



Ministry of Agriculture
Animal Industry and Fisheries



THE WORLD BANK

PUROJEKIKITI YOKWIMUKYA ABALIMI NABALISA KURABIRA OMU BUSUBUZI

**Okwimukya abalimi kuraba omu busubuzi obukwatiraine
nebitebe byabalimi.**



**UGANDA
CO-OPERATIVE
ALLIANCE LTD.**

RUTOORO

**ENTEKANIZA YOKWIMUKYA
EBITEBE BYABALIMI**



THE REPUBLIC OF UGANDA

**EKITONGOLE YOBULIMI,
OBULISA, HAMU NOBUSOHI**

**ENGENDERWAHO YEBYOKWIMUKYA
EBYEKITEBE KYOMULIMI**

**PUROJEKITI YOKWIMUKYA OBULIMI, NOBULISA
KURABIRA OMUBUSUBUZI**

ENDAGIRIRO

ACRONYMS.....iii

OBWOKURORAHO NAMA KURU GAABWO.....iv

OMUTWE GW'OKUBANZA
EMIRINGO YEBITEBE BYABALIMI OMU KICWEKA NOKWETEGEREZA

ENKOLA YA ACDP.....1

Ekicweka 1.1 Ekitebe kyomulimi nikiha?.....2

Ekicweka 1.2: Ahabwaki ebitebe byabalimi nibyetagisa?.....4

Ekicweka 1.3: Embera yebitebe byabalimi my byalo byabalimi Neha?.....6

Ekicweka 1.4: Okwetegereza enkora ya ACDP nebitebe byabalimi.....8

Ekicweka 1.5: Ondengerwaho yokukomamu omulimi hamu nekitebe ahabwa ACDP.....8

OMUTWE GWAKABIRI
OKUSORORA BA MEMBA ABALIKWEKAMBA MUNO OMUMIRIMU YEKITEBE HAMU
NEKITEKEREZO KYOBUSUBUZI.....11

Ekicweka 2.1: Okusorora ba MEMBA abalikwejumbira muno omumirimo yekitebe.....12

Ekicweka 2.2: Ebigendererwa nebisemerire ebirukwetagwa kutandikiraho.....17

OMUTWE GWAKASATU
OKWECUMITIRIZA HAKITEKEREZO KYOBUSUBUZI.....27

Ekicweka 3.1: Okuserra aba memba abakusobora kwija kwetaba omukweza bingi.....28

Ekicweka 3.2: Okukora okwecumitiriza hakatare.....31

Ekicweka 3.3: Okwecumitiriza hakwihikiriza kwekitekerezo kyebyobusubuzi.35

Ekicweka3.4: Okuserurizarundiesenteeziruhonizimara?.....37

Ekicweka 3.5: Okuseruririza rundi esente eziruhonizimara?.....39

Ekicweka3.6: Okuteekateeka aha nkora.....40

OMUTWE GWAKANA
OKUKORA EMBARRIRA YA BISINESI.....42

Ekicweka4.1: Ensisana yokwetekaniriza bisinesi eri ha mutindo.....43

Ekicweka4.2: Ebirukukwata ha bisinesi.....44

Ekicweka 4.3: Okutekaniza imbarirra yokuturukya.....45

Ekicweka4.4: Okukora imbarirra yakatare.....46

Ekicweka 4.5: Okukora imbarirra yenkora.....51

Ekicweka4.6: Okwerindaobuzibu.....57

Ekicweka 4.7:Embarirra yebyoburorerezi.....58

Ekicweka4.8: Okukoraembarirrayebyesente.....59

Ekicweka 4.9: Okutebekaniza entekateka yesente okuzikutambura.....60

Ekicweka4.10:Ebirukukwataahabisinesiomubugufu.....64

OMUTWE GWAKATAANO
ENSISANA YEKITEBE.....67

Ekicweka5.1:Ensisana yekitebe kyomulimi.....68

Ekicweka 5.2: Ba memba hamu norukungana rwa boona.....70

Ekicweka 5.3: Obwebembezi burungi bwekitebe.....73

Ekicweka 5.4: Ebirungi hamu nebirukusangwa omu ngenderwaho yekitebe.....83

Ekicweka5.5: Okwahuraebihandiiko.....89

Ekicweka5.6: Okutebekanizaembarirrayenkora.....93

OKUSIIMA.....95

ACRONYMS

ACCE	Area Commodity Cooperative Enterprise
ACDP	Agricultural Cluster Development Project
AO	Agricultural Officer
ATAAS	Agriculture Technology Agribusiness Advisory Services
CBF	Community Based Facilitator
CDO	Community Development Officer
DCDO	District Community Development Officer
DCO	District Commercial Officer
DLG	District Local Government
DPO	District Production Officer
EVMA	Electronic Voucher Management System – e-voucher
FG	Farmer Group
FID	Farmer institutional Development
FO	Farmer Organisation
HLFO	Higher Level Farmers Organisation
IDE	Institutional Development Expert
IDO	Institutional Development Officer
MAAIF	Ministry of Agriculture Animal industry and fisheries
MEL	Monitoring, Evaluation and Learning
PCU	Project Coordination Unit
RPO	Rural Producer Organisation
TOT	Training of Trainers
UBA	United Bank for Africa
UCA	Uganda Cooperative Alliance

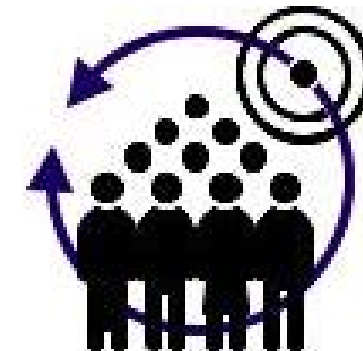
OBWOKURORAHO NAMAKURU GAABWO



Akokuraho kanu nikoleka
obwire obutairweho
kukoruramu omulimo



Kanu ko nikoleka amakuru
agasemerire kusomerwa
ekitebe



Kandi kanu nikamanyisangu
omulimo gutandikirweho nahabweki
engenderwaho bagisomere
abekitebe basobore kugikuratira
nkoku erikuragirirwa



Akokuraho kanu nikoleka omulimu
ogutandika kandi amateka
nigetagisa kusomwa muno ha
banyakitebe kandi gukuratirwe
mubicweka birikukuratana



Hanu nikoleka enkora nungi yokusorora
nokuhikiriza ebyetago byabulimuringo
ebyabakazi nabasaija okwimukya emikorre
yabakazi nokukozesa kulungi amagezi
gahaiguru nobukugu obwabakazi nabasaija
baine.



**EKICWEWKA
KYOKUBANZA**

**EMIRINGO YEBITEBE
BYABALIMI
OMU KICWEKA
NOKWETEGEREZA
ENKORA YA ACDP**

Emukicweka kinu nitusangamu

- Amakuru gekitebe kyabalimi
- Omutindo gwekitebe kyabalimi omu bicweka ebirumu purojekiti yakulima
- Ahabwaki ebitebe bya balimi nibyetagwa kandi ACDP nekora nabo eta.
- Ebikwatiraine na purojekiti ya ACDP omukwimukya ebitebe byabalimi
- Entwazaa yebitebe byabalimi na pulani nungi erarugamu amagoba
- Enkora elukwija kukuratiirwa omukukoma abalimi hamu nebitebe ebyabalimi ebirayenyigira munkozesa ya ACDP E- Voucher

Ekigendererwa

Hanyuma yekicweka kinu abantu nibaija kwihamu okwetereza omugaso gwebitebe byabalimu omukwimukya ebyokulima nokulisa

Obutumwa Bukuru

Abalimi abali mubitebe byamani kandi bitekanizibwe kurungi baine omugisa gwokwongera enkurakurana ahabibanja byabo nokutunga obutale bwamagoba habwokwongerera entasa yabo.

EKICWEKA 1.1 EKITEBE KYOMULIMI NIKIHA



Obwire edakika 10

Ebigendererwa byekicweka.

Hanyuma yekicweka kinu abasomi nibaija;

- Kusoboorrokerwa omugaso gwokutaha omukitebe kyabalimi

- Omwegesa atandike nokukaguza abasomi amakulu gekitebe kyabalimi. Asiime enkarra zomugaso ezagarikwamu abasomi omukusoborra amakuru



Ekitebe kya balimi kiine ba memba ikumi na batano okwihika ha makumi abili(15 -20)



Entekaniza nungi eyekitebe.



Ekitebe kyomulimi kisemerire kwehandikisa omumulingo oguhikire.



Ekitebe kyomulimi kisemerire kwehandikisa omumulingo oguhikire.

Notisi zomwegesa

Ekitebe kyabalimi nikyo kitebe kikirizibwe omubiragiyo ekine obwebembezi burungi bwobwinganiza ekirikutasyamu abantu bona abalikukwataniza hamu abiine ebitekerezo bimu ebyokwimukya omutindo gwabo gwebyokulima habwentasya nokwimukya enyikara yabo.

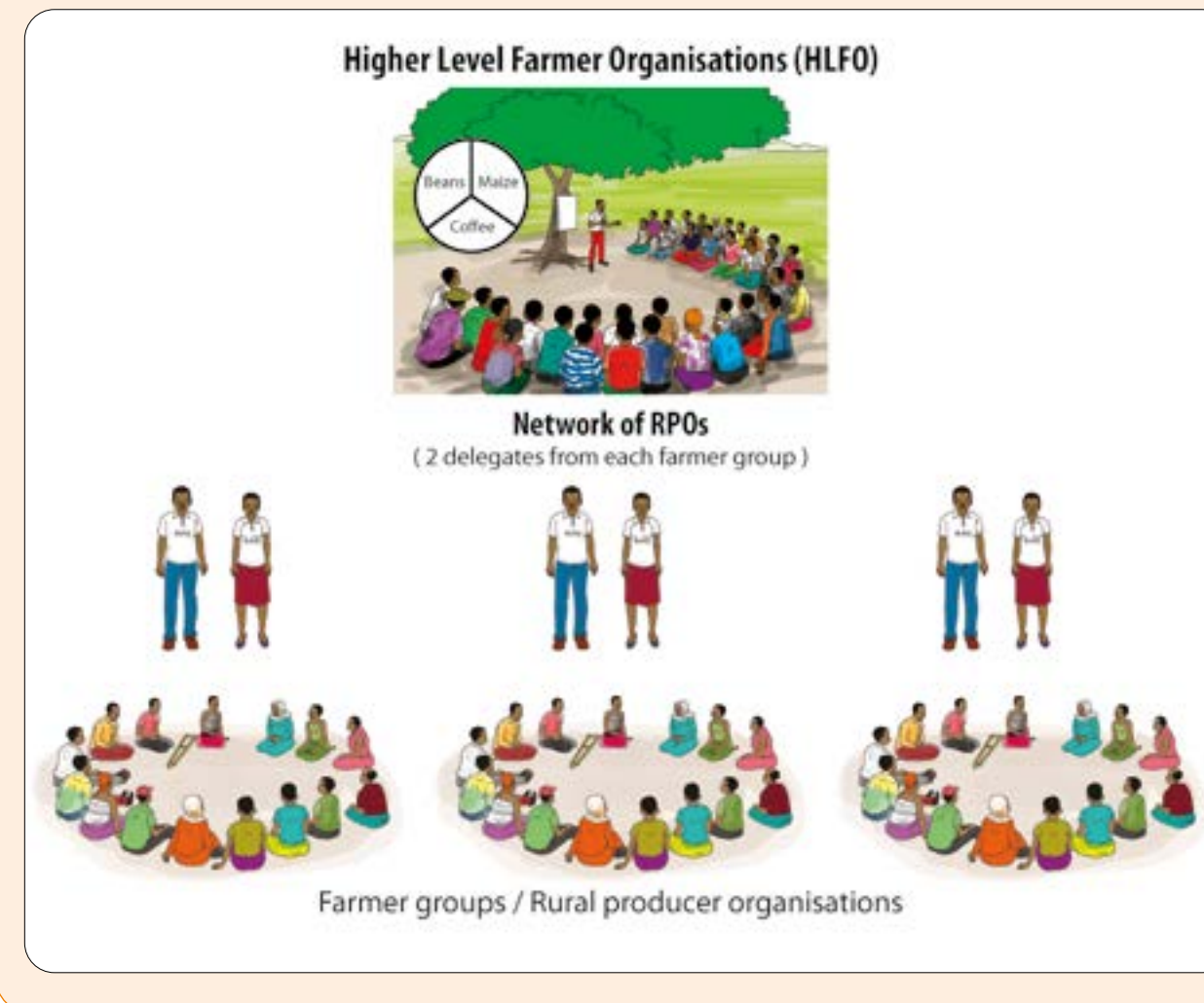
EKICWEKA 1.1.1 Emiringo yebitebe byabalimi.



Obwire : Edakika 20.

Omwegesa

- Atandike nokukaguza abantu emiringo yebitebe byabalimi omubicweka byabo.
- Abakaguze obwokuroraho obwabulimulingo obubahayo



Categorization of farmer groups

Notisi zomwegesa

Haruho emiringo esatu yebitongore byabalimi kurugira ahantwaza ya purojekiti ya ACDP nkokukilikusabororwaho haifo.

i. Ekitebe kyomulimi

Kinu nikyo kitebe ekirikutahibwamu bulimuntu ekiine entwaza yobwinganiza omumirimo yokulimisa nkokugesha, okuhunika, emikwatire yamagesa, okwihamu ebyomugaso okwongeramu omutindo nokuguza habwokwongera hantasya yomulimi nokumuha enyikara nungi ekyaikirizibwe kukora nharurengo rwekyaro.

Ebisemerire ekitebe kyabalimi.

- Kuba kihandikirwe harurengo rwegomborra, disituriki nahandi hona.
- Kuba kirimu ba memba ikumi nabatano kwihikya abiri.
- Kuba baine engenderwaho.
- Kuba kiine akakiiko akakomerwe nkokwengenderwaho erikworeka.
- Abanyakitebe babe nibaruga omumaka asatu agatarukusana.
- Ekitebe kisemerire kukorra hamu kandi kiine ebihandiko ebirikworeka omurimo ogukwatiirine nebyokulima.
- Ekitebe kyabalimi kisemerire kuba kiri memba omukitongore kyaharwingano rwekyaro (PRO)

ii. Ekitongore ekirikugesera harulengo rwekyaro.(PRO)

Kiinu nikyo kitongore ekirikutahibwamu buri muntu ekiikirizibwe mubiragiro kandi kiine obwebembezi bwobwinganiza abeeteraine hamu kwimukya omutindo gwobulimi omukugesera omubwingi kwongera omugaso rundi kuserra obutare nibagenderra kwongera entasya nokwimukya enyikara yabo.

- Okuba nebihandiko ebihamibwe kuriga hagomborra, disiturikiti rundi hona.
- Omurimo omukuru gwabekitebe kugesha.
- Ekigendererwa nikwo kugesera hamu byingi kwongeraho omutindo nnokuserura obutare.
- Kisemerire kubamu abebitebe kuruga habitebe bibiri kuhikya hari ikumi.

iii. Ekitebe kyekyaro kyabeteraine (area commodity cooperative enterprises)

Ekirikirizibwa omubiragiro ekikutahibwamu abantu boona kandi ekiine obwebembezi bwobwinganiza ekikwatanisize hamu okwimukya omutindo gwemirimo yabo yokulima, kugesha bingi, kwongeramu omutindo kikabaretera kukanyisa entasya yabo bakimukya omutiindo gwamaka gabo.

- Omwanya gwokukoramu nuho hagomborra disiturikiti.
- Kuhandikisibwa ha disiturikiti na MTIC.

- Omurimo omukuru gwekitebe nukwo kugesha bingi nokwongeramu omutindo nokuserura obutare.
- Ekigendererwa: kukanyisa nokusemeza omubyokugesha bibe byingi hamu nokuserura obutare

Ekicweka 1.2

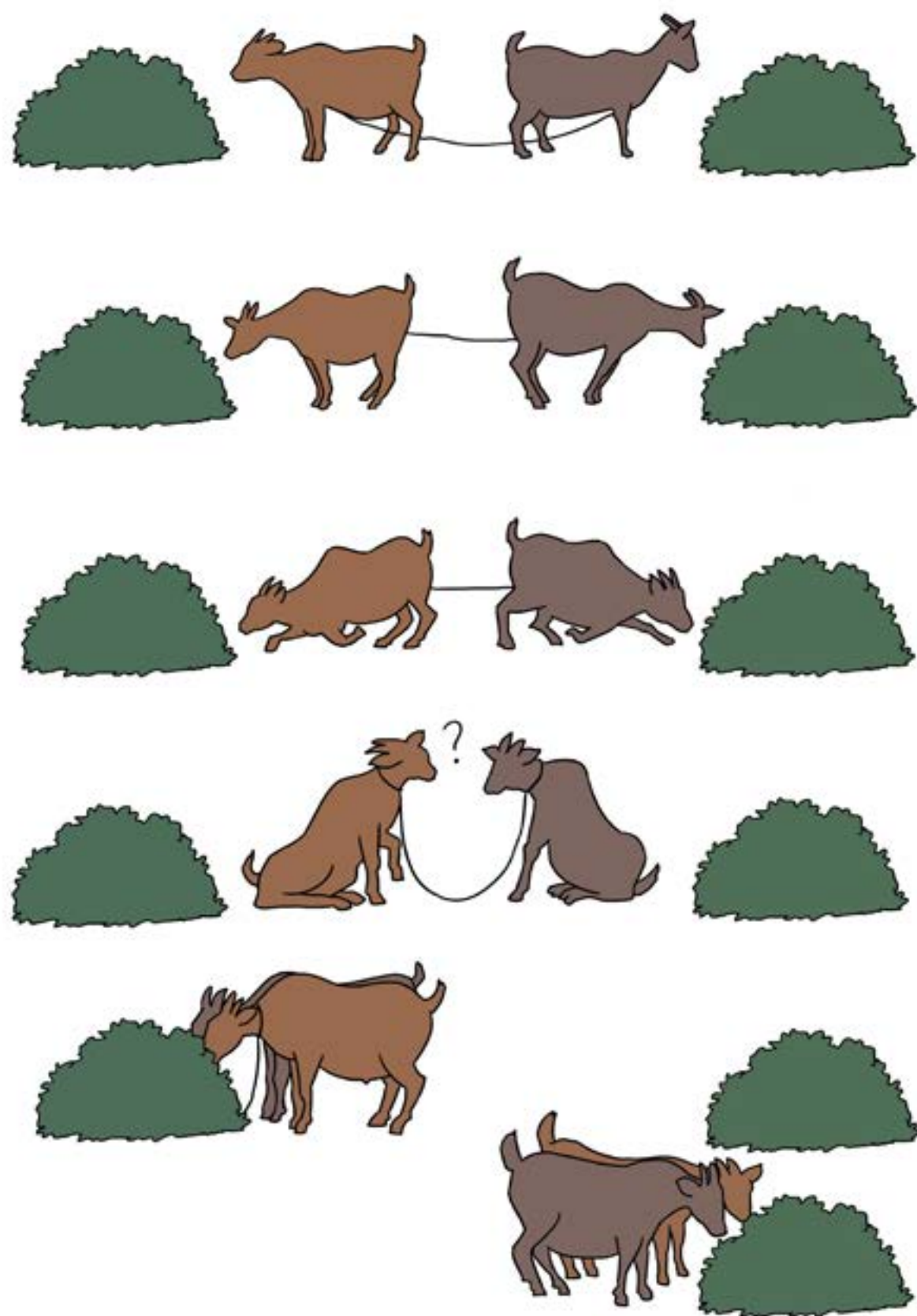
AHABWAKI EBITEBE BYABALIMI NIBYETAGISIBWA?



Obwire: edakika 30

omwegesa naija

- Kuteekaniza abasomi omu bu guruupu batense hali: Ahabwaki ebitebe byabalimi nibyetaagisibwa kwimukya ebyobulimi?
- Akaguze obuguruupu butarukusana kuheerezayo ebitenso byaabo.



ekitebe kyabalimi nikisemerra kuba nobwinganiza.

Notisi zomusomesa

Omusomesa akaguze abalimi kugarukamu ebikaguzo binu;

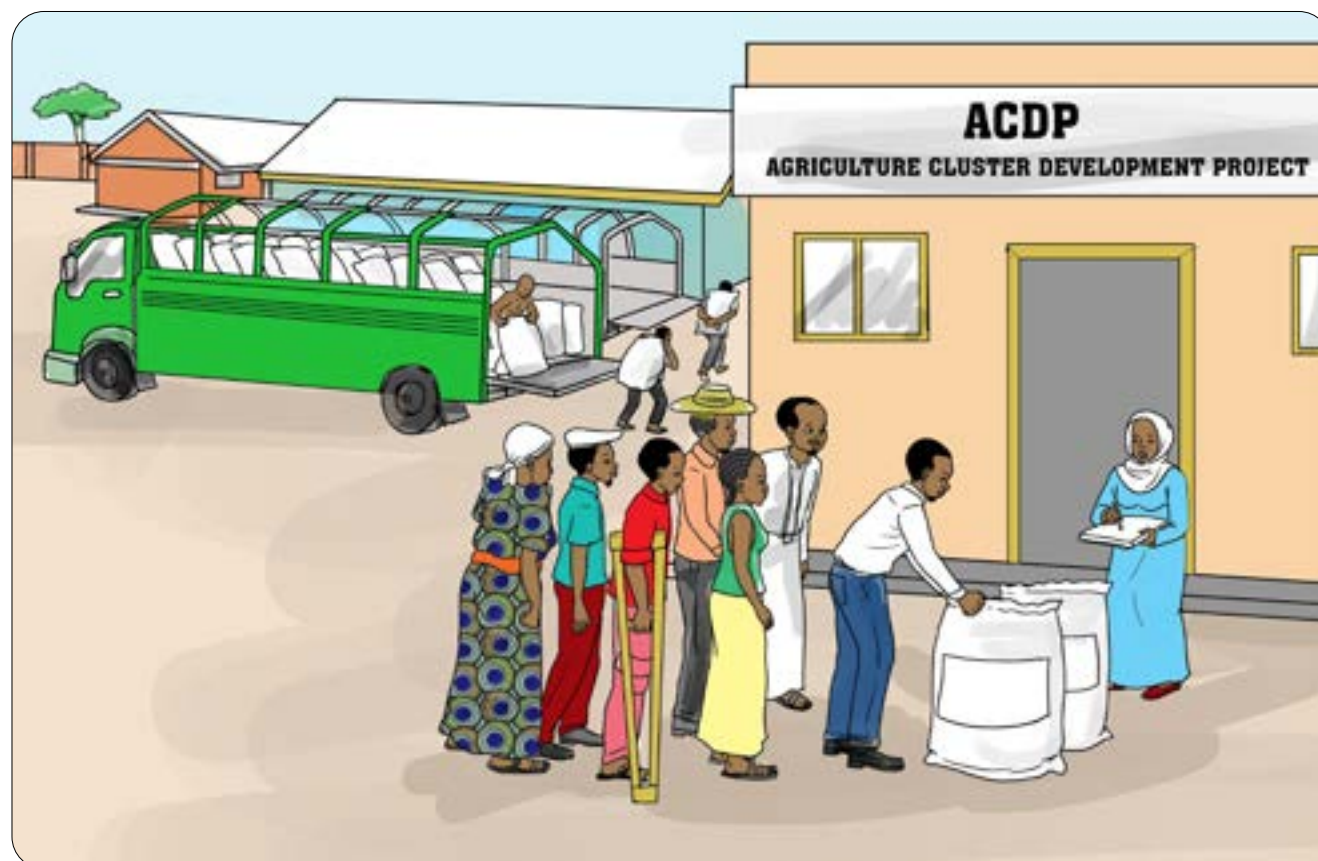
- a) Omukisani nimuroramuki?
- b) Kizibuki ekibaine?
- c) Ekizibu eki kakahwahokita?
- d) hakarugamu magobaki?

Hanyuma akaguze abasomi kulengesaniza ebibaarora nembeera eyabuli kiro omu kulima kweeza nokuguza omu byaro byabo.

Notisi zomusomesa

Omwegesa agarukemu ebindi habikaguzo ebya habwaki ebitebe byabalimi nibyetagwa nka;

- Ebitebe nibikora emirimo nkokwegesa
- Ebitebe nibikonyera ba memba kusoroza sente kandi beyongera amagezi masyaka agakozesibwa omukugesha nobubamazire kugesha
- Ebitebe nibikiriza abarikugonza kwimukya omutindo gwebitebe byabo.
- Ebitebe nibiretaho okukwataniza mu bantu.
- Ebitebe byongera enkurakurana omumikorre yabantu buntu aha levo yakitebe obu nibagendera hambarira etirweho ekitebe
- Ebitebe nibikora nkomusingo omukwehoza sente
- Nibirahukya kufuna obutare kandi byongera enkora omu kugura nokuguza
- Nibiretera abalimi kutunga amaani omukukora kiretaho omutindo gwamagezi



Amaani agongirwe habyobulimi kuraba omu mutindo gwamagesa

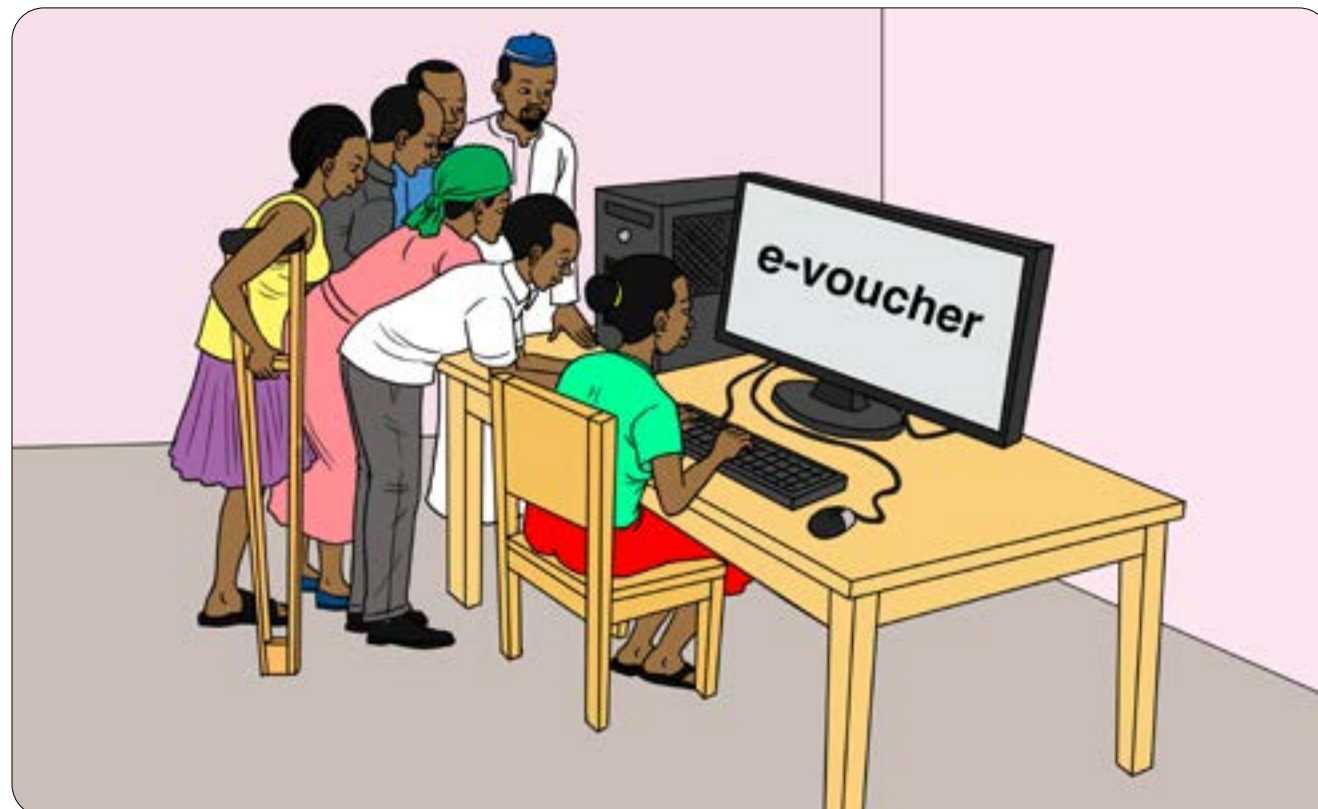
EKICWEKA1.3 EMBERA YEBITEBE BYABALIMU OMU BYARO BYABALIMI NEHA?



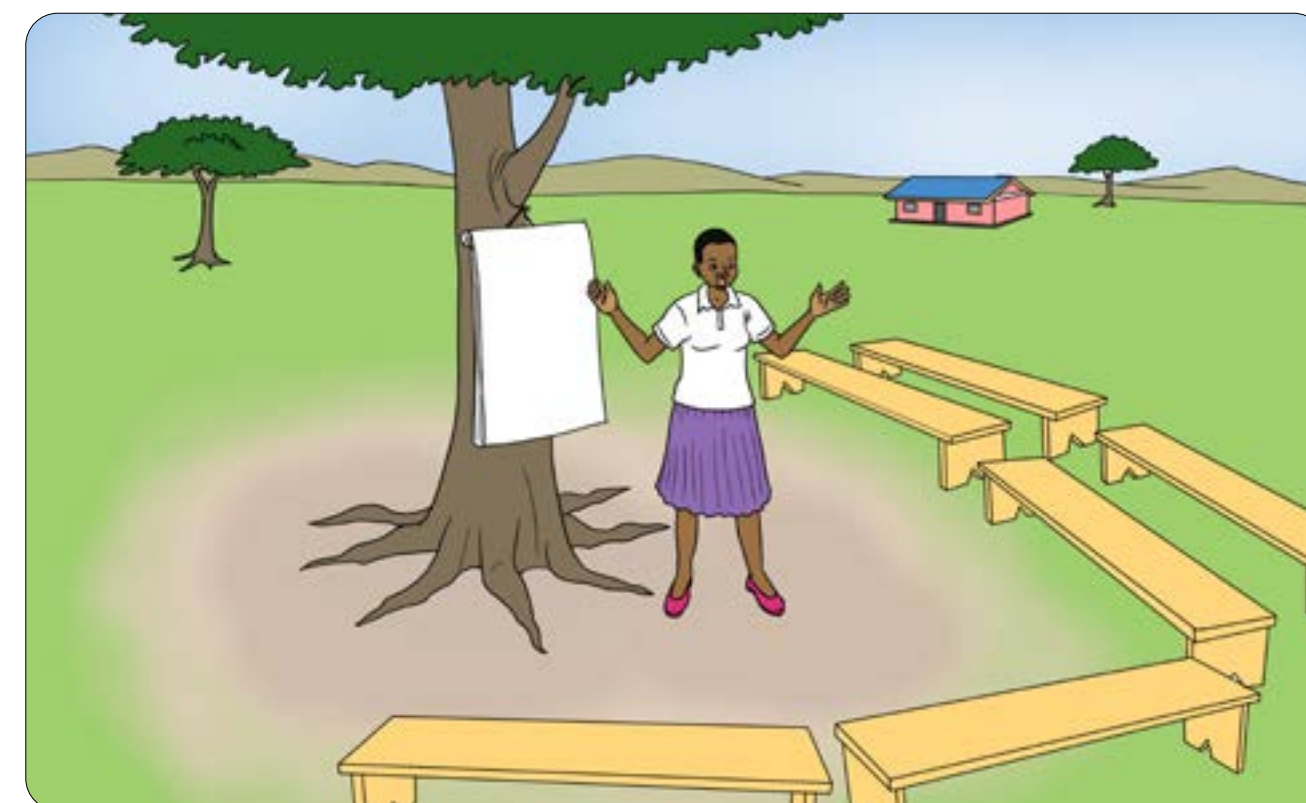
Obwiire: edakika 05

Omusomesa akaguze abantu ha bibarikumanya ebikwatiraine nebitebe byabalimi

- Balimi baigaha abali mubitebe byabalimi?
- Ebitebe bigaha ebirukorra mubyaro rundi mubicweka byanyu
- Naija kutunga kugarukwamu kwa buli muringo bitu byona bihikire
- Amalire nabagambira omulingo gwebitebe byabalimi



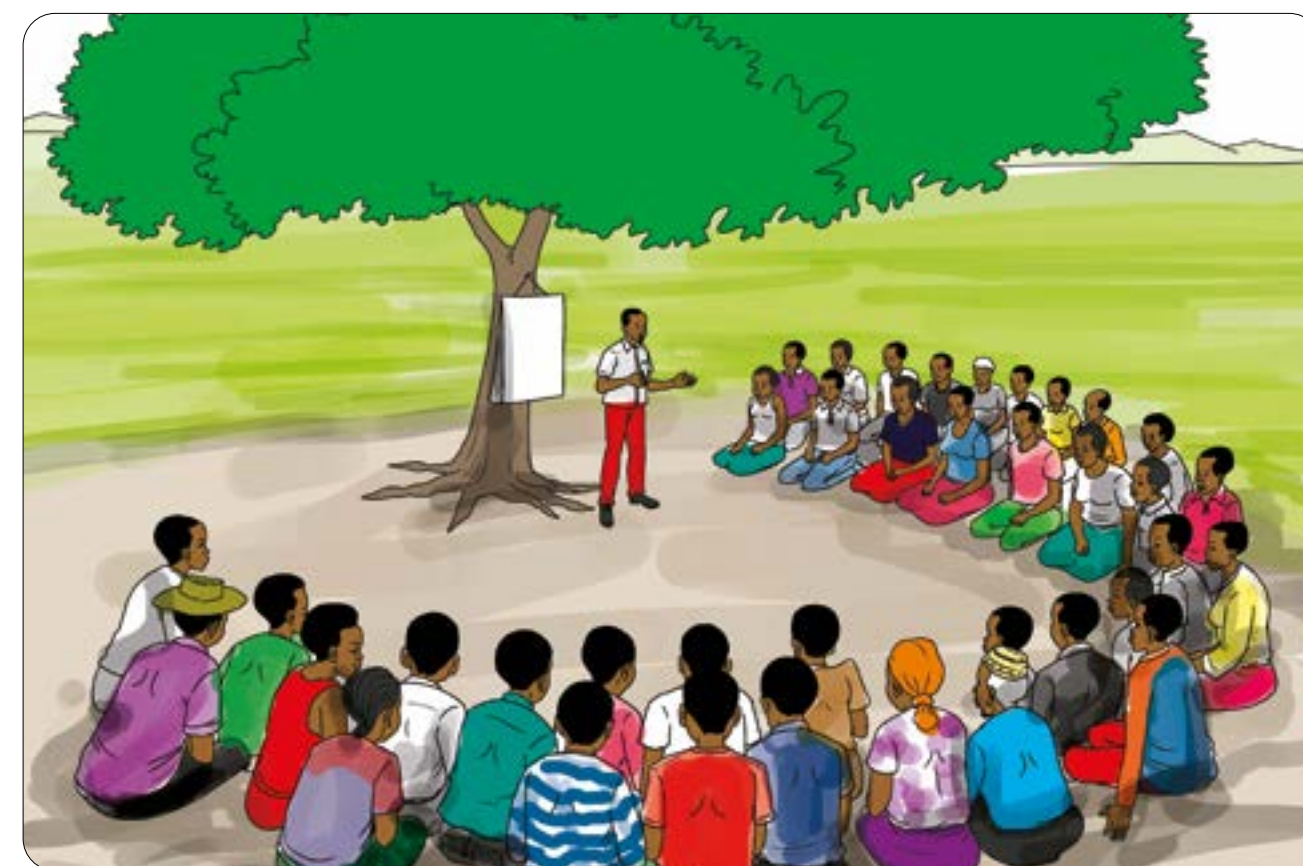
Omugisa ogwokutandikaho enkozesa ya kompyuta (E Voucher) erukubayamba kutunga ebintu ebisazirweho ebeyi.



