikire y'ibihe, kandi kigira ingaruka zikaze kuri Afurika, cyane cyane ingaruka mbi kigira ku bukungu bwayo. Inzego z'ingenzi z'ubukungu muri Afurika, nk'ubuhinzi, ingufu, ibikorera mu nganda n'ubukerarugendo, zigirwaho ingaruka zikabije n'imiterere y'ibihe nk'amapfa, imyuzure, ubushyuye bukabije, n'ibindi. Izi nzego zigira uruhare rugaragara mu Musaruro Mbumbwe w'Imbere mu bihugu (GDP), amafaranga yinjizwa n'ibyoherezwa mu mahanga, n'ibijyanye n'akazi mu nzego z'ubukungu bw'Afurika. Bityo rero, kiroya mu mihindagurikire y'ikirere muri izi nzego iteza guhangayika bikomeye. Ni yo mpavu Guverinoma z'ibihugu bya Afurika, zibifashijwemo na UNEP, zagiye zitegura politiki na gahunda zo kugoboka muri ibyo bibazo biterwa n'imihindagurikire y'ikirere.

Intambwe ya mbere mu butwerekane hagati ya FES -TUCC, ITUC-Africa na ALARN, hakozwe inyigo ku ngaruka z'imihindagurikire y'ikirere muri Afurika, n'uburyo za Guverinoma ndetse na Sendika z'Abakozi zabyitwayemo. Hashingiwe ku isesengura ry'ibihugu byatoranyijwe gukorerwamo inyigo z'icyitegererezo– Benin, Ghana, Kenya, Zimbabwe na Afurika y'Epfo, ibyavuyemo muri izo nyigo byagaragaje uruhare ruto rwa za Sendika z'Abakozi mu kibazo cy'imihindagurikire y'ikirere. Uretse COSATU yo muri Afurika y'Epfo, Sendika z'Abakozi zo muri Afurika nta politiki, inzego cyangwa gahunda z'amahugurwa zagiraga ku byerekeye imihindagurikire y'ikirere. Impamvu y'ingenzi y'uruhare ruto basanze ari ibura ry'ubushobozi. Ni yo mpamvu, iyo nyigo yatanze ibyifuzo byo kuziba ibyo byuhu byagaragajwe no gushyigikira ubushobozi bwa sendika z'abakozi mu kubonera umuti ikibazo cy'imihindagurikire y'ikirere.



Inyandiko y'ingamba ku mihindagurikire y'ikirere igaragaza inzego zinyuranye aho Sendika z'Abakozi zaba zikeneye kugoboka mu rwego rwo gutuma haboneka ubushobozi. Mu bikorwa harimo gukusanya no guhanahana amakuru, gahunda z'amahugurwa (Kwigisha), gutegura politiki, kugena amafaranga ya ngombwa yo gukoresha, n'ibindi. Inyandiko y'ingamba yagaragajwe kandi yemezwa muri kongere ya ITUC-Africa yabereye i Dakar muri 2015. Birashishikaje kubona ko, kuva icyo nyandiko yakwemezwe, nibura izindi sendika ebyiri z'abakozi zateguye politiki kandi zishyiraho imiterere yo guhangana n'imihindagurikire y'ikirere – Kongere ya Sendika z'Abakozi muri Zimbabwe (ZCTU) na Kongere y'Abakozi muri Nijeriya (NLC). Mu rwego rwo gushyigikira no gukurikirana ibikorwa byo gutegura politiki no gukora ubukangurambaga ku mihindagurikire y'ikirere muri za sendika, ITUC-Africa irimo gukoresha gahunda z'amahugurwa mu duce dutandukanye tw'akarere. Amahugurwa ku rwego rw'akarere ku itegurwa rya politiki na yo yaratangijwe, akenewe Sendika z'Abakozi zigize igice cy'ihuriro ry'imihindagurikire y'ikirere muri ITUC-Africa. Izi gahunda zatwe inkunga na FES TUCC.

FES TUCC iha agaciro kandi igashimishwa n'imikoranire ifitanye na ITUC-Africa ku byerekeye ikibazo cy'imihindagurikire y'ikirere. Turizera ko umurimo watangijwe uzatanga umusanzu ukomeye mukongera ubushobozi mu mashyirahamwe ya za sendika, kugira ngo zigire uruhare mu bikorwa byo guhangana n'imihindagurikire y'ikirere. Birazwi kandi ko inzego z'iterambere muri Africa zikiri ku rwego ruciriritse, aho nta bikorwa byinshi by'ubukungu bigaragara, uretse mu byerekeye uburyo bwo kubona umusaruro bwongera ubushyuhe ku isi. Ibi bishobora kugira ingaruka ku bushobozi bwa sendika z'abakozi muri Afurika, mu kwitabira ibikorwa bishyirwa imbere na za sendika mpuzamahanga z'abakozi. Ni yo mpamvu iyi inyandiko y'ingamba igomba kuba umusingi w'ibindi biganiri, no gukora ku buryo ikibazo cy'imihindagurikire y'ikirere hamwe n'iy'inzego z'ubukungu zagiye zitera imbere mu mateka yaranze Afurika, byakemurwa nyakuri na Sendika z'Abakozi.

## **Bastian Schulz, Umuyobozi, FES TUCC**

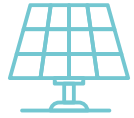






# 1.0 AMAVU N'AMAVUKO N'ISOBANURAMPAMVU

Imihindagurikire y'ikirere ni kimwe mu bibazo bihangayikishije cyane isi dutuyeho, kandi ikaba kimwe mu bibazo byihutirwa sosiyete ihanganye na cyo muri iki gihe. Isi iri mu bibazo rusange by'imihindagurikire y'ikirere n'impinduka ku bidukikije zidasiba kwiyongera, bitewe n'ibikorwa bya muntu. Izi mpinduka uko ari ebyiri zifite ibyo zihuriyeho. Impinduka mu bidukikije, kubera ko umutungo kamere mwinshi ukomeje gukoreshwa; n'imihindagurikire y'ikirere kubera ko uwo mutungo uhindurwa kandi ugakoreshwa mu kuwubazwa ingufu zicanwa, ndetse no gukomeza kuwucukura. Umurimo ni wo shingiro ry'impinduka zigaragara mu bidukikije karemano, kandi kubera iyo mpamvu, ni n'ishingiro ku biba ku bidukikije no ku miterere y'ibihe n'ikirere. Mu kwibona nk'umuryango ugaragiye umuryango mugari w'abantu, umurimo ushobora kugira uruhare rw'ingenzi mu gutanga umusanzu wo kubonera umuti ibikenewe mu ndiri y'urusobe rw'ibidukikije (hatirengagijwe aho ubushobozi bw'isi bugarukira, nk'uko byasobanuriwe i Rio mu Nama y'Umuryango w'Abibumbye ku Bidukikije n'Iterambere (UNICED), izwi nanone ku izina ry'Inama Nkuru y'Isi y'i Rio de Janeiro, ari naho yabereye ku itariki ya 3 kugera ku ya 14 Kamena 1992), kandi hitawe ku mpinduka mu mibereho y'abantu, zituma abantu babaho mu cyubahiro. Rio yabaye igikorwa cy'ingenzi aho inyoko muntu yafashe umwanzuro ko kurengera, gusigasira, kubungabunga no gusubiranya ibidukikije bigomba kuba intego ihuriweho mu bikorwa byose by'iterambere. Inama y'i Rio yanditse amateka kubera ko yahinduye Amasezerano atatu y'Umuryango w'Abibumbye, ariyo Amasezerano y'Umuryango w'Abibumbye yerekeye kurwanya Ubutayu (NCCD), Amasezerano yerekeye Urusobe rw'Ibinyabuzima (UNCBD) n'Amasezerano ngenderwaho asasiye y'Umuryango w'Abibumbye yerekeye Guhangana n'Imihindagurikire y'Ikirere (UNFCCC).





Ku bireba Afurika, ingaruka zo gushyuha kw'isi bijyana n'imihindagurikire y'ikirere bishobora kuzateza akaga gakomeye Afrika. Kubera ubuso bunini cyane bw'ubutaka bwayo, Afrika izagira ikibazo cy'izamuka ry'ibipimo by'ubushyuhe kingana na rimwe n'igice ugereraniye n'igipimo by'izamuka ry'ubushyuhe kizagaragara hirya no hino ku isi (GroundWork, 2011:4).

Ibimenyetso byerekana ko kuzamukaho dogere imwe muri Afurika, bizatuma itakaza 65% by'ubushobozi umugabane ufite ubu bwo guhinga ibigori, n'ikigereranyo cy'igabanuka rya 20% mu musaruro wose w'ibiribwa. Itsinda rihuriweho na za Guverinoma ryiga ku Mihindagurikire y'Ikirere (IPCC: 2007) riteganya ko umusaruro w'ingano uzacika muri Afurika. Ikindi ni uko, raporo y'Umuryango Oxfam iteganya ko igiciro cy'ingano kizazamuka ku ijanisha rya 120%, ibigori ku 177%, naho umuceri utunganyijwe ku 107% mbere y'umwaka wa 2030 (Oxfam 2012:22). Uko kwiyongera kuzatuma ibyinshi mu biribwa by'ibanze bitabonwa na benshi mu banyafurika, kandi ibyo bizabangamira uburenganzira bwabo bw'ibanze bwo kubona ibibatunga. Biteganyijwe ko izamuka ry'igipimo cy'ubushyuhe ho dogere imwe gusa, kizatuma imvura yagwaga igabanukaho 10% kugeza 2050, bigatera ikibazo cy'ibura ry'amazi ku baturage miliyoni 480 bo ku mugabane wa Afrika.

Afurika ifite kandi ubuso bw'ubutaka bunini bukora ku nkombe z'inyanja buri ku gipimo cy'ubutumburuke inyanja ziriho cyangwa se hejuru yaho gato. Ubushyuhe bwa dogere 2 ku rwego rw'isi, buzatuma habaho izamuka rikabije ry'ibipimo amazi y'inyanja asanzweho, maze biteze imyuzure mu bantu baturiyeye inkombe z'inyanja, kandi bisenye ibikorwa-remezo bya Afrika biri ku nkombe z'inyanja (Oxfam 2012:22). Ku rundi ruhande, iyononeka ry'ibidukikije rikomeje kwiyongera rizongera ubukana bw'ingaruka mbi z'imihindagurikire y'ikirere. Afurika kandi irushaho kuzahazwa kubera ko ifite amikoro make yo guhangana n'ibibazo biterwa n'imihindagurikire y'ikirere. Uburyo buheruka bwo gusuzuma imiterere y'ibihugu ku ngaruka z'ibibazo biterwa n'imiterere y'ibihe n'amapfa muri Etiyopiya, Ghana na Mozambique ku mihindagurikire y'ikirere, iteganya ko buri mwaka guhangana nabyo bitwara amafaranga ari hagati ya miriyari 6,4 na 6,7 z'amadolari (Oxfam



2012:13-14). Ibi bizatuma kubona amikoro mu bikorwa byo guhangana n'iyi miterere bidashoboka, kubera ko umugabane wa Afurika ukomeje kuza inyuma mu ikoranabuhanga, mu bumenyigiro no mu bushobozi bw'imari ikenewe. Nkuko bigaragara, ubukana bw'imihindagurikire y'ikirere n'ibihe bukomeza kwiyongera butera ingorane abaturage ndetse n'imiryango muri Afrika. Imyuzure yagize ingaruka zikomeye ku bihingwa, ku matungo no ku bikorwa remezo. Ku bantu bose hamwe bangana na miliyoni 32.4 bakuwe mu byabo n'imyuzure ku isi hose muri 2012, miliyoni 8,2 bari abo muri Afurika.

<sup>1</sup> Nk'urugero muri Niger, nyuma y' imyaka myinshi y'amapfa, imvura ikabije yaguye ku buryo budasanze muri Kanama 2010, yatumye abaturage 200 000 bashonje kandi bagaragaraho imirire mibi basenyerwa n'imyuzure kandi n'imyaka yabo irangirika (GroundWork, 2011:4).

Umuryango w'Impuzamasendika Mpuzamahanga z'Abakozi w'Akarere ka Afrika (ITUC-Africa) wagaragaje ko ushishikajwe no kumenya igipimo sendika z'abakozi muri Afurika zagizemo uruhare mu gutegura, gushyira mu bikorwa, gukurikirana no gusuzuma ibikorwa mu guhangana n'imihindagurikire y'ikirere, politiki na za gahunda bijyanye. Hagaragajwe ibibazo bijyanye n'uruhare rwa sendika z'abakozi: Ni mu buhe buryo sendika z'abakozi zagize uruhare mu bikorwa by'imihindagurikire y'ikirere na guahunda z'ibidukikije muri Afurika? Ese zirahezwa cyangwa zihura n'ingorane, cyangwa Sendika z'Abakozi nta muhate na muto zagaragaje mu gufata iya mbere? Kuri ITUC-Africa, aya makuru ni ingirakamaro cyane mu kugira uruhare mu Masezerano Asasiye y'Umuryango w'Abibumbye mu guhangana n'Imihindagurikire y'ikirere (UNFCCC) no mu bikorwa by'akarere k' Afurika ku miterere y'ibihe. Kubera iyo mpamvu, ITUC-Africa, ku nkunga ya Friedrich Ebert Foundation (FES), Ikigo cyo Guteza imbere Ubushobozi bwa Sendika z'Abakozi, yasabye Ihuriro Nyafurika ry'Ubushakashatsi ku Murimo (ALRN), gukora ubushakashatsi ku **bisubizo sendika z'abakozi zagenera imihindagurikire y'ikirere muri Afurika**. Intego yo gutegura uyu mushinga wose, yari iyo gufasha kubaka ubushobozi bwa Sendika z'Abakozi muri Afurika, mu





guhanga n'ibibazo bihita byagaragaza bikomotse ku mihindagurikire y'ikirere. Intego y'isuzuma y'iyonyigo kwari ukureba uko Sendika z'Abakozi zabashije kugira uruhare mu bikorwa n'ibindi bibazo by'imihindagurikire y'ikirere mu bihugu bitanu bya Afurika yo munsu y'Ubutayu bwa Sahara, ari byo Benin, Ghana, Kenya, Afurika y'Epfo na Zimbabwe.