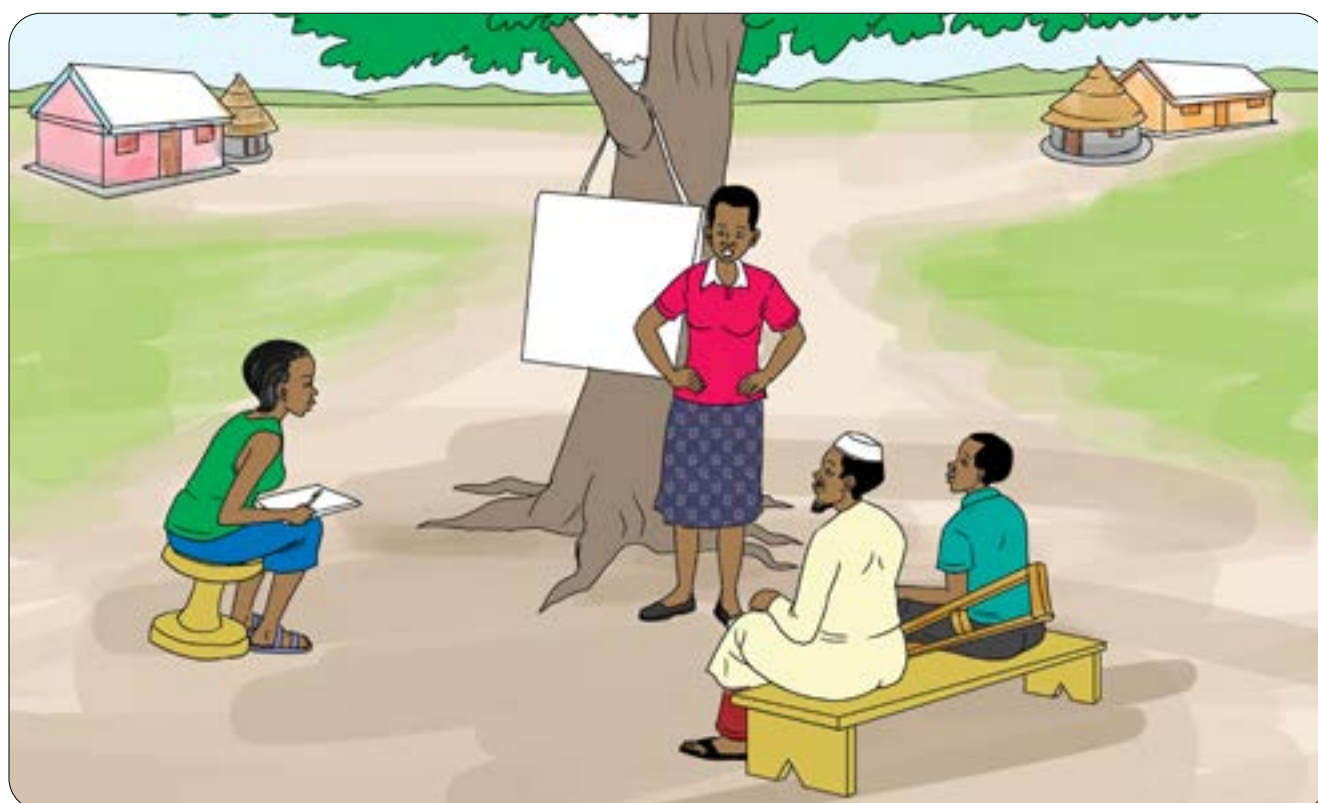
ebimwe habitedbe ebiloho tibirikukora bikagwa



ebimu bikatandikwaho kyonka byabura ekigendererwa.



ekitebe kyabalimi tikisemerire kugira abantu bainji muno



ekitebe kyabalimi kisemerire kuba kyine abantu abatari hansi ya ikumi nabatano.

Notisi zomwegesa.

- Abalimi bona tinikwo bali mubitebe byabalimi.
- Ebimu habitebe ebinyakuruho tibirikukora
- Ebimu bikatandikaho kyonka byabura ekigendererwa
- Ebimu habitebe byabalimi tibiine maani agarikwemarira.
- Kandi ebindi tibirikukoragana abebitongore ebikulu ebyobulimi ekiri kugarura enyuma enkurakurana
- Ebindi byiine ba memba bataito.

EKICWEKA 1.4

OKWETEGEREZA ENKORA YA ACDP

NEBITEBE BYABALIMI



Notisi zomwegesa

- Ayoreke enkora ya ACDP hamu nebitebe
- Ahereze amakuru agarikukwata ahabibarukutunga omukukozesa kompyuta
- Okutendekwa okutungirwe
- Ebikwatiraine habuyambi obu ACDP ekuherezayo

1.4.1 Ekisani ekirikworeka enkora ya ACDP nebitebe byabalimi

Ebitebe ebyekyaro ebyeterine hamu (ACCES) 20 RPOs nokugaruka haiguru. Ebyarikuhereza halumu obukonyezi oburikugendera kwongera omubilimwa omugaso, okutunga obutare, nabanywani.

Ebitebe byabarimi 3 kwihikya hari 10 (RPOs) ACDP nekonyera kubatungira obutare, kurorera amagesa, kwongera amani kurabira omu buyambi.

Ebitebe byabalimi 15 kwihikya ahari 20 ACDP nebayamba omukugesha, ebintu ebibarikukozesa bamazire kugesha, itaka, ebi byona kurabira hankora ya kompyuta.

Omusomesa asoborra ha kora ya ACDP:

Ebi erikuhereza kuraba omu kompyuta

- Embibo nekigimusa aha bilimwa byona okwihaho omwani. Kandi kimu habibili kiine kukomwamu.
- Ahabindi omulimi ayine orukusa rwokwekomeramu ekyarikwenda.
- Abalimi nibasobora kusororeza ekikuru kibarikwetaga muno babe nikyo batwara ebindi ebibatarikwenda barireke.

Emisomo:

Ebibagenderire kutungamu ni: okukozesa kalimajgezi (technology) omukulima, enkurakurana yebitebe, hamu nobusubuzi bwebilimwa.

Emisomo negenderra ebintu bikuru bisatu:

- Enkozesa yebikozeso
- Okumanya enkozesa ya sente

Ebirikukozesebwa bamazire kugesha

Obuyambi nibuherezabwayo oha?

- Ebyoma ebirikusegesa amagesa
- Ebyendibata

Ebi omurimi aherezayo.

Ebitebe byabalimi nibiherezayo sente begondize bonka nkomuringo gwokuhamba kwabo kwobucweka makumi asatu nabusatu hari kikumi (33%) obwa gavumenti nkaga namusanju hakikumi (67%) butakagumiibwe aba MAAIFU (ministure yobulimi, obulisa nobusohi)

EKICWEKA 1.5

ENGENDERWAHO YOKUKOMAMU

OMULIMI HAMU NEKITEBE

AHABWA ACDP.

A. Emitendere yokukoma ebitebe byabalimi.

1 Ebirikwikirizibwa

- i. Nikisemerra kuba kiine ekihandiko ekirukugumyangu kitebe ahabwekyo nikikirizibwa kwenyigira mu purogramu kyonka.
- ii. Nikitekwa kuba kihandikirwe omwa mukuru webyobulimi rundi aha gomborra.
- iii. Kisemerire kuba ekitebe ekirikwihikya kurungi obuhereza hari ba memba baky.

2 Obwebembezi burungi

- i. Hasemerire kubaho ekitabu kyaba memba.
- ii. Engenderwaho yekitebe.
- iii. Ba memba abalikukiraho kimu kyakabiri kuba basaswire sente zabo zobwa memba
- iv. Akatebe akaijwire kandi akaterirwe akaruru
- v. Kweha ekitinisa|biine ibara omubarikukorrana nabo rundi ahakyo
- vi. Kiine enkyamu erikworeka okwikiiriza kwaba memba ahakyokwetaba mukihingwa kya ACDP.
- vii. Kuyakuba kiri ACCE kisemerire kugendera habiragiro byekitebe.

3 Enkora yebyobusubuzi.

- i. Kisemerire kuba nikyetaba mukulima ekihingwa kya ACDP .
- ii. Kuba kiine ebihandiko byobusubuzi nkekitabu kyebyenyuma hamu na risiti.
- iii. Kuba nikilima rundi kirukugenda kulima ekirimwa kya ACDP aharikwingana ekisayi kimu kitaka.
- iv. Emirimo yabo emikulu esemerire kuba etarikusisa ebyobuhangwa bwiitaka.
- v. Nikitekwa kuba ekitebe ekyetongoire, ekikozi ekirikwihikya obuhereza hari ba memba baky.
- vi. Kisemerire kuba kiinemu ba memba abalikulima ekihingwea kya ACDP mubwingi.
- vii. Hasemerire kubaho enkwataniza nungi hagati yabaguzi, abasubuzi kwihikira kiimu nomukitebe.

4 Obuhangwa bwomuntu

- i. Kiine kugira abakazi abarikukira abucweka 30%
- ii. Nikiragirirwa kuba nabakazi mukakiiko.
- iii. Kiine kugira ensinganto ezirikukita obucweka 20%
- iv. Eminyeto esemerire kujwekera
- v. Abatarikwesobora nabo basemerire kuba omukitebe (PWD, PLWHIA)

B. Engenderwa yokukoma omulimi.

1. Asemerire kuba nendagamuntu eroho NIN.
2. Asemerire kuba ayine esiimu na sim card enyakuhandikirwe na NIN ye
3. Asemerire kuba ari memba wekitebe ekyabalimi ekya PRO rundi ACCE
4. Asemerire kuba ari mulimi wekimwa ekyakomirwemu disitirikiti
5. Asemerire kuba ayine omwanya gukwingana ebisayi bibiri byitaka ogwarikukoraho obulimi nobulisa
6. Asemerire kuhayo hakiri hika emu yitaka eriri omumwanya gumu ahabwekihingwa kya ACDP
7. Asemerire kwikiriza kusagika okugurwa kwebintu ebirikukozesebwa nasasura sente zokwehandikisa ezirikwingana emitwaro ebiri (20000)
8. Arikwikiriza kwegesibwa kukozeza kompyuta (E VOUCHER) nebindi ebirikukozesibwa.
9. Asemerire kuba ayine engeso nungi Atari munyagi, mukozi wemisango rundi kukozeza kubi ebirikuhebwayo omukitebe.



*okuba memba wekitebe ekyekambi
nikyongela habyantansya byeeke
kandi nikyongera nabulungi
bwokubaho*



**OMUTWE
GWAKABIRI**

**OKUSORORA
BA MEMBA
ABARIKWEKAMBA
MUNO OMUMIRIMU
YEKITEBE HAMU
NEKITEKEREZO
KYOBUSUBUZI.**

2.1Enturikiriro:

Omu kicweka kinu nihaija kugambwaho omugaso gwokukora ebekitebe ekiine bakama baakyo abarukusobora.

Omulimo gwokubanza omukutandika ekitebe nukwo kuseera bamemba bekitebe abarukusobora, baine ebiteekerezo birukusana nebibarikugonza hamu nekyetengo rundi ekizibu ekirukwetaagwa kumarwaho.

Obusinguzi bwekitebe kyoona ekyomulimi niburuga aha bizibu birukusana batahibwa mu kitebe.

2.2 Ebigwendererwa

Aha mpero yekicweka kinu abantu basemerire kusoroora bamemba benyini nekiteekerezo kirungi ekyekitebe.

2.3 Ebirumu

- Kiserre abantu abanyakuhikire abasemerire kutandika nabo ekitebe.
- Kusoroora ekiteekerezo kyobusuubuzi

Ekicweeka 2.1 OKUSOORORA BA MEMBA ABARUKWEJUMBIRA MUNO OMU MIRIMO YEKITEBE.

Ebigyendererwa

Hanyuma yokwegesibwa abantu nibaija kusobora::

- Kwetegereza enkora yokusoroora bamemba abarukwejumbira muno omurimo yekitebe kyabo.
- Kugambaho ahabizibu ebiri omu bitebe

Activity 2.1.1

Okuserra abantu abasemerire kutandika nabo ekitebe

Omwegesa;;

Akaguze nkoku omuntu asobora kuserra nokumanya abantu abasemerire kutandika nabo ekitebe.



Abalimi nibahandiika ebyetago byabo aharupapura.

Notisi zomwegesa.

- Omulimo ogwokubanza omu kutandika ekitebe nukwo kuseerra bamemba abarukwejumbira muno abaine ebiteekerezo ebibarikugonza, nebyetaago ebirukusisana rundi ekizibu ekirukwetaagwa kumarwaho.
- Okubaho nokukurakurana kwekitebe nikukira kurugiira habamemba abatandikireho ekitebe ekyo.

Activity 2.1.2

Okwehabura habimurukwahukanamu hamu nebibimukusaniza.

Ebigendererwa.

Hanyuma yomurimo ugu abantu nibija:

- Kumanyirra enkwataniza muri ba memba kusobora kuhikiriza ebigendererwa byabo.
- Kuba betegerize omugaso ogulumu, ba memba kukorra hamu.
 - Kaguza abasomi abari omurukiko kuherezayo ebirukwahukana rundi ebirukwisana ebiri omubitebe byabo. Ebibari kusaniza nibiha? , Ebibarikwahukanamu nibiha?
 - Omwegesa naija kuhabura abasomi hakusorora ebizibu ebibarikukira kutunga omubitebe obu nayejunisa ekitabo ekyengenderwaho ekyomwegesa.

Activity 2.1.3

Omanyem omunyakitebe mugenzi wawe

Hanyuma yomurimo gunu abantu nibaija;

1. Kuba bemanyireho ebintu bingi.
2. Kwetegerenza ngu ebirikusana nibiretera okukorra hamu omukitebe.



abalimi nibahandiika ebyetago byabo harupapura.

Idara 1

Omukabina akake kiineho ekihandiko kirikiti "ogu ninyowe" handiika ebi:

- Ibara ryawe
- Enyikara yawe
- Habwaki nogonza kutaha mukitebe kyabalimi?
- Ebyorikusobora kukorra ekitebe.

Idara 2

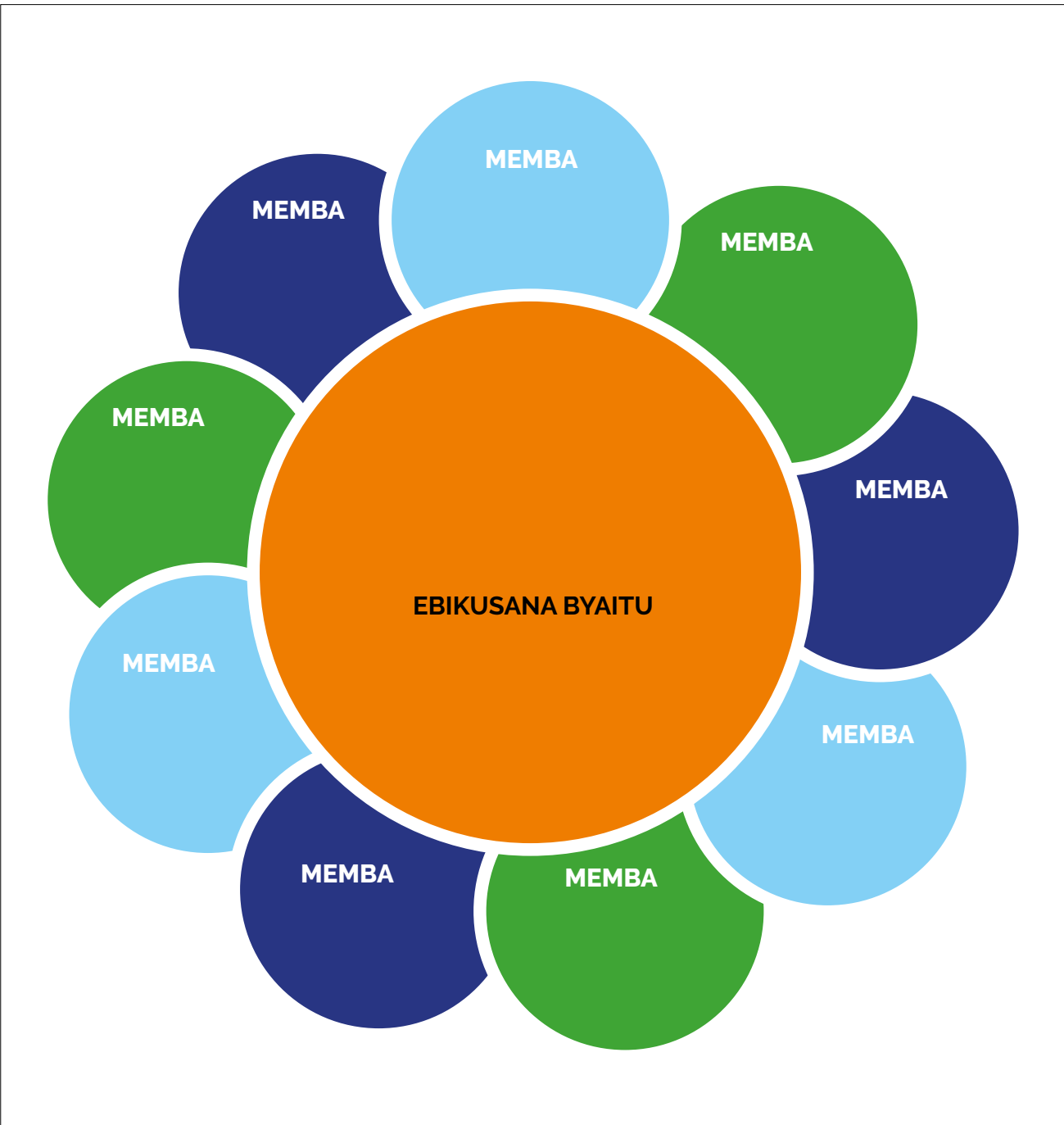
- Ekiri kweyongeraho bagana ebyohandikire nabanyakitebe
- Buri memba ahebwe edakika ibiri kweyanjura.
- Buri muntu akweyanjura nojja kuhandika abyalikugamba omukabiina akahandikirweho memba

Idara rwakasatu:

Omubyabaganwa buli memba ihamu byona ba memba ebibalikusaniza.

Idara rwakana

Soma muno ebirikusana nebirikwahukana ebyosangiremu kandi obagane ebirikugarukwamu byawe nebiguzo nabekitebe.





Identification of core members

Notisi zomwegesa

Okutandikaho ekitebe bulikiro nkiyeetagisa ba memba abakitandikireho kuba nebisanyizo (values) ebigambirweho hansi;

- Kusaniza ebitekerezo nebibalikugonza.
- Ekyetago ekirikubagaita hamu rundi ekizibu ekirikwetaga kumarwaho.

Activity 2.1.4

Okugaiturra ebitebe

- Kakuba haba haruho ba memba abaine embaganiza ezitarikugaitwa hamu, omwegesa abahabule kugenda omubitebe ebindi rundi akole otubina otutaito otwine ba memba abarikusanisa ebigendererwa byabo.
- Ekitebe kuba kiba kiine ebirikusaana kyonka kiri kwetaga kubaganizibwamu ahabwokwesanga kiine ba memba bahingwire makumi asatu okubabaganizamu kugendere haburaira byomwanya ogubakwikaramu, ebyobuhangwa nebindi.

Activity 2.2

Ebigyendererwa nebisemerire ebirikwetaagwa kutandikiraho ekitebe.

Ebigyendererwa.

Hanyuma yomurimu gunu abantu nibaija kusobora;

1. Kuhayo ebiragiyo ebirikutandikaho ekitebe.
2. Kusoborra ebirikusoboka, ebirikugendererwa hamu nibirikuretera ekitebe kwemerraho.
3. Kwetegerenza ebirikukora ekitebe.

2.2.1 Entwaza nkuru yekitebe

Omwegesa abanze asoborre entwaza nkuru yekitebe ati.

Entwaza nkuru yekitebe nibyo biragiyo ebirikukonyera abantu okukorra hamu nkekitebe.

Emitwarize egi nekira kugira akakwate hakukorrana nebyobusubuzi.

Omwegesa akaguze abantu;

- Obubarabe bine entwaza nkuru yekitebe
- Obubarabe bagiine neha?

Notisi zomwegyesa

Bamemba abekambi nibetagisibwa kwetaba omukutandikaho ekitebe mumiringo enu:

Kurora ngu okutandikaho ekitebe nikigendera hamitwarize yekitebe. Omu harumu nka: okwinganingana, okwekonyera, okwefaho, obumu, obwinganainganiza hamu nobwebembezi bulungi.

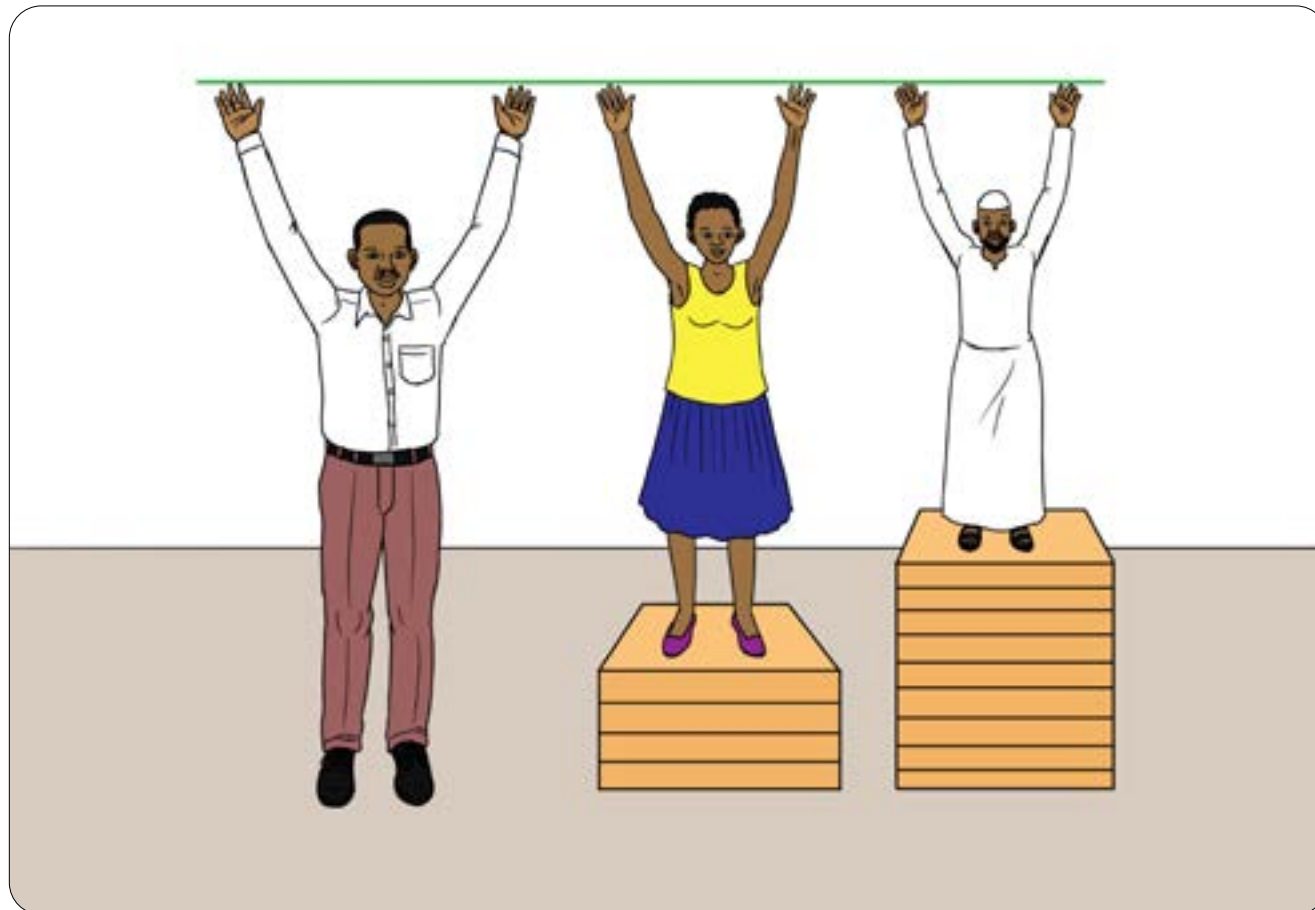
Okusoborra okurikukiraho kuli habisani haifo.

Ebindi ebiragiyo ebirikugenderwaho

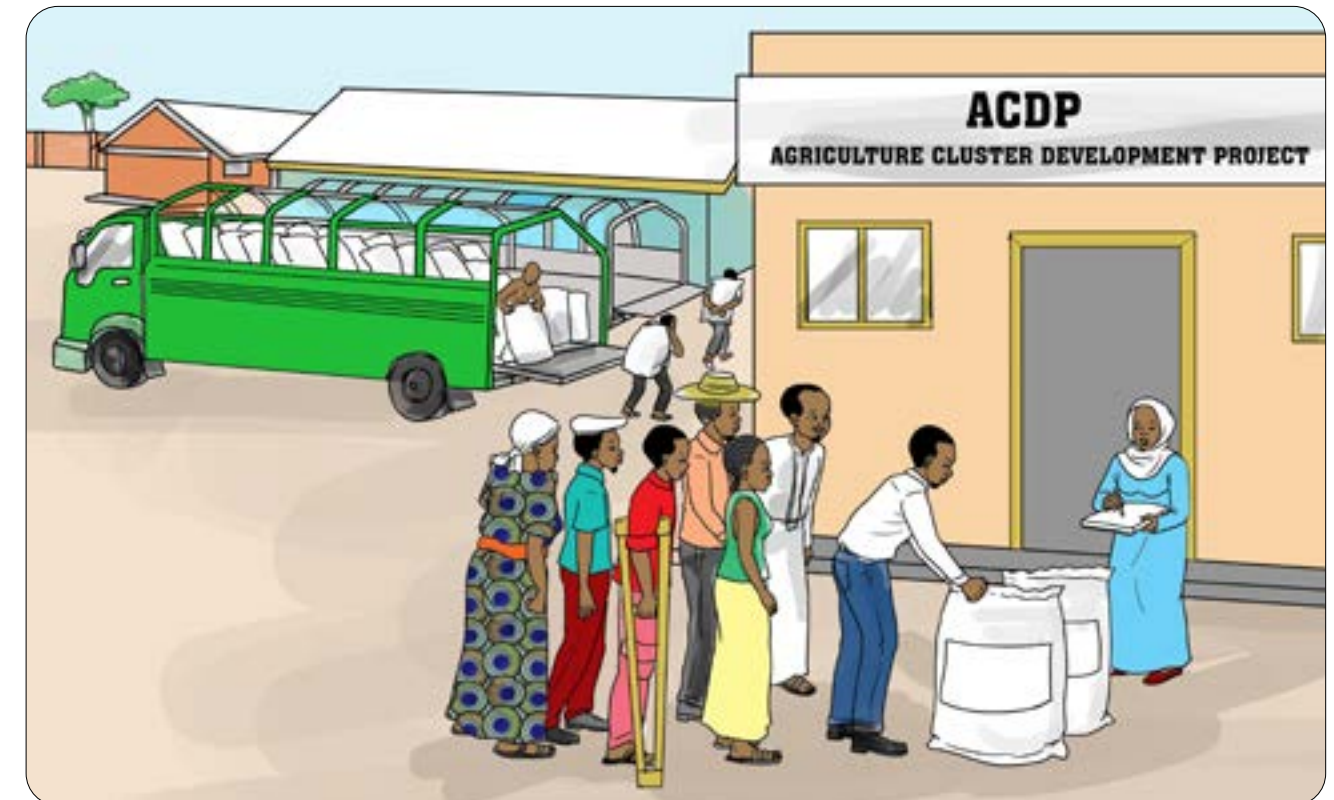
Bamemba boona bine:

- Kwehayo kusasura sente zokuba memba.
- Kutekaho obwiire obwemirimo yekitebe
- Kwenyigira omukutekaniza engenderwaho yebyobusubuzi, ekitimbe kyekitebe(chart) hamu nebihandiko ebindi ebirikwetagisa.

Okukuratira entwaza nkuru yekitebe



OKWINGANAINGANA: Ekitebe nikihereza abantu abaine obuzibu endorerra nungi kurorra habyetago byabo kwenda kubata hamutindo gumu nabagenzi babo.



OKWEKONYERA: Ekitebe nikihereza abantu omwanya gwokwimukya enyikara yabo, hamu nebyaro byabo kurabira omumirimo yabo namani gabo bonka nkabantu.



OKWEFAAHO: Ekitebe kiri mumukona yaba memba boona nahabweki basemerire kufayo habirikukorwa, obujunanizibwa hamu nemirimo yabo.



OBUMU: Bamemba nibakwataniza hamu nebitebe ebindi.



OBWEBEMBEZI BWENKORA EYABANTU: Ekitebe nikirolerwa nokukorwa ba memba bakyo. Bulikitekerezo kyona ekirikureta memba nikihurirwa kandi kihebwa ekitinisa.