Ibyavuye muri iyi nyigo byerekana ko Sendika z' Abakozi zagize uruhare ruri ku rwego rwo hasi cyane, mu kugena uko ibintu bigenda no gushyira mu bikorwa ibijyanye n'imihindagurikire y'ibihe haba ku rwego rw'ibihugu, urw'akarere ndetse n'umugabane w'Afurika, tutibagiwe no ku rwego rw'isi. Inyigo yakanguriye abayobozi ba za Sendika z'Abakozi gutegura ingamba zisobanutse zo kubigiramo uruhare. Hagaragajwe ko, mu gihe zimwe muri Sendika z'Abakozi zaba zaragerageje kugira uruhare mu bikorwa bya politiki z'ibihugu, ibyo byatanze umusaruro muke cyane. Niyo mpamvu ari ngombwa ko habaho ingamba zisobanutse ku mihindagurikire y'ikirere, kugira ngo zitange umurongo n'icyerekezo ngo sendika zigire uruhare rufatika. Ni muri urwo rwego, ITUC-Africa yiyemeje kugira icyo ikora ku byagaragajwe n'iyonyigo, ishyiraho Ingamba zihamye zo guhanga n'imihindagurikire y'ibihe. Nyuma yaho, Kongere ya ITUC-Africa yo mu 2015, yafashe icyemezo cyo gushimangira impungenge zerekeye ubutabera n'uburenganzira ku bidukikije, nk'uko zasobanuwe mu Nyandiko y'Ingamba yo guhanga n'imihindagurikire y'ikirere, hagamijwe guha icyerekezo Sendika z'Abakozi mu ruhare zagira ku rwego rw'ibihugu, akarere, umugabane no ku rwego rw'isi.



## Imihindagurikire y'ibihe, Ibidukikije no kurengera abatishoboye

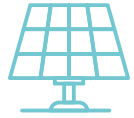
Uruhurirane rw'ibibazo ku bidukikije no ku ihindagurika ry'ikirere rugaragara mu nzego nyinshi zinyuranye z'ibikorwa by'umurimo, aribyo abakozi babasha kubonamo ibibabeshaho, harimo inzego z'ubuhinzi, inganda, ubwubatsi, ubwikorezi n'ingufu. Izi nzego zihujwe n'impamvu imwe: ibibazwa ingufu - kuko aribyo ubwabyo bigira ingaruka ku mihindagurikire y'ibihe n'ibidukikije.



Bigomba kumvikana ko inkomoko nyamukuru ishingiyeye ku mikoreshereze y'umutungo kamere hamwe n'umurimo.

Marx (1887) yabishimangiye ubwo yandikaga aya magambo: “Ibiteza imbere ubuhinzi bushingiye kubashora imari yabo bikorera (=all progress in capitalist agriculture) ni iterambere riri mu bugeni (=a progress in the art), ritari gusa gucuza umukozi utwe, ahubwo ari no kwiba ubutaka...”<sup>2</sup> Imikoraniye ya muntu n'ibimukikije bifatika yagiye ikurikira mbere ya byose, kubona ibyo akeneye kandi mu buryo bwihuse mu guhaza amasoko no guhanga ibikenewe ku masoko mashyashya. Ikiva muri iyi mikorere ni uguhungabanya ndetse no kwangiza ibidukikije, harimo ikirere, bijyana ku kibazo ku miterere y'ibihe, iteje inkeke ko yazavamo amakuba akomeye.

Habaho akarengane ku bidukikije iyo abantu ku giti cyabo, imiryango cyangwa uturere bimwe uburenganzira bwo gucunga no gukoresha uko bashaka imitungo y'ibidukikije bafitiye uburenganzira no kubaho mu mutekano no mu cyubahiro, akenshi biganisha ku makimbinanye anyuranye kandi ari ku nzego zitandukanye. Amwe muri ayo makimbirane avuka kubera gucukura mu butaka umutungo kamere, kuwuhindura, kuwukoresha no kujugunya imyanda ibivuyemo. Ubutabera ku bidukikije, nk'igiterekerezo byakomotse ku ntambara yo gukosora ibyo bibi byose no gukemura amakimbirane. Urwego rw'ubutabera mu bidukikije bukubiyemo, “gufata kimwe no guha uruhare rugaragara abantu bose, hatitawe ku ibara ry'uruho, ubwoko, umuco, amafaranga binjiza, cyangwa urwego rw'amashuri bize, mu byerekeranye no gukora, gushyira mu bikorwa, gushyigikira no kubahiriza amategeko agenga umurimo, hamwe n'amabwiriza, gahunda ndetse na politiki zawo.”<sup>3</sup> Urugamba rwo guharanira ubutabera mu bidukikije, kuva mu myaka ya 1980, rwatumye habaho inkubiri yatumye hategurwa amagambo y'ubukangurambaga n'ibtekerezo byo kuyamamaza nk'– ishimutwa ry'ibinyabuzima, umwenda w'urusobe rw'ibidukikije, ubusugire bw'ibiribwa, bw'amazi n'ubutabera ku kirere, n'ibindi.





Ubutabera bw'ikirere butangirana no kumenya ko imiryango n'ibihugu byagize uruhare ruto cyane mu kibazo cy'imiterere y'ikirere ni na byo usanga bizahazwa cyane n'ingaruka ziterwa n'icyo kibazo. Bushimangira kandi akarengane gakomoka mu kuba bikomeje kugaragara ko abagirwaho ingaruka z'imihindagurikire y'ikirere bagomba kwirengera inshingano zikomeza kwiyongera mu ngamba za ngombwa zo koroshya no guhangana nabyo. UNFCCC isaba ko, ibikorwa byagombye kuyoborwa n'amahame igenderaho, harimo ihame ry'uburinganire n'iry'inshingano rusange ariko zitandukanye, ndetse n'ubushobozi bujyana na byo (CBDR). Ihame ry'inshingano rusange ariko zitandukanye ndetse n'ubushobozi bujyana na byo, ni ryo shingiro ry'ibikorwa biganisha kugera ku butabera mu mihindagurikire y'ikirere. Yemeza kandi amateka y'inshingano, ku kibazo cy'imiterere y'ikirere, hamwe n'ubushobozi mu ikoranabuhanga n'imari by'impande zibifitemo uruhare. Inshingano zikomoka ku mateka, zisaba ko ibihugu byateye imbere byakoresheje ku buryo butagereranywa imyuka ihumanya ikirere /imitungo yo mu kirere, bigomba kugira inshingano zo hejuru mu ngamba n'ibikorwa byo koroshya ingaruka, kandi ibyo bihugu bikemera ko abagizweho akarengane bwa mbere, bagenerwa umugabane uri hejuru mu kigega k'imyuka ihumanya ntarengwa isigaye gukoreshwa. Kugabanya imyuka ihumanya no gufata ingamba zo koroshya ikibazo itera, hashingiwe kuri izo mpamvu byagombye gushingira ku bisabwa mu rwego rwa siyansi, ku buryo ibikorwa byose bihurizwa hamwe hagamijwe kugera ku ntego yumvikanyweho mu guhindura igipimo cy'ubushyuhe.

Kwemera no kwishyura umwenda w'urusobe rw'ibidukikije n'imiterere y'ibihe<sup>4</sup>, ni bimwe mu bisabwa by'ingenzi mu rwego rw'ubutabera ku bidukikije. Kwemera no kwishyura iyo myenda yo guhumanya ikirere, byashoboraga guhita bikuraho imari ikenewe mu kwita ku miterere y'ibihe, cyangwa se impaka z'ibisabwa ku byatakaye cyangwa byangijwe. Umwenda ku birebana n'ikirere, unakubiyemo ibikorwa bikenewe mu rwego rwo gufasha ibidukikije kwisubiranywa mu gihe runaka.<sup>5</sup> icyakora, kugeza ubu ibihugu byateye imbere birwanya byivuye inyuma igitekerezo cyo kuba byakwireraga uburyozwe bukomoka kuri uyu mwenda kandi byawuvanye mu ngingo z'imishyikirano.



Ubutabera ku bidukikije, mu magambo make bivuze ko iterambere ry’ umuntu umwe, ritagomba guhinduka idindira mu iterambere rya mugenzi we. Ni yo mpamvu, Ikigo cya Afurika y’Epo cyo Kurengera Ibidukikije cyateguye igisobanuro cy’ubutabera ku bidukikije giteye gitya: “Nta tsinda ry’abantu rigomba kwirengera uruhare rutangana n’urw’abandi mu ngaruka mbi zibangamira ibidukikije, bitewe n’ibikorwa cyangwa politiki by’ubucuruzi, bya za leta, z’ibihugu cyangwa by’inganda.”<sup>6</sup> Ubutabera ku bidukikije ni inyito y’isi yose isaba guca akarengane haba mu mibereho y’abantu cyangwa mu bukungu, n’uburenganzira bw’abakozi bwo kubona imirimo ihemba mu kuri, kandi n’aho gukorera hatunganye. Ni muri urwo rwego rw’ igitekerezo cyagutse, ingamba za sendika z’abakozi mu kwita ku mihindagurikire y’ikirere zagombye gutegurwamo, gushyirwa mu bikorwa kandi zigakorerwa isubirwamo rigenda rigaruka.



Nubwo imvugo *‘ubutabera ku kirere (climate justice)* rikoreshwa mu kuvuga ubushyuhe bukabije ku isi nk’ikibazo cy’imyifatire na politiki, gusuzuma ibibazo nk’uburinganire, uburenganzira bwa muntu, uburenganzira bw’abishyize hamwe, n’inshingano zikomoka ku mateka y’imihindagurikire y’ikirere; ubutabera ku bidukikije bisobanura inkubiri y’abaturage ishingiye ku guca akarengane mu gusaranganya inyungu n’ibibazo bikomoka ku bidukikije.

## Uruhurirane rw’iyononekara ry’ibidukikije n’Imiterere y’Ibihe

Ikibazo cy’imiterere y’ikirere cyagiye cyitirirwa amakosa aterwa n’ihomba ry’amasoko no kuba amasoko ari yo shingiro ry’imiterere y’ubukungu mu iterambere, aho abashoramari birebera inyungu zabo bwite (capitalism). Ubu buryo bw’iterambere nanone bwakunze kwitwa iterambere (civilization) rishingiye ku mutungo wa peteroli cyangwa ku bibora bicanwa bicukurwa mu butaka<sup>7</sup>. Ikiranga ubu buryo ni ugutwika ibibora bicukurwa bitanga ingufu zihutisha iterambere mu bukungu. Kubungabunga umutungo kamere mw’iterambere ry’inganda rishora imari rigamije inyungu z’abantu ku giti cyabo, bushingiye ku bintu bitatu<sup>8</sup>: icya mbere, bushingira ku kubona ibicanwa bicukurwa mu buryo bworoshye – kubera ko izi ari ingufu zitisubira, byerekana





ibipimo kamere ntarengwa by'izamuka ry'ubukungu n'imiterere itarambye y'uburyo bikorwamo. Icyamba kabiri, ubu buryo bukomeza kongera ihumanya ry'ibidukikije, harimo ibyuka bihumanya ikirere ndetse n'ibindi bihumanya bituruka mu ikora n'ikoreshwa ry'ibicuruzwa; ikindi kijyana nabyo ni ikura ryihuse ry'imigi, n'impinduka mu mikoreshereze y'ubutaka. Icyamba gatatu gifitanye isano n'itemwa ry'amashyamba ku buryo bwihuse n'iyangirika ry'urusobe rw'ibinyabuzima.



Gahunda y'ingenzi iriho ku isi muri iki gihe mu kwita ku kibazo cy'imihindagurikire y'ikirere, ni Amasezerano y'i Parisi<sup>9</sup>, igikorwa cyavuye mu Nama ya 21 y'Ibihugu byashyize umukono kuri ayo Masezerano (COP 21) asesuye y'Umuryango w'Abibumbye yerekeye guhangana n'Imihindagurikire y'Ikirere (UNFCCC). Kugira ngo ayo Masezerano agerweho, impungenge zagaragajwe n'ibihugu byinshi ndetse n'abafatanyabikorwa byitaweho mu ntangiriro. Mu by'ingenzi bigize ayo masezerano harimo ko imirimo yazajya ikorwa hakurikijwe ibyasezeranyijwe kandi hashingiye no ku isuzuma, byahawe inyito y'umusanzu w'ibihugu wagennywe [Nationally Determined Contributions (NDCs)]. Icy'ingenzi cyatumye bidindira ni uko NDCs ubwazo ari ingamba zigaragaza ibikorwa ibihugu byifuzaga gukora, bishingiye ku bikorwa byihutirwa imbere mu gihugu, aho gushingira ku bisabwa byavuye mu buhanga bw'ubushakashatsi, n'ibyifujwe mu ntangiriro y'Amasezerano. Iyo ibihugu bigize icyo bikora bishingiye kuri NDCs, ibiva mu byo bikora n'ingaruka zabyo, ni ibintu bidashobora guteganywa cyangwa ngo bihuzwe n'intego zashyizweho mu buryo bwa gihanga n'ubushakashatsi. Ikindi cyakomye mu nkokora NDCs, ni uko ari ibihugu ubwabyo bigena igipimo byaheraho bitangiza ingamba zo kugabanya ibyuka bihumanya. Urugero, Ubushinwa<sup>10</sup> buteganyaga kugera ku gipimo cyo hejuru gishoboka mu byuka bihumanya ikirere byo mu bwoko bya carbon dioxide mu mwaka wa 2030, no kugabanya umuvuduko w'ingufu bukoresha mu mwaka wa 2020, mu gihe Ubuhinde na bwo buteganyaga kugabanya imyuka ihumanya ho 33-35 ku ijana mu mwaka wa 2030<sup>11</sup>, bikajya munsu y'ibipimo byo mu mwaka wa 2005. Ku bindi bihugu, kugera ku ntego byiyemeje bizashoboka ari uko habonetse ubushobozi mu by'imari n'ikoranabuhanga. Hagati aho, nubwo ikigega





cyo kwita ku bihe n'ikirere cyemejwe, kiracyahura n'imbogamizi kubera ko ibihugu bikize byateye imbere byo mu Majyaruguru y'Isi bigenga uko byishakiye ingamba zo kugikoresha mu buryo kwasobanuwe ko ari ibaruramari riziguye (creative accounting= bisobanura uburyo butekerezwa kandi bushyirwaho n'abantu bagamije kugera ku nyungu zabo mu buryo bwihishe, bakoresheje amabwiriza aziguye mu gucunga no kubarura umutungo). Urugero, ibyo bihugu bitanga ingwate ku nguzanyo aho gutanga inkunga. Amasezerano y'i Paris ashobora rero kubonwa nk'amasezerano aha ibyo bihugu uburenganzira kandi ateza imbere ubucuruzi nk'uko bisanzwe mu gihe abayobozi b'ibihugu bo bavuga ko isi yinjijye mu gihe cyo kwandika amateka mu ngamba zo guhangana n'imihindagurikire y'ikirere.

Ku bireba Umurimo, kwemera ko hakenewe inzibacyuho inyuze mu mucyo mu birebana n'abakozi no guhanga imirimo inoze kandi ihesha agaciro abayikora, hakurikijwe ibyihutirwa mu iterambere byagenwe ku rwego rw'ibihugu kandi by'ingenzi mu kugena ibikorwa n'umusanzu umurimo muri rusange ushobora kugiramo.

Kwemera inshingano yo kwita ku burenganzira bwa muntu, uburenganzira bwo kubona ibimutungira n'uburenganzira ku buzima, uburenganzira bw'abimukira n'ubw'abantu bafite ubumuga; uburinganire hagati y'umugabo n'umugore n'uburenganzira ku iterambere ni ingingo z'ingenzi zakwitabwaho mu ngamba zose n'uruhare bigamije guhangana n'ikibazo cy'imihindagurikire y'ikirere, hagamijwe guteza imbere ubutabera n'uburenganzira ku miterere y'ikirere, ibidukikije n'imibereho y'abantu.





## Akazu ka 1: Ingingo zavanywe mu Irangashingiro ry'Amasezerano y'i Paris

1. kuba agendera ku mahame yayo, harimo ihame ry'uburinganire n'inshingano rusange ariko zitandukanye hamwe n'ubushobozi bujyana na zo, hakurikije imiterere itandukanye y'ibihugu ubwabyo.
2. ibisubizo bifatika kandi bitera intambwe mu gukemura ikibazo cyihutirwa kandi gihangayikishije cy'imihindagurikire y'ikirere hashingiwe ku bumenyi bwa gihanga bushobora kuboneka,
3. ibikenewe by'umwihariko n'ibibazo byihariye by'ibihugu biri mu nzira y'amajyambere byashyize umukono kuri aya masezerano, cyane cyane ibigirwaho ingaruka by'umwihariko n'imihindagurikire y'ikirere, nk'uko biteganyijwe mu Masezerano yumvikanyweho,
4. ibikenewe byihariye n'uburyo bwihariye bw'ibihugu bikiri mu nzira y'amajyambere ukurikije inkunga bihabwa n'iherekanywa ry'ikoranabuhanga,
5. ko Impande zashyize umukono kuri aya masezerano zishobora kugirwaho ingaruka zitari gusa iz'imihindagurikire y'ikirere, ahubwo n'ingaruka z'ingamba zafashwe hagamiye gukemura ikibazo,
6. Isano nyamukuru mu bikorwa, ibisubizo n'impinduka mu guhangana n'imihindagurikire y'ikirere bijyana n'inzira zingana zo kugera ku iterambere rirambye no guhashya ubukene.
7. Igikorwa cy'ibanze cyo guharanira kwihaza mu biribwa no kuvanaho inzara, n'ibibazo byihariye bibangamira uburyo bwo kubona umusaruro w'ibiribwa kubera ingaruka z'imihindagurikire y'ikirere,
8. Amabwiriza yo kugera ku nzibacyuho ikozwe mu mucyo ku bakozi no guhanga imirimo ihesha agaciro abayikora hakurikijwe ibyihutirwa byateganijwe mu iterambere bwite ry'ibihugu.
9. ko imihindagurikire y'ikirere ari ikibazo rusange gihangayikishije abantu bose. Impande zashyize umukono ku masezerano, mu gufata ingamba zo gukemura ikibazo cy'imihindagurikire

y'ikirere, zigomba kubahiriza, guteza imbere no gusuzuma inshingano zifite ku burenganzira bwa muntu, uburenganzira ku buzima, uburenganzira bw'abaturage gakondo, imiryango ituye muri utwo duce, abimukira, abana, abantu bafite ubumuga n'abandi bantu babayeho mu bihe bitaboroheye ndetse n'uburenganzira ku iterambere, hamwe n'uburinganire hagati y'abagabo n'abagore, kongerera ubushobozi abagore n'abantu bari mu kigero cy'imyaka gitandukanye,

10. akamaro ko kubungabunga no guteza imbere ibidukikije uko bikwiriye, kuko aribyo bihunitsemo imyuka ifasha kugabanya no gukumira ibyuka bihumanaya ivugwa muri aya Masezerano,
11. akamaro ko kwishingira ko ubusugire bw'urusobe rw'ibidukikije bidahungabanywa, harimo inyanja, no kurinda urusobe rw'ibinyabuzima, bizwi n'imwe mu mico y'ibihugu ko aribyo mubyei wacu Isi, kandi no kumenya akamaro ka zimwe mu nyito , nk'iy'ubutabera ku kirere "Kurengera ibidukikije birimo ikirere", mu gihe hafatwa ingamba zo gukemura ikibazo cy'imihindagurikire y'ikirere,
12. akamaro ko kwigisha, amahugurwa, ubukangurambaga, uruhare rwa rubanda, uko rubanda ibona amakuru n'ubufatanye ku nzego zose ku byerekeye ibibazo bivugwa muri aya Masezerano,
13. akamaro k'ubwitabire bw'inzego zose za leta n'abafatanyabikorwa batandukanye hakurikijwe amabwiriza bwite y'impande zashyize umukono kuri aya masezerano, mu gukemura ikibazo cy'imihindagurikire y'ikirere,
14. imiterere y'imibereho irambye n'uburyo burambye bwo gukora no gukoresha umusaruro, hanyuma ibihugu byateye imbere kandi byashyize umukono kuri aya masezerano bigafata iya mbere, bigira uruhare rw'ingenzi mu gukemura ikibazo cy'imihindagurikire y'ikirere.





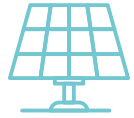
## Intego z'ibipimo by'Ubushyuhe

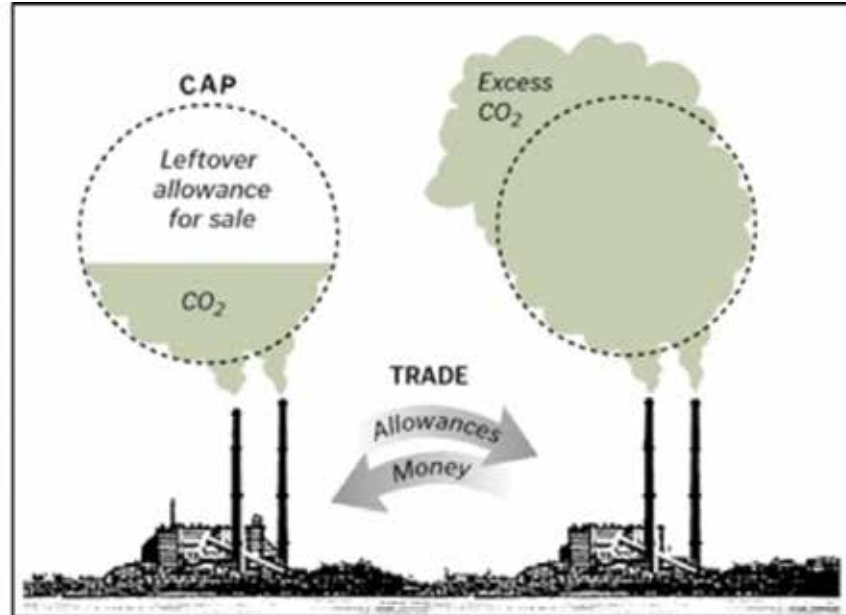
Tuzirikanye ko imbaraga z'ibihugu mu guhangana n'ikibazo cy'ubushyuhe bukabije zigomba kugenwa ku rwego rwa buri gihugu, hadashingiwe ku mibare yakozwe cyangwa ibisabwa na siyansi, birakwiye kureba Ingingo ya 2, ari cyo kintu cy'ingenzi kurusha ibindi Amasezerano y'i Paris ashingiyeho:

1. Aya Masezerano, mu guteza imbere ishyirwa mu bikorwa ibyumvikanyweho, harimo intego zayo, agamije gushimangira igisubizo isi yose yagennye ku kibazo cy'imihindagurikire y'ikirere, mu rwego rw'iterambere rirambye n'imbaraga zishyirwa mu guhashya ubukene, harimo:
  - a. Kugumisha ubwiyongere bw'ibipimo by'ubushyuhe mpuzamahanga ku mpuzantengo iri muni ya 2°C ugereranije n' ibipimo bya mbere y'inganda, no gukomeza imbaraga hagamijwe gukumira ko ibipimo by'ubushyuhe bitiyongera ngo birenge 1.5°C hejuru y'ibipimo bya mbere y'inganda, humvikanywa ko ibi byagabanya ku buryo bufatika imbogamizi n'ingaruka z'imihindagurikire y'ikirere;
  - b. Kongera ubushobozi bwo guhangana n'ingaruka mbi ziterwa n'imihindagurikire y'ikirere no gukomeza uburyo bw'ubwihangane mu kibazo cy'ibihe, no kugabanya kongera imyuka ihumanya ikirere, mu buryo butabangamira umusaruro w'ibiribwa;
  - c. Gutuma amafaranga yinjira n'asohoka ahoraho mu nzira iganisha ku kugabanya imyuka ihumanya no ku iterambere rijyana no guhangana n'imihindagurikire y'ikirere.

2. Aya masezerano azashyirwa mu bikorwa kugira ngo agaragaze uburinganire n'amahame y'inshingano rusange ariko zitandukanye n'ubushobozi bijyana na byo, hitabwa ku mitandukanire y'ibihugu.

Kugera ku ntego ya 1,5 cyangwa muniya ya 2 z'igipimo cya Celcius cy'ubushyuhu, bikomeje gukemangwa mu gihe ingamba zo gukora no gusuzuma zashyizweho mu ngingo ikurikira y'Amasezerano, aho kuba mu bikurikizwa bifatwa nk'itegeko mu kugabanya imyuka ihumanya. IPCC yamaze gusesengura NDCs yashyikirijwe n'ibihugu, yagaragaje ko ibyasezeranyijwe bishyizwe mu bikorwa twaba turi mu nzira iganisha ku kongera igipimo cy'ubushyuhu kikarenga 3 z'igipimo cya Celcius cy'ubushyuhu<sup>12</sup>. Ibi bigasobanura ko isi yapfuye, nk'uko hari imvugo ibikomozaho, ko nta mirimo ishoboka ku isi yamaze kwangirika. Uku kuri kubabaje gusaba gukaza umurego mu kongera ibisabwa n'umurimo, n'abishyira hamwe mu guharanira ubutabera n'uburenganzira ku bidukikije ngo habeho amategeko abihuza, nk'uko byasobanuwe na CBDR.





Imbonerahamwe ya 1: Igipimo ntarengwa n'Ubucuruzi (kugabanya imyuka ya karuboni n'indi ihumanya)



Ingaruka mbi zo kutagenzura imyuka ihumanya byagarutsweho na Bidwai (2012) watanze intabaza agira ati: *“Niba ibihugu byateye imbere bigendera ku mahitamo abyoroheye nk’ uburyo bwo kugura imyuka ihumanya (carbon offsets), ikibazo cy’imihindagurikire y’ikirere kizaba nta garuriro, kandi kigire ingaruka ziteye ubwoba ku isi yose.”* Yasabye ko hafatwa gahunda y’ingamba zihutirwa zaba zikubiyemo *“uko ibihugu byateye imbere bigabanya byimbitse kandi bibitayeho imyuka ihumanya. Ikindi yasabye ko ibihugu bifite umuvuduko mu bukungu nabyo bigabanya ukwiyongera kw’ibyuka bihumanya byohereza mu kirere, hiyongereyeho ibikorwa by’ingenzi hagamijwe guhangana n’iki kibazo, no guteza imbere ikoranabuhanga rikoresha imyuka mike ihumanya ku isi hose,”*<sup>13</sup> Ibi bitekerezo byagaragajwe birerekana inzego z’ingirakamaro z’ingamba zafatirwa umurimo. Basaba kandi ko ibinyuranyije bidashingiye ku mategeko bigaragara hagati ya politiki n’ubukungu bihagarara.