Activity 2.3

Okwihamu ebibarikusobora kandi nebikugendererwa.

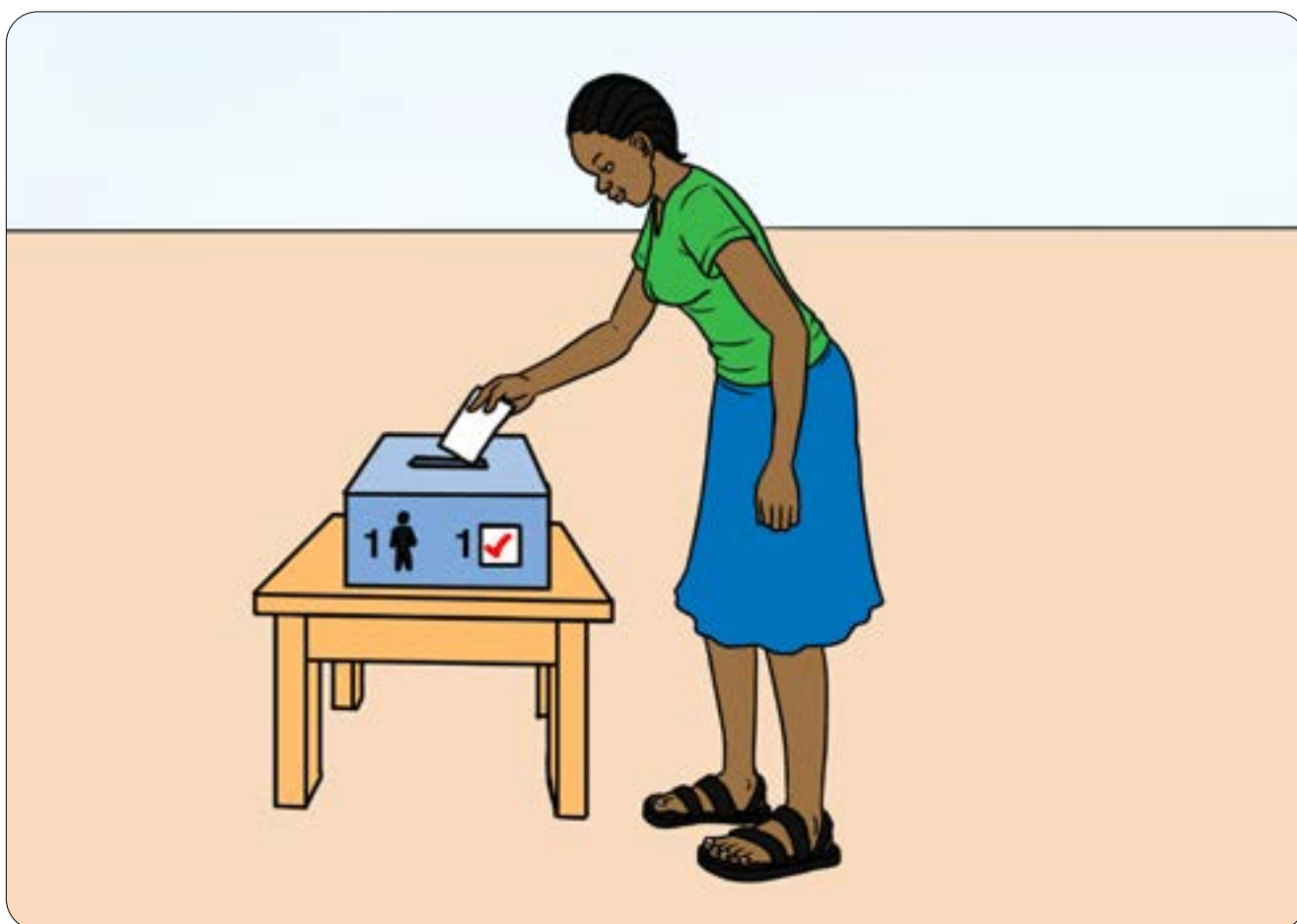
Ebigendererwa

Hanyuma yomulimo abantu basemerire kusobora:

- Kwecumitiriza habukugu hamu nebibarikugendera
- Okwihamu ba memba abalikusobora kwebembera.

Omwegesa ayanjire isomo ati:

Kintu kyomugaso mmuno ba memba kuba namazima habibarikusoborakukora, kuhikya obujunanizibwa bwabo kisobore kubayamba bukyari kara kusaba obuyambi kiruga aheru rundi kutunga ba memba abarikusobora kuhayo ebyokukozesa nobukugu obubataine.



OBWINGANINGANIZA: Buli memba asemerire kutera akururu kamu batarikugendera habuherezabwe mu kitebe. Bamemba bona baine obugabe hamagoba agarikwingana.

Ebikaguzo ahaifo nibisobora kuyamba ebitebe kwihamu ekigendererwa kyabekitebe nokwihamu nambara barikugarukira. Kihikire owekitebe kwesoboraho amazima rundi nasobora kwihikiriza ebyetago rundi kutunga obukugu oburikwetagwa. Habwomurimogunu, emiringo egi eyine kukorwa obu nesomwa hairaka lyahaiguru.

Idara lyokubanza.

Soma ebikaguzo nobwegendereza kandi okebere ekirikwizirra nekigarukwamu kyawe.

Obukugu, omutindo, amagezi	ego	hangwa
1. Oyeheyireyo kukorra hamu nabekitebe bagenzi bawe habwobulungi bwekitebe kukira kweyendeza iwe wenka?		
2. Nosobora kubagana ebizibu nebyenfuna nabekitebe bagenzi bawe?		
3. Noyetegereza kurungi emikorre nebiragiyo byekitebe?		
4. Noyehayo kugendera omumikorre nebiragiyo byekitebe?		
5. Nosobora kuhayo obwire bwawe habwemirimo yekitebe?		
6. Nosobora kuhayo sente omuntasya yekitebe?		
7. Nosobora kuyamba kurungi omukukurakuraniza ebyobusubuzi?		
8. Oyine obukugu bwokucwamu?		
9. Oyine amaani gokusoroza ebyokukozesa?		
10. Nosobora kulengaho ebintu bisyaka?		
11. Osobora kukora nabandi habwokuhikiriza ekigendererwa?		
12. Oyine ekyorikumanya omukurorerra ebyobusubuzi?		
13. Oyine ekyorikumany nari obukugu omu bya sente		

Idara lyakabiri

Bazaho nabekitebe nambere oyine ekigarukwamu “hangwa”.

Idara lyakasatu

Nkekitebe mwihemu ebikaguzo ebi baingi omilimwe mwahandikirehi hangwa kandi mubazeho nkokumwakusobora kuhinduramu omumagezi rundi obukugu obu. (edakika 10)

Notisi zomwegyesa.

- Omurimo ogwahebwayo haiguru nigwija kuyamba abekitebe okubakusobora kuganyirwamu kuba nibaba nibetaga obuyambi omumyanya yabo etari emu nemu.
- Abekitebe nibijakworekwa nibantuki abubarakome kubebembera.
- Omurimo ogu gugaruka gukora nkakakodyo akokuseruriza habyetago.

EKICWEKA 2.2 **OKUSOBORRA EKITEKEREZO** **KYOBUSUBUZI**

Kintu kikuru kumanya ngu bamemba basemerire kwikirraniza hakyetago nikigendererwa kyekitebe ekikomewemu.

Ebigendererwa

- Hanyuma yekicweka eki abantu nibaijakusobora::
- Kusiima omugaso gwekitebe ekinyakwiine ekitekerezo kimu.
 - Kusoborra nkoku ekitebe kisobora kwimukya omutindo gwebyobusubuzi.
 - Kukora amadara agatirweho kusobora kwihamu ekyetango kyekitebe.

Activity 2.2.1
Okwihamu ekyetaago



Omwegesa,

- Akaguze abasomi ekibarikwetegereza hakutunga ekitekerezo kyobusubuzi.



ekitekerezo kyobusubuzi nikiruga omukyetaago kyekitebe.

- Ayikirize abasomi kutensa babili babili

Practical example 1 of identifying a common need in a group

Look at the pictures below. Write a sentence or phrase below each set of pictures to describe the problem.



The facilitator will ask each of the participants to identify a common problem

Omulingo gwokubanza gwokusororamu ekizibu

Ebizibu ebyebembire

Activity 2.2.2

Ebizibu ebyebembire

AMADARA

1. Omwegesa agambire ba memba kuhayo ebizibu byabo rundi ebyetago byekitebe.
2. Buli wekitebe agire omurundi gwe gwokusoma ebizibu byabo.
3. Buli memba araba nagamba, ohandiike ebyamukwaho muno
4. Handiika ebyamukwataho omurukarra orwokubanza
5. Ebizibu ebirikusana bihandikwe omurundi gumu gwonka,
6. Hereza ebizibu obubonero
7. Omukabokisi akokuheramu obubonero, ebizibu obiorre ahamugaso ogubikwinire
8. Kutandikira aharyekyo ekirikusingayo omugaso, yongeraho ekyakabili nebindi mpa obworahikya hakyakatano(ekitane mugaso gwamani)
9. Ba memba bona obubaramare gaita obubonero ohereze total
10. Ahahandikirweho average, total gigabizemu omuhendo gwaba memba otunge enamba.dora ekyokuroraho harupapura orukukurataho.
11. Sorora ekizibu ekiine obubonero butaito
12. Eki nikyo kizibu kyamani kyekitebe. Gambaho kake nabekitebe obubaraba nibikiitaniza nebyarugamu

EBIRUKUN-KWATAHO MUNO	OMULIMI 2	OMULIMI 3	OMULIMI 4	OMULIMI 5
• Haroho obuhuka bwingi nendwara • Okusisikara kwomutindo gwamuhoga	• Emihendo yahiguru ya transpoti ya muhogo okuruga mumusiri kugenda mukatare • Haruho obuhuka bwingi noburwire.	• Ibura rya sente zokulimisa omusiiri • Okusisikara kwomutindo gwa muhogo	• 1. Okuseera kwebikozeso. • 2. haruho obuhuka bwingi noburwire	• Ibura rwa sente zokwongeza omusiiri • Emihendo yahiguru ya transporti ya muhogo • kuliga mumisiri • kugenda mukatare.

$$1 + 3 + 1 + 4 + 3 = 12$$

$$12 \text{ divided by } 5 = 2.40$$

Problem	Ranking					Sum	Average
	ME	FARMER 2	FARMER 3	FARMER 4	FARMER 5		
High incidence of pests and diseases	2	1	5	1	5	14	2.80
Deterioration of quality of cassava	1	3	1	4	3	12	2.40
High cost of transportation from farm to market	3	2	4	3	1	13	2.60
Lack of capital to expand farm	4	4	2	5	2	17	3.40
High cost of inputs	5	5	3	2	4	19	3.80

Priority Problem: Low quality of cassava

Notisi zomwegesa

- Ogu nugwo mulingo ogwanguhire kutunga ekizibu ekyamaani.
- Kyonka bulikiro osemerra kukaguza abasomi abakukira obwingi baba nibikirraniza nebyarugamu.

Example:

Group of Cassava Farmers – 5 farmers problems

Activity 2.2.3

Okuserra oburugiro bwekizibu nebirukurugamu.



Obwiire: Edakika 25

Omwegesa akaguze abasomi hakibalikwetegereza habintu ebi biri

Ekirikuletaho ebizibu

- Ebirukuruga omukizibu

Aikirize abantu kuhayo entekereza yabo hanyuma abicencure nakozesa ekisani haifo.

Notisi zomwegesa

Ekirikurugwamu ekyoho naho

Ekirikurugwaho ekizibu nikiha?

Ekizibu ekyamani.

Ekirikuretaho ekizibu nikiha?

Ebirikukurayo omukuleta ekizibu

Kiki ekirikuretaho ekizibu kyaho naho.

Ebindi ebirikureta ekizibu

Kiki ekirikuretaho ekizibu kyakabiri.

Endugirro yekizibu

Okwecumitiriza habirikurete ebiizibu nkozesa omuti gwebizibu

Omwegesa hamu nabantu becumitirize ahabirikukurayo kureta okusisikara kwa muhogo nkukukisoborirwe mukyokuroraho ekyarugaho. omwegesa ayanjule isomo nkukukirikworekwa haifo.

Okwemanyiza omulingo gwokusorora ebilikukira kuretaho ebizibu nebirugwamu. katugaruke enyuma hakyokuroraho ekihingwireho ekyabalimi ba muhogo ekiekizibu kyabo ekyamani kuli kulisikala kwomutindo gwa muhogo yabo bamazire kuhaiga. Habwokubangu muhogo yabo nesisikara bwangu bamazire kuhaiga abalimi kibaretera kutunda aho naho hamihendo yahansi. obwiire obwiingi nibafuna ebicweka nsanju kwihika ha kinana aha kikumu (70 to 80%) habwomuhendo ogunyakuloho habwokuba kurugirra habaguzi eminwa ya muhogo neba esisikire (eyigwiire itaka kandi ejuzire).

Ekyokuroraho:

Okwecumintiriza ahabirikureta okusarura muhogo yomuhendo gwahansi

EBIRIKURUG-AMU EBYAHO NAHO	Entahya yahansi			
	Okusarwa kwebeyi	Okusarwa kwebeyi	tinsobora kugiguza abalikukoramu ebindi.	
EKIIZIBU EKYA AMAANI	okusisikara kwomutindo gwa muhogo.			
EBIRIKUKIRA KULETAHO EKIIZIBU.	Amagezi mataito habyokugirorerra		Muhogo emazirwe kulimwa kuterwa enjura nokulibwa obuhuka	Muhogo okutajyojya kulungi.
	Okutaten-dekwa	Okuburwa eryahurro	Okutagira kyoma nomwanya omuyonjo gwokukorramu	Okutaba haihi neyiziba.
ENDUGIIRO	Okubura abakozi abarikumara kuhika ha muntu wekyaro		Embalira ntaito ya gavumenti Kuburwa kugira ekyayetandikireho habwokuba nkomuntu omu nagesa bike.	

Notisi zomwegesa

- Abalimi nibaleeta muhogo esisikire habwokuba baine amagezi mataito agokugirorerra habwokusanga tibakatendekwahoga
- Tibarikusobora kugenda kutendekwa habwokubura obuhereza bwa haihi, ibura ryabakugu nembarirra ntaito ya gavumenti
- Okusisikara kwa muhogo nikureta okubura elyahurro ekikuretera muhogo kuterwa enjura nokulibwa obuhuka.
- Abalimi tibalikusobora kwoja kurungi muhogo yabo habwokuba tibaine byokukozesa kandi niziba lili hara kuliga omumaka gabo.
- Obukoto bwemisiri ya muhogo enyingi terikuhika ekisayi kimu oyihireho ekyokugira ngu tibarikusobora kuteka sente omubyamaizi nebyokukozesa ebindi habwokuba okugesha kwabo kutaito.

Ekyokukora kyekitebe hamuti gwekizibu.

Ebyokukozesa

- Akabaaho
- Empapura za manila
- Makansi
- Nekyokukwatisa

Omwegesaasabaabantukokarraomubugurupubyabokandiaherezeebirikugenderwaho ebi

Ebirikugenderwaho

Katwecumitirize ebirikuretaho nebirugwamu byekizibu kyamani ekitwasorora omukyokukola 2A. nimwija kukora buli idara erihandikirwe haifo. Ekikuru buli muntu atemu amani omukugarukamu ebikaguzo kandi mwikiiranye habimurahunura

Ekyokukola 2B	
Idara lyokubanza. Handiika ekizibu kya maani ekisorwirwe mu kyokukola 2A(EDAKIIKA 5)	
Idara lyakabili Sororamu ebirukuletaho ekiizibu eki(5minutes)	
Idara lyakasatu Ebirukuretaho ebizibu omwiidara rwakabili nibiha?(edakika 5)	
Idara lyakana. Ebirukuretaho ebizibu omwiidara lya kasatu nibiha?(edakika 5)	
Idara lyakatano Ebirugamu ebibi rundi ebirungi byekizibu nibiha(edakika 5).	

Kakubamubanimwendaobundiobwiireorupapuraorulikweyongerwahorwabasigirwaho.

Ekyokukora 2.2.4
Okusorora amakuru gekitekerezo kya businesi

Ebigendererwa

- Hanyuma yebyokukora abantu nibija kusobora :
1. Kwetegeraza okubarukusobora kwihika ahakitekerezo eki.
 2. Kuhanura okubarukusobora kuhika ahakyobusubuzi ekyakusobora kubatahiza sente nkekitebe
 3. Kusoborra habwaki ekitekerezo kyebyobusubuzi kisemerire kumaraho ebirikuretaho byona



Obwire edakika 40

Omwegesa ahereze entandikiro yekicweka nkokwerikworekwa haifo

Ekitekeerezo kyobusubuzi nikiruga rundi nikyo kigarukwamu kyekizibu ekibagainweho rundi omugisa.

Okwimukya embera yekitebe nikihereza obwire bwokugira ekimwayetandikiraho nkekitebe ekirikubatahiza sente.

Ekyokuroraho abarikutembeya emikubi nibasobora kutandikaho ekitebe ngu basobore kugura enengere kukehya hamaani agubabiire nibakozesa mukwetweka ebibo byemikubi, rundi kufuna hakirabayambaho mubyokwerinda nokutaho obuhereza bwa sente mubya ba memba.

Ekyokuloraho, kakuba noba oine igufa erihendekere, obujuma oburikukesya obusalizi nibutwara obusalizi bwonka, noiya kwetaga okujanjaba okundi kusobora kukiza kurungi amagufa

Omwegesa

Akaguze abantu nkoku abalimi ba muhogo bamazireho abizibu byabo nkandi ayikirize abalimi kuherezayo ebitekerezo byabo.

Omwegesa akozese bisusani binu haifo kworekerra nokuhika hakyokumarirra.

- Kubahereza ekitekerezo, nkokubarikusobora kusoborra ekitekerezo kyebyobusubuzi, katurale nkoku abalimi ba muhogo mbasobwire kwimukya omutindo gwabo
- Omwegesa ayijukye abasomi entandikwa yekizibu omukulima muhogo.

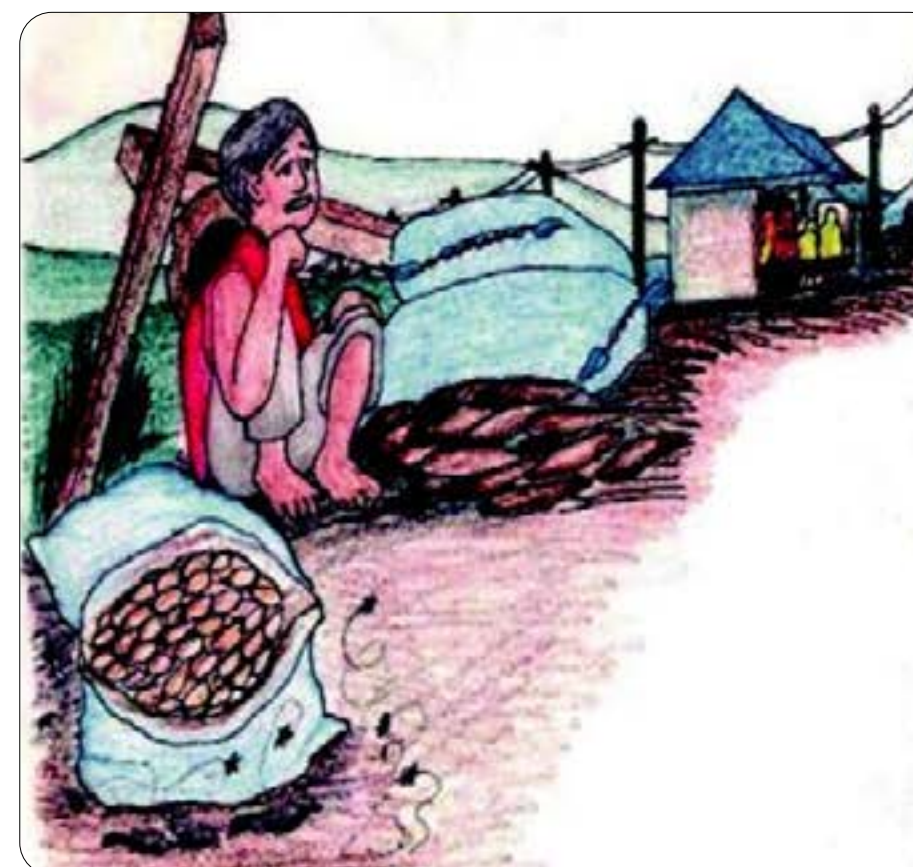
Entandikiro:



Tindikusobora kutaho ahokwahura hamu na maize. Tindasobole nokwihamu ezinatairemu ahabwokuba nyine eitaka litaito.



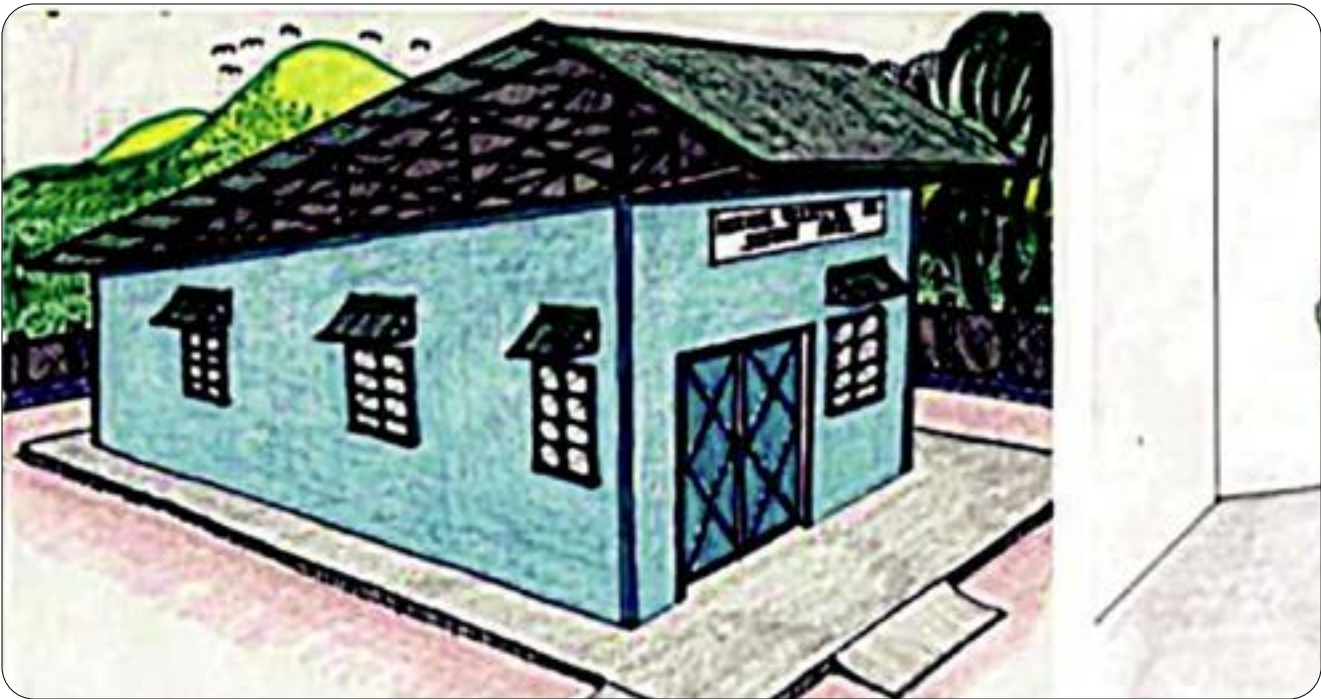
Tinyine mwanya murungi gwokwahuramu muhogo yange eyimazire kuhaiga kandi tinkumanya nkokunakusobola kugilinda kosisikara. Abakugu nibabungira omwanya gwisu batatumanyisize.



Nsemerirwe habwokuba ntungire amagesa maingi kyonka tinkusobora kwogya muhogo yange habwokuba nikija nkutwarra edakika makumi asatu(30) kwihika ahiziba eriri haihi.

Notisizomwegesaahabigarukwamubyobusubuzi

Ebigarikwamu byebyobusubuzi busobora kumaraho entandikwa yekizibu.



abanyakitebe bakacwamu kutaho ekyoma omukyaro kyabo obubaramara kugesaeikirikwebemberwa nokurorerwa abalimi ba muhogo. Bakaikiraniza kuhayo sente ezirabakonyere kutunga eryahurro ryamaizi agokukozesa mubyobulimi nangu hamu nomumaka gabo. Bakagaruka bacwamu kutandika kuguza muhogo mu kampuni ezibali haihi kwongerra haryebi bakagiraa ekitekerezo basaba obukonyezi mubakuru bebyobulimi, puroguramu zentunguka hamu nomugavumenti hamu na za banka nebindi bibiina byokweyohozamu sente kusobora kwongera aphantasya yabo.

Ebintu nobuhereza ebirikwetangwa omukigombe ninka?

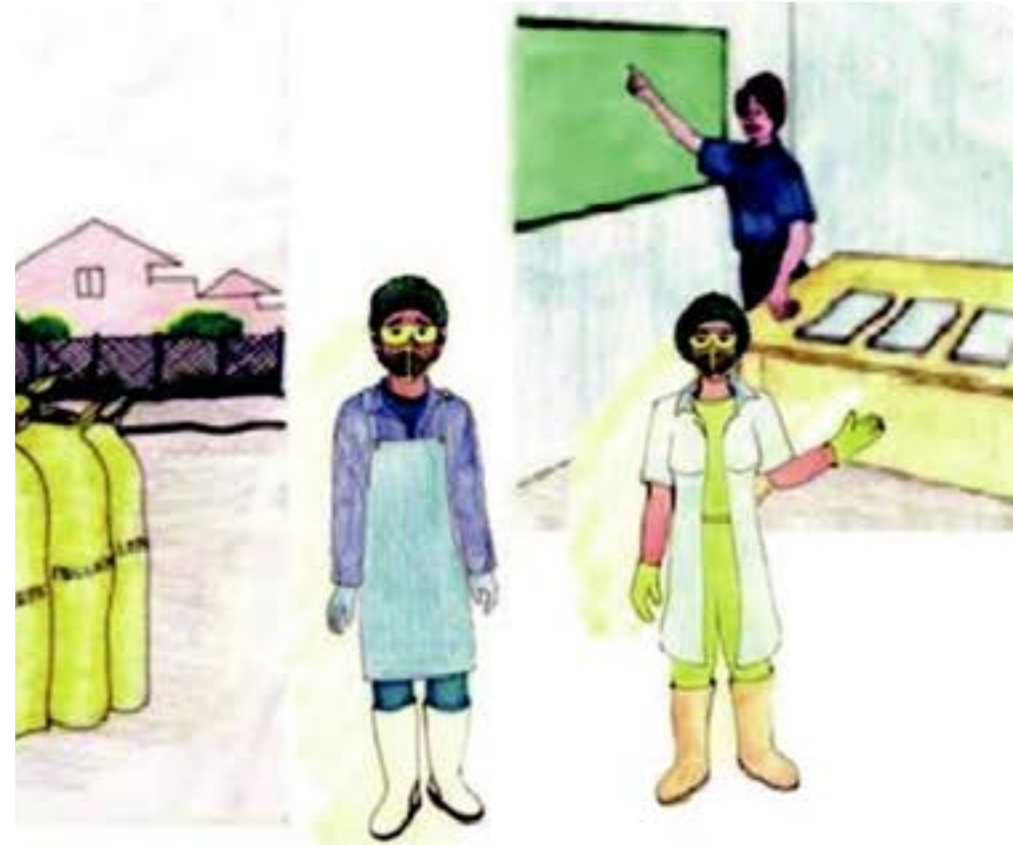
- Ebyooma abirikukonyera omukwoja nokwahura muhogo
- Ensuro za maizi omumaka



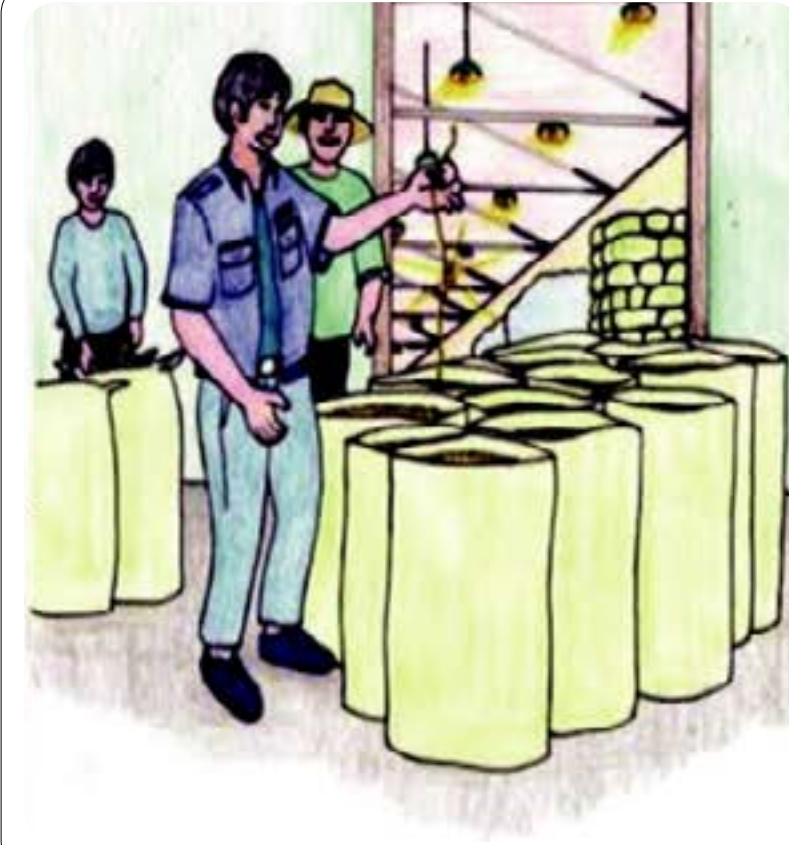
Nkokuguza muhogo omukampuni ezibari haihi, kukorra hamu oburango bwebyamaguzi byabo.



Nkokuguza muhogo omukampuni ezibari haihi, kukorra hamu oburango bwebyamaguzi byabo.



Okwegesibwa
kwa memba
habyakutungamu
nkomukozi.
Ebi ba memba
barikutekaniza
kutungamu.



Ebilimwa kugurwa
hamihendo
yahiguru.

Kugoboramu kwaba memba



Kutunga
obutale
bukoto kandi
obukubatahiza
muno

PROFIT

- Entasya kweyongera
- Kutunga amaizi
- Tutunga ebyokwerinda.

Notisi zomwegesa

Ebitebe bisemeriire kwekamba kumaraho ebirukureetaho ebizibu bitali ebirukurugamu. Ebitekeerezo byokusaba obukonyezi bwokubayamba bamazire kugesa(kuhainga) kuhayo sente zokutunga amaizi kibasobozese kumaraho ekizibu kyokusisikara kwomutindo gwa muhogo nokurahuka kujunda ebirukuleetaho emihendo yokuguza kugya hansi nokulemwa kugiguza abarukugyetaaga. Eki nikijja kwongera entahya omu maka gabanyakitebe.

Omubugufu ekitekerezwa kyebyobusubuzi habyakyo ni:

- Kutunga ekyoma kyokuzozesa bamazire kugesa(kuhainga). Kubakoonyera omukwogya nokwahura barugire kuhaiga.
- Okutunga ensoha zamaizi omumaka.
- Okuhaiga muhogo omubwingi
- Okurangiira hamu amagesa gabo.

Ekitebe kya muhogo nikyebale habwokuba kyasoboora kurungi enkora erukukuratirwa.

Ekyokukora kyebitebe kyoona kusobora kukorra hamu kwihamu ekiteekerezwa kyebyobusubuzi.

Tutakagiire ha mutwe gwa kasatu, ekitebe kisemerire kukozeza ebizibu ebisoirwe ebyahandikirwe aha mpapula za manila kusobola kukola omuti gwebizi byekitebe obu zilikuhanikwa hakisiika. Rundi abanyakitebe nibasobora kusaramu kuhandika busyaka ebizibu nokukulatira emitendera eyayorekwa haifo. Abanyakitebe bona basemerirwe kuhaburwa kwetabamu.