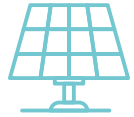






## 2.0 UBWUMVIKANE BWA SENDIKA Z'ABAKOZI KU BUNDI BURYO SENDIKA Z'ABAKOZI ZAKOresha MU GUHANGANA N'IKIBAZO CY'IBIDUKIKIJE N'IMIhindagurikire Y'IKIRERE

Sendika z'Abakozi zemera rwose ko urugamba rwo guhangana n'imihindagurikire y'ikirere, ubutabera n'uburenganzira ku bidukikije ari kimwe mu bigize intambara yagutse yo guhangana n'akarengane kariho mu bukungu n'imibereho y'abaturage, abakozi n'abandi bakennye hahura nabyo. Muri urwo rwego, kubona igisubizo kirambye ku kibazo cy'ibidukikije gikomeza gukara, ni intambara yo kurwanya akarengane mu mibereho y'abaturage n'ubukungu. Ikibazo cy'imihindagurikire y'ikirere gifitanye isano n'icyerekeye imibereho y'abaturage n'ubukungu, gifite imizi mu buryo bukoreshwa kuri iki gihe mu kubona umusaruro no mu mihahire; ubu akaba ari uburyo bubona ko umutungo kamere n'indiri y'urusobe rw'ibinyabuzima ari isoko idakama y'ingufu n'ibikoresho byifashishwa (COSATU, 2011). Ubu buryo bw'umusaruro bwirengagije kumenya ibyo abakozi n'abakennye bakenera, bityo bugashyira inyungu hejuru y'iterambere ry' abaturage isi. Mu gihe abaturage b'isi n'ibibatunga bikomeje kwiyongera, indiri y'urusobe rw'ibinyabuzima n'umutungo kamere ni ko bigenda biyoyoka; umwuka, ubutaka n'amazi birushaho guhumana; kandi imihindagurikire y'ikirere igakomeza kugira ingaruka ku musaruro w'ibiribwa no ku buryo bwo kubona amazi meza (COSATU, 2012). Umuntu yavuga ko, uburyo umutungo kamere ugabanuka muri iki gihe, n'ingaruka bigira ku ndiri y'urusobe rw'ibinyabuzima bishyira mu kaga ubushobozi bw'imiryango ituye isi ubwayo bwo kongera





kororoka, n'imibereho y'ibisekuruza bizaza. Isi irimo gukoresha no gutera impinduka mu bidukikije (Nature) ku muvuduko urenze ubushobozi indiri y'urusobe rw'ibinyabuzima ifite bwo kwisubiranya cyangwa gusana ibyononekaye. Mu ngero nyinshi hari igabanuka rikomeza kwiyongera ry'umutungo utisubira, ibyo ni nk'ibigega by'ibicanwa bikomoka ku mborera byo munsu y'ubutaka byatwaye isi imyaka ibihumbi n'ibihumbi kugira ngo byikusanye. (Sustain Labour, 2011:8)



Biragaragara rero ko iterambere ryo muri iki gihe rigomba guha umwanya inzira irambye, ishyira abakozi n'abaturage bakennye ndetse n'ibihugu mu by'ingenzi birishishikaje. Uburyo bw'imikorere y'iterambere rirambye bugizwe n'umubare w'ibikorwa bisobekeranye birimo ibijyanye n'ubukungu, imibereho myiza y'abaturage, politiki n'ibidukikije. Imbonerahamwe ikurikira (Ishusho ya 1) iragaragaza mu gishushanyo, uburyo ibyo bikorwa bisobekeranye ari ingirakamaro mu kugera ku buryo bw'iterambere rirambye. Mbere na mbere, hari isano nyakuri iri hagati y'imihindagurikire y'ikirere n'ibindi bikorwa, kandi uku kuri kugomba kuba kimwe mu bigize ingamba rusange yo kugera ku buzima burambye bw'ejo hazaza. Ibibazo byerekeye ibidukikije ntibitandukanye cyangwa ngo bibe ari bishya, ariko bigomba kuba bimwe mu byo dusaba kugira ngo habeho impinduka mu mibereho y'abaturage n'ubukungu. Icyakabiri, iterambere rirambye risaba imiterere y'icyiciro cy'abakozi gihuza ibibazo by'aho imirimo ikorerwa n'intambara abaturage barwana kugira ngo bagere ku iterambere kandi babashe kubona ibibatunga bakenera by'ibanze. Icyatatu, ni ubutabera ku ibidukikije, hitabwa by'umwihariko ku uburenganzira ku kirere, ni ihame shingiro rikomoka ku mpamvu y'uko inshingano z'amateka ku kwita ku bidukikije no guhangana n'ikibazo cy'ihindagurikira ry'ikirere, ahanani zireba ibihugu bikize, cyane cyane ibyo mu majyaruguru y'isi.





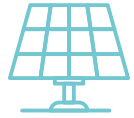
*Ishusho ya 2: icyitegererezo cy'iterambere rirambye (Aho byavanywe: Byanonosowe kandi bivanwa mu gitabo Sustain Labour na ILO-ACTRAV, 2011).*





## 3.0 SENDIKA Z'ABAKOZI NO KUZIBA ICYUHO BINYUZE MU MUCYO

Sendika z'Abakozi hamwe n'abandi benshi babirebera, bemera ko, ushingiyeye ku bipimo by'ubushyuhe bikomeza kuzamuka, ibihugu biri mu nzira y'amajyambere, n'ibikiri inyuma mu nzira y'amajyambere, ntibigomba kwirengera umuzigo w'ikiguzi cy'amasezerano mpuzamahanga yerekeye guhangana n'Imihindagurikire y'ikirere. Ibikorwa bigomba kwibanda ku rubuga rwa ngombwa rwa politiki rutuma habaho *kuziba icyuho binyuze mu mucyo*, guhanga imirimo ihesha agaciro abayikora no kugabanya ubukene. Ibihugu byateye imbere bigomba gufata iya mbere mu kugabanya imyuka ihumanya ikirere no gutanga inkunga y'imari kugirango ibihugu biri mu nzira y'amajyambere n' ibikiri inyuma munzira y'amajyambere biyoboke inzira y'ejo hazaza hadahumanya ikirere kandi, bitabangamiye iterambere. Birumvikana ko inzira yo kugabanya imyuka ihumanya ikirere, igomba kwishingira ko abakozi n'abandi bakennye batabangamirwa cyangwa ngo bagirweho ingaruka zirengeje igipimo. Gukemura ikibazo cy'imihindagurikire y'ikirere biha ibihugu amahirwe yo guteza imbere ingufu zabyo mu kubona umusaruro, bikozwe mu buryo burambye kandi butabangamira ibidukikije, kugira ngo bitere inkunga kandi bibungabunge umutungo w'amazi, gukwirakwiza uburyo bubyaza amashanyarazi hakoreshejwe imitungo y'isubira (urugero izuba), gushyigikira iterambere ry'ubuhinzi buha abantu benshi akazi, gushyiraho uburyo bwo gutwara abantu rusange buciriritse kandi bugabanya imyuka ihumanya ikirere, guteza imbere imiturire n'imyubakire ijyanye no kubungabunga ibidukijije, n'ibindi byinshi. icy'ingenzi kurushaho, kuva mu bukungu bukoresha imyuka myinshi ihumanya haganywa ubukungu bukoreha imyuka mike ihumanya ikirere, bigomba gukorwa binyuze mu mucyo. Kuziba icyuho binyuze mu mucyo ntibigomba kubangamira ku buryo butagereranywa abakozi n'abakene, mu gihe ibihugu byitabira kugabanya imyuka ihumanya ikirere kandi bikoresha amahame y'ingenzi akurikira:





- Uruhare rw'abakozi n'abaturage bose ni ingenzi cyane mu cyemezo cyose gifatwa cyerekeye politiki zo guhangana n'imihindagurikire y'ikirere;
- Ntawe ugomba gutakaza akazi yakoraga kubera za politiki zo guhangana n'imihindagurikire y'ibihe;
- Politike z'ibikorwa zigomba gushyigikira igabanywa ry'ubukene, kongera umutungo ingo zinjiza, n'iterambere ry'inganda;
- Inzira ikoresha mu kugabanya imyuka ihumanya ikirere igomba gushyiraho amahirwe y'ishoramari mu bikorwa bishyigikira ibidukikije kandi bihanga imirimo ihesha ishema abayikora, kandi ikurikije ibipimo ngenderwaho mu buzima n'umutekano, biteza imbere uburinganire, kandi bizana inyungu zizewe;
- Guteza imbere uburyo buboneye mu kubungabunga imibereho myiza y'abaturage ni igikorwa cy'ingenzi mu kurengera abatishoboye kurusha abandi mu bihe byo kuziba icyo cyuho;
- Gushyigikira ubushakashatsi ku ngaruka z'imihindagurikire y'ikirere igira ku murimo n'ibyangombwa mu mibereho y'abantu, hagamijwe kurushaho gutanga amakuru kuri politiki yo kwita ku mibereho myiza y'abaturage n'ubukungu;
- Gushyigikira ubumenyi ngiro bugenda bugerwaho no gukomeza kongera ubushobozi bw'abakozi kugira ngo bashobora kugira uruhare mu buryo bushya bw'iterambere rigabanya imyuka ihumanya y'inzego shyashya z'iterambere, twavuga nk'uburyo bushya bwo gukora no gukoreha ingufu z'umuriro zisubira, n'ibindi.
- Kuziba icyuho binyuze mu mucyo bigomba guterwa inkunga y'imari ihagije, harimo amafaranga agenewe ingamba zo koroshya no guhangana n'impinduka z'ikirere zishobora kurushaho kugira ingaruka ku bakozi n'abaturage b'abakene.

Kongere ya ITUC-Africa yabaye mu 2015, yashimangiye ko hari amahirwe menshi yo guhanga imirimo ishingiyeye ku bidukikije n'imihindagurikire y'ikirere hamwe n'imirimo ihesha agaciro abayikora, binyuze mu kuziba icyuho mu mucyo hatangwa amahugurwa, ubumenyi ngiro bugezweho, kurengera abaturage, gushyikirana mu biganiriro n'abaturage, n'amahirwe y'imirimo mishya mu bidukikije no kubungabunga ikirere, hagateganywa kandi ibihombo by'ibikorwa by'ubukungu, no gutakaza akazi n'amafaranga umuntu yinjizaga mu nzego zimwe na zimwe z'imirimo no ku rwego rw'uturere, bityo hakaba hakenewe kurengera abatishoboye kurusha abandi.

Ni ngomwa ko Sendika z'Abakozi muri Afurika zitagarukira gusa mu guteza imbere no kurwana ku mirimo, ahubwo zigomba kurushaho gushishikazwa n'imiterere y'ibidukikije kuko ni muribyo kuri iki gihe hahangwa imirimo kandi ikarushaho gutera imbere. Muri urwo rwego, Sendika z'Abakozi muri Afurika zakenera gusobanukirwa ko imirimo ziharanira muri iki gihe ishingiyeye ku bidukikije bitabungwabungwa, bigaragaramo impinduka nyinshi, kandi ko bititabwaho mu buryo burambye. Iyi miterere y'iki kibazo igomba guhindura isura. Ni yo mpamvu bikenewe ko Sendika z'Abakozi muri Afurika zishyiraho kandi zigashyira mu bikorwa politiki zo guhangana n'imihindagurikire y'ikirere binyuze mu kubaka ubushobozi no gushyiraho ingamba zerekeye imirimo ijyanye no kurengera ibidukikije kandi yubahisha abayikora, hashimangirwa isano bifitanye n'inkubiri yasakaye hose y'ubutabera ku bidukikije.

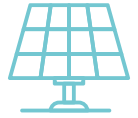






## 4.0 IKIMENYETSO CY'IGISUBIZO SENDIKA Z'ABAKOZI MURI AFURIKA ZIGENERA IKIBAZO CY'IMIHINGANGURIKIRE Y'IKIRERE

Ubushakashatsi bwagaragaje ko imihindagurikire y'ikirere ari ikibazo gihangayikishije ibihugu byose by' Afurika gifite ingaruka zigaragara ku nzego z'ingenzi z'imirimo y'ubukungu bw'ibyo bihugu nk'ubuhinzi, ingufu, inganda zikora ibicuruzwa, gutwara abantu n'ibintu n'ubukerarugendo (Kalusopa& Mote, 2014). Izi nzego z'imirimo zitanga umusanzu ufatika mu Musaruro Mbumbwe w'Imbere mu Gihugu (GDP), amafaranga akomoka ku byoherezwa mu mahanga, imirimo, n'isano y'ubwuzuzanye zifitanye n'izindi nzego z'ubukungu. Icyakora, ubushakashatsi bwemeje ko, nubwo Sendika z'Abakozi akenshi zafashwe nk'abafatanyabikorwa b'ingenzi mu mpinduka ziba, uruhare rwazo rwifujwe mu guhangana n'imihindagurikire y'ikirere muri Afrika, rwagiye rugenda buhoro kandi rudatanga umusaruro ufatika (Kalusopa& Mote, 2014). Inyigo kandi zagagaragaje ko hari imishinga myinshi itandukanye yashyizweho na za guverinoma mu gukemura ikibazo cy'imihindagurikire y'ikirere, ariko ntiyitabirwa bihagije n'abakozi kandi aribo bafatanyabikorwa b'ingenzi. Imbonerahamwe ya 1 igaragaza uko sendika z'abakozi z'itabiriye icyo kibazo mu bihugu byakoweho inyigo.