Ebirikukuratirwa byomwegesa

Kuruga omukyokuroraho, mwalola nkoku abalimi ba muhogo basoboire kuhindura ebizibu byabo ebibabagainehe mukitekerezwa kyebyobusubuzi eki buli munya kitebe yasobwire kuganyibwamu. Hati reka tusoborre nkokuwakusobola kumaraho ekiizibu ekiwasorora. Kora emilingo egi ayayorekwa haifo nkekitebe.

Amadara .

Idara lyokubanza

Handika ebintu bisatu ebyatandikireho ekizibu kyanyu(edakika 10)

Idara lyakabili

Muherezeyo okumulikusobora kumalaho ebintu ebyo. Muhandike ebitekerezo ebyeikirizibwaho ba memba bona(edakika 10)

Idara lyakasatu.

- Obuhereza rundi ebilima bwekitebe kyanyu ebitekanizibwe nibija kuba biha(edakika 10)
- Mwetegereze ngu obuhereza obu nibwija kumaraho kimu ebyatandikirweho ekizibu kyanyu(edakika10)

Idara lyakana

Ebimurikutekaniriza ba memba banyu kutungamu nibyo biha? Mugaruke omubirikurugwamu ekizibu mure ore ebimurikutekerezwa obibirabe nibihereza ba memba boona embera erikwisana.

Ekyokuloraho kyakabiri ekirukwereka nkokorikwihamu ekyetaago kyaboona omukitebe.

a.Okwihama ekitekerezwa kyebyobusubuzi.

Ekitekerezwa kyebyobusubuzi nikiruga rundi nikyo kigarukwamu kyekezibu ekyagambwaho. Okwimukya embera yekitebe nkihereza obwiire bwekitekerezwa ekyo. Omwegesa naija kukaguza abasomi okusoma ebihandiko byabalimi ebyayorekwa haifo hanyuma basobole kwihamu ekitekerezwa kimu ekirukusana.

Omulimi 2

Tindukusobora kutunga akatale Nkagesa kubi omu sizoni ehwaire Ebiimba biragwire bine obubara butito tito oburukutukura. Ebwina bitagendemu kurungi amaize

Omulimi 3

Tihaloho katale kebihimba byange. Ebiimba byange bitabwire

Omulimi 4

Nkaferwa abahagizi bange ahabwokuba amagesa gange gakaba gatarukumara

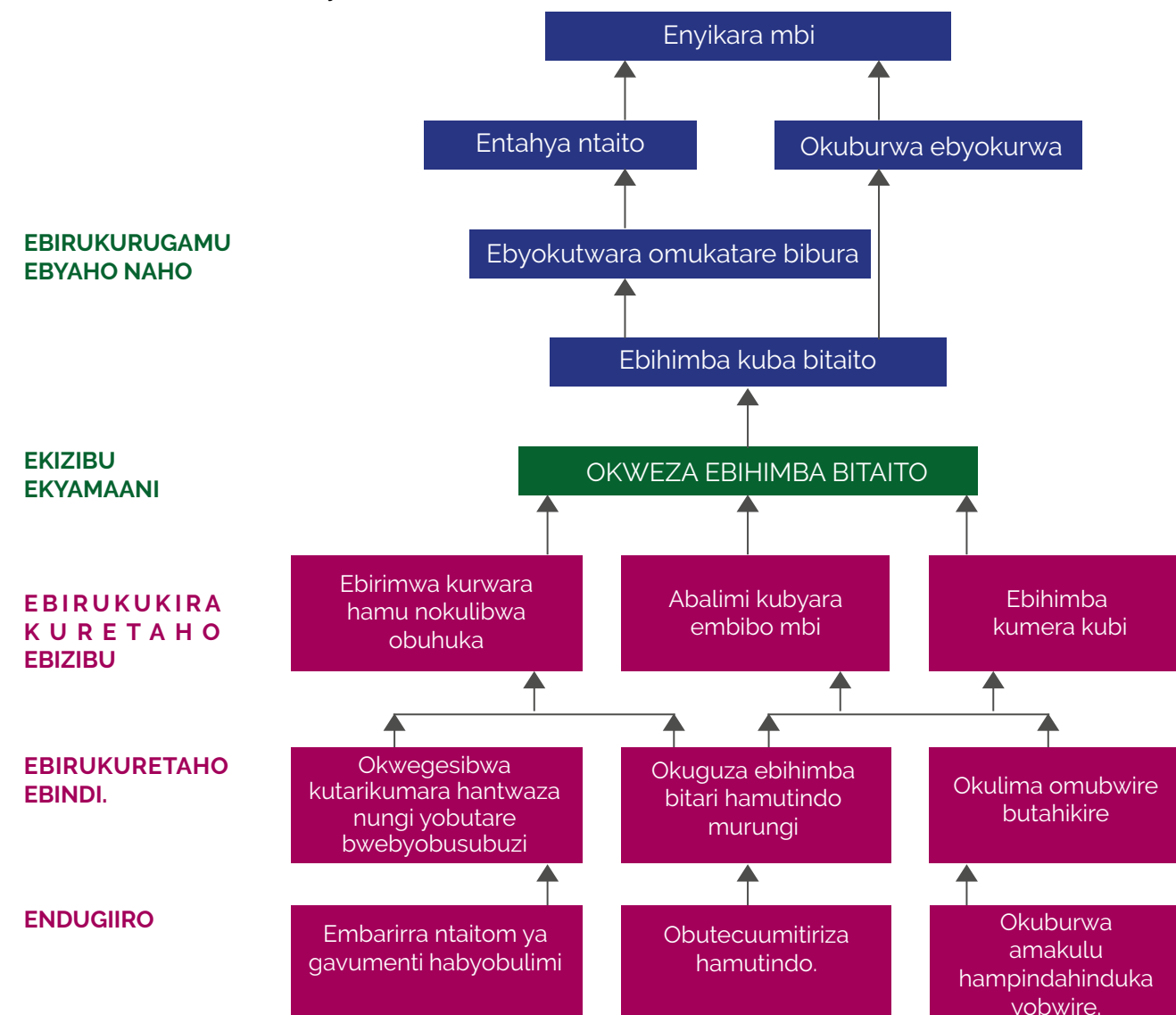
- Omwegesa naija kukaguza abasomi kusorora ekizibu ekinyakubakwasireho boona.
- Ayikirize ebitekerezo kuruga omubasomi batari bamu na bamu hanyuma abahe ekinyakwihikire akukozesa notisi zahaifo.

Notisi zomwegesa

Ebizibu ebyabaganwaho abalimi haruho ekirikubireeta. Ekizubu ekirikukwataho boona kurugiira habihandiko byabalimi nokugesa ebihimba bitaito nobubaraba nibakyoreka nkeyakatale. Ebyabalimi bariyo nibabaganaho nibirugwamu

b. kwecumitiriza ahabizibu nebirukurugwamu byokugesha ebihimba bitaito

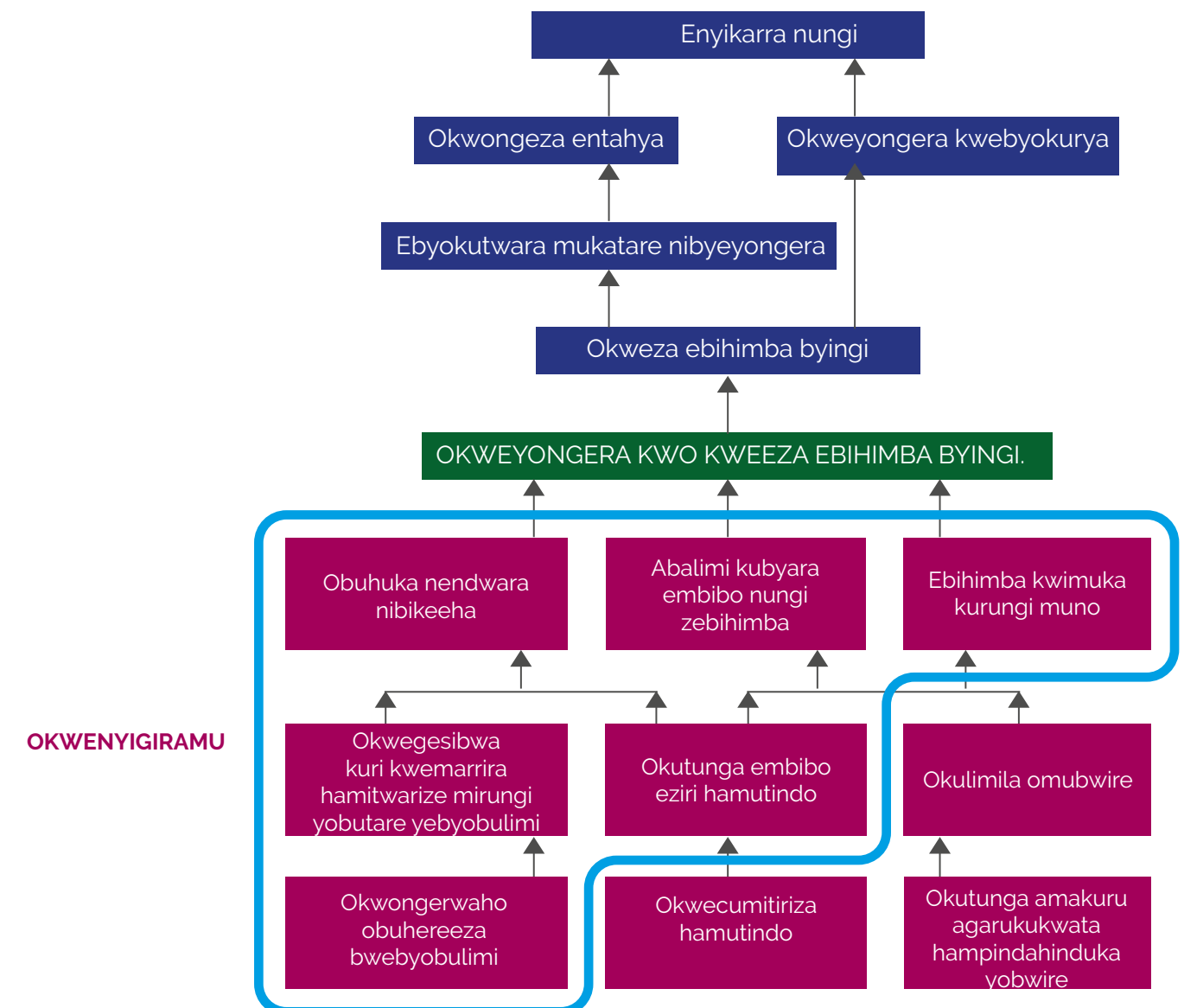
ekyokugesha ebihimba bitaito kiine kirukukiretaho. Omwegesa hamu nabasomi baserurize ekirukuretaho ekizibu kyokweza ebihimba bitaito.



Notisi zomwegesa

- Abalimi nibakozesa emiringo yobulimi etari hamutindo habwokuba tibaine magezi garikumara hamilingo mirungi yebyobulimi
- Tibarukusobora kugenda kwegesibwa habyokuba abakugu bebyobulimi kuruga omu gavumenti tibarikukira kuhika mubyaro byabo habwokubura imbarirra erikumara
- Abalimi nibalima embibo mbi habwokuba tibalikutunga mbibo nungi habwokuba abasuubuzi nibaguza embibo ezitali hamutindo
- Emisiri yebihimba nerwara, neribwa obuhuka habwokuba abalimi bategesebwe nkokubarukusobora kwerinda endwara ezo
- Abalimi tibarikubyarra omubwire habwokuba tibarikutunga amakuru garukukwata hampinduka hinduka yobwire.
- Ebi byoona ebyagambwaho ahaiguru nibiretaho kweza ebihimba bitaito.

Okwecumitiriza habigendererwa nebirukurugamu byokweza ebihimba byingi



Notisi zomwegesa

Nekyomugaso kumanya ngu okwejumbiramu nikuruga ha kirukureta obuzibu rundi habirikurugamu. Mukinu ekyokuroraho okwejumbira kurungi mukwegesa \ nokusomesa abalimi obulimi burungi nokubatungira embibo nungi nikija kwimukya kwongera ha bwingi bwebihangwa byokuguza nebyokurya leru kinu kihikirize ekigigedererwa ekyokutunga entasya yamaka kurugemu mukwimukya ebyobwomezi bwabantu.

Mwebale kuhika habusinguzi!
Ekitekerezo kyaitu kyebyobusuubuzi
nokwongera kweza kwebihimba
omubwingi.



**OMUTWE
GWAKASATU**

**OKWECUMITIRIZA
HAKUHIKIIRIZA
EKITEKEREZO
KYEBYOBUSUUBUZI**

Entandikiro

Omu mutwe gwa kasatu ekiteekerezo kyebyobusuubuzi nikija kusobororwa. Omubicweka mukaga ebirukugambwaho omumutwe gunu, abasomi nibaija kosobora kusoborra okuhikiriza kwekitekerezo kyobusuubuzi.

Okuhikiriza nikimanyisa okugarukamu ekikaguzo eki: nimwija kusobora kweeza ekilimwa ekyabantu barukwenda rundi obuhereza kandi birukuguzibwa nokutungamu amagoba? Eki nikyetagisa kuserra amakuru nokugacencura kurora ekitekerezo kyebyobusuubuzi obukiraba kiri kirungi nari kibi.

Eki nikija kukonyera abasomi kumanya rundi businesi etekanizibwe nesobora kukorwa kurigira habibarikukozesa ebyabekitebe balikusobora kutunga kandi obubaraba nibasobora kuhayana nabandi omukatare akubarukwenda kutwaramu ebyamaguzi byabo.

Nikija kugaruka kuyamba abanyakitebe kumanya rundi ekitekerezo kyebyobusuubuzi eki kirikusoborra kumarahi ebizibu byaba memba.

Ebigendererwa

Hanyuma yomutwe gunu abantu basemerire kusobora:

Ekicweka	omutwe	obwiire
3.1	Kuseruliriza hali ba memba abalikusobora hakitekerezo kyebyobusuubuzi	Edakika 45
3.2	Okwetegereza akatale	Edakikia 2:24
3.3	Okwecumitiriza okwihikirira kwekitekerezo kyanyu kyebyobusuubuzi	Edakika 1:45
3.4	Okwecumitiriza ha sente eziraho obuziraba nizimara	Edakika 1:55
3.5	Osemerire kukora businesi egi?	Edakika 35
3.6	Okutekaniza enkora	Edakika 45

Select and implement a profitable business

EKICWEKA 3.1

OKUSERRA ABA MEMBA ABAKUSOBORA KWIJA KWETABA OMUKWEZA BIINGI.



Obwire: edakika 45

Ebigendererwa

Hanyima yekicweka kyo kwegesibwa, abantu basemerire:

- Kumanya omuhendo gwa ba memba abakusobora kuherezayo habyokuguza omukitebe kyabo.
- Kumanya ba memba nibaija kuherezayo ebilimwa birikwinganaki?
- Kutebereza omuhendo gwa ba memba na sente ezibarikutekaniza kuta omukitebe.

Ekyokukora 3.1.1

Okworukusobora kutebereza omuhendo gwebirimwa kuruga omubanyakitebe batari bamu.

Notisi zomwegesa

Kumanya ebirukukiraho ha bamemba abarukusobora noyeta kugambaho nabo. Nosobora kukora eki kurabira omukutekaniza enkiko nab a memba. Oobumuraba muli omurukiko buri munyakitebe naija kuhebwa fomu yokwijuza erukwerekka:

1. Ibara
2. Ebirimwa ebirimirwe nobwingi bwitaka.
3. Obucweka bwingaha hali kikumi bwebirimwa bye obu arukutekaniza kuguza kuraba mukitebe.



Obwiire edakika 10

Omwegesa naija kukaguza ba memba ebikaguzo ebi:

Ekyokukora 3.1.2

Omuhenzo gwabantu abarukutekanizibwa kutaha



Nkoku orukusobora kumanya ebyorayeza.

Ebikaguzo.

1. Ekiteb kyanyu kine ba memba baingaha?
2. Ba memba baingaha abalikwetaba mukulima ekyo ekikomerwemu?
3. Ba memba baingaha abarukugya kugesera hamu kwimukya ekitebe

Notisi zomwegesa.

- Ekitebe nikitekwa kugumya ngu haruho abalimi abarukumara abarajja kwejumbira mumirimo yakyo.
- Ekigendererwa kyokugamba naba memba abarukusobora nokwenda kukomamu ekibarikugonza omu businesi.



Obwire edakika 10.

Omurukurato omwegesa najja kukaguza ebikaguzo binu. Ba memba nibaija kuhayo ebigarukwamu nkokubihandikirwe harupapura.

Ekyokukora 3.1.3

Kumanya sente zona ezitairwe mukitebe habwokuhagira



Obwiire edakika 10

Ebikaguzo.

1. Hereza ebikozeso ebirukwetagwa habwekitekerezo kyebyobusubuzi.
2. Ihamu obwingi byokukozesa ebirukwetagwa mu bisinesi.
3. Serra kandi omanywe omuhendo gwa sente ba memba barukutekaniza kuherezayo.

ekitekerezo kyebyobusubuzi.

Notisi zomwegesa

- Ekitebe nikitekwa kuserra nokumanya ebikozesibwa byona ebirukwetagwa habwa businesi, obwingi bwabyo, na sente buri memba ezasemerire kuherezayo.
- Ekitebe kisemerire kuba nab a memba abarikugonza kuhayo sente ezirabasobozesa kutekaniza nokukora kurungi bisinesi yabo.
- Okuhayo sente kuruga omuba memba nikisobora kuba ekyokusasuraho rundi okulindaho (omuhendo gusemerire kuba nigwingana na sente ezayikirizibweho)



Hanyuma yokutensa ebitebe nibija kworeka ebigarukwamu ebihanuro nomwegesa obu arukubahabura nakozeza notisi ezi

Ekyokuroraho omuhendo gwa sente tezamu ba memba omutwaro gumu(ba memba 50) 10,000 x 50 zingana 500,000 (esente zokutandika)

Ekyokukora 3.14
Nkoku orikusobora kumanya obukooto bwa businesi kuruga



Omukutensa omwegesa naija kuhabura ekitebe arukukozesa ekyokororaho ekyahifo.

Notisi nzomwegesa

- Omwegesa atandike arukukaguririza obwingi bwebintu obwebitebe birukutekereza kusubura habwekyo naija kukaguza ebikaguzo binu kusobora kubimanya.
1. Nimukozesa itaka ririkwinganaki kusobora kukurakuranisa bisinesi yekitebe nkokumwagikirainizeho?
 2. Nimweza ebirikwinganaki buli sizoni?
 3. Buli memba atekereza kuguza ebirukwinganaki kurabira mukitebe?
 4. Byona hamu ebirukuteberezibwa kusuburwa kuruga mu ba memba nibyinganaki?



Kulengaho kumanya obukoto bwa businesi obuteberezibwe kuruga muba memba.

Ebigarukwamu ebihanuro nobwingi bwemisuburo erukutekerezewaho kuruga omukitebe nebaririrwa murikukozesa emeza egi ahaifo.

Ekirukugambwaho	obwingi	ekirukukigambaho
A. Omuhendo gwabalimi abalimukitebe	20	
B obwingi bwitaka lya buli mulimi	1	
C. ebyezibwe omu buli acre kytaka	1200	
D Total output	A x bx c zingana kiro	
ebwezibwe byona hamu ebiroho ebyokuguzibwa	24,000 obucweka kinana hari kikumi	Tihariyo byokurya omuka, nebindi

Notisi zomwegesa

- Ekitebe nikitakwa kuba nikihamya ngu kiine ebirukwetagisa birukumara kutandikisa businesi.
- Amagezi agaraba gahairweyo ba memba nago nigaija kuyamba ba memba empaji kutekaniza kurungi habikukozesibwa ebirukwetagisa.
- Habwebitebe byokuguza nikuturukya eki nikimanyisa omuhendo gwebyamaguzi ebi ba memba bari kwija kuherezayo omukitebe rundi okuguzibwa hamu. Kyomugaso muno kwijukangu omubwire bwingi abarikuturukya nibasobora kuba na puroguramu ezindi. Ekyokuroraho: omilimi ayine ibanja kuliga ahamusubuzi ayine kuhayo akacweka habyayerize nkokusasura kandi eki nikimuretera kutasobora kuhayo amagesage gona omukitebe. Okwegaita kwebikorwa birungi nakyo nikyoreka ngu okwikiriza abalimi kuguza akacweka kamagesa gabo abaguzi hatari mukitebe nikija kukesya okuguliza harubaju ekyokuroraho, obucweka nkaga hakikumi(60%) bwamagesa kuza mukitebe reru makumi ana(40%) bukagenda ahabaguzi abubarikwetaga.
- Ahabwebitebe bya yahura yehoza obukoto bwa businesi etakatekanizibwe esobora kuba emihendo nemirundi ba memba eyibarukwenda kwahura mukitebe.
- Ba memba basemerire kusima eburugwamu byokuguza harubaju (habwaki basemerire kwesimira mukwehayo kwabo.)

EKICWEKA 3.2 OKUKORA OKWECUMITIRIZA



Obwiire edakika: 245

Ebigendererwa byekicweka:

Hanyuma yekicweka, abantu nibaija kusobora:

1. Kukomamu abaguzi abarukusobora.
2. Kusaramu obwingi bwamagesa oburukwetagwa habwa sizoni.
3. Kutensa hamihendo yekirimwa eruho hati hamu nenyakubireho enyuma

Entandikiro

Omukicweka kinu abaguzi bembibo, ebyetago byabaguzi, ebisemerire ebyomutindo gwembibo, hamu nabahereza bembibo emu egi rundi abarukugihakanira nibaija kukomwamu. Emihendo hamu nogu ogurukuhakanirwa habwebyamaguzi bwabo rundi obuhereza naija kumanywa nokwetegerezibwa.

Ekyokukora 3.2.1

Kwetegereza akatele



Obwire: edakika 25



Ekyokukora

1. Kuruga omumwanya nomumirirano yabo, hereza abaguzi bembibo abubakomere habwa businesi
2. Bahereze obubonero kurugiira hakwetaga kwabo, obuguzi rundi engenderwa nobusonsoreke.
3. Komamu omuguzi murungi webyamaguzi ebyekitebe kirabe nikyeza.

Activity 3.2.2 Ekekyokukora 3.2.2

Okwecumitiriza habaguzi abagenderirwe rundi akatare.



Obwire: edakika 25.



okwecumitiriza abaguzi abagenderirwe rundi akatare.

Ekikaguzo	Ekigaru kwamu kyanyu	For Research	Obuyambi kuruga aheru
1. Abarukukira kugura ebyamaguzi byanyu nibaha?			
2. Nosobora kuguza abaguzi bingaha?			
3. Abaguzi nibetaga ebintu ebirukwibganaki?			

Ekikaguzo	Ekigarukwamu kyanyu	habwoku-condoza	Obuyambi kuruga aheru
4. Abaguzi omubwure obu nibatebereza kusobora kutunga ebyamaguzi burukwinganaki?			
5. Obwetagi oburukuteberezebwa kuba butakahikirweho nubwinganaki?			
6. Nibusumiki obwabaguzi barukuba nibetagira kimu ebyamaguzi?			
7. Obwetagi bwekyamaguzi eki buri buta? Komamu omubigarukwamu ebi buri kurungi, bweyongire, bukehere			
8. 8. Nibaija kusigara nibenda kugura ebyamaguzi bwanyu rundi obuhereza omumwaka etano erikwija?			

Omwegesa naija kuhabura abekitebe kurabira omubikaguzo ebiru omumeza egi kusobora kubayamba keherezayo ebigarukwamu ebihikire.

Notisi zomwegesa

Nketebe, musome buri kikaguzo kandi mutense habigarukwamu byanyu. Rero muhandike ebigarukwamu ebyekitebe kyayikirranizaho. Ebigarukwamu habikaguzo byine amakuru gamani agarukwetagisa kumanya obuharabe haruho akatare rundi abaguzi abarukumara habwa businesi etekanizibwe hamu nebisanzio ebyokwetaga kusobora kuguza abaguzi abogendereire. Ijuka ngu okucondoza nikwetagwa kusobora kutunga amakuru garukwetagisa kugarukamu ebikaguzo. Habwebikaguzo ebimutarukumanya bigarukwamu byabo rundi hamutasobwire kutunga amakuru, keberaho nekimurikutekereza kukora rundi okukora okukyondoza rundi kuserra obuyambi bwaheru dero ogaiteho nekitekerezo habwekisemerire kukorwa.

Ekyokukora kyekitebe

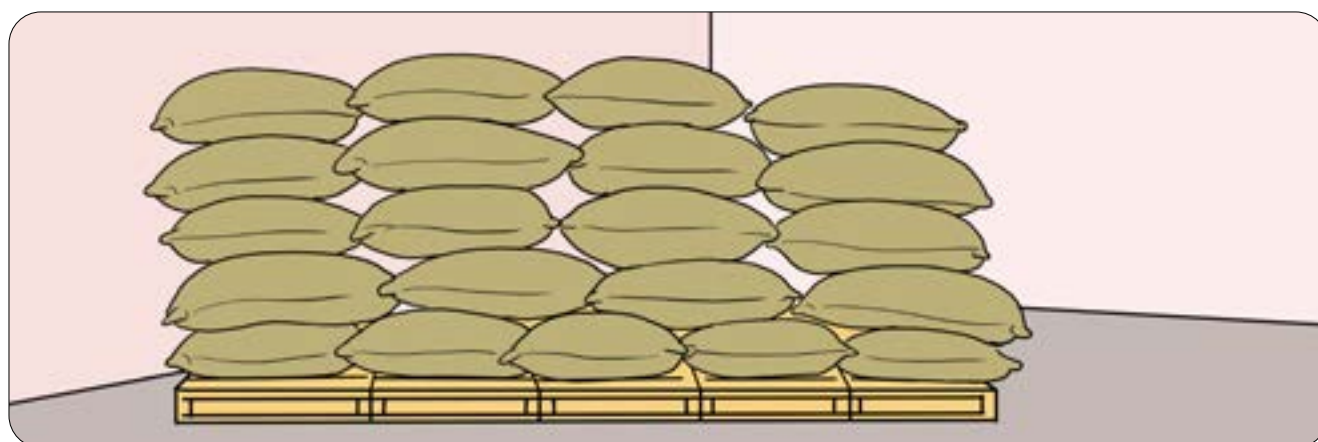
Muserre birukwetagwa mukatare habwa businesi yanyu kandi kuruga omukubarirra kwanyu mumanye obwetaji obutakahikirweho.



eburukwetagwa



ebiroho



ebitakareserwe

Ebitebe nibija kutensa habigarukwamu nkoku omwegesa araborekerra nakozeza notisi ezahaifo.

Ekyokukora 3.2.3

Okwecumitiriza haryabo abumukuhakana nabo

Ekyokukora kyekite

Omwegesa naija kugambira abanyakitebe kurugirra omubitebe byabo ahubakusobora kugarukamu ebikaguzo ebiri mumeza haifo.



Okwecumitiriza halyabo abumukuhakana nabo

Ebikaguzo	Ekigarukwamu kyanyu	ahabwoku-condooza	Obuyambi kuriga aheero
1. Ebiro ebi abaguzi obogendereire nibagura nkaha ebyamaguzi byabo.			
2. Where do your target buyers currently buy their products?			
3. Bisinesi ezindi ezirukuguza ebyamaguzi ebirukusaana rundi obuhereza habwaki basemerire kugura owange? Nimubahukanaho muta?			

Ebikaguzo	Ekigarukwamu kyanyu	ahabwoku-condooza
1. Nikibarahukira kutaha omukatale?		
2. Nibumanyisoki obwebyamaguzi byabo abumulikuhakana nabo abwabaguzi barukugonza muno?		
3. Abumurukuhakana nabo nibasobora ki?		

Notisi zomwegesa

Omukyokukora eki, nimwija kulora haryabo abumurukuhakana nabo hamu nomulingo ogubakorramu bisinesi. Omakuru agumuratunga nigaija kubayamba kumanya rundi ekitebe ekitandikirwe nikija kusobora kutunga omwanya mukatale. Nikija nokubayamba kutunga amani agekigombe kirikwetaga kusobora kuhakana nabandi mukatale. Habwebikaguzo ebimutariikumanya ebigarukwamu byabyo rundi humutafunire makuru, ohakebere nekimuratekerezaho okukora oba kukora ekyokucoondoza rundi kuserra obuyambi bwaheru lero ogaiteho nekitekerezo habwekischemerire kukorwa.



Obwire: edakika 20

Omukyokukora abanyakitebe basemerire kworeka abubarikuhakana nabo. Omukyokukola kyekitebe abanyakitebe basemerire kumanya abubarukuhayana nabo okubarukuranga ebyamaguzi byaabo

Hanyumayekyokukora kyekitebe ba memba nibaija kuherezayo ebitenso habigarukwamu barukuyambwaho omwegesa arikukozesa notisi eziri haifo.



okwetegereza entambura yemihendo.

Ebikaguzo

1. Ebyamaguzi rundi obuhereza bwa bisinesi eziraho nibuguzibwa hamihendoki?
2. Aborukuhakana nabo nibaguzi ebyamaguzi byabo ninga obuhereza ha silingi zingaha?
3. Omuhendo nigurugirra hariki?
4. Omuhendo nigutebwaho guta?
5. Emuhendo neyahukanamu eta omumwaka?
6. Nsongaki erikusoborra okweyongera nokukeha kwemihendo.
7. Haruho obugarukiro bwokutunga emihendo mirungi kurugirra hamutindo gwekyamaguzi rundi habumanyiso bwekirimwa?

Notisi zomwegesa

Omuhendo/ ebeeyi nesente ezirikwihaho omuguzi ahabwebyamaguzi rundi obuhereza.

Bizinesi erikukirayo niyo egi erikuguza ekyabaguzi barukwetaga rundi barikwenda habeyi eyibarukugonza kusasura obu barukuzoka ngu ebeyi egi nekira sente ezokuherezayo ekirimwa. Omumulimo ogu, nimwija kurora habeyi eyabaguzi barikugurraho ebyamaguzi ebirukusana nebyokutekereza kusarura hamu nensonga ezirukuretera emihendo kuba nkokweri.

Ekyokukora 3.2.4

Okwetegereza entambura yemihendo



Obwire: Edakika 50

Omwegesa naija kutandika arukubaganizamu abantu, kusoma ebikaguzo byona kandi oyikirize abantu kubitensaho mubugurupu bwabo.

EKICWEKA 3.3

OKWECUMITIRIZA HAKWIIKIRA KWEKITEKEREZO KYEBYOBUSUBUZI.



Obwiire: Edakika 145

ebigendererwa

hanyuma yokutendekwa, abantu nibija kusobora



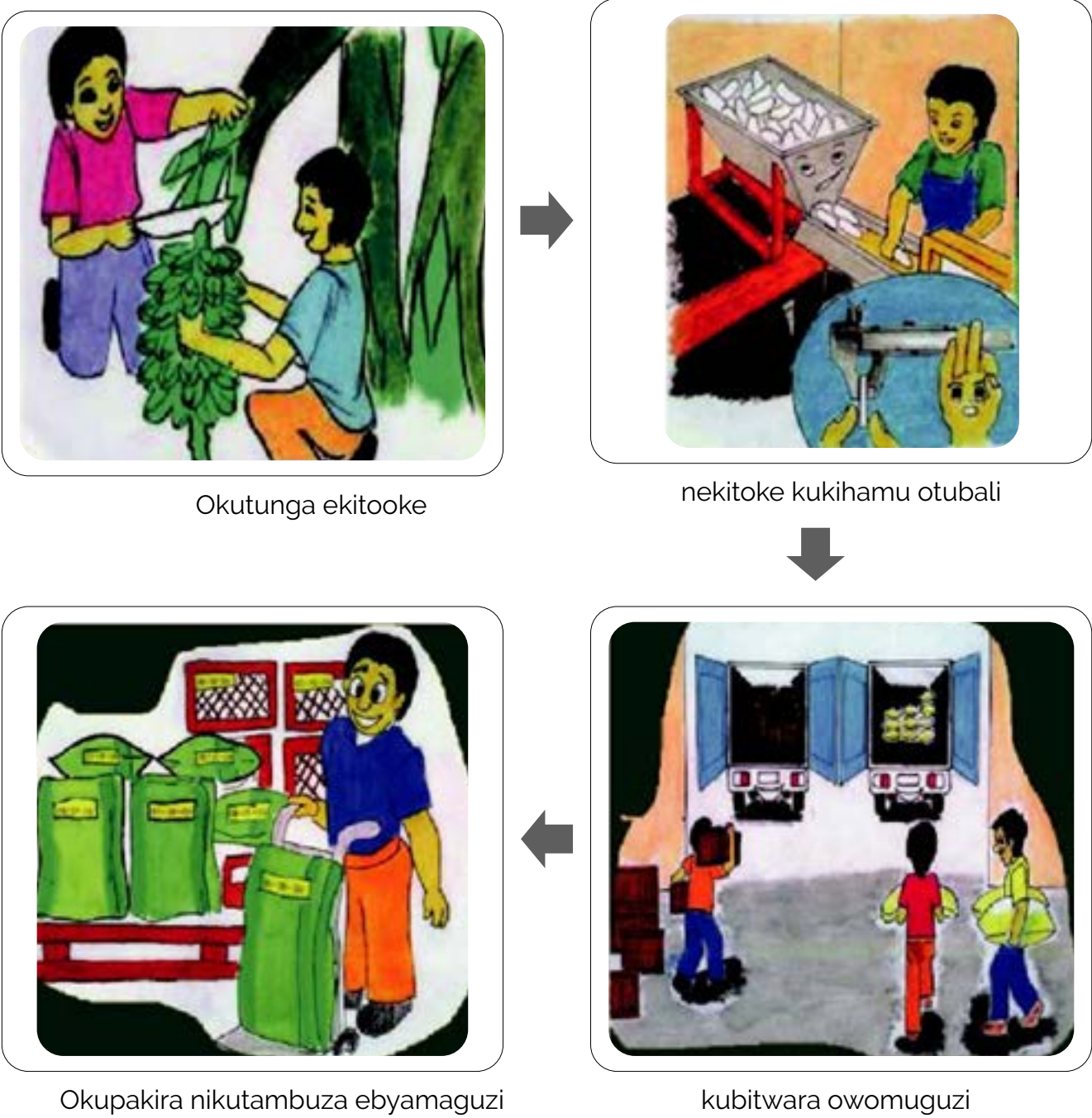
Assessing technical feasibility of the business idea

- Kworeka emirimo habwekitekerezo kyebyobusubuzi.
- Kumanya ebirukukozesibwa habwekitekerezo kyebyobusubuzi hamu nemihendo yabyo.

Entandikiro

Omwegesa naija kukaguza ebikaguzo ebi, ayikirize ba memba kutensa habikaguzo kandi akozese notisi zomwegesa kubahabura, kwikiraniza nokuherezayo omubigufu

ebigarukwamu byabo. Ekicweka 2.3 nikiyamba kucencura okwihikiira kwekitekerezo kyebyobusubuzi. Habyomugaso ogu emirimo hamu nebikozesibwa byona ebirukwetagisa kukora ebyamaguzi rundi kuhayo obuhereza nibijja kusorrorwa.



Notisi zomwegyesa

Bisinesi erikugoba nemanyirwa omukwetegereza edbisale ebitirwemu hamu na sente ezahirweyo omukutekaaniza ebyobusubuzi. Kyonka kuba ekigombe kiba kikoziire amagoba.

- make the product or deliver the service will be identified.
- Mention the business idea they plan to do as a group?
 - What are the skills and resources available in the group that can be used to produce the product?
 - What skills and resources are needed to produce the product?
 - What skills and resources are not available in the group?
 - How will the skills and resources not available be accessed?

Omwegesa naija kuyamba hakutensa kwekitebe arukukozesa ekyokuroraho ekiri

Ekyokukora kye kitebe

1. Hati reka twihemu amadara agandi agenkora yemirimo ekwetagisa kusobora kwihikya obuhereza hamuguzi.
2. Nimwija kugaruka kwihamu obukugu obwembaganiza, ekyoma hamu nebirikukozesibwa ebindi ebirikwetagwa kukora aomulimo ogo.

haifo.

Ekyokukora 3.3.1

Okworeka emirimo nebyokukozesa ebikwetanisibwa kuturukya ebyamaguzi (embibo) rundi obuhereza

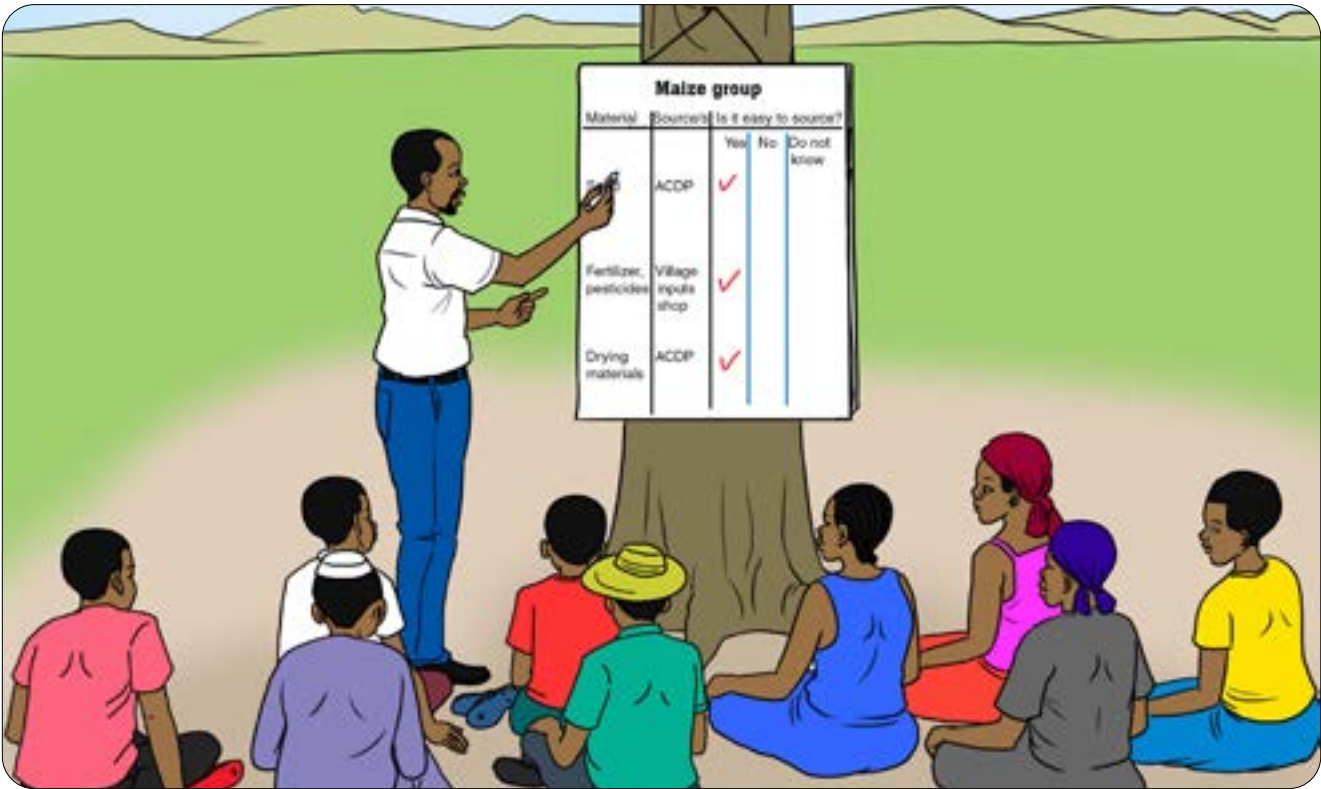


Omulimo	Ensonga nkuru yobusinguzi	R
Kutunga ebicooli byomere, ekitoke hamu na buto ya coconati	• Ekitebe kyagumwa kutunga ebocooli kuruga omu ba memba. • Abahereza nibetegereza ebisanizo byomutindo kandi baine kubihikiriza	
Obulambuzi bwebilesirwe kuruga omubahereza kurora akahoho akarumu hamu nobuyonjo	-obulambuzi bwomutindo nokurorrera kurugirra handengo ezikirizibweho -kukebera ekirikumara	
Okupima nokutwara ebicooli mulyahurro	ebicooli kubisegesa kurungi kuraba omukatimba	
Okusa ebicooli omukyooma	ekyoma kilungi kyokusa	
Okupakila, okuhandikaho nokwahura	okupakira omubusaho bwa kilo ibiri, itano	
Okubihikya hamuguzi	-omulingo murungi gwokubigabilamu	

Ekyokuloraho kyahebwa haburi idara nka ekyokworekerra hamu nekijukizo. Mukore amadara ganu nkekitebe. Mubanze mwetegerenze ekyokuloraho muli buli idara mutakajwize mumezza kurigirra ha businessi yanyu yimutekanize.

AMADARA

Idara lyokubanza: Musorolemu emirimo mikulu omukuturukya kwekyamaguzi(ekirimwa) habwabulimulimo, musorolemu ebi ebirikwetagisa kusobora kwihikya ebisanizo bwabaguzi, nokwihikiriza



okworeka emirimo nebirukukozesebwa ebirukwetagwa omukuturikya.

omutindo hamu nebiragiyo.

Okyokuroraho obuhunga.

omurimo	Ebwokukozesa ebirikwetagisibwa	Nimusobora kugyetungira inywenka	
			nangwa

Idara lyakabili: Murukukozesa ekyokuroraho ekyarugaho nkekijusyo, hati musorole emirimo yanyu emikuru nrrnsonga zobusinguzi

ekyokukozesa	oburugo	Kyanguhire kutunga?		
		ego	nangwa	timanyire
embibo	ACDP	✓		
Ekigimusa, emibazi	Eduuka yemibazi enyakuli	✓		
yokwita obuhuka	mukyaro	✓		
ebyokwomesa	ACDP			

Idara lyakasati: Obumuraba mutarikumanya ensonga yobusinguzi, mukebereho omukaline kokukyondoza. Nimusobora nokusaba omwegesa kubakonyera kusoborra emitwarize emikuru rundi emirimo yokuturikya

ekyokukora	oburugo	Kyanguhire kukitunga?		
		ego	nangwa	

ekyamaguzi kyanyu rundi okwihikya ekyobuhereza.

Ekyokuroraho: ekitebe kyebocooli.

Hati nkekitebe, musoborre ebikozesibwa ebirikwetagisa kukora businessi yanyu eyimutekanize

Idara lyaka: Muhandike ebyokukozesa bikuru ebimurikwetaga omubisinesi yangu. Mukacweka kakabili musolore oburugo bwebyokukozesa ebyo. Musemerire nokworeka obukiraba kyanguhire rundi kigumire kubitunga.(edakika 10)

Example: Maize group

Murukukozesa ekyokuroraho ekyarugaho nkendagiyo yanyu mutense kandi muhandike ebyokukozesa ebimurikwija kwetaga habwekyamaguzi rundi obuhereza bwanyu obumutekanize..

EKUCWEKA 3.4
OKUSERURIZA RUNDI SENTE
EZIROHO NIZIMARA?

Okulengesaniza sente ezitekanizibwe kutebwamu hamu neziraihwamu

Omulimo	Okuloma kwaira Omulimi A	Okutamu bitaito B	Okutamu biingi Omulimi C	Okulimisa ebimotoka Omulimi D
Okutekaniza omwanya/ okususa	60,000	60,000	60,000	60,000
Okulima ogwokubanza\ okususa2nd	150,000	150,000	140,000	
Okulima ogwakabili			100,000	
Emibazi yokwita obuhuka				30,000
Obakozi abarafuhrirremu emibazi				15,000
Embibo	Own	30,000	60,000 (hybrid)	60,000 (hybrid)
Ebigimusa(basal)			150,000	150,000
Embibo				
Ebigimusa(basal)	60,000	60,000	60,000	80,000
Okutimba ebyina			20,000	20,000
Okutamu ebigimusa	80,000	80,000	80,000	40,000
okubyara			36,000	48,000
okwombera			10,000	20,000
Emibazi yokwita obuhuka			120,000	120,000
okufuhrira			40,000	40,000
Ebigimusa ebyahamutwe gwebimera		40,000	40,000	40,000
Abakozi			40,000	40,000
Ebigimusa byahamababi		15,000	15,000	15,000
Okugesha	16,000	24,000	60,000	60,000
Obusaho	12,000	15,000	35,000	35,000
Okwihaho ebisusu	20,000	30,000	75,000	75,000
Entambura	5,000	10,000	30,000	30,000
okwanika		12,000	45,000	45,000
Okwoja nokubiboha	10,000	15,000	40,000	40,000
Entundubale	20,000	40,000	80,000	80,000
Omubaro bwa sente zona ezitairwemu	453,000	601,000	1,356,000	1,163,000

omulimo	Okuhinga kwaira Omulimi A	Okutamu bitaito B	Okutamu biingi Omulimi C	Okulimisa ebimotoka Omulimi D
Itaka (kilo buli kisayi)	700	1,000	2500	2500
Ezitairwemu	674	601	542	465
Omuhendo buri kilo	700	700	700	700
Ezitairwemu ha 700 buli kilo	490,000	700000	1,750,000	1,750,000
Amagoba	37,000	99,000	394,000	587,000

$$ROI = \frac{\text{ezihirwemu} - \text{ezitairwemu}}{\text{Ezitairwemu}} \times 100$$

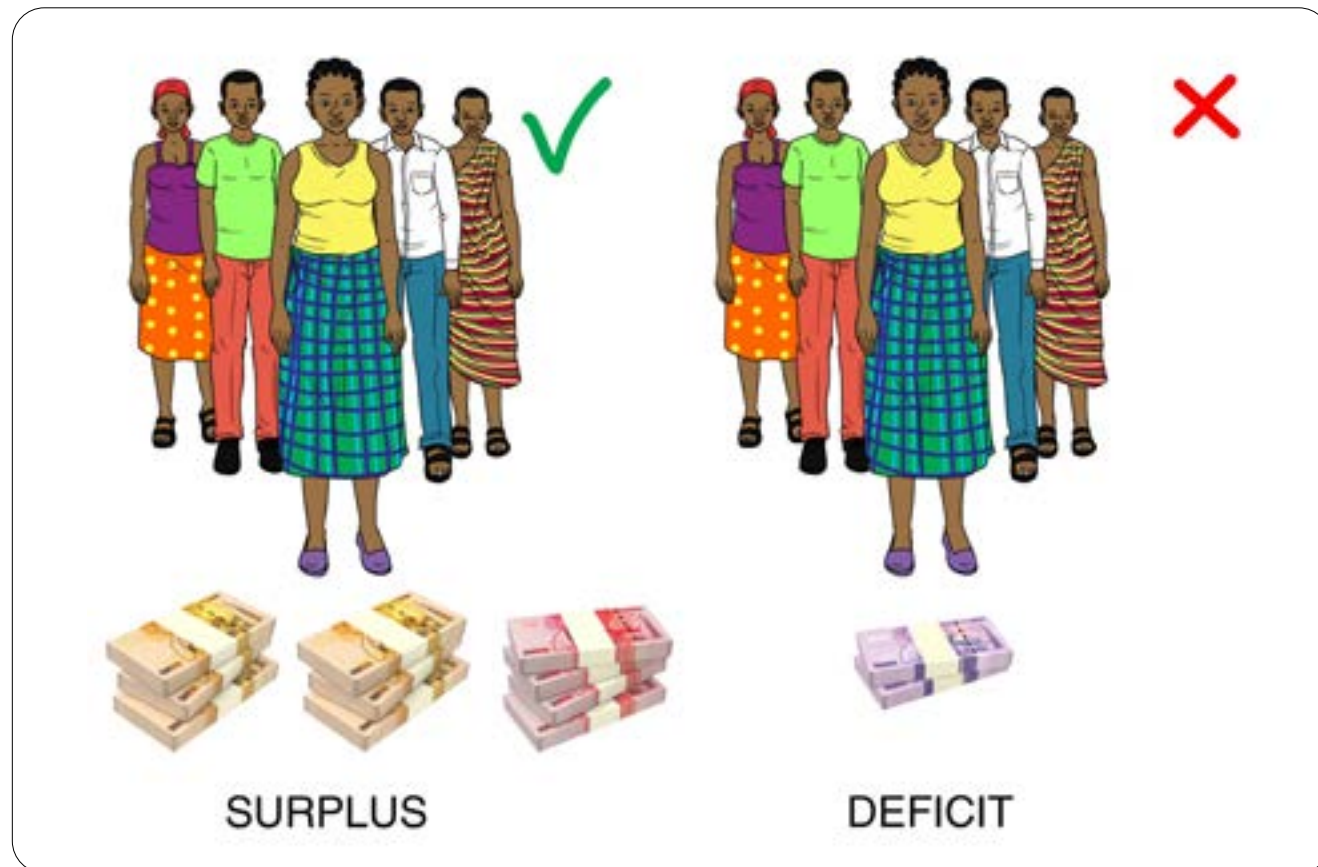
Okuhinga kwaira Omulimi (A):	$\frac{490,000 - 453,000}{453,000} \times 100$	=	8%
Okutamu bitaito(B):	$\frac{700,000 - 601,000}{601,000} \times 100$	=	16.5%
Okutamu biingi Omulim (C):	$\frac{1,750,000 - 1,356,000}{1,356,000} \times 100$	=	29%
Okulimisa ebimotoka Omulimi (D):	$\frac{1,750,000 - 1,163,000}{1,163,000} \times 100$	=	50%

Noti:

obworabe nokora okutendekwa kwomulimo omu CBA, emeza esemerire kuba erumu emirimu yona eyakozirwe omu bisinesi kuruga hakugesha kuhika hakuguza.

Amagoba = ebiguzibwe – ezatairwemu

Omulimi A	=	490,000 – 453,000	=	37,000 Ugx
Omulimi B	=	700,000 – 601,000	=	99,000 Ugx
Omulimi C	=	1750,000 – 1356,000	=	394,000 Ugx
Omulimi D	=	1750,000 – 1,163,000	=	587,000 Ugx



okuseruriza rundi sente eziroho nizimara

Notisi zomwegesa

Okurugirra ahabyabarwa ebyakuhebwa haiguru nokuseruriza omuhendo gwamagoba nikyorekangu enkora yokulimisa ebimotoka nereta amagoba mingi ekirikuretera entasya kweyongera. Amagoba maingi nigareta sente bwangu zokwongeramu. Ebigombe byabalimi nibisobora kukozeza ebisusani hamu namakuru agarikusobora kusaramu kurungi habyokutamu sente hakwihikirra kwa sente zekitekerezo kya bisinesi.



Ebigendererwa

- Ahanyuma yokutendekwa abantu nibija kusobora ;
- Kumanya sente zona ezirikwetagisa kutandikaho bisinesi

Ekyokukora 3.4.1

Okubaliirra sente zokutandikisa

Omwegesa arabye ekitebe omukyokuroraho eki.

EKICWEKA 3.5 EKITEBE KISEMERIRE KUKORA BISINESI.



Obwire: edakika 35

Ebigendererwa.

Hanyuma yekicweka kyokutendekwa, abantu nibaija kusobora;

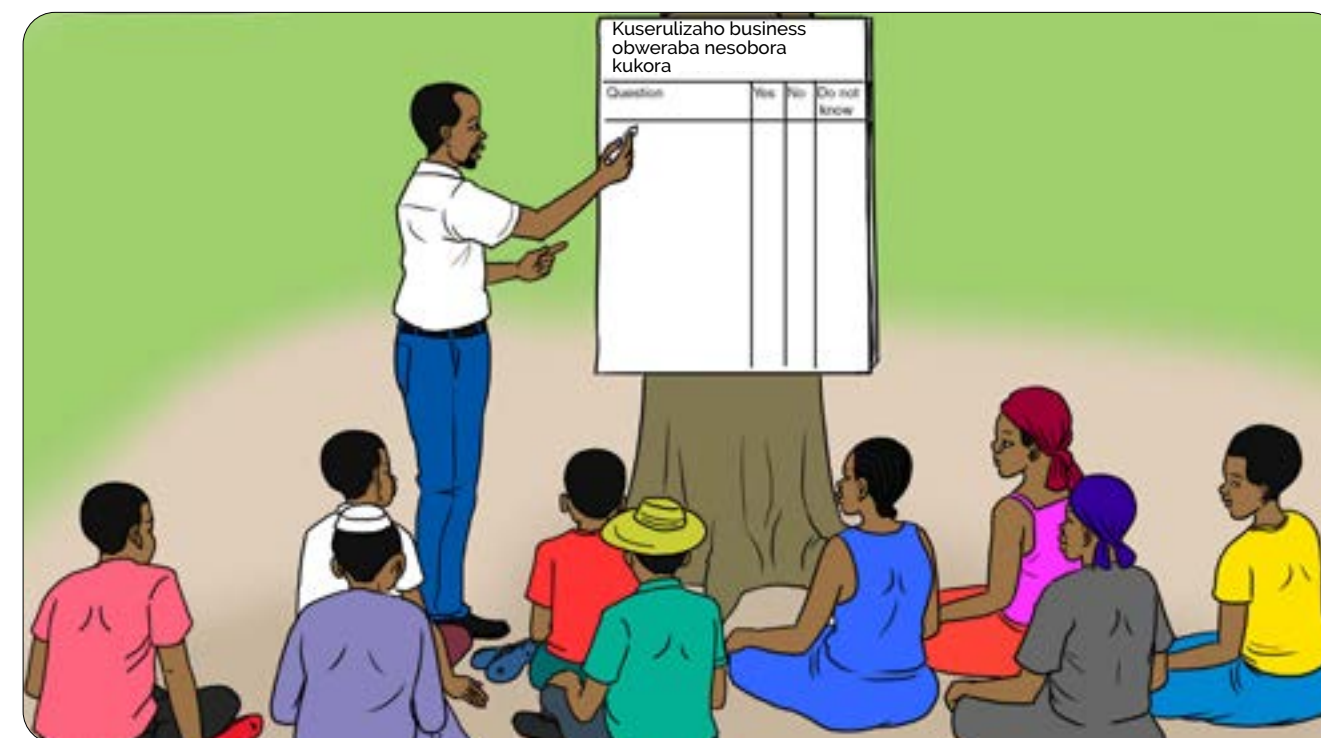
- Kusorora sente zona ezirukwetagwa kutandikaho bisinesi.

Obutumwa bwomugaso

Okwetegereza kurungi imbarirra nikiretera ekitebe kyasaramu ekitekerezo kya bisinesi.

Entandikiro .

Ekicweka eki nikija kuyamba kusaramu oba basemerire kukora bisinesi kurugirra



orukarra wokukeberaho okwihikirra kwa bisinesi.

habiiirugire habirikusomesebwa rundi(ebicweeka 2.1 kwihika ha 2.4)
Nikija kugaruka kuyamba kusorora amakuru agarikwetagwa kuserurwa kukora okucwamu okwihikire.

Ekyokukora 3.5.1.

Kuserulizaho business obweraba nesobora kukora

Ekikaguzo	Yes	No	Do not know
Harumu amagoba agakumara hamu nokwehayo kutandikaho ekitebe kyabeterine?			
(ekicweka 3.1)			
Bamemba abatandikireho ekitebe nibikiriza kuhayo sente zokutandikaho nokukora bisinesi? (ekicweka 3.1)			
Bamemba bekitebe ekyabandizeho nab a memba abkitandikire baine obwire burikumara bwokuherezayo omukitebe kyabeterine? (ekicweka 3.1)			
Haruho okwehayo mu ba memba kusobora kukora bisinesi? (ekicweka 3.1)			
Bisinesi neija kugira akatare karukwemarira habwebyamaguzi byayo rundi obuhereza? (ekicweka 3.2)			
Ekitebe nikija kusobora kuhayana nabandi abasubuzi abaruho? (ekicweka 3.2)			
Abaguzi abumugenderire nibaija kugura ekyamaguzi kyanyu rundi obuhereza nokureka ebyabandi? (ekicweka 3.2)			
Haruho ba memba abali mukitebe abaine obukugu bwobwembezi kusobora kukora bisinesi? (ekicweka 3.3)			
Haruho za puroguramu rundi abarukusobora kuyamba ekitebe omukwongera amani kuturikya ekyamaguzi rundi obuhereza nkukwokwomutindo ogurukwetagwa hamu nebiragiro? (ekicweka 3.3)			
Ekitebe nikija kusobora kulinda ebyentasya byakyo kutandikaho bisisnesi kuhikira kimu harurengo rwentasya orubarukwetaga? (ekicweka 3.4)			
Ekitebe nikisobora kutunga emyanya mirungi ytokukorramu? (ekicweka 3.3)			
Omwanya ogutekanizibwe kukorerwaho bisinesi guri heihi norugudo(nigusobora kwihikwamu ekiiruka) ? (ekicweka 3.3)			
Ekitebe nikisobora kutunga ebikozesibwa hamu namagezi ga kalimagezi nkokukirukwetagwa? (ekicweka 3.3 na 3.4)			
Ebikozesibwa ebirikwetagisa ebiroho habwekitebe nibisobora kugurwa buli kiro? (ekicweka 3.3)			
Bisinesi eraba neyeta ga amaizi hamu namasanyarazi, ekitebe nikisobora kutunga obuhereza obu? (ekicweka 3.3 na 3.4)			
Ekitebe nikija kukora amagoba agarukumara kusobora kurasura senta ezakozesibwe omukutandikaho bisinesi nokuherezayo sente zokwongeza nokukurakurana? (ekicweka 3.4)			

Orukarra nurufunza ensonga nkuru ezisemerire kurorwaho kuba noyetegereza ekitekerezo kya bisinesi.
Omurukurato, omwegesa nija kusoma omumitendera dero ayoreke abalimi kukora emitendera nkokwerasomwa.

AMADARA

Idara lyokubanza. Omwegesa akaguze abantu bari omu kugarukamu ebikaguzo arikukebera omurukarra orulikugenda nekigarukwamu kye. Nikisobora kwetagisa kugaruka omubitirwemu omubicweka 2.1 kwihika ha 2.4 akugarukamu buli kikaguzo. (edakika 10)

Idara lyakabili

Bagana kandi otense ebigarukwamu byawe nekitebe. Muhike hakwikiraniza oba ekitebe kisemerire kukora bisinesi(edakika 10)
Ekitebe kisemerire kutekereza ha bisinesi? **Ego**..... **ngaha**
Omwegesa ayoreke okutensa kandi abasomi nibasobora kukora encwamu zomugaho hakikaguzo ekikaguzibwe haruguru kurugirra hamazima.

EKICWEKA 3.6
OKUTEKEREZA HA NKORA.



Ebigendererwa

- Hanyuma yekicweka kyokutendekwa abantu nibaija;
- uraba omumirimo kuruga hakutandika ekitebe kwihikya hawecumutiriza ahakwihikirra.
 - Kukora ekikorwa ekibarukutekaniza habwa bisinesi yabo.

Ebyokukozesa

- Flip charts (empapura ezirikuhandikwaho ezirinka orubaho)
- Ebirangi (markers)
- Empapura ezokukorraho omulimo (work sheets)



Preparing the action plan



**OMUTWE
GWAKANA**

**OKUKORA
EMBARIRRA YA
BISINESI.**

Ebigendererwa

Abantu nibateberezibwa;

- Kwegu nokutandikaho okusoborwa okubatekanize okusubura, bisinesi nkokweri hamu nebirikugikwataho.
- Baserre emiringo yokuhikirizamu okusubura.

Entandikiro.



Okubarirra bisinesi kyorekerro ekirikusoborwa hakitebe ekiriyo nikiyenda nokukyakusobora kwihikayo. Nikisoborwa amakuru gekigambo bisinesi nokwerija kukorwa. Okubarirra kurungi bisinesi nikwija kuyamba ebitebe kukehya okwerarikirra kwokugwa. Ebitebe nibisobora kukozeza entekaniza egi omukusaba obuyambi kuruga omu ouroguramu zentunguka.

Ekyokukora 4.1

Ensisana yokwetekaniriza bisinesi eri hamutindo

Objectives

By the end of the session, participants will:

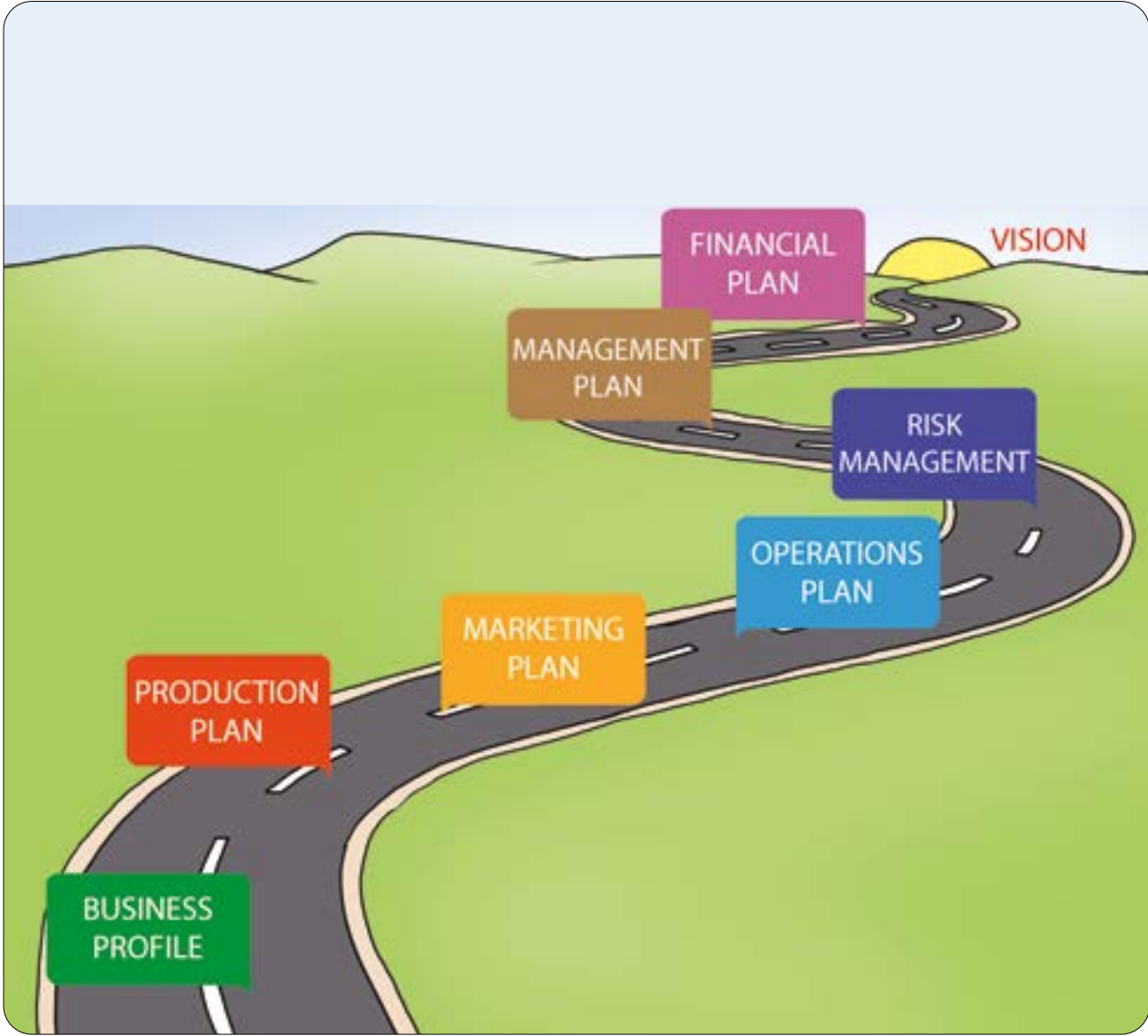
- Appreciate the meaning and working definition of a business plan
- Clearly outline the structure and key components of a business plan
- Develop a Business Plan



Obwire: edakika 10

Session overview

The business plan is a roadmap that details where the group is going and how to get there. It explains what the business is and how it will be operated. Having a good business plan will help groups minimize risks of failure. It can also be used by groups in applying for support from development programs.



Business plan

A business plan should be reviewed and updated regularly to reflect changes in the business environment and status of the group. In this session, you will familiarize yourselves with the structure of the business plan.