## Imbonerahamwe ya 1: Uruhare rwa Sendika z'Abakozi muri Gahunda zo Guhangana n'Imhindagurikire y'Ikirere

Igihugu	Kuba hariho amategeko y'igihugu yerekeye ibidukikije n'imhindagurikire y'Ibihe	Imhindagurikire y'ikirere na gahunda y'imirimo ihesha agaciro abayikora	Ingaruka z'imhindagurikire y'ikirere ku nzego z'ingenzi z'imirimo no ku bibazo bijyanye n'Umurimo	Ubwitabire Sendika z'Abakozi zigenera imhindagurikire y'ikirere
Benin	<ul style="list-style-type: none"> <li>• Urebye urwego rwaho rwitwaye neza</li> <li>• Yemeje amasezerano ya UNFCCC</li> <li>• Yayinjije muri gahunda y'iterambere ry'igihugu</li> </ul>	<ul style="list-style-type: none"> <li>• Gahunda y'iki gihugu y'umurimo uhesha ishema abawukora ntikumura ikibazo cy'imhindagurikire y'ikirere</li> <li>• Imiterere igihugu cyashyizeho yo kuganira n'abaturage bacyo ntabwo yita bihagije ku kibazo cy'imhindagurikire y'ikirere</li> </ul>	<ul style="list-style-type: none"> <li>• Ubuhinzi</li> <li>• Ubwikorezi</li> <li>• Ingufu</li> <li>• Amazi</li> <li>• Ubuzima bw'abantu</li> <li>• Urwego rw'inganda.</li> </ul>	<ul style="list-style-type: none"> <li>• Nta politiki isobanutse yerekeye imhindagurikire y'ikirere</li> <li>• Uruhare rwa Sendika z'Abakozi ni nk'aho nta rwo</li> </ul>

Igihugu	Kuba hariho amategeko y'igihugu yerekeye ibidukikije n'imihindagurikire y'ibihe	Imihindagurikire y'ikirere na gahunda y'imirimo ihesha agaciro abayikora	Ingaruka z'imihindagurikire y'ikirere ku nzego z'ingenzi z'imirimo no ku bibazo bijyanye n'Umurimo	Ubwitabire Sendika z'Abakozi zigenera imihindagurikire y'ikirere
Ghana	<ul style="list-style-type: none"> <li>• Urebye urwego rwaho rwitwaye neza</li> <li>• Yemeje amasezerano ya UNFCCC</li> <li>• Yayinjije muri gahunda y'iterambere ry'igihugu</li> <li>• Yateguye gahunda y'ibikorwa byo guhangana n' imihindagurikire y'ikirere. (NAMAS)</li> <li>• Ifite ingamba yo gukosora ibitagenda neza (NCCAS)</li> </ul>	<ul style="list-style-type: none"> <li>• Gahunda y'iki gihugu y'umurimo uhesha ishema abawukora ntikemura ikibazo cy'imihindagurikire y'ikirere</li> <li>• Imiterere igihugu cyashyizeho yo kuganira n'abatwaga bacyo ntabwo yita bihagije ku kibazo cy'imihindagurikire y'ikirere</li> </ul>	<ul style="list-style-type: none"> <li>• Ubuhinzi</li> <li>• Amashyamba</li> <li>• Ingufu</li> </ul>	<ul style="list-style-type: none"> <li>• Nta politiki isobanutse TUC Ghana yafashe ku mihindagurikire y'ikirere</li> <li>• Ubwitabire bwa za sendika ntibushyira hamwe, bukorwa ku giti cya buri sendika rushingiye ku rwego rw'umurimo nka Sendika Rusange y'Abakozi bo mu Buhinzi /General Agricultural Workers' Union (GAWU), Sendika y'Abatunganya Imbaho n'Ibiti byo mu Mashyamba /Timber &amp; Woodworkers' Union (TWU) na Sendika y'Abakozi bo mu Nzego za Leta (PSWU)</li> </ul>
Kenya	<ul style="list-style-type: none"> <li>• Urebye urwego rwaho rwitwaye neza</li> <li>• Yemeje amasezerano ya UNFCCC</li> <li>• Yayinjije muri gahunda y'iterambere ry'igihugu</li> <li>• Yamaze gutegura umushinga wo ku rwego rw'igihugu werekeye ingamba zo kubonera umuti imihindagurikire y'ikirere</li> </ul>	<ul style="list-style-type: none"> <li>• Gahunda y'iki gihugu y'umurimo uhesha ishema abawukora ntikemura ikibazo cy'imihindagurikire y'ikirere</li> <li>• Imiterere igihugu cyashyizeho yo kuganira n'abatwaga bacyo ntabwo yita bihagije ku kibazo cy'imihindagurikire y'ikirere</li> </ul>	<ul style="list-style-type: none"> <li>• Ubuhinzi</li> <li>• Ubuhinzi bw'indabo</li> <li>• Ubwikorezi</li> <li>• Ubukerarugendo</li> <li>• Inzego z'ingufu.</li> </ul>	<ul style="list-style-type: none"> <li>• Uruhare runini rwa za sendika rushingira ku rwego rwa buri sendika cyane urwego rw'imirimo nk'ubuhinzi n'amashyamba.</li> </ul>

Igihugu	Kuba hariho amategeko y'igihugu yerekeye ibidukikije n'imihindagurikire y'Ibihe	Imihindagurikire y'ikirere na gahunda y'imirimo ihesha agaciro abayikora	Ingaruka z'imihindagurikire y'ikirere ku nzego z'ingenzi z'imirimo no ku bibazo bijyanye n'Umurimo	Ubwitabire Sendika z'Abakozi zigenere imihindagurikire y'ikirere
Afurika y'Epfo	<ul style="list-style-type: none"> <li>• Urebye urwego rwaho rwitwaye neza</li> <li>• Yemeje amasezerano ya UNFCCC</li> <li>• Yayinjije muri gahunda y'iterambere ry'igihugu</li> <li>• Yamaze gutegura umushinga wo ku rwego rw'igihugu werekeye ingamba zo kubonera umuti imihindagurikire y'ikirere</li> </ul>	<ul style="list-style-type: none"> <li>• Imiterere igihugu cyashyizeho yo kuganira n'abaturage bacyo yemera ko hari ikibazo cy'imihindagurikire y'ikirere</li> <li>• Hariho Gahunda ya Politiki yerekeye imihindagurikire y'ikirere</li> <li>• Nta mucyo urangwa mu isano y'imihindagurikire y'ikirere muri gahunda y'umurimo uhesha ishema abawukora</li> </ul>	<ul style="list-style-type: none"> <li>• Ubucukuzi bw'amabuye y'agaciro</li> <li>• Ingufu</li> <li>• Ubuhinzi</li> <li>• Inganda z'ibikoresho by'ubutabire</li> <li>• Ubuzima (nk'ikibazo gihuriweho n'inzego nyinshi)</li> </ul>	<ul style="list-style-type: none"> <li>• Kongere ya Sendika z'Abakozi muri Afurika y'Epfo (COSATU) ifite igitekerezo cya politiki cyagutse ariko amashyirahamwe atandatu gusa muri 21 agize iyo sendika ni yo afite politiki cyangwa umwanzuro werekeye ikibazo cy'imihindagurikire y'ikirere</li> <li>• Hakozwe ubukanguramba bugaragara no gushishikariza inzego nyinshi kugira uruhare rugaragara n'akamaro kagaragara mu rwego rw'ingufu Sendika y'Igihugu y'abakozi bo mu nganda zicura ibyuma yo muri Afurika y'Epfo yagize na sendika yo mu bucukuzi bw'amabuye y'agaciro (NUMSA) binyuze muri Sendika y'Igihugu y'abakozi bakora mu birombe by'amabuye y'agaciro (NUM)</li> </ul>

Igihugu	Kuba hariho amategeko y'igihugu yerekeye ibidukikije n'imihindagurikire y'ibihe	Imihindagurikire y'ikirere na gahunda y'imirimo ihesha agaciro abayikora	Ingaruka z'imihindagurikire y'ikirere ku nzego z'ingenzi z'imirimo no ku bibazo bijyanye n'Umurimo	Ubwitabire Sendika z'Abakozi zigenera imihindagurikire y'ikirere
				<ul style="list-style-type: none"> <li>• Iracyabura ubushobozi bw'abayobozi, abakora mu magazini n'abanyamuryango ku mihindagurikire y'ikirere.</li> <li>• COSATU yunze ingufu zayo hamwe n'indi mpuzamashyirahamwe yo mu gihugu ya za Sendika zo muri Afurika y'Epfo (FEDUSA)</li> <li>• Ifite itsinda ryitabazwa mu byerekeye ikirere mu bukangurambaga ku rwego rw'igihugu</li> </ul>

Igihugu	Kuba hariho amategeko y'igihugu yerekeye ibidukikije n'imihindagurikire y'Ibihe	Imihindagurikire y'ikire na gahunda y'imirimo ihesha agaciro abayikora	Ingaruka z'imihindagurikire y'ikire ku nzego z'ingenzi z'imirimo no ku bibazo bijyanye n'Umurimo	Ubwitabire Sendika z'Abakozi zigenere imihindagurikire y'ikire
Zimbabwe	<ul style="list-style-type: none"> <li>• Urebye urwego rwaho rwitwaye neza</li> <li>• Yemeje amasezerano ya UNFCCC</li> <li>• Yayinjije muri gahunda y'iterambere ry'igihugu</li> <li>• Yamaze gutegura umushinga wo ku rwego rw'igihugu werekeye ingamba zo kubonera umuti imihindagurikire y'ikire</li> </ul>	<ul style="list-style-type: none"> <li>• Kongere ya Sendika z'Abakozi muri Zimbabwe (ZCTU) yagize uruhare mu gikorwa cya gahunda y'Umurimo uhesha ishema abawukora ariko yitaye gusa ku mirimo itangiza ibidukikije aho kwibanda ku mihindagurikire y'ikire</li> </ul>	<ul style="list-style-type: none"> <li>• Ubuhinzi</li> <li>• Ingufu</li> <li>• Ubukerarugendo</li> <li>• Ubwikorezi</li> <li>• Inganda &amp; ubucuruzi</li> </ul>	<ul style="list-style-type: none"> <li>• Nta politiki ZCTU ifitiye ibyerekeye imihindagurikire y'ikire n'imirimo itangiza ibidukikije ariko imyanzuro iherutse gufatwa ishyira imbere iki kibazo</li> <li>• Abaje ku isonga mu kubishyiramo imbaraga ni Sendika Rusange y'Abakozi bo mu Buhinzi no mu Mirima bo muri Zimbabwe (GAPWUZ), Sendika y'Abakozi bo mu Bucuruzi muri Zimbabwe (CWUZ) na Sendika y'Abacuruzi Imbaho muri Zimbabwe na Sendika y'Abakozi iyishamikiyeho (ZFTATU)</li> </ul>

*Inyandiko twifashishije: Byavanywe mu gitabo cya Kalusopa, T & Mote H (Eds). (2014). Trade Union Responses & Strategies on Climate Change in Africa.*





## 5.0 INGAMBA ZATANZWEHO IMYANZURO IGENEWE SENDIKA Z'ABAKOZI KU MIHINDAGURIKIRE Y'IKIRERE MURI AFURIKA

Mu bigaragara, icyegeranyo cyavuye mu bushakashatsi bwakozwe cyerekana ko uruhare rwa sendika z'abakozi mu guhangana n'imihindagurikire y'ikirere, no mu burenganzira ku bidukikije bidasobanutse, bigenda buhoro kandi biracyari ku rugero rwo hasi cyane. Sendika z'abakozi muri Afurika zirasabwa rero gutegura ingamba, kugira ngo zigire uruhare rufatika mu bisubizo byo guhangana n'ibibazo by'imihindagurikire y'ikirere byugarije Afurika. Uburyo buboneye bukoreshwa ku murimo bugomba kuba burimo itumanaho rihagije kandi rigerwaho na bose mu birebana n'imiterere y'aho akazi gakorerwa. Abakozi bagomba kubanza kubimenyeshwa no kubiyemerera mu bwisanzure banagishijwe inama bihagije, mbere yo gushyirwa mu myanya y'akazi kabateza impanuka. Ibigo nabyo bigomba kugaragaza ko byubaha abatuye mu duce bikoreramo. Hagomba kubahirizwa amabwiriza yerekeye umutekano ku kazi n'ubuzima, kandi mu ikubitiro, nibura ibipimo ngenderwaho mu kwita ku bidukikije bikubahirizwa.

Intego z'ingenzi z'ibisubizo ibigo byatanga ni izi:

- Gushyiraho no gukaza ubukangurambaga ku bibazo bw'imihindagurikire y'ikirere n'ibihe, n'ubutabera ku ibidukikije
- Gushyira imbere imihindagurikire y'ikirere muri gahunda na politiki bya Sendika z'Abakozi
- Gutanga icyerekezo n'imirongo ngenderwaho bigenewe ibikorwa bya Sendika z'Abakozi ku





bibazo by'imihindagurikire y'ikirere, hibandwa cyane ku karengane kagaragara mu bidukikije n'imiterere y'ibihe, n'uburyo gafitanye isano n'akarengane mu mibereho y'abaturage, mu bukungu na politiki, ubusanzwe Sendika z'Abakozi zirwanya

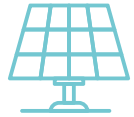
- Kugaragaza aho Sendika z'Abakozi muri Afurika zihagaze ku bibazo by'ingenzi byerekeye imihindagurikire y'ikirere n'impungenge ziriho mu kurengera ibidukikije
- Kugira ijamba mu bikorwa byo ku rwego rw'igihugu, urw'akarere, urw'umugabane, n'urw'isi yose ku byerekeye imihindagurikire y'ikirere, no kugera ku butabera ku bidukikije.