Ekyokukora 4.1

Ensisana yokwetekaniriza bisinesi eri hamutindo



Esemerire kugamba hari binu;

- Ebirukukwata ha bisinesi
- Ebyamagesa nokuturukya
- Ebyakatare
- Ebyemikorre
- Ebyendorerra yokwerarikirra
- Ebyokurorerra
- Ebyasente .

Eki nobukiraba nikyo kicweka kyokubanza kyembarirra ya businesi, nikihandikwa hanyuma yebicweka ebindi kutekanizibwa.

EKICWEKA 4.2

EBIRUKUKWATA HA BISINESI

Ebigendererwa

- Hanyuma yekicweka, abantu nibaija kusobora;
- Kwetegereza amakuru gabyo kandi basorore ebisemerire kwongerwamu rundi kugaitwamu.



Session Overview

Ekicweka eki nikisoborra habikwatirine nekitebe nka; omwanya gwokukorramu, owokwekaguzaho, obukoto bwekitebe, ekikirikukora, nekikirikutekereza kumaliriza.

Ekyokukora 4.2.1

Okuhandika habirukukwata ha bisinesi



Notisi zomwegesa

Birikukwata ha businesi nibiha amakuru agarukukwata ahakitebe nka; ohukirikukorra, owokwekaguzaho, obukoto bweitebe, ekikirukukora, nekikirukutekereza kumaririza.

Ekyokuroraho.

EBIRUKUKWATA HAKITEBE KYABALIMI BA MUHOGO

EKIKAGUZO	EKYOKURORRAKO	EKIGARUKWAMU KYANYU
Ebirukukikwataho		
Ibara lyekitebe	Ekitebe kyabalimi ba muhogo ba nyaravu	
oburugo	Ibala lya disitirikiti, etawuni hamu nihanga	
Enamba yesimu	Ibala lyomwebembezi nenamba yesimu	
Omuhendo gwaba memba kurugirra habuhangwa bwabo	Abalimi 200 ommwibala lyekicweka rundi ebyaro	
Ekigendererwa kyekitebe		
Ebigendererwa byokutandikaho ekitebe nibiha?	Okukehya okuferwa hanyuma yokwejumbira omumilimo yokwongera omugaso kurabira omukuturukya kyipusi turikukozesa amagezi gekika kyahaiguru hamu nembera nungi zokukorramu	
Tip: Okuhabura garuka mubyokuturukya omumutwe gwokubanza Ekitebe nikyenda kuganyirwa kita omukukorra hamu.	• -Okwongera entasya, • -okutunga obutale bukoto • -emirimo mirungi habwaba memba nokubatungira obulinzi • - okutunga amaizi	
Omulingo gwekitebe(kebera hamulingo oguhikire)	Okugesha -obuhereza bwakatare	
Kyamaguziki rundi obuhereza obwekitebe kirikwenda kuhereza.	Omulingo gwekitebe(kebera hamulingo oguhikire)-endijo milingo (gyoreke) Okuturukya muhogo omumulingo gwa kyipusi	

EKICWEKA 4.3

OKUTEKANIZA EMBARIRRA YOKUTURUKYA



Obwire: edakika 20

Ebigendererwa

Hanyuma yekicweka abantu nibajja kusobora;

- Kwikiraniza hansonga ezirasobora kwongera emiringo yokugesa hamu nebigendererwa byekitebe habwekibasazireho kukora.
- Kutebereza obwingi bwekirimwa obubakusobora kutunga kuriga omu ba memba ekirasobozesa ekitebe kucwamu ahabyakatare.
- Kusorora ebi ba memba barikwetaga kukozeza omukugesa basobore kumanya obwingi obabubarihemu nokutaho enkora yokubicoondoza nketebe. (okutekaniza omwanya, embibo, ebigimusa, obuhabuzi, okurorerra obuhuka hamu nebirikukozesibwa hanyuma yokugesa.
- Kusoroora ebizibu by'amaani omukuhikiriza ebigendeerrwaby'okusaruura aha rurengo rw'omurimi hamu n'ekitebe.



okuteekateeka embarira y'enshozo

Notisi z'omusomesa

- Entebereza rundiebirikugyenderwaho kusobora kushohoza ekihingwa.
- Obwamemba; boona bamemba 20 b'ekitebe
- Ekihingwa : Muhogo
- Za sizoni: Sizoni emwe buri mwaka
- Obuhango bw'eitaka: ekishaayi kimwe buri muhingi
- Amasharuura agarikuteekwateekwa kuruga omuri buri kishaayi : tani emwe
- Obucwekamakumi munana ahari kikumi (80%) bwamasharuura nibwija kuguzibwa kurabira omu kitebe

Embarira y'ebyensharuura erikuteekwateekwa

Yorekeeraabantu kumaririza enteekateeka y'ebyensharuura bya buri kihingwa baaba baine ebihingwa ebirikurenga ahari kimwe ahabw'ekitebe kyaabo.

No.	Ekirikugambwaho	Ekirikukora	Ekirikugambwaho
A	Ekihingwa	Muhogo	Ebika byayo
B	Omuhendo gw'abahingi	20	Kugyenderera ahari bamemba abahamiibwe
C	Obuhango bw'eitaka	Ekishaayi kimwe	Nitutwara ekiri kikyehari buri memba
D	Ebirikuteekwateekwa kusharuurwa omuri buri kishaayi	Tani ikumi za kypusi	Aha kihingwa ekitajwangire Abahingi boona abari bamemba nibeija kwetaaga ebiri aha mutindo
E	Amasharuura goona	b*c*d = tani 200	Obucweka makumi mushanju ahari kikumi (70%) = tani 140
F	Embarira yoona		Kukozesibwa omuka hamu n'emirimo endiijo.

Eebikaguzo

- Ebikozesibwa ebirikwetagisa omu kushohoza ekihingwa ni biiha?
- Ni kwerarikirira ki hamu n'ebizibu ebirikuteekwateekwaho?

Notisi z'omusomesa

Ebizibu ebirikusobora kurugamu ni nka;

- Okufuna embibo nungi y'okuhinga
- Okukyererera kuhinga hamu n'okubyaara ahabwokukozesa efuuka z'omungaro hamu n'amaani gabari omuka.
- Obukooko hamu n'oburwaire
- Emisharuuro mibi ahabw'emize etari emwe n'emwe hamu n'okutafuna okwegyesi bwa.
- Okukoresibwa omuka hamu nokuguriza aha rubaju ekirikuretera ebyokutwara omukatara kuguriza hamu byaba bikye.
- Esente zitarikumara z'o kwongyera omu mutindo hamu n'obwingi.

Ebirikusobora kumarahho ebizibu ebyayorekwa aharuguru;

- Abanyakitebe boona bashemereire kwehandikisa n'obuhereza bwa karimagezi (e-voucher) kusobora kuhebwa ebikozesibwa ebiri aha mihendo y'ahansi.
- Bamemba nibabaasa kuherezayo esente ezirayambe omu kutebekanisa ekikaarohamu n'okuronda obuyambi.
- Okufuna okutendekwa / okwegyesibwa kuruga owa mukuru w'ebyobuhingisa aha gomborora nikiretaho emihanda endiijo y'okufuniramu ebyokurya.
- Okutandikaho okwahuran'okweguza nk'ekitebe.

Ekicweka 4.4
OKUKORA EMBARIRA Y'AKATARE



Esaaha: Edakiika 05

Ebigenderwa

- Ahamuheru gw'ekicweka, abantu bashemereire;
- Kusoborra ebihingwa n'obuhereza obu ekitebe kireije kuba nikiherezayo ahabw'obushubuuzi.
 - Kusoborra akatare akubarikureberemu ahabwa buri kyamaguzi rundiobuhereza.
 - Kutekaho enteekateeka aha byakatare.

Ekyokukora 4.4.1
Okusoborra kulimwa rundiobuhereza



Esaaha: Edakiika 30



mushoboroore ekihingwa ekimurikwenda kuguza



okukora embarira y'akatare

Notisi:

Okusoborra ekihingwa rundiobuhereza nikyoreka obumanyiso bw'ekyamaguzi nari obuhereza, okuguza kw'omutaano kw'ekyamaguzi kyanyu hamu n'oku ekyamaguzi ekyo kirikuhikiriza ebyetaago by'omuguzi.

Ekyokukora

Ekiregeso kwekebija habirimwa

1. Ekihingwa rundiobuhereza bw'ekitebe kyanyu nibwo buha?
2. Ekyamaguzi kyanyu nokirebera ahriki?
3. Nimuteekateeka kusharuura birikwinganaki omu mwezi nari omwaka?
4. Emigasho mikuru y'ekyamaguzi kyanyu rundiobuhereza neha?

Obukuru	Okusharuurwa omu myeezi 10 kuza ahari 12
Freshness	• Nibwo esharuurwe; tekarengire aha mwaka gumwe • Tihariho kamanyiso k'okuriibwa obukooko
Appearance	Tiharimu bizunde rundiebicweka ebisitsikaire
Ebisahu bya muhogo	
Orugyero rw'okwooma	Tikirikurenga ahari kimwe kya kana kya futi (inch)
Endebuuka n'erangi	• bukyebeirwe kurabira omu kooma k'okukyebera • okweramu kuza aha kutukurinkanya • tihariho kamanyiso k'okuriibwa obukooko
Obuhango bw'ekishate	Tikirikurenga ahari kimwe kya kana kya futi (inch)
Akahooho	Tihariho ruhumbwe rundiekinuuko kibi
Obugumi	Nerahuka kwatika wagihonda
Okupakira	Akashaho ka kiro 50 Akashaho kayonjirwe akatarikukozesibwa ahabw'ebirungo ebyakusobora kushisha ebyokurya.
Production Volume	1 800MT buri mwaka
Product Uses	Ingredient for all types of livestock and farmed fish feed

Ekyokuroraho:

Okusoborra aha katere k'ekitebe

Column 1	Column 2	Column 3
Ekibuuzo ky'okworekyerera	Ekyokuroraho Ekitebe ky'abahingi ba muhogo	Ekigarukwamu kyanyu
Abaguzi nibahi?	Ebyooma; omu kyanga kyaitu harimu kampuni 05 za Bioethanol; 02 eziriyo nizatandika; ez'amarwa kampuni	
Yoreka abaguzi b'ekihingwa kyanyu rundiobuhereza abatarikushushana	emwe yonka erikukozesa muhogo • Abaguzi b'emizi ya muhogo eyaheza kwihwa/ kuhiigwa rundiabashubuuze abarikugitwara kampa. • Kampuni z'esaano: akacweka kakye la muhogo eshohozibwe niko karikuza aha saano ya muhogo. • Bwa kampuni obukye	
Omu bahagizi boona abumushoriire, ni muringo ki gw'abahagizi abu ekitebe kyanyu kiraije kutaho amaisho?	oburikukoramu obuni bw'okurya Ebyooma ebirukora ebyokurya by'amatungo • kampuni itaano ez'amaani ziine	
Ahabwenki mushaziremu aha kicweka eki kyakatare?	obuhereza obu ekitebe kirikusobora kufuna. • Hariho akatare k'oburiho hamu n'omuhendo 'gwikirizibweho. • Za kampuni nizishashura omubwire kandi nizihereza abahereza	
Ahabwenki abaguzi abumugyendereire nibetaaga ekihingwa kyanyu?	• Tibarikuhikwa muhogo • -Ebyooma obwahati nibikorera aha • bucweka makumi mukaga ahari • kikumi (60%) bwebyo	
Ni kyetaago ki eki ekihingwa kyanyu rundiobuhereza burahikirize omu katere akumuteekateekire?	• ebibashemereire kushohoza. • Omutindo gw'okuhererezamu muhogo tigurikwesigwa Obufukirizi bwingi butarikhikaana n'omutindo gw'ebyokurya • Nitwajja kugaruka kusobora kuhereza abo boona abarikwetaaga muhogo eshatwirwe omu mizi ya muhogo etarimu mibazi.	
	Aamakampuni gongyiire okushohoza kwago kw'ebyokurya byobuhangwa kusobora kuhereza obwetagi bw'abariisa.	

Column 1	Column 2	Column 3
Ekibuuzo ky'okworekyerera	Ekyokuroraho Ekitebe ky'abahingi ba muhogo	Ekigarukwamu kyanyu
Abarikuhayana naimwe nibaahi?	-Abariho benyini naabo abarikuhiiga emizi ya muhogo omu misiri yaabo hamu n'okuruga omubahingi. -Nibagikoramu kypusi. -Nituhinga, tugiboneza, tuguza -Nahabwekyo, nitwehereza. Nobu barabe baine emisiri yaabo, nibagyendera ah'abahingi Nimubaasa muta kuhayana n'abandi? -	
Nimubaasa muta kuhayana n'abandi?	Baingi omubarikubahereza nibasharuura omurundi gumwe gwonka omu mwaka. -Omunteekateeka yaitu y'obuhingi, nitwajja kutunguura emyanya n'obuhingi omu bamemba baitu kusobora kwajja kuherezayo omu mwaka gwoona hamu n'emizi ya muhogo etarimu mibazi. -Abandi tibarikukozesa bukugu bwa karimagezi. Muhogo yaabo nekira kuba eri class B na C. Nitwajja kushoza erikusinga oburungi (class A)	
Obwetagyi bw'ekihingwa kyanyu rundiobuhereza nibwinganaki?	Omu kyanga, obwetagyi bwoona burin ka 200,000MT buri mwaka. Eki ni nk'akacweka kamwe ahari kikumi (1 %) ahari ebyo byoona ebirikwetagwa. Ekighombe nikyeija kwijiza obucweka nk'abuna ahari kikumi (4%)	
Nimubaasa muta kwongyera omugabo gwanyu gw'akatare bwanyima y'obwire?	• -Abahingi baine kwongyera aha masharuura gaabo kuruga omu misiri • -Eitaka eriraho obwahati ni nk'obucweka makumi mushanju (70%) bweryo erikwetagwa. • -Tweine kwongyera enshoza yaitu omu miringo yoona kusobora kuhayana naabo abarikugiiha aheeru. Tweine kugaruka tukongyera aha	
Akatare kanyu nikabaasa kukura?	muhendo gwa muhogo Akatare ka muhogo na munonga ahabw'ebyooma by'ebyokurya by'amatungo nikateekwateekwa kukura ahabw'okweyongyera kw'amatungo. Akatare nikateekwateekwa kwongeraho obucweka butaano ahari kikumi (5%) buri mwaka kurugirira aha	
Kirikwinganaki?		

Ekyokukora 4.4.2

Ebyokutunda



Esaaha: Edakiika 40

Omusomesa;

- Ayebembere ekitebeahereze ekitebe omurimo n'ebirikukuratirwa kuhajaana n'okubagana aha miringo eyi ekitebe kireije kurora ngu abahagizi abu bagyendereire bamanya aha by'amaguzi z"ekitebe, okubakusobora kbabeihabeiha kugura ebyamaguzi ebyo.
- Akorese ebishushani nk'ebyokureberaho by'emiringo n'emyanya oku abahagizi baramanye aha byamaguzi n'obuhereza.
- Ayorekyerere kuhanurra kusobora kwikirizana aha biteekateeko oku ebyamaguzi birabaase kuhika abaguzi (abahagizi).
- Ayorekyerere arikukozesa ebishushani oku ekitebe kireije kutaho omuhendo gw'ebyamaguzi rundiobuhereza – kukorera hamu kugarukamu eebikaguzoby'enorekyerero.

Notisi z'omusomesa

Muherize kushoroora obutare bwanyu n'ebyamaguzi rundiobuhereza. Nikyeyoreka ngu obutare n'ebyamaguzi rundiobuhereza obumwatoorana nibubaasa kubayamba kuhikirizaebigenderwabyanyu. Omumurimoogu, nimweijakusoborraokumurabaase kufuna abaguzi (abahagizi) bokugura ebyamaguzi byanyu rundikukoresa obuhereza bwanyu. Ogu n'omurimo gw'ekitebe; buri omwe ahereze ekiteekateeko kye kandi muhurikizane.

This is a group activity. Everybody should share their ideas and listen to each other.

EMITENDERA

Omutendera gw'okubanza

a) Okwongera obukodyo omu kusubuura

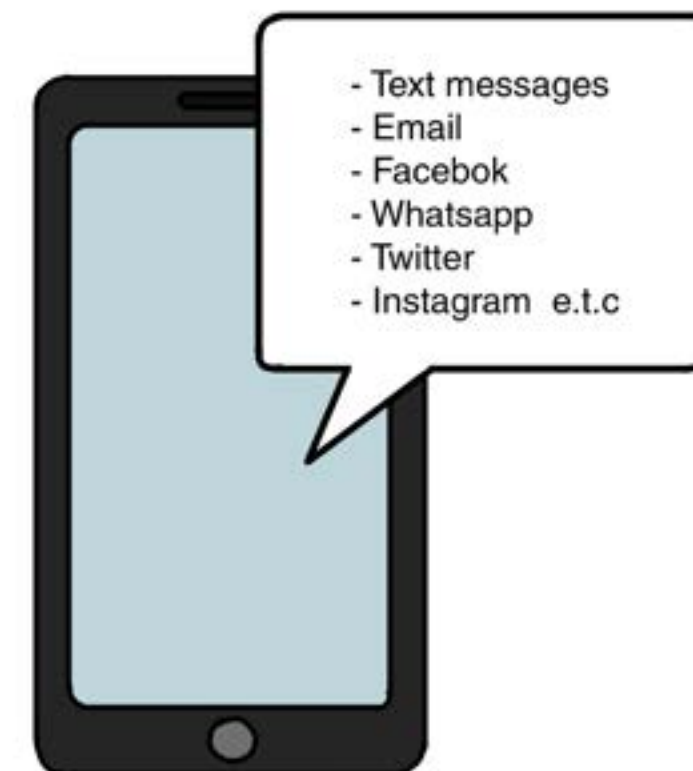
Abaguzi baawe abogyendereire nibaija kumanya bata aha kyamaguzi kyanyu rundiobuhereza.



okutayayira abaguzi batari bamwe na bamwe.



okuranga n'ebyaapa ebihango.



obutumwa n'omutimbagano

Ekyokuroraho (mwijuzemu ekigarukwamu kyanyu)

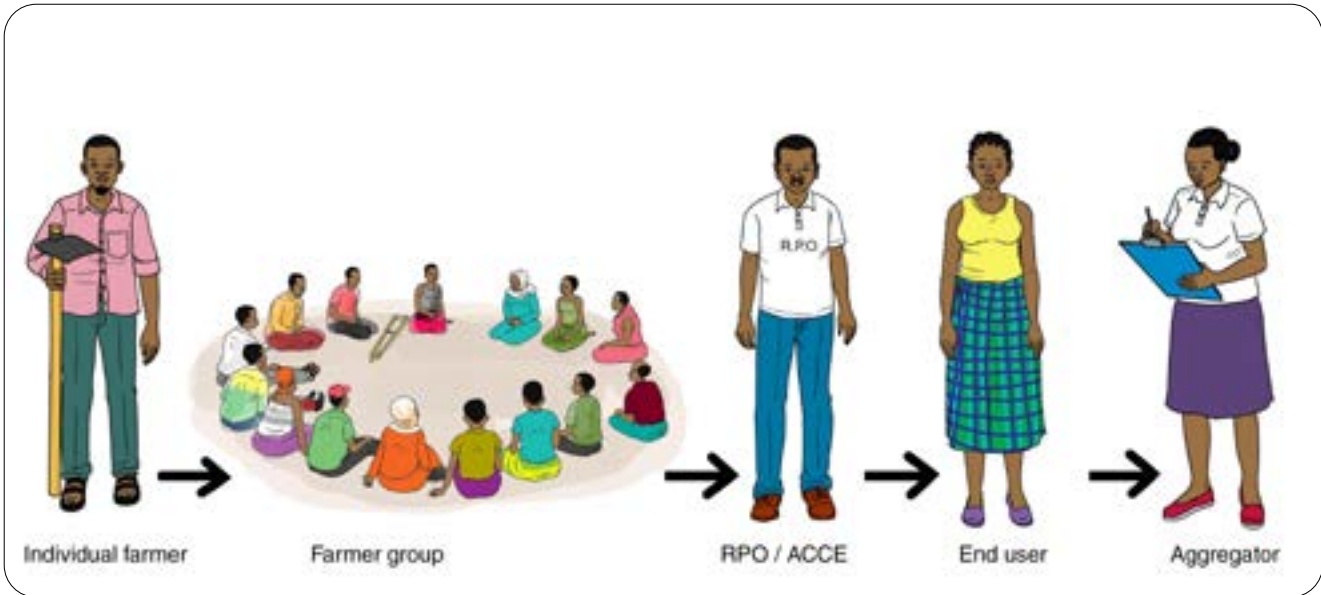
Ekikaguzo ky'okworekyerera	Ekyokuroraho: ekitebe ky'abahingi ba muhogo	Ekigarukwamu kyanyu
Nimweija kumanyisa muta abahagizi banyu abumworekyereire aha kyamaguzi kyanyu rundiobuhereza hamu n'ekitebe?	-Nitweija kubugana n'abahagizi baitu kandi tubahereze ebyokureberaho hamu n'ebirikutukwataho. -Nitweija kuneeta kutayayira emisiri ya muhogo yaba memba baitu n'eikorero ryaitu kusobora kufuna Obutumwa bw'amaani obu muraije kugambaho omu mirimo y'okuranga nibwo buha? -Kukozesa muhogo yaitu nikyeija kuyamba ab'ebyooma byokukora ebyokurya by'amatungo kukora ebyokurya ebiri aha mutindo ogweyongyeire. -Nitubaasa kuyamba ebyooma byokukora ebyokurya by'amatungo kutaaha omu katara kaitu akiine muhogo etarimu mibazi. -N'omuhendo gwabamemba 200 abarikuha muhogo batandikaho okuhinga kw'omurembe, abaguzi baitu nibekakasa aha kufunaobuhereza omu mwaka gwoona.	
Obutumwa bw'amaani obu muraije kugambaho omu mirimo y'okuranga nibwo buha?		

b) Okugabira abantu

Nimweija kubaaasa muta kuhitsya ekyamaguzi kyanyu aha baguzi abumugyendereire?

Ekibuuzo ky'kworekyerera	Ekyokuroraho: Ekitebe ky'abahingi ba muhogo	Your Answer
Ekyamaguzi kyanyu rundiobuhereza nibweija kuhika buta aha baguzi banyu? Soborra oku ekyamaguzi kyanyu kiraguzibwe yaaba kukitwarira abaguzi, rundikurabira omuri bakayungirizi n'ebindi. Akakwate k'emikorere yanyu n'abaguzi banyu ni kaahi?	-Nibaija kuhandiika nokugumya ebyakatare n'ebyooma bishatu. -Ebihandiiko ebi nibihereza omuhendo hamu n'okushashurwa kw'obucweka 20 kuza ahari 30 ahari kikumi (20%-30%) bwebyo ebihikirizibwe kuherezibwayo.	

Kwetundira



Direct distribution

How you will get your product to your target customers

Enshonga z'omunda	Enshonga ezindi
- Enshohoza - y'okusharuura (ebikozesibwa) - Ebigenderwa byakatare - Okuramuza n'omuguzi ahabw'emihendo eriyo - Omutindo n'obwingi	- Okuhayanaomu buhereza n'obwetaagi - Enyetegyereza y'omuguzi aha muhendo n'ebirungi.

c . Okutaho ebeeyi

Eki nikyetagisa okumanya okumurabaase kuhereza ekihingwa kyanyu rundiobuhereza omuhendo. Mukorere hamu kugarukamu ebibuuzo.

Ekibuuzo ky'okworekyerera	Ekyokuroraho: ekitebeky'abahingi ba muhogo	Ekigarukwamu ky'ekitebe
Nimweija kuteekaho muta omuhendo gw'ekihingwa kyanyu rundiobuhereza? Okutaho omuhendo aha kyamaguzi kyanyu rundiobuhereza nimukigyeragyeranisa muta n'omuhendo gw'akatare k'ebihingwa bimurundiobuhereza?	Nitweija kuramuza n'abaguzi baitu ahabw'omuhendo oguteirweho ekitebe ogurabaase kumaririza enshohoza yoono n'okukwata hakiri obucweka 15 ahari kikumi (15%) bw'esente ezongibwe aha muhendo gw'okugurizaho. - omuhendo gw'akatare aha bwiire bwokuherezayo ekyamaguzi gwaba nigukira ogwo oguteirweho ekitebe, ekitebe ekyetereine nikyeija kufuna omuhendo gw'ahaiguru. - Ebyooma by'okukora ebyokurya by'amatungo nibitekaho omuhendo gwa muhogo kurugirira aha mutindo hamu n'obwingi. Muhogo eyine omwooya ogurikurenga obucweka 14 ahari kikumi (14%) neyija kugurwa omuhendo gw'ahansi. - Kufuna ebirungi ogwijwire gw'ebihingwa byaitu, ekitebe nikyeija kukoreera okwongyrera obwingi bw'amasharuura kusobora kufuna ebirabo ebirikuhebwayo ebyooma by'ebyokurya by'amatungo ahari abo abari kuherezayo muhogo enyingi buri mwezi. Eki tikiri kutukwataho. Ebyooma nibitekaho omuhendo kurugirira ahari muhogo eherezibweyo hamu n'ebikozesibwa ebindi nka kooni (corn) Itwe kusobora kutsigara nitukora kurungi, nitweija kwongyera esente omu kusharuura kwaburi kanya kusobora kutsigaza enshohoza yaitu ahansi ahabwa muhogo.	

Example (group should fill their answer)

Ekicweka 4.5

OKUKORA EMBARIRA Y'ENKORA



Esaaha: Edakiika 05

Session overview

- Okuronda imbarira y'eby'enkora nikisoborra okumuraije kushohoza ekihingwa kyanyu rundikuhitsya obuhereza.
- Nikyongera kusoborra aha mwanya, ebikozesibwa ebirayetagise kushohoza ekyamaguzi rundikuhitsya obuhereza.
- Neyoreka oku bizinesi erabaase kurinda omutindo gw'ekyamaguzi, obuhereza, okusharuura hamu n'oburungi bw'emirimo yoon.
- Amakuru agarikusinga kwetagibwa kumaririza imbarira y'eby'enkora nigabaasa kushangwa omu birikushohozibwa omu mutwe gwakashatu.

Ebigenderwa

Aha muheru gw'ekicweka, abantu nibajja;

- Kusobora kushoroora ebikozesibwa bitari bimuna bimuebirikwetagisaahabwa bizinesi y'ekitebe.
- xusoborra omurimo gwoona nk'okuguri omukwirukanyza bizinesi y'ekitebe.
- Okukora imbarira y'enkora.

Ekyokukora 4.5.1

Ebikozesibwa



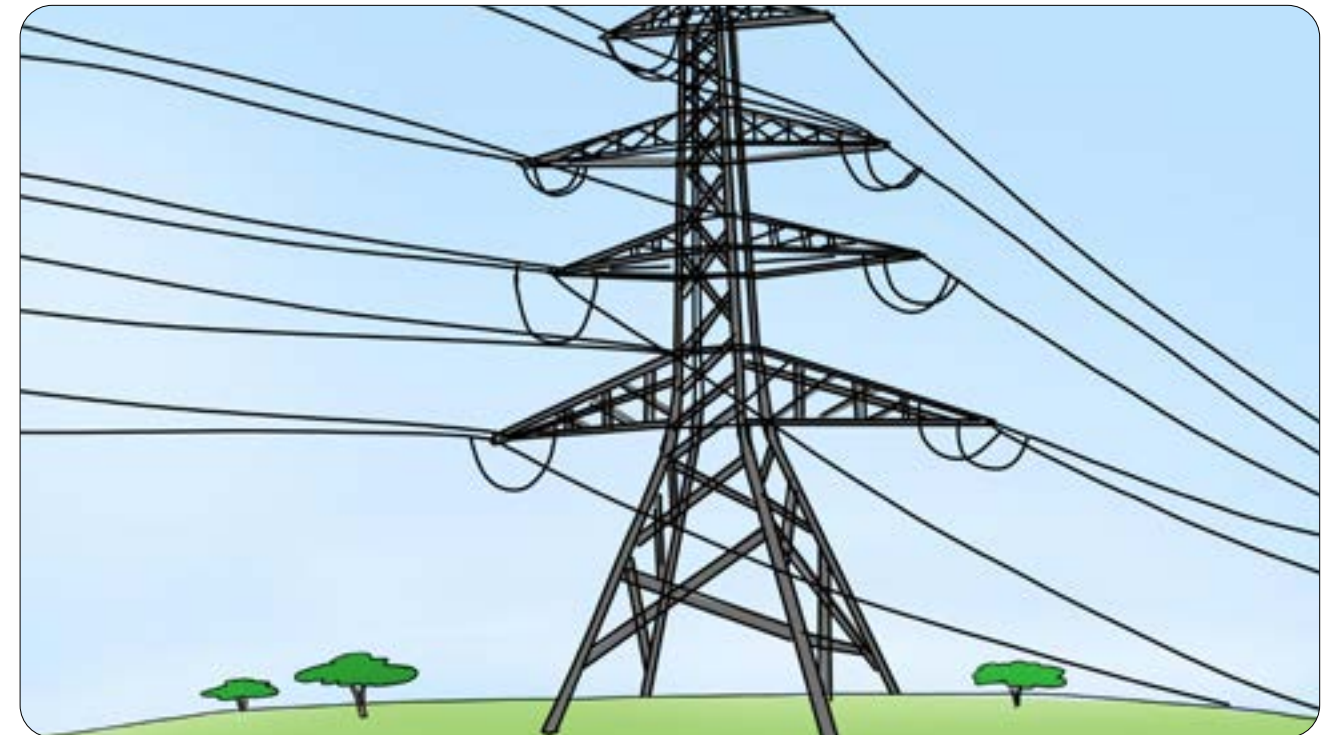
Esaaha : Edakiika 25

Notisi z'omusomesa

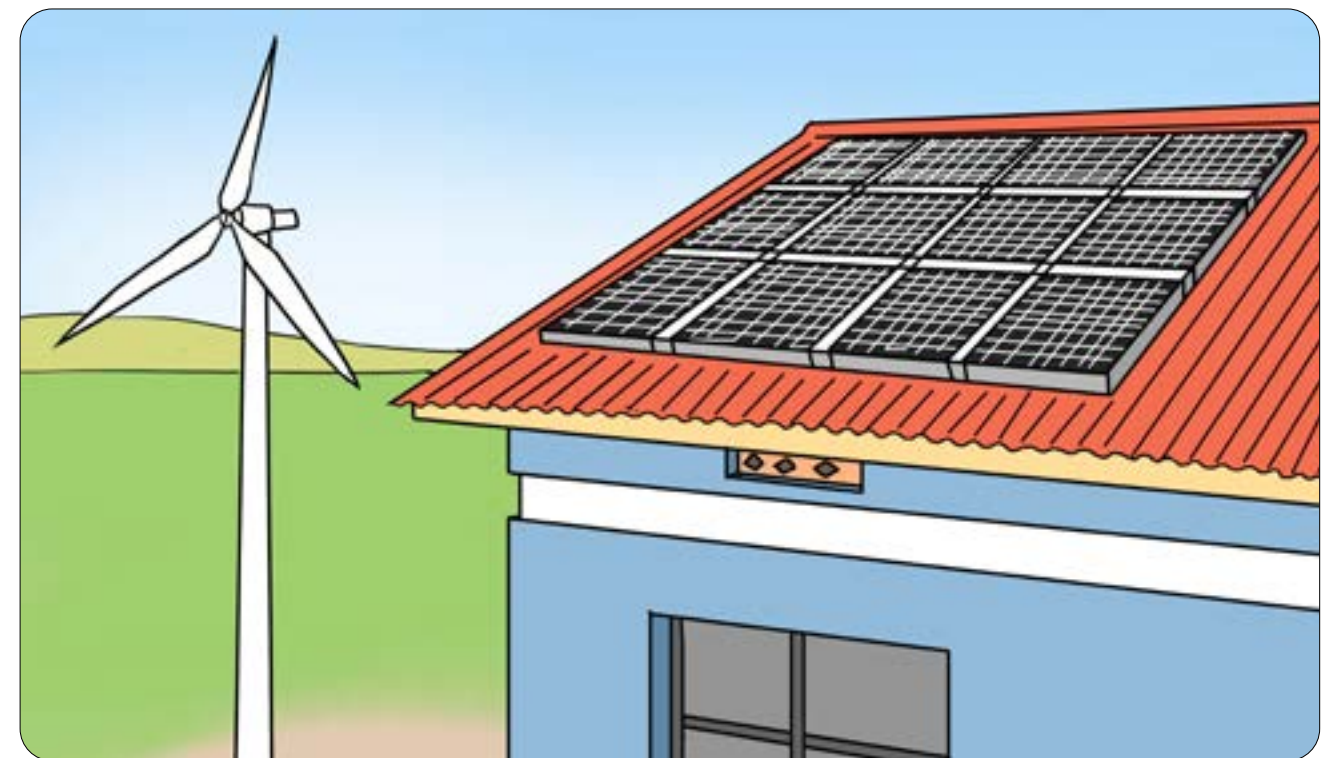
Ebikozesibwa harimu, eitaka,okwombeka hamu n'ebindi bizimbe, ebyooma. Ebi nibyo bintu ebirikurebwa ebirikweija kukozebisibwa kushohoza ekihingwa rundikuhitsya obuhereza aha kitebe.