Dore ingamba eshanu z'ingenzi Sendika z'Abakozi zasabwe gufata ku bireba imihindagurikire y'ikirere kandi ITUC-Africa igomba kwitaho:

## Ingamba ya 1: Kubaka Ubushobozi bwa Sendika z'Abakozi ku byerekeye Ibibazo by'Imihindagurikire y'Ikirere

### a. Irangashingiro

Ubushakashatsi bwagaragaje ko ubushobozi ari yo mbogamizi ikomeye mu ruhare rwa Sendika z'Abakozi, haba ku rwego rw'igihugu no ku rwego rw'ibigo bakorera. Sendika z'Abakozi muri Afurika, harimo n'izikorera mu nzego z'imirimu zihungabanywa cyane n'imiterere y'ibihe, zifite ubushobozi buke mu guhangana n'imihindagurikire y'ibihe. Kuri sendika nyinshi, ibibazo by'ubutabera n'uburenganzira ku bidukikije n'imihindagurikire y'ikirere, ni ibintu bisa n'aho ari bishya kandi isano hagati y'imihindagurikire y'ikirere n'umurimo ukorwa na sendika bidasobanurwa neza. Niyo mpamvu, bikwiriye ko Sendika z'Abakozi muri Afurika zubaka ubushobozi bwazo mu byerekeye imihindagurikire y'ikirere n'ubutabera ku ibidukikije. Muri uru rwego, gahunda zo kwigisha n'amahugurwa, bishobora guha abategura imishyikirano ba Sendika z'Abakozi, ubumenyi bwa ngombwa n'ubumenyi ngiro ku byerekeye imihindagurikire y'ikirere n'ibihe.





## b. Ishyirwa mu bikorwa

### (i). *Urwego rw'ikigo*

Sendika z'abakozi zigomba:

- Kongera amahugurwa n'inyigisho ku rwego rw'abakora mu nganda hitawe ku bahagarariye abandi.
- Gushyiraho ibiro bishinzwe imihindagurikire y'ikirere muri buri sendika cyangwa guhuriza hamwe ubushobozi kugira ngo hashyirweho ibiro bihuriweho bishinzwe imihindagurikire y'ibihe.



### (ii). *Urwego rw'igihugu (Ibigo by'Igihugu na Sendika z'Abakozi)*

Sendika z'abakozi zigomba kwibanda kuri ibi:

- Amahugurwa no kwigisha abayobozi b'inzego z'imirimo n'abo ku rwego rw'igihugu, abahuzabikorwa, abagira uruhare mu mishyikirano, abakozi b'abagore n'urubyiruko, abategura gahunda zitandukanye n'abarezi.
- Kuba za Sendika z'abakozi zakora ubushakashatsi ku mihindagurikire y'ikirere no ku bibazo byerekeye akazi/umurimo.



## Ingamba ya 2: Guhanahana amakuru, Ubuvugizi n'Ubukangurambaga bikorwa na Sendika y'Abakozi

### a. Irangashingiro

Ubushakashatsi bwerekanye kandi ko guhanahana amakuru, ubuvugizi n'ubukangurambaga hagati ya Sendika z'Abakozi bikiri ku rwego rwo hasi. Ibi bisobanuye ko Sendika z'Abakozi muri



Afurika zizakenera gucukumbura amakuru zifite n’ubushobozi bwo kuyasesengura, ubuvugizi n’ubushobozi mu itumanaho.

## b. Ishyirwa mu bikorwa

### (i). *Urwego rw’ikigo*

Sendika z’Abakozi zigomba:

- Gukusanya no kumenyekanisha politiki zakozweho ubushakashatsi ku byerekeye imihindagurikire y’ikirere n’umurimo.
- Gukoresha inama/amahugurwa yerekeye ubukangurambaga ku mihindagurikire y’ikirere.
- Kongera ibyandikwa mu binyamakuru ku nzego zose mu rwego rwo kwamamaza, no kongera isura y’uburyo Sendika z’Abakozi zigaragara muri politiki zerekeye ibibazo by’imihindagurikire y’ikirere.
- Kongera ubwitabire bw’amahuriro y’ibiganiro, kungurana ibitekerezo, n’inyandiko zitangazwa ku bibazo byihutirwa ku rwego rw’igihugu, urw’akarere, no ku mugabane byerekeye imihindagurikire y’ikirere.
- Guharanira Guteza imbere imikorere yubahiriza ibidukikije (environmental friendly) no gukangurira ibikorwa bigusha kuri iyo ntego muri za Sendika z’Abakozi zikora mu nzego z’imirimo zihungabanywa cyane n’imiterere y’ibihe - nk’ubuhinzi, ubwikorezi, ingufu n’ibindi.

### (ii). *Urwego rw’igihugu (Ibigo by’Igihugu na Sendika zo mu Nzego z’Imirimo)*

Sendika z’Abakozi zigomba:

- Gushyiraho umuyoboro uhuza ibiro bya Sendika z’Abakozi bishinzwe imihindagurikire y’ibihe hagamiye koroshya itumanaho, guhanahana amakuru no guhuza ibikorwa by’ubukangurambaga.





- Guteza imbere, binyuze mu ngamba z'ubuvugizi ku rwego rw'igihugu, imikorere yubahiriza ibidukikije mu bwikorezi, ingufu zikoreshwa, ibigurirwa gukoreshwa mu ngo, ibigurirwa gukoreshwa mu kazi no gutera amashyamba.
- Guteza imbere no guhitamo uburyo bwo gukoresha uburyo bwubahiriza ibidukikije mu gukora ibicuruzwa, inyongeramusaruro no kujugunya imyanda
- Guteza imbere ibikoresho by'itumanaho n'itangazabumenyi muri za sendika z'abakozi (IEC)
- Gushyiraho urubuga rwo guhanahana amakuru muri sendika z'Abakozi binyuze mu miyoboro y'imbuga nkoranyambaga nka Facebook.
- Kongera ubuvugizi mu nteko nshingamategeko z'ibihugu ku birebana n'abakozi ku byerekeye imihindagurikire y'ikirere.

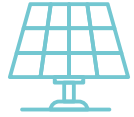
### Ingamba ya 3: Gushakashaka ubushobozi no Kubaka Ubufatanye bikozwe na Sendika z'Abakozi

#### a. Irangashingiro

Imwe mu mbogamizi z'ingenzi zagaragajwe n'ubushakashatsi, ifitanye isano no gushakashaka ubushobozi bidahagije n'ubufatanye buke bigaragara muri Sendika z'Abakozi nyinshi ku mihindagurikire y'ikirere muri Afurika. Sendika z'Abakozi zigomba kurushaho gukora ubuvugizi mu kongera inkunga y'imari kandi iboneka ku buryo burambye igenewe gahunda z'imihindagurikire y'ikirere, zaba gahunda z'imbere mu bihugu cyangwa izo hanze yabyo, by'umwihariko umutungo ushobora koroshya kuzamura ku rundi rwego ibikorwa by'ingirakamaro. Sendika z'Abakozi zizagomba gukora ubuvugizi kugira ngo imihindagurikire y'ikirere igenerwe ingengo y'imari ihagije. Mu rwego rwo kubaka ubufatanye, ubushakashatsi bwerekana ko ingamba yose iboneye yo guhangana n'imihindagurikire



y'ikirere igomba kuzashingira ku kubaka ubufatanye buhanye, imikoranye no guhuza ibikorwa kw'abafatanyabikorwa bose bagira uruhare mu ishyirwa mu bikorwa ry'ingamba yerekeye ikirere, ku rwego rw'ibigo no ku rwego rw'ibihugu.



## b. Ishyirwa mu bikorwa

### (i). *Urwego rw'ikigo*

Sendika z'Abakozi zigomba:

- Gushishikariza gushyiraho ikigega cy'imari cy'ubushakashatsi buhuriweho cyibanda ku mihindagurikire y'ikirere, ubutabera n'uburengani ku bidukikije n'umurimo.
- Guhuza imbaraga kubijyanye n'ingamba zo gukusanya ubushobozi n'ubunararibonye ku mihindagurikire y'ikirere, hagamijwe gucukumbura ubumenyi hagati ya za Sendika z'Abakozi n'izindi nzego bifatanye isano.
- Gukora ubuvugizi kugira ngo ibibazo by'imihindagurikire y'ikirere bigenerwe ingengo y'imari irenze gahunda za OSHE (=Gahunda zijyanye n'uburezi ku mutekano n'ubuzima by'abakozi) zo mu bigo.



### (ii). *Urwego rw'igihugu (Ibigo by'Igihugu na Sendika zo mu Nzego z'Imirimo)*

Sendika z'Abakozi zigomba:

- Gukora ubuvugizi imbere mu gihugu no hanze yacyo kugira ngo inkunga y'imari igenewe gahunda y'imihindagurikire y'ikirere yongerwe kandi iboneke ku buryo burambye.
- Gukora ubuvugizi kugira ngo ibihugu bigene ingengo y'imari ihagije igenewe imihindagurikire y'ikirere.





- Gukora ubuvugizi kugira ngo komite tekini ihuriweho na za minisiteri ikore neza kandi izatange umurongo rusange wa politiki n'inkunga mu gushyira mu bikorwa ingamba z'ibihugu ku mihindagurikire y'ikirere.
- Kugaragaza no gutangiza ubufatanye n'abafatanyabikorwa bahuje imitekerereze ku bibazo by'inyungu rusange no gushyiraho ubufatanye mu bikorwa /n'ubukangurambaga



## Ingamba ya 4: Kubaka Uburyo buhuriweho n'Inzego

### a. Irangashingiro

Ubushakashatsi bwagaragaje ko hakenewe gushyiraho uburyo bw'imikoranire y'inzego, hashyirwaho amatsinda tekini yo gukoreramo cyangwa komite ngishwanama ku mihindagurikire y'ikirere n'ibidukikije mu bigo bya Sendika z'Abakozi. Izi komite zagutse zigomba kuyobora ibikorwa byose mu nzego z'ingenzi z'imirimo zigirwaho ingaruka n'imihindagurikire y'ikirere. Zizagira ijamba mu nzego z'imirimo zitandukanye, harimo gutegura politiki zishingiye ku bimenyetso, imyanzuro, imishinga y'ivugurura mategeko, inama ku gutegura gahunda n'ishyirwa mu bikorwa ryayo, no gukurikirana muri rusange uko bikorwa mu nzego z'imihindagurikire y'ibihe.

### b. Ishyirwa mu bikorwa

#### (i). *Urwego rw'ikigo*

Sendika z'Abakozi zigomba:

- 1. Kwagura uruhare rwa komite zishinzwe Umutekano ku Murimo, Ubuzima n'ibidukikije (OSHE) kugira ngo zite ku mihindagurikire y'ikirere cyangwa zishyireho komite ku mihindagurikire y'ikirere ku rwego rw'ibigo.



## ***(ii). Urwego rw'igihugu (Ibigo by'Igihugu na Sendika z'Inzego z'Imirimo)***

Sendika z'Abakozi zigomba:

- Gushyiraho komite za sendika z'ibihugu n'izo mu nzego z'imirimo zishinzwe imihindagurikire y'ikirere cyangwa kwifashisha komite zisanzwe zihuriweho za OSHE.
- Gushimangira uburyo busanzweho buhuriweho n'inzego zo mu gihugu, harimo imboni za buri gihugu zishinzwe imihindagurikire y'ikirere.
- Kugenera imari ihagije yo gukoresha ibikorwa byo kwita ku mihindagurikire y'ikirere.



## **Ingamba ya 5: Politiki ya Sendika z'Abakozi n'Ibisabwa mu rwego rwo Gushyiraho Amategeko**

### **a. Irangashingiro**

Ibyavuye mu bushakashatsi kandi byerekanye ko nubwo ibihugu byinshi bifite gahunda zihamye z'amategeko na politiki bigamije kubonera igisubizo imihindagurikire y'ikirere; byemeje burundu Amasezerano Asasiye y'Umuryango w'Abibumbye yerekeye Imihindagurikire y'ikirere (UNFCCC), kandi ko hari igipimo zagezeho mu kwinjiza ibyo bibazo by'imihindagurikire y'ikirere muri gahunda z'iterambere ry'ibihugu; akamaro Sendika z'Abakozi zibigiramo muri Afurika karacyari gake cyane. Ni yo mpamvu, inyinshi muri Sendika z'Abakozi zikeneye kugirana n'abakozi ibiganiro bicukumbuye, maze zigasobanura neza ibyo zisaba ku byerekeranye n'ibibazo by'imihindagurikire y'ikirere. Muri urwo rwego, ibisabwa bikurikira ni byo by'ingenzi ku rwego rw'ikigo (umuryango) no ku rwego rw'igihugu (urwego rw'umurimo n'urwego rw'igihugu) ku bireba politiki isanzweho na gahunda y'ishyirwaho ry'amategeko. Amahame yo kuziba icyuho binyuze mu mucyo n'ubutabera ku miterere y'ikirere, ni byo bibazo by'ibanze biteye inkeke bigomba gushingirwaho ku babigiramo uruhare ku nzego zose.