Idaalary'okubanza: Edakiika 10

Ebirikugyenderwaho munonga omu kuronda ekikaaroky'okukoreramu



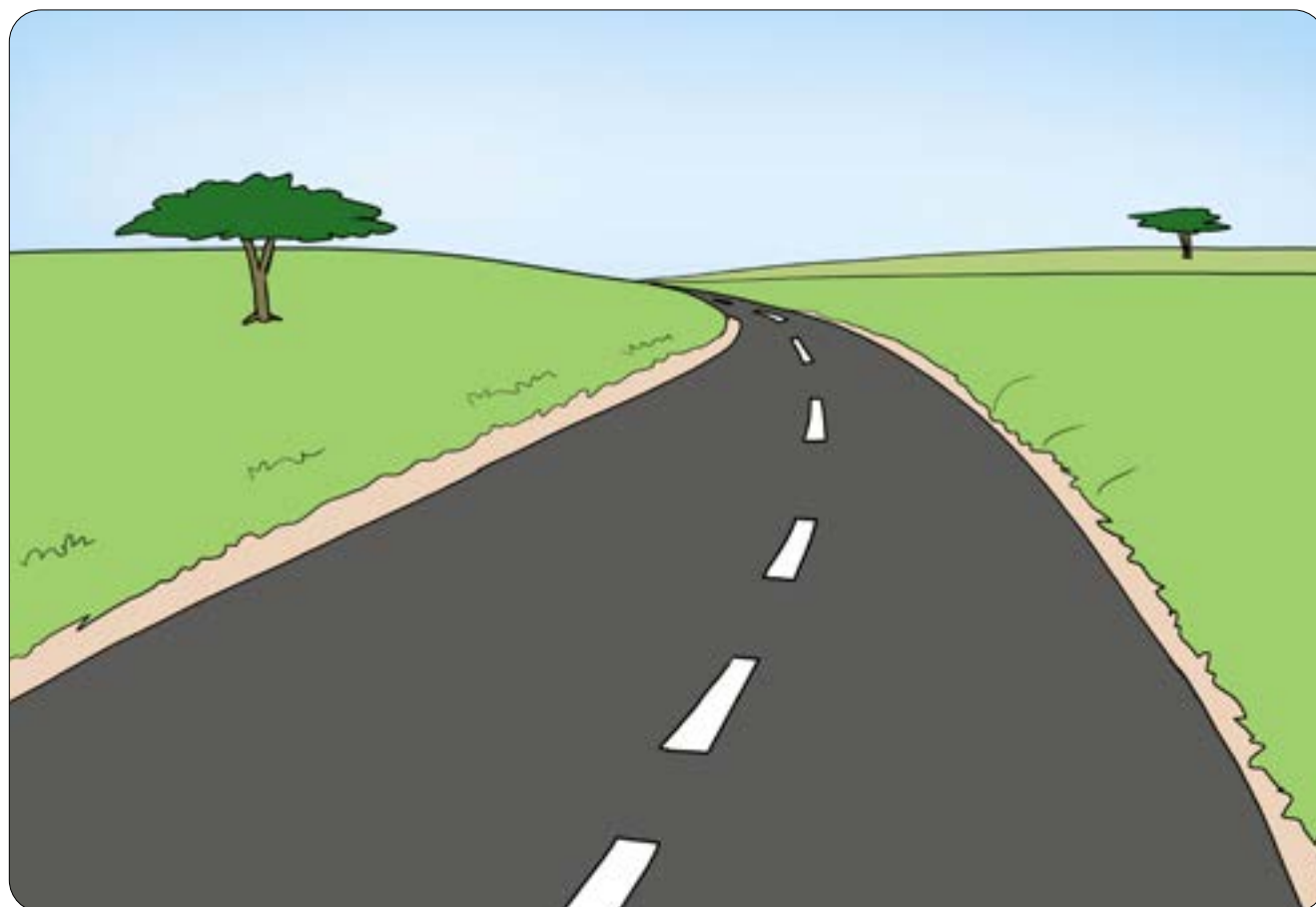
Obuhereza bw'amashanyaraze



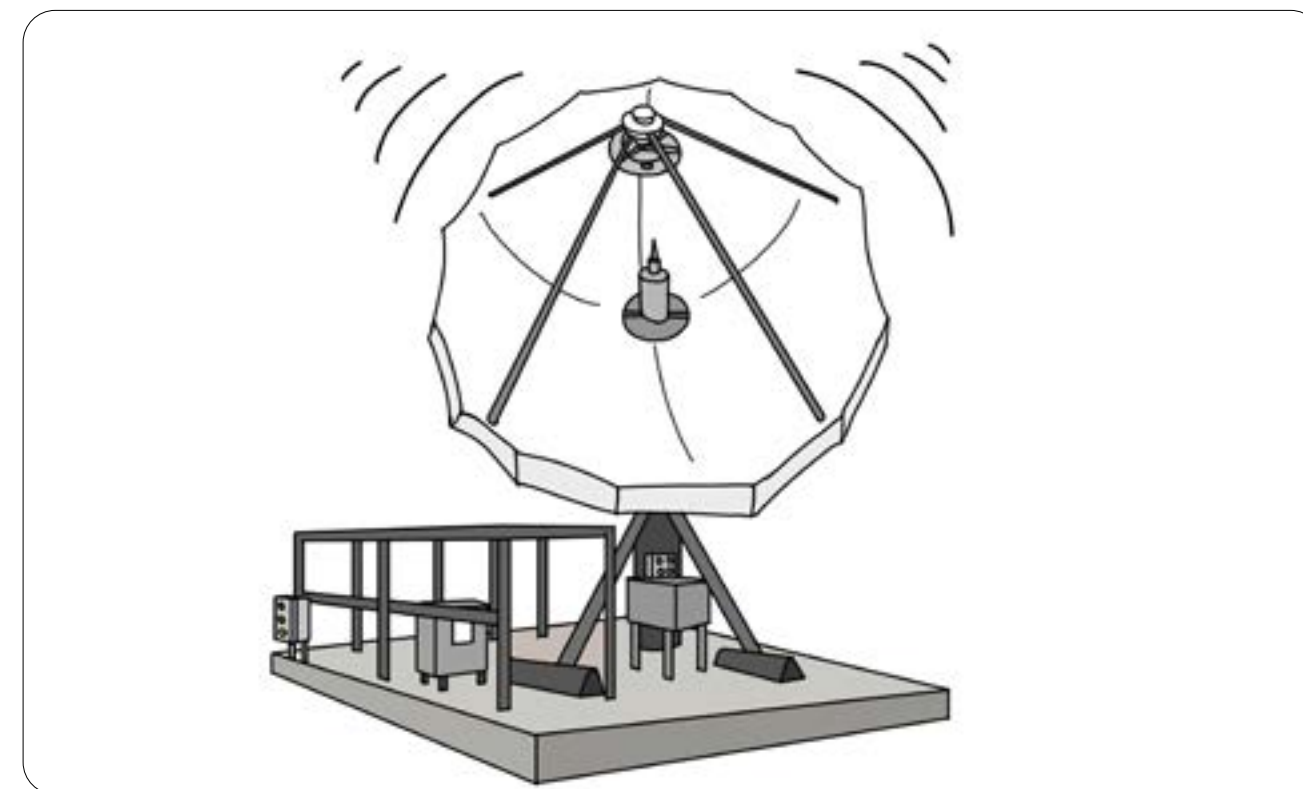
Amaani g'omushana hamu n'omuyaga



Obuhereza bw'amaizi



Kuba guri haihi n'abaguzi hamu nabarikujanjaza ebintu



Ekyooma ky'ebyempurizagana

Musome ebikaguzobyokworeka omu line y'okubanza, n'ekyokuroraho omu kakabiri nukwo muhandikye ebigarukwamu byanyu omu kakashatu.

Ekibuuzo ky'okworekyerera	Ekyokuroraho:Ekitebe ky'abahingi ba	Ekigarukwamu
Bizinesi yanyu neyija kuba eri mu mwanyaki?	muhogo Neyija kuba eri (eiziina ry'ekyanga) erikusingayo kuhinga muhogo omu kyaaro.	kyanyu
Ni birungi ki hamu n'akabi k'ekikaarogugu?	Ekikaaroguteekateekirwe guri haihi n'emisiri ya muhogo hamu n'abaguzi kandi guri haihi n'nguuto. Ekikaarogwinemu amashanyaraze, obuhereza bw'amaizi nabwo ni bwingi, ekikaarogugu tigurikuhikwamu mwijuzo, tihariho kwerarikirira aha bukumi bw'abakazi kandi gwine enkwasagana nungi y'amasimu g'omungaro hamu	

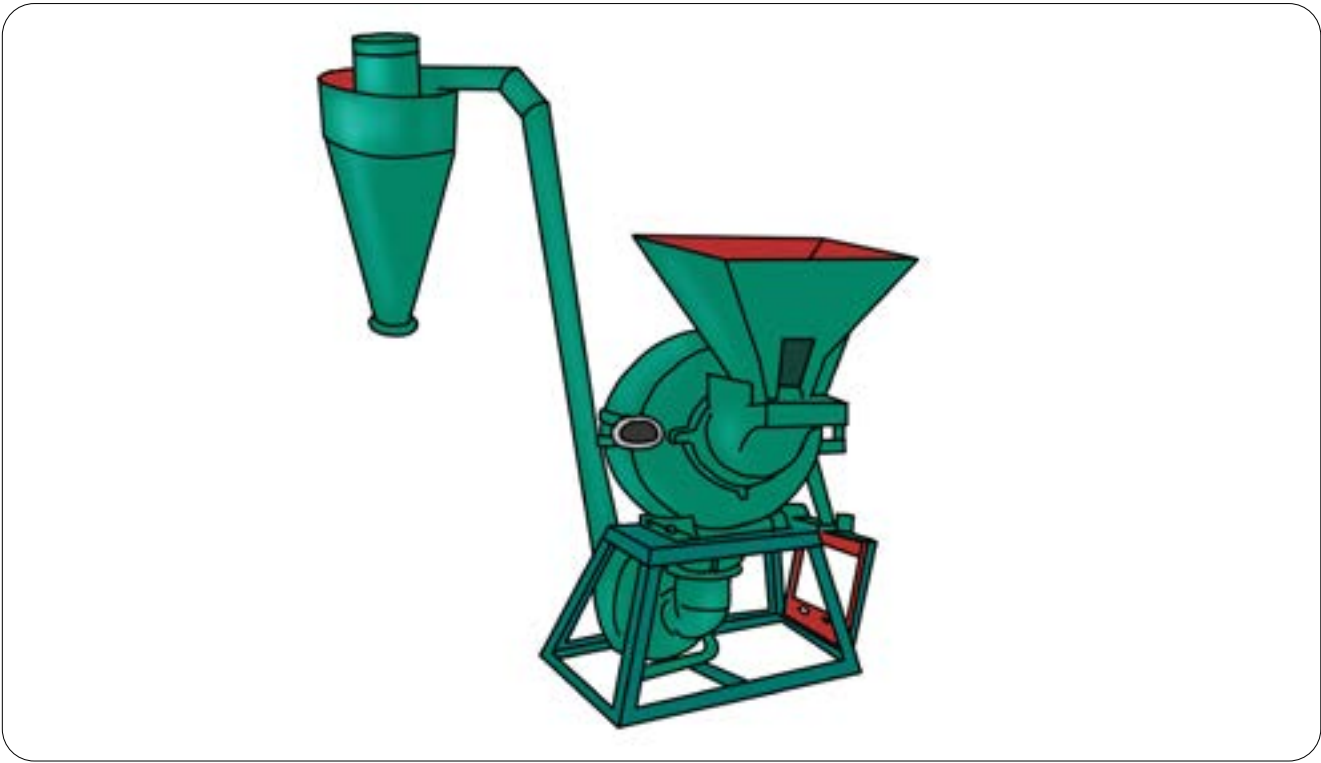
Idaalarya kabiri. Edakiika 15

Ebikozesibwa ebirikurorwa

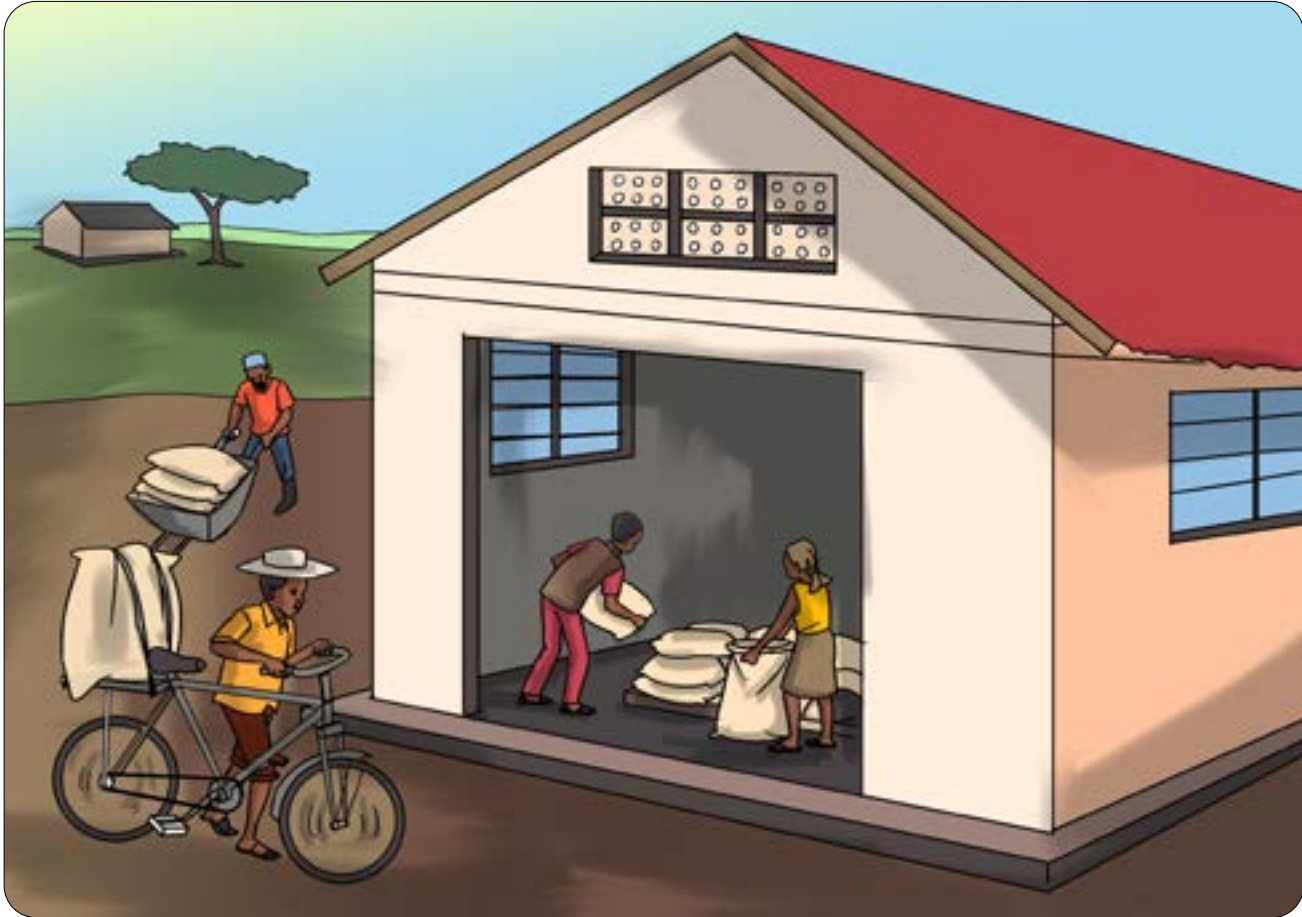
Ebikozesebwa ebirikwetagwa kuturukya ekirimwa rundi ki kuhikya obuhereza.



Ekibanda ky'okukoreramu



Ekyooma kyokusa



Ebikozesibwa ebirikurorwa



Eibikiro

Nimwija kwahukaniza ebikozesebwa ebi ekitebe kirije kwetaagan'okukirikuteekateeka kubifuna. Obwahati, ekitebe kyakubaire kyahamize oba omuringo gwokufunamu ebikozesebwa ogubaganiireho nigwija kuhikiira. Yijuka nimusobora no kukozeza ebintu hamu n'ebikozesibwa byabamemba ebiroho kukendeza esente z'okutamu.

Ekyokuroraho: Ekitebe ky'abarimi ba muhogo

Ekikozesebwa	Ensoboora	Oku ekitebe kiraije kufuna ekikozesebwa.
Eitaka	Miita 250 (250 square metres)	Bamemba nibaija kwikiriza ekitebe ky'abeterainekuko zesa eitaka ryakyo.
Okwombeka	1 50 SM; design & layout nibija kukwatanisa n'enkora nungi y'okwombeka Nka 50SM, ahokwasiza muhogo	Omukoro gw'okurundaana esente N igwija kwombekwa; ebikozesibwa nibyija kuhebwayo bamemba.
Ekikaarogw'okukoreramu	Bibiri (2 units) Bibiri (2 units)	Kugura
Ekyooma ky'okusara	Kamu (1 unit)	Kugura
Ekyooma ky'okupimiraho Akooma k'okukebera orugerero rw'okwooma	Kwomezaho muhogo	Kugura Kwombekwa; ebikozesebwa nibyeija kuhebwayo bamemba
Emyanya etungukire	Byingi (units)	Kugura
Ebyokwogezamu	Okutwara muhogo	Okupangisa
Emotoka		

Kufuzafuza emeeza egi ahaifo ahabw'ekitebe kyanyu.

Ekikozesebwa	Ensoboora	Oku ekitebe kirija kukifuna

Ekyokukora 4.5.2
Omuringo gw'okukora



Esaaha : Edakiika 40

Kwekebija ebikozirwe

Ekicweka eki ky'embarira y'ebyenkora nikija kusoboora oku bizinesi eraije kukorwa kuruga aha kuronda ebikozesebwa kuhikya aha buhereza bwa bwanyima y'okuguza. Omuringo nigwija kwahukanamu kurugiira aha bizinesi yanyu. Nimweija kugaruka mwetage kworeka oku murakuume omutindo gw'ekyamaguzi rundi ki obuhereza hamu n'ebyamagara n'obukumi bw'abakozi.

Ekyokukora ky'ekitebe.

Mukorere hamu kumariira buri mutendera eyayorekwa ahaifo. Mukozese ebyokuroraaho hamu n'ebisusani nk'endorerwaho omu kugarukamu ebikakuguzo.

Omwegesa;

- Omurukurato habuuzaabantu kusoboora emitendera eraija kwetagibwa ahabw'ekyamaguzi ekitorainwe kirarabamu kitakaguzibwe ow'omuguzi/ omuhagizi.
- Baganisamu bamemba omu mitendera etarikwisana kandi obahereze omurimo gwokworeka omubugufu ekikubaho aha buri mutendera hamu .
- n'omutindo n'obukumi
- Murikukozesa ebisusani ebi mworeke ekicweka oku kyagenda omubugufu obwo murikubagana bwanyima y'ekitebe kuherezayo ebyakyo.

Ekibuuzo ky'okurorwaho	Ekyokurorwaho: eitebe ky'abarimi ba muhogo Guide Question	Ekigarukwamu kyanyu
Nibikozesa ki ebimurikwetaaga kuturukya ekyamaguzi rundi ki obuhereza? Nimwetaaga birikwinganaki buri mwezi?	Emizi ya muhogo eyemazire kuhaigwa – 375 MT buri mwezi Bamemba hamu nabatari bamemba - Bamemba nibaija kusabwa kuherezayo hakiri obucweka 60 ahari kikumi(60%) bw'amasaruura gaabo ahabwa bizinesi	
Ebikozesibwa ebi nimwija kubiiha owooha?	y'ekitebe. • nikiija kuguma nikitaho emiranga y'okusendasenda abalimi ba muhogo kusobora kuhereza eikorero ryabo kandi n'ahamuheru kuba bamemba.	
Nimwija kusobora muta kurora ngu mwafuna ebikozesibwa birikumara?	• - Nitwiija kutunguura • obuhingi oburi aha	

Ekibuuzo ky'okurorwaho	Ekyokurorwaho: eitebe ky'abariimi ba muhogo Guide Question	Ekigarukwamu kyanyu
Ebisaniirizo ebikuru by'okuherezayo ebirimwa	mutindo, nitweija kutaho okutendeka kuyamba abalimi kutunguura ensaruura hamu n'okugendera aha mutindo. Okutakozesa mibazi y'ekijungu, muhogo	
Nimwiija kusasura muta?	- Okutakozesa mibazi y'ekijungu, muhogo etarimu mibazi esaniire kutekwaho akamanyiso. - Tiharoho kukoze abaana bato omu misiri. - Bamemba nibahebwa shilingi enkumi ibiri burikiro. (Ugx2.000 per kg) - Omuhendo gw'akatareguraba guri ahaiguru y'enkumi ibiri aha saaha yokuherezayo bamemba - nibaija kufuna omuhendo	



Okufuna okukeberwa kuri aha mutindo hamu n'okutoorana.

Eidara ry'akashatu: (Edakiika 15)
Okugura ebikora ebirikwetagwa kuturukya ekyamaguzi rundi ki obuhereza.



Omuranga gw'okusendasenda abakujanjaza ebintu hamu n'okubatendeka



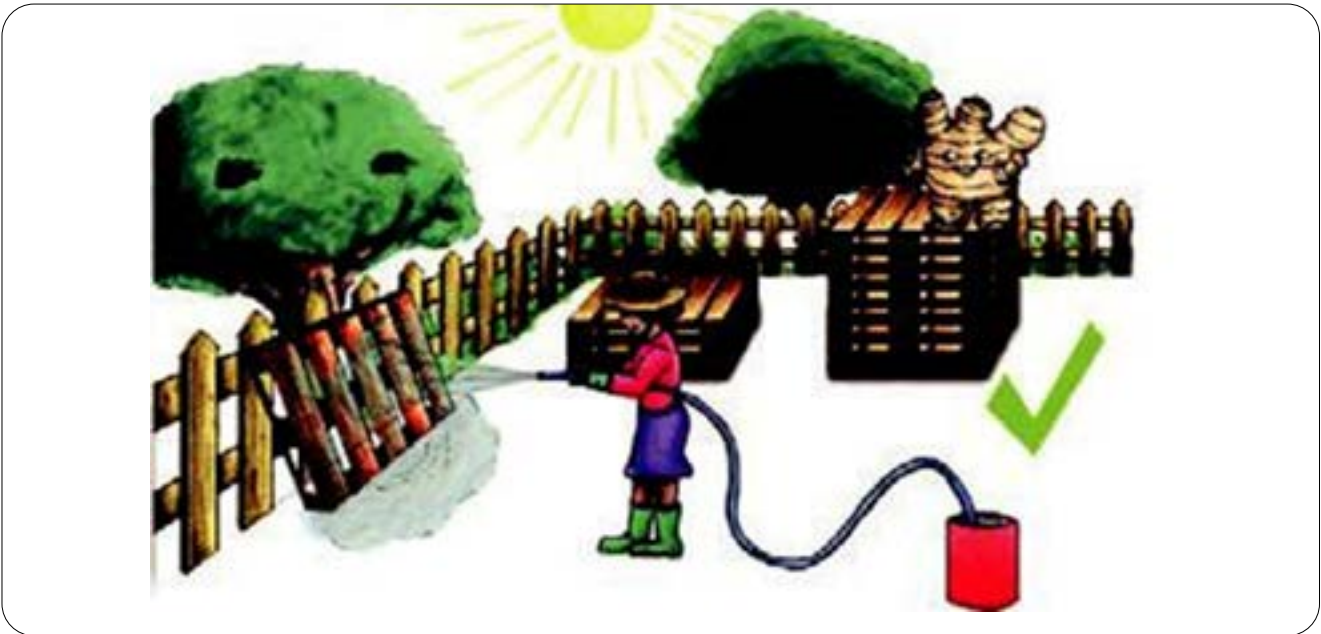
Okupima hamu n'okusasura.

Amadara g'okuturukya



Obutanda butebekanisibwe kurungi

Emiringo y'okukurinda omutindo n'obwerinzi



- Obutanda kwogibwa buriiho
- Abakozi nibajwara engoyee z'okubarinda
- Okukozesa amaizi g'amayonjo
- Obutanda kutebekanisibwa kurungi

Ekyokukora

Nimukukozesa orupapura rw'okukoraaho omurimo rundi ki akabaaho, yorekeera okuramuza aha madara g'okuturukya noyeyambisa engynderwaho enu:

1. Omu kakaara k'okubanza, hereza emirimo mikuru omu kuturukya ekyamaguzi rundi ki okuhikya obuhereza.
2. Omu kakabiri, yahukaniza emiringo y'okurinda omutindo hamu n'oburinzi bw'abakozi,
3. Omu kakasatu, yahukaniza ebikukwata ah'abantu abarikwetagwa kukora omurimo.

Omurimo	Emiringo y'okurindamu omutindo n'obwerinzi.	Abakozi
Okwogya emizi yamuhogo	Amaizi g'amayonjo nigijja kukoze sibwa aha kwogya	Abarikwogya
Okwaasa	-Obukoto bwa muhogo nibwija kubaburi nka kimu kya kana kusobora kutagiramu obucwekacweka. -Abakwasa nibaija kukoze sa obuhogw'obwogi bwonka kusoborakwetangira okucwacwa muhogo, kukendeza obujwahi hamun'okwehutaza. kitakakozesibwe, orikukikozesa arorengu obuhyo hamu n'emitaho biyonjo; obuhyo bunywerize kurungi hamu n'ekyooma kiri omu muringo murungi gw'okukoreramu. -Okukebera n'obuhereza bw'ekyooma nibwija kukorwa buri mwezi. Esaaha bwoona, orukukikozesa naija kujwara orugoye rw'okwerinda. -Okwasa nikwija kukoowa omu kiikaro kyomere kandi ky'ekiyonjo ekikumirwe okutatahirirwa amatungo n'obuhuka. -Ekikaarogw'okwikaaraamu ab'engaro nigwija kutebwaho obumori burikumara, ekibunda kandi gwigurwe	Abashatu
Okupima	Obubaketi/ obupeyiro obusemeire nibwija kukoze sibwa kupima muhogo. Akapeyiro tikarikwija kuhinguza kiro 15	Omwebembezi w'abakwasa/ abashatu
Okwanika	• Muhogo neija kwanikwa omu myanya • eyonjiibwe eteine eitaka n'omucuucu. • Nka kiro nk'eikumi neibiri za muhogo • kwanikwa aha square meter emu. • -Muhogo neyija kuba nehindurwa buri • bwanyima bw'esaaha ibiri kusobora • kwomera hamu. • -Abakozi nibeija kurindwa kurungi	Abakozi /Abaniki
Okukebera ekyooya	Ekibari ekirikusingayo obuhango omuri ebyo ebyomire nikijja kukeberwaAbarikwakiira	
Okupakira	• -Muhogo ezo ezirikuhikya obucweka 12 kugya ahari 14 ahari kikumi bw'ekyooya nizo zirapakirwe. • Muhogo neyija kupakirwa omu busahoobuyonjibwe kandi obuteinemu ebiina. • -Obusaho nibwija kukomwa kurabira omu kubaziira kutangira obukooko	Abakozi /Abaniki
Okupima	• muhogo neyija kupimwa nibakozesa minzani. • Buri kasaho nikelja kubamu kiro 50 za muhogo. • Obwingi hamu n'omuhendo gw'obusaho oteireho n'ebiro bibakoreraho nibyeija kuhandikwa omu kitabo, ekiro kibaturukizeho nikija	Abarikwakiira

Activity	Measures to ensure quality and safety	Profile
Okwahurra	- Muhogo neyija kubiikwa omu myanya emiyonjo kandi esemeire. Obusaho nibwija kukwatsibwa aha mutwe gw'obutandaro, hatari hansi kandi hare n'ebisiika. - Okupakirwayo kurungi nikwija kwetegerezibwa kuyambe okuramburamu kurungi, okukendeza okugwa hamu n'okutaho obumori kuturuka baraba nibaherezayo muhogo.	Receiving staff
Okutambuza	- Emotoka y'okutwariramu muhogo neyija kuramburwa aha bw'obuyonjo. - Ebiiruka ebirikozesebwa kutambuza obujimu bw'amatungo, ebijumusa hamu n'emibazi y'obukooko ey'akabi aha muntu tizirikwija kukozebwa kutwariramu muhogo. - obusaniya nibwija kukozebwa omu kupakira ensaho kuyamba ekyamaguzi	Abakozi bah'eibikiro

Mumaririze emeeza nk'egi ahabw'ekitebe kyanyu. Kusoboraa kusoroora emiringo y'okukuumamu omutindo hamu n'obwerinzi, mubanze musoroore omutindo okwerarikirira okuri aha mutindo n'obwerinzi omuri buri murimo 'gw'amaani.

Omurimo	Okwerarikirira okuri aha mutindo hamu n'obwerinzi	Emiringoy'okurindamu omutindo hamu n'obwerinzi	Abarikwetagwa

Ekicweka 4.6

OKWERINDA OBUZIBU



esaaha : Edakiika 05

Enturkiiro

- Nk'ekitongore ekirikurebeera ebintu by'abantu, nimwetaaga kuhamisiriza bamemba baanyu ngu ebintu byaabo ebibatutukire birinzirwe kurung.

- Eki nikisobora kukorwa kurabira omu kwerinda obuzibu kuruga omunda n'aheeru y'ekitebe.
- Okuremwa okwerinda obuzibu nikiretera ebitebe okutaferwa kyonka kwonka nokusinga muno nibasobora okutahikiriza ebigendeerwa byabo.
- Okutatekaho mutima aha kwerinda obuzibu nikisobora kurugamu okukinga kw'ekitebe naba memba kufeerwa ebintu byabo.

Ebigendeerwa

Aha muheru gw'ekicweka, abantu nibaija kusobora;

Aha muheru gw'ekicweka, abantu nibaija kusobora;

- Kukenga amakuru n'enkora y'obuzibu omu bizinesi.
- Kusoroora obuzibu bw'amaani hamu n'emiringo y'okubwerinda

Ekyokukora 4.6.1

Okusoroora obuzibu hamu n'okubwerinda.



Esaaha : Edakiika 45

Notisi z'omwegesa

- Obuzibu nikisoboroorwa nk'ensonga yoona erikusobora kuretera ekitebe kyafeerwa.
- Obuzibu nibusobora kuruga aheeru y'ekitebe. Ekitebe nikibaasa kuba kiine amaani mataito aha kizibu eki ekyokurorwaho, empinduka y'ebibarikwenda omu katere, embeera y'ebyobwebembezi omu eihanga n'ebindi.
- Haroho n'ebizibu ebindi ebirikuruga omu kitebe nka; bamemba okutakozesa obuhereza bw'ekitebe, bamemba okutejumbira mu nkiko z'ekitebe hamu n'emirimo y'ekitebe, ekitebe okutebemberwa kurungi nebindi
- Ekitebe ni kyetaaga kumaraho ebizibu ebi okumaraho ebizibu nikimanyisa okukenga, okucencura hamu n'okukora kyoona ekirikusoboka kwongera okuhangaara kwa bizinesi hamu n'okukendeza okugwa.