## b. Ishyirwa mu bikorwa

### (i). *Urwego rw'ikigo*

Sendika z'Abakozi zigomba kugenzura ko:

- Kugira uruhare mu miterere y'ibiganiro bikorwa muri iki gihe hagati y'abakozi mu koroshya no guhangana n' ikibazo cy'imihindagurikire y'ikirere bishyirwamo imbaraga.
- Kwemeza ingamba za politike zo koroshya no guhangana n'ikibazo cy'imihindagurikire y'ikirere ku rwego rw'ikigo, Amasezerano y'Imishyikirano Yumvikanyweho (CBAs), amategeko yerekeye imyitwarire n'uburyo bw'imicungire y'Ibidukikije

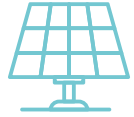
### (ii). *Urwego rw'igihugu (Ibigo by'Igihugu na Sendika z'Inzego z'Imirimo)*

Sendika z'Abakozi zigomba gusaba ko:

- Guverinoma zinjiza ibibazo by'imihindagurikire y'ikirere n'ibidukikije mu ngamba na politiki z'iterambere ry'igihugu.
- Politiki z'ibihugu ku mihindagurikire y'ikirere zigomba kumenya no kwita ku bibazo by'umurimo uheshya agaciro abawukora, imirimo ijyanye n'ibidukikije, kuziba icyuho bikozwe mu mucyo, umusoro ku bikoreho bisohora imyuka ihumanya, OSHE no koroherezwa imisoro ku nganda n'ingo biteza imbere ingamba zo kwitabira kugabanya no guhangana n'ibyho bibazo.
- Politiki zo gukoresha ingufu zisubira harimo biyogazi zigomba gukomeza
- Politiki yo gutwara ibintu n'abantu muri rusange zigabanya imyuka ihumanya zigomba gushyigikirwa
- Gukurikiza amategeko na politiki byita ku bidukikije bigizwemo uruhare rufatika na bese bigomba gushyirwamo imbaraga



- Guverinoma zigomba gushishikariza abaturage guteza imbere umusaruro w'ubuhinzi bujyana n'imihindagurikire y'ibihe n'ikirere zitera inkunga ubushakashatsi mu buhinzi.
- Guverinoma zigomba guteza imbere gahunda zo gutera amashyamba na politiki yo kabungabunga ibidukikije
- Guverinoma zigomba kubahiriza amahame ya Rio (Uhumanya agomba kubiryoza, inshingano rusange ariko zitandukanye n'uburenganzira ku makuru).





# 6.0 IMBONERAHAMWE YA GAHUNDA Y'IBIKORWA MU ISHYIRWA MU BIKORWA RY'INGAMBA KU MIHINDAGURIKIRE Y'IKIRERE



## Ingamba ya 1: Kubaka Ubushobozi bwa Sendika z'Abakozi ku byerekeye Ibibazo by'Imihindagurikire y'Ikirere

Intego y'ingenzi: Kubaka ubushobozi bwa Sendika z'Abakozi muri Afurika ku mihindagurikire y'ikirere.

IBIBAZO	INTEGO	UMUSARURO	IBIKORWA
<p>Ibura ry'ibiganiro byimbitse bikoze n'abakozi ku rwego rw'igihugu ku mihindagurikire y'ikirere</p> <p>Ibura ry'ubunararibonye mu kwegeranya inzobere n'ubushobozi mu gushyiraho ibiro rusange bishinzwe imihindagurikire y'ikirere</p> <p>Kuba nta bushakashatsi bukorwa na Sendika z'Abakozi ku bibazo by'Imihindagurikire y'ikirere/umurimo</p>	<p>Kubaka ubushobozi bwa sendika z'abakozi ku bibazo by'Imihindagurikire y'ikirere</p>	<p>Kongera ubunararibonye muri Sendika z'Abakozi mu kongera ibiganiro n'abakozi ku bibazo by'Imihindagurikire y'ikirere n'ibidukikije muri politiki z'ibihugu</p>	<p>Amahugurwa no kwigisha abayobozi b'inzego z'imirimo n'abo ku rwego rw'igihugu, abahuzabikorwa, abategura imishyikirano, abagore, abakozi bo mu kigero cy'urubyiruko, abategura amahugurwa n'abarezi.</p>





IBIBAZO	INTEGO	UMUSARURO	IBIKORWA
		Kongera umubare w'ibiro bishinzwe imhindagurikire y'ikirere muri za sendika z'abakozi hagamijwe imishyikirano ifatika ku rwego rw'ibigo	Kongera amahugurwa n'inyigisho ku rwego rw'abayobozi n'abakora ku rwego rw'inganda
		Kongera ubushakashatsi bukorwa na Sendika z'Abakozi ku mihindagurikire y'ikirere, ibidukikije n'umurimo ku rwego rw'ibigo, ibihugu, uturere n'umugabane	Gukora ubushakashatsi ku mihindagurikire y'ikirere n'ibibazo by'umurimo /akazi ku rwego rw'ibigo, ibihugu, uturere n'umugabane

## Ingamba ya 2: Guhanahana Amakuru, Ubuvugizi n'Ubukangurambaga muri Sendika z'Abakozi

Intego y'ingenzi: Kongera ubushobozi bwo guhanahana ry'amakuru, ubuvugizi n'ubukangurambaga bwa Sendika z'Abakozi ku mihindagurikire y'ikirere muri Afurika

IBIBAZO	INTEGO	UMUSARURO	IBIKORWA
<p>Ubumenyi n'ubukangurambaga bidahagije ku bibazo by'imihindagurikire y'ikirere muri za Sendika z'Abakozi</p> <p>Kutitabira bihagije amahuriro y'ibiganiro no kungurana ibitekerezo ku bibazo by'imihindagurikire y'ikirere ku rwego rw'ibihugu, uturere n'umugabane</p> <p>Kudateza imbere bihagije imikorere yubahirirza ibidukikije mu bigo bikorera mu nzego z'imirimo ihungabanywa n'ingaruka n'imiterere y'ibihe nk'ubuhinzi, ubwikorezi, ingufu, n'izindi.</p> <p>Imikoranire idahwitse y'ibiro bya Sendika z'Abakozi bishinzwe imihindagurikire y'ikirere hagamijwe koroshya itumanaho, guhanahana amakuru no guhuza ibikorwa by'ubukangurambaga.</p>	<p>Guteza imbere ubushobozi bwa Sendika z'Abakozi mu guhanahana amakuru, ubuvugizi n'ubukangurambaga</p>	<p>Kongera ubumenyi n'ubukangurambaga ku bibazo byo ubutabera ku bidukikije n'imihindagurikire y'ikirere hagati ya Sendika z'Abakozi</p>	<p>Gukusanya no gukwirakwiza politiki zakozweho ubushakashatsi neza ku mihindagurikire y'ikirere, ibidukikije n'umurimo.</p>
		<p>Kongera uruhare mu mahuriro y'ibiganiro, kungurana ibitekerezo n'inyandiko zitangazwa ku bibazo bigezweho ku rwego rw'igihugu, akarere n'umugabane byerekeye imihindagurikire y'ikirere n'ubutabera ku bidukikije</p>	<p>Inama n'amahugurwa by'ubukangurambaga ku mihindagurikire y'ikirere n'ubutabera ku bidukikije</p>
		<p>Kunoza imikorere n'ibikorwa bigamije kubahiriza ibidukikije ahakorerwa imirimo mu bigo bikorera mu nzego z'imirimo zibangamirwa cyane n'imiterere y'ibihe nk'ubuhinzi, ubwikorezi, ingufu n'ibindi.</p>	<p>Kubikoraho inkuru mu bitangazamakuru ku nzego zose mu rwego rwo kugaragaza isura no kongera uburyo Sendika z'Abakozi zigaragara muri politiki ku bibazo by'imihindagurikire y'ikirere.</p>
		<p>Kongera ingamba z'igihugu mu buvugizi ku bireba imikorere yubahirirza ibidukikije mu nzego z'ingenzi z'imirimo</p>	<p>Guteza imbere ibikorwa by'itumanaho n'itangazabumenyi muri Sendika z'Abakozi (IEC)</p>

IBIBAZO	INTEGO	UMUSARURO	IBIKORWA
<p>Kuba nta ngamba zihari z'ubuvugizi ku rwego rw'igihugu ku bireba imikorere yubahiriza ibidukikije mu nzego z'ingenzi z'imirimo</p> <p>Kudateza imbere no kudahitamo uburyo bukoreshwa bwubahiriza ibidukikije mu gushaka umusaruro, inyongeramusaruro no kujugunya imyanda</p>		<p>Kurushaho guteza imbere no guhitamo uburyo bukoreshwa mu musaruro bwubahiriza ibidukikije, inyongeramusaruro no kujugunya imyanda</p>	<p>Gushyiraho urubuga rwo guhanahana amakuru muri Sendika z'Abakozi binyuze mu miyoboro y'imbuga nkoranyambaga nka Facebook.</p>



## Ingamba ya 3: Gushakashaka ubushobozi no kubaka ubufatanye bikoze na Sendika z'Abakozi

Intego y'ingenzi: Kwegeranya ubushobozi no kubaka ubufatanye bukomeye ku mihindagurikire y'ikirere hagati ya Sendika nyinshi z'Abakozi muri Afurika

IBIBAZO	INTEGO	UMUSARURO	IBIKORWA
<p>Ubufatanye budahagije mu gutera inkunga ubushakashatsi ku mihindagurikire y'ikirere n'umurimo</p> <p>Ingamba zo gukorera hamwe zidahagije ku byerekeye abakozi no guhuriza hamwe ubunararibonye hagati ya za Sendika z'Abakozi n'abandi bafatanyabikorwa bireba</p> <p>Ingengo y'imari idahagije igenerwa ibibazo byo kwita ku mihindagurikire y'ikirere hatitawe kuri gahunda za OSHE mu bigo abakozi bakoramo</p> <p>Inkunga y'imari idahagije igenerwa gahunda z'imihindagurikire y'ikirere yaba iva imbere mu gihugu cyangwa mu mahanga.</p>	<p>Kwegeranya ubushobozi no kubaka ubufatanye buhamye ku mihindagurikire y'ikirere muri za Sendika z'Abakozi</p>	<p>Kurushaho gufatanya mu bushakashatsi ku mihindagurikire y'ikirere n'umurimo</p>	<p>Gushishikarira gushyiraho uburyo bw'ubufatanye mu gutera inkunga ubushakashatsi hibandwa ku mihindagurikire y'ikirere n'umurimo</p>
		<p>Kongera imbaraga mu ngamba zo gufatanya mu byerekeye abakozi, guhuriza hamwe ubunararibonye ku mihindagurikire y'ikirere muri za Sendika z'Abakozi n'izindi nzego bireba</p>	<p>Ingamba z'imikoraniye mu byerekeye abakozi no guhuriza hamwe ubunararibonye binyuze mu ruhererekane rw'amahugurwa y'abahugura abandi</p>
		<p>Kongera ingengo y'imari igenerwa ibibazo by'imihindagurikire y'ikirere hatitawe kuri gahunda za OSHE mu bigo abakozi bakoreramo.</p>	<p>Gukora ubuvugizi bugamiye kongera ingengo y'imari</p>

IBIBAZO	INTEGO	UMUSARURO	IBIKORWA
Intege nke za komite teknikiki zihuriweho na Minisiteri ku ishyirwa mu bikorwa ry'ingamba z'igihugu ku mihindagurikire y'ikirere.		Kunoza uburyo bwo gutera inkunga irambye za gahunda z'imihindagurikire y'ikirere zaba zituruka imbere mu bihugu cyangwa izo mu mahanga.	Kwandika imishinga ihuriweho n'abandi bafatanyabikorwa ku mihindagurikire y'ikirere
Ubufatanye budakozwe neza bushyirwaho bwa za Sendika z'Abakozi hamwe n'abandi bafatanyabikorwa. Cyane cyane imiryango ya sosiyete sivile yita ku butabera ku bidukikije n'amahuriro y'abo bishishikaje muri rusange.		Kongerera uburyo bw'ihuzabikorwa buhuriweho na za minisiteri ku bibazo by'imihindagurikire y'ikirere	Gushyiraho/kongerera imbaraga komite zihuriweho na za Minisiteri
		Kurushaho kubaka ubufatanye hagati ya Sendika z'abakozi n'abandi bafatanyabikorwa	Gushyiraho ubufatanye ku ngamba zihuriweho zerekeye imihindagurikire y'ikirere, ubutabera n'uburenganzira ku bidukikije





## Ingamba ya 4: Kubaka Uburyo buhuriweho n'Inzego ku bireba Imihindagurikire y'Ikirere

Intego y'ingenzi: Kubaka no kongerera ingufu uburyo bukoreshwa mu bigo na Sendika z'Abakozi muri Afurika bugamije kwita ku kibazo cy'imihindagurikire y'ikirere

IBIBAZO	INTEGO	UMUSARURO	IBIKORWA
Komite zisanzweho za sendika zo mu nzego z'imirimo n'izo ku rwego rw'igihugu ku mihindagurikire y'ikirere zigarukira gusa ku bibazo by'Umutekano ku Murimo n'Ubuzima	Kongerera imbaraga uburyo bukoreshwa n'ibigo mu guhangana n'imihindagurikire y'ikirere muri za Sendika z'Abakozi	Kwagura komite z'Umutekano ku Murimo n'Ubuzima za sendika zo ku rwego rw'igihugu n'izo mu nzego z'imirimo kugira ngo habemo n'abashinzwe imihindagurikire y'ikirere	Gushyiraho/kwagura komite za sendika zo ku rwego rw'igihugu n'izo mu nzego z'imirimo zo kwita ku mihindagurikire y'ikirere
Intege nke mu mikorere y'inzego za Sendika z'Abakozi ku rwego rw'igihugu n'imboni zo mu bihugu mu kwita ku kibazo cy'imihindagurikire y'ikirere		Kongerera imbaraga uburyo bukoreshwa n'ibigo muri Sendika z'Abakozi zo ku rwego rw'igihugu n'imboni zo ku rwego rw'igihugu kugira ngo zihangane n'ibazo cy'imihindagurikire y'ikirere kandi zite no ku bidukikije	Gusuzuma imiterere y'inzego z'ibigo bisanzweho mu gihugu n'iy'imboni zishinzwe imihindagurikire y'ikirere
Kugenera inkunga idahagije inzego za Sendika z'Abakozi zo mu gihugu zita ku kibazo cy'imihindagurikire y'ikirere		Kongera inkunga y'imari iterwa inzego za sendika z'abakozi zo mu gihugu zita ku mihindagurikire y'ikirere n'ibidukikije.	Gutangiza gushakisha ubushobozi ku rwego rw'ibigo no ku rwego rw'igihugu.
Ubushobozi budahagije bwo gushaka inkunga y'imari kuri Sendika z'Abakozi ku imishinga yo guhangana n'imihindagurikire y'ikirere.		Kongera uburyo bwo kubona inkunga kuri za Sendika z'Abakozi mu mishinga yo guhangana n'imihindagurikire y'ikirere no kwita ku bidukikije.	Gukorana n'ibigo byo muri Sosiyete sivile bigirwaho ingaruka n'imihindagurikire y'ikirere mu gukorera hamwe imishinga no gushaka amafaranga

## Ingamba ya 5: Politiki n'ibisabwa mu Gushyiraho Amategeko

Intego y'ingenzi : Kugirana ibiganiro bicukumbuye n'abakozi bo mu bigo ku byerekeye koroshya no guhangana n'ingaruka z'imihindagurikire y'ikirere muri Afurika.

IBIBAZO	INTEGO Z'INGENZI	UMUSARURO	IBIKORWA
Uburyo buke bwo gushyira gahunda z'imihindagurikire y'ikirere muri gahunda z'iterambere ry'ibihugu	Kugirana ibiganiro bicukumbuye n'abakozi bo mu bigo ku byerekeye koroshya no guhangana n'ingaruka z'imihindagurikire y'ikirere.	Kongera uruhare ibibazo byo kwita ku mihindagurikire y'ikirere bigira muri politiki z'ibihugu	Guhugura abanyamuryango mu bumenyi-ngiro bwerekeye ibiganiro ku mibereho y'abantu
Gahunda z'umurimo uheshya ishema abawukora ntizibanda ku bibazo by'imihindagurikire y'ikirere n'iy'imiterere y'ibihe		Gahunda y'Umurimo uheshya ishema abawukora igomba kugaragamo ibibazo byerekeye guhangana n'imihindagurikire y'ikirere	Gushishikariza abafatanyabikorwa mu bibazo by'abantu muri rusange kugira uruhare mu biganirwa ku rwego rw'igihugu mu gusuzuma gahunda y'umurimo uheshya ishema abawukora
Politiki zerekeye ingufu zisubira ntabwo zikurikizwa uko bikwiye		Ingufu zisubira zigomba kuba mu byitabwaho muri gahunda z'ibihugu zo kwita ku miterere y'ibihe	Ubuvugizi n'ibikorwa by'ubukangurambaga
Kudasobanura politiki yo gutwara abantu n'ibintu muri rusange ku birebana n'imyuka ihumanya		Gusobanura politiki zo gutwara abantu n'ibintu muri rusange zita ku bibazo by'imihindagurikire y'ikirere	Gufasha abanyamuryango mu gutegura politiki zerekeye gutwara abantu n'ibintu n'imihindagurikire y'ikirere
Ikurikizwa ry'amategeko yerekeye ibidukikije ridakora neza kandi buri wese atagarimo uruhare		Kurushaho kugira uruhare mu gushyira mu bikorwa ingamba zerekeye ibidukikije n'imihindagurikire y'ikirere	Gufasha abanyamuryango muri tekini zo gukurikirana ibyubahirizwa mu gushyira mu bikorwa ingamba z'imihindagurikire y'ikirere
Uruhare rwa za Leta rudahagije mu bushakashatsi ku musaruro w'ubuhinzi uhagana n'imiterere n'imihindagurikire y'ikirere		Kongera uruhare rwa Guverinoma mu bushakashatsi ku buhinzi buhangana n'imiterere mibi y'ikirere	Ubushakashatsi n'ibikorwa by'ubukangurambaga

IBIBAZO	INTEGO Z'INGENZI	UMUSARURO	IBIKORWA
Ingufu nke muri gahunda zo gutera amashyamba na politiki zo kubungabunga ibidukikije  Imbaraga nke mu kubahiriza amahame ya Rio		Kunoza za gahunda zo gutera amashyamba na politiki zo kubungabunga ibidukikije	Ubushakashatsi n'ibikorwa by'ubukangurambaga
		Kubahiriza amahame ya Rio	Amahugurwa agenewe imboni zo ku rwego rw'igihugu, ubuyobozi ku rwego rw'uturere n'ibihugu
		Kurushaho gufatanya n'imiryango ya sosiyete sivile ikora ku byiciro bitandukanye by'amahame ya Rio	Gufatanya mu bikorwa by'ubukangurambaga n'ubuvugizi ku bibazo bifiye inyungu Umurimo

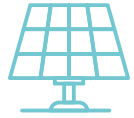




# 7.0 GUKURIKIRANA NO GUSUZUMA ISHYIRWA MU BIKORWA RY'INYANDIKO Y'INGAMBA YO GUHANGANA N'IKIBAZO CY'IMIHINDAGURIKIRE Y'IKIRERE

Ishyirwa mu bikorwa ry'inyandiko ikubiyemo ingamba ku miterere y'ikirere rizashingira ku mpamvu z'ingenzi zikurikira zizatuma imikorere itanga umusaruro mwiza:

1. Imbaraga z'imiterere y'inzeho zigize ibiro by'Ubunyamabanga bwa ITUC-Africa bushinzwe Imihindagurikire y'ikirere n'ibidukikije.
2. Uko inzeho zigize umuryango wa ITUC-Africa zitabira ibikorwa muri iki gihe mu guhangana n'ikibazo cy'imihindagurikire y'ikirere
3. Ubuyobozi bugaragaza umuhate mu bigo bigize umuryango wa ITUC-Africa mu gufata iya mbere mu gukemura ibibazo by'imihindagurikire y'ikirere.
4. Imbaraga z'inzeho z'ubutegetsi za ITUC-Africa mu gukurikirana neza intego zihaye, hifashishijwe komite ngishwanama zemejwe no kugaragaza ibigerwaho bifatika mu ntego zo guhangana n'ikibazo cy'imihindagurikire y'ikirere.
5. ITUC –Africa igomba kugira imitegurire inoze ya gahunda y'imirimo, abashinzwe kuyikora n'igihe ntarengwa igomba kurangira mu guhangana n'imihindagurikire y'ikirere
6. ITUC-Africa igomba gushakisha amafaranga/ubushobozi izifashisha mu gushyira mu bikorwa imirimo yihariye yerekeye imihindagurikire y'ikirere.





## 7.1 Uruhare n'Inshingano by'Ubunyamabanga bwa ITUC-Africa (ibiro bishinzwe Ikirere n'Ibidukikije), Abanyamuryango n'Abafatanyabikorwa

Uretse ibikorwa by'ibanze byasobanuwe muri gahunda y'igenabikorwa (reba iyo gahunda uko igaragaza ibikorwa, uko bizagerwaho n'umusaruro byo mu mwaka wa 2017 kugera mu 2019), Ubunyamabanga bwa ITUC-Africa n'abanyamuryango bayo bafite inshingano zisobanuwe mu ngingo zikurikira:

### a. Uruhare rw'Iburo by'Ubunyamabanga bwa ITUC-Africa bishinzwe Imiterere y'Ikirere n'Ibidukikije

1. Gushyigikira abanyamuryango ba ITUC-AFRICA gushyira mu bikorwa ibikorwa bya politiki na gahunda yerekeye imihindagurikire y'ikirere.
2. Gushyiraho urubuga rwa interineti rwo guhererekanya amakuru ruzateza imbere guhanahana amakuru hagati y'abanyamuryango ba ITUC-Africa, abafatanyabikorwa, na rubanda muri rusange; no guteza imbere imbaraga zo kurushaho gufatanya ku bireba imihindagurikire y'ikirere
3. Gushyigikira urubuga rwo kungurana ibitekerezo, guhanahana amakuru no gushyira imbaraga mu mikoranire ku byihutirwa bireba inzego zose mu byerekeye imihindagurikire y'ikirere
4. Kugenzura ko ibibazo byose bivuka byerekeye imihindagurikire y'ikirere bijyanye n'inyandiko y'ingamba bimenyeshwa abanyamuryango ba ITUC-Africa kugira ngo babyiteho
5. Gushyigikira umuyoboro w'imikoranire n'ubufatanye ku rwego rw'akarere hagati y'abanyamuryango ba ITUC-Africa n'abafatanyabikorwa ku rwego rw' ibihugu byo mu karere ku bibazo by'imihindagurikire y'ikirere

6. Gufasha abafatanyabikorwa bo mu bihugu n’abo mu turere duherereye mu bice binyuranye, gutegura ubuvugizi n’igenabikorwa ryo kugira uruhare muri gahunda z’ibikorwa byibanda ku bibazo biza mbere y’ibindi byagaragajwe kandi byerekeye imihindagurikire y’ikirere
7. Kongera ubufatanye hagati y’abanyamuryango ba ITUC-Africa n’abandi bafatanyabikorwa bo mu karere bakora ku bibazo byerekeye imihindagurikire y’ikirere
8. Gutangiza ibikorwa byo kugira uruhare rwihariye ku bireba imihindagurikire y’ikirere hamwe na gahunda z’imiyoboro ngenderwaho ya politiki zo mu karere, urugero nk’Ubunyamabanga bw’imiryango y’ubucuruzi ihuriweho n’ibihugu by’Afrika nka ECOWAS, ECA na SADC.
9. Gukurikirana ibigenda bikorwa n’iterambere rigerwaho mu nkubiri yagutse y’uburenganzira n’ubutabera ku bidukikije.



#### b. Uruhare rw’Abanyamuryango ba ITUC-Africa ku birebana n’Imihindagurikire y’Ikirere n’Ibidukikije

1. Gushyigikira Ubunyamabanga bwa ITUC-Africa mu ishyirwa mu bikorwa ry’ibikorwa ku mihindagurikire y’ikirere ku rwego rw’ibihugu
2. Kugenzura ko abafatanyabikorwa bose bireba bo mu bihugu bagira uruhare mu bikorwa bifatanye isano na ITUC-Africa
3. Kwinjiza inyandiko y’ingamba ya ITUC-Africa (urugero mu nzego zizitabwaho mu biganiri bizatangwa mu mahugurwa, gahunda zitandukanye n’ibikorwa bigaragaza ingamba zifatika)
4. Gushyigikira Ubunyamabanga bwa ITUC-Africa mu kugaragaza ibyakwitabwaho mbere y’ibindi ku bireba imihindagurikire y’ikirere, no guha umwanya abafatanyabikorwa bo nzego zitari iza leta muri gahunda zo kungurana inama ku rwego rw’akarere
5. Gutangiza gahunda z’ubuvugizi n’ibikorwa ku rwego rw’ibihugu mu bategura za politiki by’umwihariko ku birebana na gahunda y’umurimo uhesha ashema abawukora, imihindagurikire y’ikirere ndetse no kubona akazi





### c. Uruhare rw'Abafatanyabikorwa b'ingenzi mu ngamba zerekeye Imihindagurikire y'Ikirere n'Ibidukikije

kugira ngo ITUC-Africa ikomeze kandi yongere umubare w'abafatanyabikorwa mu bijyanye n'imihindagurikire y'ikirere, no kugira ngo yagure ubufatanye ku rwego rw'aho ikorerera ndetse n'ibyo ikora, yongeramo uburenganzira n'ubutabera ku ibidukikije, n'ibindi bibazo byihutirwa bijyanye n'ibidukikikije; bivuze ko yagombye gutegereza ko abo bafatanyabikorwa bagira uruhare rukurikira mu ishyirwa mu bikorwa ry'itego z'ingamba yihaye:

1. Gushakashaka ubushobozi bwite mu rwego rwo gushyira mu bikorwa ibikorwa rusange muri ITUC-Africa ku rwego rw'akarere no ku rwego rw'ibihugu
2. Guharanira kongera imbaraga mu bikorwa byayo byo guhuza ubufatanye mu mirimo ku rwego rw'akarere no ku rwego rw'ibihugu.
3. Gutanga no kugenera umusanzu w'amakuru yihariye kuri za sendika mu bunyamabanga bwa ITUC-Africa hagamijwe kongera imbaraga mu guhanahana amakuru, gushyiraho inzego zishoboka z'ubufatanye n'imikoranyire, gutanga amakuru mu itegurwa rya politiki no mu bikorwa by'ingamba z'ibikorwa ku rwego rw'akarere no ku rwego rw'ibihugu.
4. Kubaka ubufatanye n'umuryango wagutse w'abashishikajwe no guharanira kubungabunga ibidukikije n'ubutabera ku ibidukikije.









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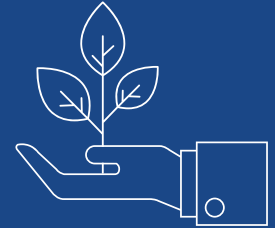
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## **Yateguwe na**

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