AMADAARA

Idaalary'okubanza: *Nk'ekitebe, muteekateeke aha bintu byoona ebirikusobora kugenda kubi omukitebe.*

- Mubihandiike omu kakaara k'okubanza (Edakiika 120)
- Murore ahakusoboka kwabyo kubaho. (Edakiika 05)

Idaara rya kabiri: Ebirikusora kukira kubaho

- Ebirikusobora kubaho
- Ebitarikusobora kubaho
- Yoreka akabi rundi ki akarungi aku kiine aha kitebe (Edakiika 05)

Idaara rya kasatu: Ni kibi muno

- Nikibi
- Tikiri kibi
- Yahukaniza eki mwakusobora kukora kukitangira kubaho rundi ki kukyabaho eki mwakusobora kukora kukendeza akabi kakyo. (Edakiika 15)

Okwecumintiriza aha buzibu hamu n'okubukendeeza.

Obuzibu	Okusobora kwija kubaho	Eyakusobora kurugamu bubaireho	Emiringo y'okubutangira okubaho rundi ki okukendeza
Omuguzi kutuguraho	Nisobora kubaho	kibi muno	• -Ekiragiro ngu tiharoho muguzi omu osemereire kuhinguzi aha bucweka 35 ahari kikumi (35%) bw'ebiguziibwe. Eki nokwetangira okwekwata aha muguzi omukimu). Eki nikijja kukendeezaekizibu ky'okweyendeza. • Ekitebe nikijja kutaho enkoragana hamu n'ebitebe ebindi ebiri omu bizinesi erikwisana kubagana aha birikufa omu katara ,kukora hamu emirimo y'okuranga, kuyambangana omu kuhikiriza obwingi n'ebindi. • Okuhuririzana n'abaguzi kusobora kutebereza empinduka. • okugumizamu kutunguura ekyamaguzi hamu n'akatare • Okuhanguhya omubaro gw'abaguzi kurabira omu kwongera esente omu kuranga ebintu hamu n'obuhereza ebirikuhebwazo ekitebe. • Kyagira ngu kyabaho eshaaha egyo murekere aho okuturukya mpaka ahimurafunire abaguzi abahya. Kiraba kitakusoboka, muronde emiringo y'okwihamu

Ekicweka 4.7

EMBARIRA Y'EBYOBUROREREZI

Enturukiiri

Ekicweka ky'embarira y'ebyoburorerezi nikisobora oku bizinesi eraije kukorwa. Nikigaruka kisoroora ebikozesebwa by'abantu hamu n'obukugu obu bizinesi erayetaga kusobora kuhikiriza obwetaagi bw'abaguzi..

Session objectives

By the end of this session, participants should be able to:

- Describe and illustrate the structure of the operations of the group business
- Identify the likely human resources and skills set required of each
- Come up with a brief job description of each worker in the group business



Time: 5 minutes

Ekyokukora 4.7.1

Okukora orupapura rurikworeka oku murikuhonderangana.



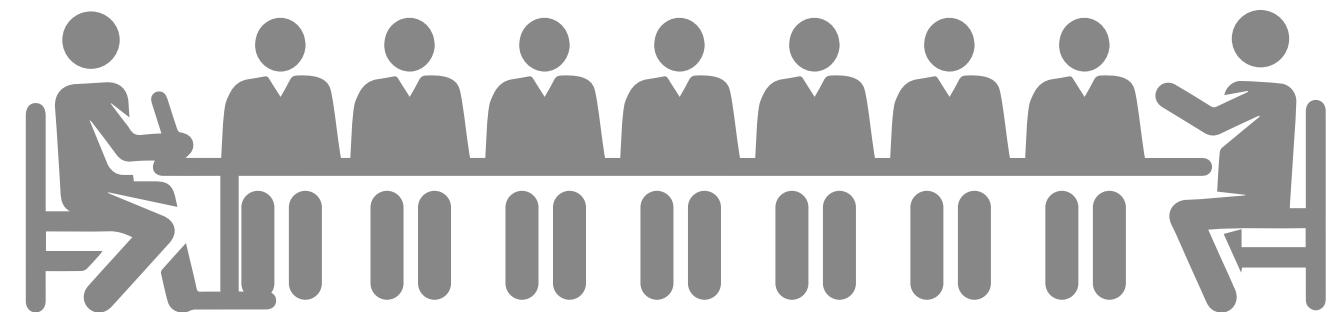
Esaaha: Edakiika 15

Omwegesa :

- Akaguze abanyakitebe na muno abebembezi kusoboora oku eby'obwebembezi hamu n'empurizagana biri omu kitebe na munonga ahabwa bizinesi.
- Aha rupapura rundi ki ekitabo muteere okumurikuhonderana.
- Omwegesa nateera omuringo oguhikire kuhendera ekicweka.

Ekisusani ky'ekitongore n'ekisusani ekirikworeka oku bizinesi eyombekirwe (eri). Nikiterwa orikukozesa obubokisi oburimu emirimo eyimurikukora hamu n'obumanyiso oburikworekaakakwateakariahagatiy'abarikubakurirahamunaaboabubarikwebembera. Ekyokuroraaho ekisusani ky'enkuratana nikyorekwa ahaifo.

Ekyokuroraaho: ekisusani ky'enkuratana: ekitebe ky'abarimi ba muhogo



Orukurato rwabamemba boona

Harimu abo boona bamemba b'ekitebe abasaswire n'abehandikisize omubutongore.



Akakiiko:

abebembezi abaronzirwe kwongerayo hamu n'okurora emirimo y'ekitebe.



Obukiiko obutaito hamu n'abakozi

Abanyakitebe nibekoramubutaito kusobora kuhagira emirimo y'ekitebe hamu n'okurambura abakozi.

Ekyokukora ky'ekitebe

1. Hati muteere hamu ekisusani ky'enkuratana ky'ekitebe kyanyu.
2. Okugaruka omu mbaririra y'enturukya hamu n'emirimo nebaasa kubayamba kusoroora abakozi abumurikwetaaga.
3. Obumuramara muti kusoroora emirimo eyimurikwenda, aho musaremu ahari noha orarete amakuru omwoha.

Ekicweka 4.8

OKUKORA EMBARIRA YEBY'ESENTE.



Esaaha: Edakiika 05

Enturikiriro

Ekicweka ky'embarira yeby'esente y'enteekateeka y'obusubuuze nehereza omubwijwire oku bizinesi erejje kugoba. Nimwijja kugaruka mwetaage kuhereza enteekateeka ezirijje kworeka ngu bizinesi neyija kukorera aha sente z'okutandikanisa mpaka aherakorere eigoba. Omubugufu, omu kicweka eki nimuragiirwa kworeka ngu bizinesi eteekateekirwe n'ekyokutamu esente kirugi.mplate.

Muragaruka mwetaage kworeka aha esente ezirikwetagwa kutandikaho bizinesi

n'okumurabaase kurundana zoona ezirikwetagwa. Nobumuraba mumazire kukisomaho omumutwegwakasatu, nikihaburwangu mugarukemurabe omumihendo y'okutandikaho bizinesi yoona mutakamazire imbarira ya bizinesi.

Ebigendeerwa

Aha muheru gw'ekicweka, abantu nibajja kusobora:

- Kwecumintiriza n'okusoroora oku bizinesi erejje kugoba.
- Kukora enteekateeka oku bizinesi erejje kugumizamu.
- Kumanya esente z'okutandikanisa ezirikwetagwa bizinesi bweraba etakakozi erejje kugoba hamu n'okumanya nizinganaki ezirikwetagwa kutandikaho bizinesi

Ekyokukora 4.8.1

Okutebekanisa orukarara rw'emirimo/ enkora.



Esaaha : Edakiika 30

Omwegesa;

- Akaguze abantu aha kibarikukenga aha kigambo " enkaara z'entahya"
- Arikukozesa ebyokurooraho bya burijje, asoboroore amakuru g'orukarara rw'entahya hamu nekirikusangwamu.
- Ahereze ekyokuroraho ky'ekihandiiko ekyo ahabwa abasomi kukuratira n'okusomeraho, asaabe okukozesa ebyokurooraho.
- Ahereze ekitebe omurimo gw'okukora ekihandiiko ky'entahya kurugirira aha bizinesi y'ekitebe.

Orunyiriri rw'entahya rundi ki orunyiriri rw'enkora ahabwa bizinesi ntsya nikyoreka esente ezi bizinesi erabaase kutahya nari kufeerwa omu bwiire obwahebwayo. N ikyoreka entebereza ya byoona ebizubwe, emihendo y'ebyamaguzi rundiobuhereza obuguzibwe, ezishohozibwe omu kukora bizinesi hamu n'ensangi (amagoba) ekoziirwe aha bwiire obwahebwayo.

Okutebekanisa orukarara rw'enkora, nimwetaga kuba nimumanya kubara ensangi (amagoba) hamu n'okuferwa. Mwaherize kukisomaho omu kyo kukora 4B omu mutwe gwakabiri. Ahabw'ekyokukora eki, nimwijja kwetaga kugaruka omu bisohozibwe ebyenyima reero mubihandike omu runyiriri rw'enkora.

AMADAARA

Idaalary'okubanza: Ekyokuroraho'orukarara rw'enkora. (Edakiika 10)
Orukarara rw'enkora rw'ekitebe ky'abalimisa ba muhogo kuruga omu kwezi kw'okubanza (biruuru) kuhika okweikumi n'eibiri (muzimbezi) 2019.

Ebirikwetagisa	akacweka	Obwingi bw' obucweka	Omuhenso gwa buri kacweka	Esente (000)
Entahya: esente zisaswirwe ahabw'obuhereza bwanyu rundientahya.				
Eziihirwe omu muhogo	Tani(Metric tani)	1,800	200	360,000
Enturukya				
Ensturukya : Esente ezitirwemu/ eziyurukire kusobora kureeta entahya				
Ebikora				
Muhogo esikire	Metric tani	4,500	50	225,000
Ensaho	Obukutiya	6,000	0.2	1,200
Emisaara				
Omwatsi w'engaro	Metric ton	1,500	4	6,000
Orikukozesa ekyooma	Omuntu okwezi	12	375	4,500
Orikwozya	Omuntu okwezi	12	200	2,400
Abakwanika (abantu 05)	Omuntu okwezi	60	200	12,000
Abarikurorera ahokwahura	Omuntu okwezi	12	375	4,500
Orikutabara	Omuntu okwezi	12	200	2,400
Orikwahura ekitabo	Omuntu okwezi	12	200	2,400
Orikwakiira esente	Omuntu okwezi	12	350	4,200
Orikwebemбера (maneja)	Omuntu okwezi	12	500	6,000
Amagoba g'ebyokwerinda	Omuntu okwezi	12	500	6,000
Obuhereza n'enturukya endiijo				
Amasanyaraze	Omwezi	12	50	600
Amaizi	Omwezi	12	25	300
Eby'entam bura	Turipu	12	200	2,400
Eby'entam bura	Omwezi	12	100	1,200
Eshohoza yona				281,100
Entahya yona (omugaite gw'entahya – enturukya yona)				78,900
Emisoro mitaito Amagoba waheza kusasura emisoro				Entahya yona Emisoro mitaito

Ekicweka 4.9
OKUTEBEKANISA ENTEEKATEEKA
Y'ESENTE OKUZIRATAMBURA.



Esaaha : Edakiika 40

Enturikiiro

Enteekateeka y'esente okuziratambure n'omuhendo gw'esente ogu orikuteekateeka kweija omu bizinesi yaawe n'esente ezirabe nizituruka kuruga omu bizinesi. Enteekateeka egi neyamba kumanya okuhikirira kw'ekitebe, ekikuru muno kiraba nikisobora kusasura zoonza ezirikwetagwa kuturukya ekyamaguzi rundi ki obuhereza hamu n'emirimo yoonza ya bizinesi.

Orukarara rurikworeka entambura y'esente nirurambura entambura y'esente omu bwiire obwaherezibwayo (omwaka, kimu kyakana ky'omwaka, omwezi) kandi nikyoreka esente ezoyine omungaro omu bwiire obuherezibweyo. Nikigaruka kyoreka bwaraaba ekikaarogw'esente gweyongyeire na gweyongyeire na zingahi omu bwiire obuherezibweyo (ekyokuroraho aha kutandika kwa bizinesi hamu na hahwaho emyeezi ikumi n'eibiri erikukora).

Ebigendeerwa

Aha muheru gw'ekicweka, abantu nibaija;

- Kukenga purojekiti y'entambura y'esente
- Kusoroora ebikozesibwa ahabwa buri idaalary'okutamburizaho esente kurugira kimu ahari esente ezibarimisize.
- Kwega omugaso gw'okuteekateeka entambura y'esente omu kuturukya ahabw'embarira.
- Kukora hamu n'okukozesa ebihandiiko by'entambura y'esente ahabwa bizinesi zaabo.

Omwegesa;

- Ayanjura ekyokukora, asoboroore amakuru arikukozesa ebyokuroraho ebibarikumanya nk'omurimo gwokuturukya ekicoori kuruga aha kuhinga omusiri kuhikya aha kuguza ahu emirimo yona ekozirwe bwanyima yokuguza n'enturukya kandi okuguza hamu nokufuna esente ezirizo n'entahya. Kurugirira aha byokuroraho bya sizoni z'okuturukya, yoreka ngu abahingi nibetaga kumanya ekirikwetagisa esente na nka ryari; okutebekanisa omwanya,embibo,okwombera,omuringo gw'okusaruura batakagurize hamu n'okufuna esente nahabwekyo nibetaga kubarira.

- Ahendere ekicweka arikuhajaana omugaso n'ekyetaago kyokugira ebihandiiko by'entambura z'esente ahabwa bizinesi y'ekitebe hamu n'emikorere yobuhingi y'omuntu buntu.

Ekyokukora 4.9.1

Okukora orunyirir rw'entambura y'esente ahaw'ekisusani ky'entambura y'esente ahabwa bizinesi y'ekitebe.

ENTAHYA

Esente nizija zita omu bizinesi yanyu?



Okuturukya n'okuguza ebyamaguzi



Okuherezayo obuhereza



Okwehora



Okufuna obuyambi

ENTURUKYA

Esente niziruga zita omu bizinesi yanyu?



Okugura ebikora



Okusasura emishaara y'abakozi



Okusasura eby'entambura hamu n'obundi buhereza.



Okupangisa ahokukoora

Eki n'ekyokukora ky'ekitebe. Mukore amadaara nkoku garikusomwa.

EKITEBE KY'ABAHINGI BA MUHOGO
Enteekateeka y'entambura y'esente kuruga omu mwezi gwo kubanza (January)
kuhikya mugwikumi nebiri (December) 2019

Particular		Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Esente z'okutandika; Koporora esente eziwahererukireho omu			1,675	8,350	14,725	21,400	28,075	31,750	38,425	45,100	55,450	62,125	
Entahya	Eziheirweyo bamemba	20,000											
	Obuyambi	15,000											
	Eziheir weyo mba Obuyambi		30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000
Eziheirweyo bamemba Obuyambi		35,000	31,675	38,350	44,725	51,400	58,075	61,750	68,425	75,100	78,775	85,450	92,125
Ezirugire omuku guza muhogo reeba aha kihandiiko ky'ent ahya	Ebikora	18,850	18,850	18,850	18,850	18,850	18,850	18,850	18,850	18,850	18,850	18,850	18,850
	Emisaara	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200	4,200
	Obuhereza	275	275	275	275	275	275	275	275	275	275	275	275
	Okukanika			300			300			300			
	Ebikozesibwa	6,000											
	Okwombeka	4,000											
Entahya yoona		33,325	23,325	23,325	23,325	23,325	23,325	23,325	23,325	23,325	23,325	23,325	23,325
Entambura y'esente yenyini		1,675	8,350	14,725	21,400	28,075	31,750	38,425	45,100	48,775	55,450	62,125	68,800

Okutunguura bizinesi y'ekitebe: enteekateeka z'entambura y'esente ahabwa jan kuhitsya dec 2019

Particular		Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Esente z'okutandika;													
koporora aha sente eziwahererukireho ez'omwezi	Ezaheibweyo ba memba												
Entahya	Obuyambi Ezeihirwe omukuguza ebishate bya muhogo reeba aha rukarara												
Entahya yoona													
Gaitamu emihanda y'okutahizamu esente													
	Ebikora												
	Emisaara												
Enturukya Yoreka enturukya yoona	Obuhereza												
	Oku kanika												
	Ebikozesibwa												
	Okwombeka												
Enturukya yoona													
Entam buray'esente yenyini													

Ekyokukora 4.9.2
Okutebekanisa orukarara rw'entahya hamu n'enturukya

Ebigendeerwa

- Aha muheru gw'ekicweka, abantu nibaija;
- Kukenga amakuru g'orukarara rw'entahya hamu n'enturukya , n'enkora yarwo.
 - Kusobora kusoroora n'okutanisa ebirikusangwa omu rukarara rw'entahya hamu n'enturukya.
 - Kuherezayo obwenge aha kukora orukarara rw'entahya hamu n'enturukya.



Esaaha : Edakiika 30

- Omwegesa;**
- Ayanjire ekyokukora nakaguza abantu arahuriireho orukarara rw'entahya hamu n'enturukya.
 - Asoboroore kandi anywanise n'ebyokuroraho ebya buriiho.
 - Ayorekeere ekitebe kurabira omu byokuroraho bitarikwisana ebintu bikuru ebirikusangwa omu rukarara rw'entahya hamu n'enturukya n'okubarikurukora.
 - Arikukozesa ekyokuroraho akore orukarara rw'entahya hamu n'enturukya.
 - Asabe kandi ayorekeere ekitebe kukora orukarara rwakyo rw'entahya hamu n'enturukya.

Notisi z'omwegesa

Nobu orukarara rw'entahya rurikworeka okutahya niki, orukarara rw'entahya hamu n'enturukya nirworeka esente zoonza z'ekitebe. Orukarara rw'entahya hamu n'enturukya nirugaita burikimu eki ekitebe kiine, rwihaho amabanja, rworeka ekyarugamu nk'ebintu byenyini ebi ekitebe kiine. Orukarara rw'entahya hamu n'enturukya nirumurika ekikaarogw'ebyesente za bizinesi aha bwiire obuhirweyo (ekyokuroraho aha muheru gw'omwaka)

Orukarara rw'entahya hamu n'enturukya

Entahya	Neyingana	Amabanja	Ogaisireho	Emigabo
Eky'omugaso eki ekitebe kiine		Esente ezibizinesi erikubanja abantu rundiza bizinesi ezindi.		Emigabo y'abamemba omu bizinesi
Esente eziroho rundieziri omu banka, n'okusasurwa okumwine		Esente ezi bizinesi eyine		Esente ezokutandika kuruga omu bamemba, obuyambi
Ebikora hamu n'ebikozesebwa ebiriho, okwombeka, ekyeiruka		Esente ezeguzibwe		Ensangi yenyini

Amadaara

Idaalary'okubanza : Soma kandi oyetegereze ekyokuroraho. (Edakiika 10)

EKITEBE KY'ABARIMI BA MUHOGO

Entahya: handiika ebintu byoona ebi bizinesi yafunire n'omuhendo ahari 31/12/2019		Amabanja hamu n'emigabo y'abamemba	
		Amabanja Handiika amabanja goona ahari 31/12/2019	
Esente eziroho	73,900	Akaunti zokushashura	
Ebikozesibwa	10,000	Loans	-
Okusasura ebyaresirwe omu muzimbezi	30,000		-
		Amabanjagoona	0
		Emigabo y'abamemba: esente ezabiire kiri omu bizinesi ahari muzimbezi 2019	
		Esente z'okutandika; Ezihirweeyo bamemba, obuyam bi	35,000
		Ensangi yenyini ahabwa 2018	78,900
Entahya yoonza		Omugaite	113,900

STEP 2: Kutandikaho balance sheet ya group (20 minutes)

Entahya: handiika ebintu byoona ebi bizinesi yafunire n'omuhendo ahari 31/12/2019		Amabanja hamu n'emigabo y'abamemba	
		Amabanja Handiika amabanja goona ahari 31/12/2019	
		Amabanjagoona	
		Emigabo	
Entahya yoonza		Omugaite	

Ekicweka 4.10

EBIRI KUKWATA AHA BIZI NESI OMUBUGUFU



Time: 5 minutes

Enturikiiro

Obu n'obufunze bwa buri kacweka k'embarira ya bizinesi. Nk'okukirikworekwa omu kicweka ky'okubanza, eki nikyo kicweka ky'okubanza ky'embarira ya bizinesi kwonka eki nobaasa kukimaririza bwanyima y'ebicweka ebindi. Kisemereire kuba kigufu kirikusoborra aha bizinesi y'ekitebe erakwate amaiso g'omusomi hamu n'okumuha amaani g'okweyongera kukisomaho.

Ebigenderwa

Aha muheru gw'ekicweka, abantu nibaija;

- Hereza ebicweka by'amaani omu mbarira ya bizinesi ebiine kuba omu bugufu bw'akakiiko.

- Yihamu omubugufu amakuru agari omu bicweka by'embarira ya bizinesi kusobozesa kukora akakiiko akatoito.
- Kukora akakiiko ahabw'embarira ya bizinesi y'ekitebe.

Ekyokukora 4.10.1

Okuhandiika ebirikukwata aha nkora ya bizinesi omu bugufu.



Obwire: Edakiika 30

Omwegesa:

- Ayanjire omutwe arikuhabuza abantu baraba haine ekibarikumanya aha kakiiko omubugufu.
- Yikiriza ebigarukwamu byoona reero ohendere nokusoboroora amakuru hamu n'enkora y'akakiiko omubugufu.
- Abantu barabye omu kyokukora ky'idaalary'okubanza ry'ekyokuroraho ky'akakiiko omubugufu omu kugendeera aha bicweka by'embarira ya bizinesi.
- Abantu ababaganisemu omu bwikaro bwa babiri kugya ahari basatu rundi ki bana kuhanuura n'okumaririza ebicweka kurugirira aha makuru hamu na bizinesi y'ekitebe.

Notisi z'omwegesa

Omuringo ogwanguhire gw'okuhandika akakiiko omubugufu n'okugaruka omu mbarira ya bizinesi hamu n'okuhandiika sentensi emu rundi ki ibiri kusobora kufunza buri kicweka.

AMADAARA

Idaalary'okubanza: Soma kandi ogaruke omu kyokuroraho. (Edakiika 10)

Ekyokuroraho ky'ebirikukwata aha nkora ya bizinesi omubugufu.

Eiziina ry'ekitebe: ekitebe ky'abarimi ba muhogo

Ekikaaro:

Ekitebe kyaitu kiri omu (eibara ry'ekyaaro) ekyaaro ekirikusingayo kuturukya muhogo omu eihanga.

Bamemba :

Abahingi ba muhogo nka 200 borekire ekiteekateeko kyokutaaha omu kitebe. Eki nikyoreka obucweka nka 40 ahari kikumi bw'enamba yoona y'abahingi ba muhogo omu kicweka. Nitunihira ngu bamemba nibaija kweyongyera n'obucweka 5 ahari kikumi (15%) buri mwaka.

Ekyamaguzi (ekirimwa) rundi obuhereza hamu n'emigaso

Ekitebe nikija kukozeza emizi ya muhogo kuruga omu bamemba baakyo kigihinduremu ebbari by'omutindo ebishubwire n'ebitashubwire ahabwa kampuni. Ebibari bya muhogo ebisubwire nibyeija kuherezibwayo omu mwaka gwakabiri gwonka kuhereza ekitebe esaaha bwokufuna esente z'okugura ekyooma ky'okusubuza muhogo.

Obwingi:

Ahabw'omwaka gw'okubanza, tuturukize ebibari bya muhogo birikwingana 1,800MT. Nitunihira kwongyera okuturukya n'obucweka 5 ahari kikumi (5%) buri mwaka.

Omuringo gw'okuturukya :

Nitwija kutunguura omutindo gw'oburimi omu bamemba baitu kugira ngu tusobore kuherezayo omu omwaka gwona hamu nokugira emizi ya muhogo etarimu mibazi. Okuturukya nikwija kuba okwekicweka ebyooma n'ekindi abantu. Eikorero ryaitu niryēja kwikirizana n'enkora nungi yokuturukyaamu, oburinzi bw'abakozi nibwija kwebembezibwa.

Abaguzi:

Ekitebe nikija kwikiriza kuhereza ebyooma bisatu byokukora ebyokurya by'amatungo. Omu kyaro, obwetagi bwoona bw'ebishate bya muhogo ni nka 200,000 MT buri mwaka. Ekikaarogw'okuherezayo ni nka 50,000 MT buri mwaka.

Obwebembezi/ oburorerezi:

Abatandikireho ekitebe nibeija kurambura enkora y'eikorero. Nitwija kufuna maneja w'okureberera n'okurambura emirimo ya buri eizooba. Abakozi baitu nibeija kutendekwa omu mikorere mirungi, oburinzi bw'abakozi hamu n'ebyamagara.

Embalira ya sente:

Nitweija kwetaga shilling 35,000 kutandikaho bizinesi yaitu. Ezokuruga omu bamemba nizinihirwa kuhika shilling 20,000. Nitunihira kukorayo okurundana shillingi 15,000 ezitsigaire. Entahya y'omwaka ebaririrwe ahari shillingi 360,000 n'enturukya yokwingana shilling 282,500. Ensangi ebaririrwe omu mwaka (amagoba) ni shilling 77,500 (hatakeihirweho omusoro)

Ebyokuroraho ebirikukwata aha bizinesi omubugufu

Ibara rye kitebe

Ekikaro nambere bakomera

Bamemba be kitebe

Ebyamaguzi/ obuhereza hamu n'emigaso
Obwingi
Omuringo gw'e nturukya
Abaguzi
Obwebembezi /Oburorerezi
Entekaniza yasente

idaara rya kabiri:

Muhandiike ebirukukwata ahambarira yanyu eya bizinesi. Rora omu bikozezo byanyu omu bicweka ebyarugaho haiguru osobore kwijuzza ebikuhonderaho a haifo. Hereza bamemba babiri rundyiki basatu kukora ahari buri mutwe. (Edakiika 20)

Engarukamu:

Ekyokukora 4.11.1

Ekisisani eky'okubanza: Ebirukukwata aha bizinesi

Ekisisani ekyakabiri: Embarira y'esente

Ekisisani kya kashatu: Embarira y'akatare

Ekisisani ekya kana: Embarira y'enkora

Ekisisani kyakataano: Embarira y'obwebembezi

Ekisisani kya mukaga :kufayo aha buzibu



**OMUTWE GWA
KATAANO**

ENSISANA Y'EKITEBE

Module overview

- Omu mutwe ogu, abarikukwejumbiramu nibaija kwegha aha kitebe okukisanire kwombekwa n'okukirorerra nukwo basobore kuhikiriza imbarira ya bizinesi.
- Nibaija kugaruka basoborre ekyapa ekitekanizibwe ngu bamare kukora omu kicweka ky'enteekaniza y'obwebembezi n'embarira ya bizinesi.
- Nibaija kutaho ebiragiro ebirikwetagisa kurorrera kurungi ebintu by'ekitbe hamu nabamemba bakyo

Ekicweka 5.1 ENSISAANA Y'EKITEBE KY'OMULIMI



Esaaha : Edakiika 05

Ebigenderwa

Aha kumarirra kw'ekicweka, abarikukwejumbira omukitebe nibaija kukenga;

- Ebicweka by'amaani omu kitebe kyomulimi
- Omugaso gwebitebe ebitarikusisana omu kitebe

Obutumwa obukuru

- Ekitebe ekiri hamusinge murungi nikiteekwa kugira ebitongore bitari bimu na bimu ebiine emirimo n'obujunanzibwa obusoboroirwe kurungi.
- Ahabw'okukora kurungi kw'ekitebe, buri kitongore nikiteekwa kumanya n'okukora emirimo yakyo.

Ekyokukora 5.1.1

Ebitongore eby'amaani omu kitebe



Esaaha : Edakiika 30

Idaara ry'okubanza: *Habuza abantu;*

- Kuhereza ebitongore bitari bimu na bimu ebyekitebe kisemerire kuba nabyo kukora kurungi.
- Kusoborra omugaso gw'ekugira ebitongore bitarikusisana omu kitebe ky'abal i m i.

Notisi z'omusomesa

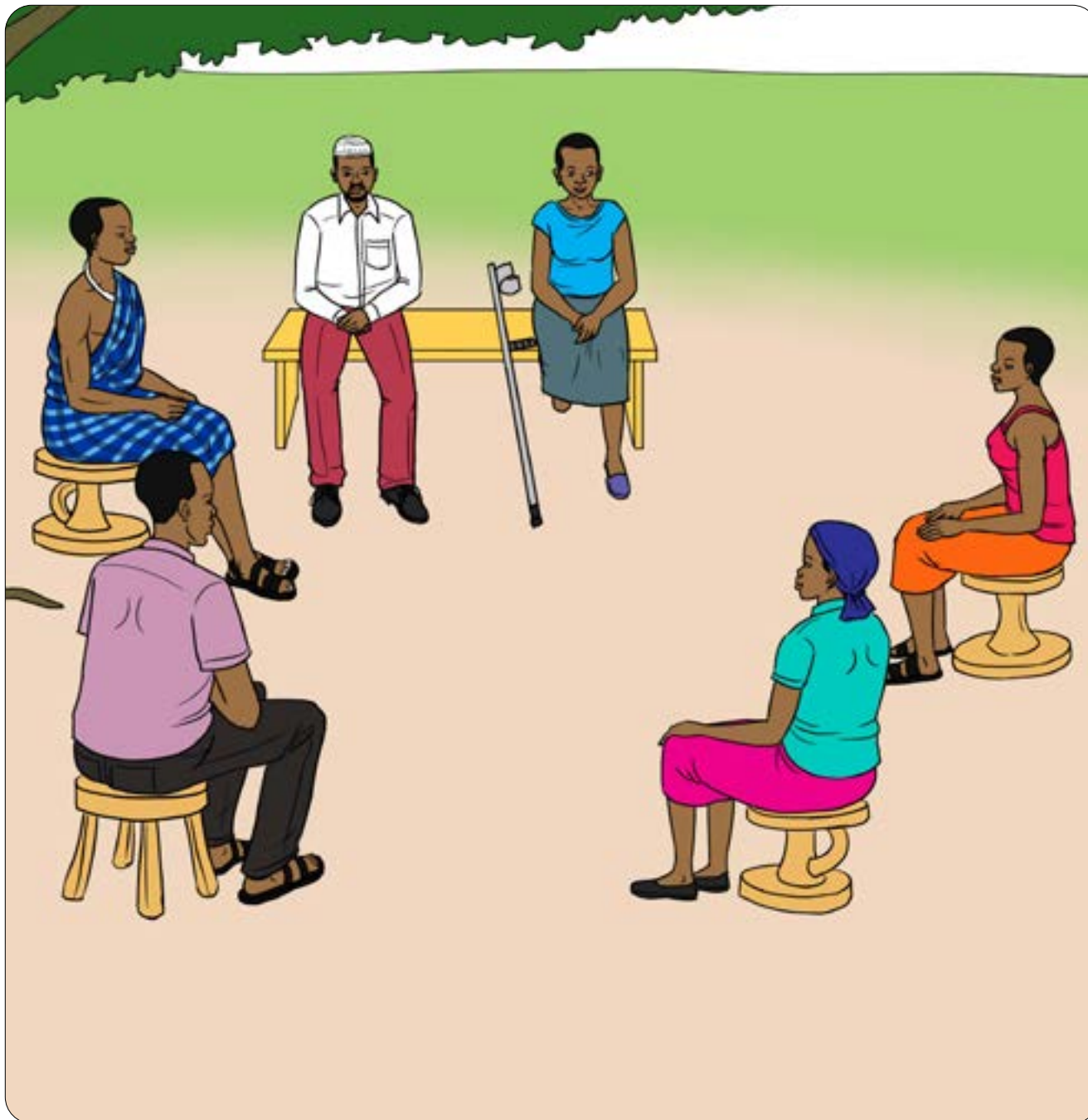
Ebitongore by'amaani z'ekitebe ky'abalimi nibyo binu:

- Orukurato rwaba memba boona
- Akakurato akakuru hamu n'obukiiko obuke



Orukurato rwaba memba boona.

- Orukurato rwaba memba boona orwa bamemba abasashwire zikahwayo.
- Baanu nibeetwa aha mikoro y'emaganiza kukora okusaramu kw'amaani nka; okuteera akaruru okukoma abebembezi, okutangira bamemba abatsyaka, okuhamya imbarira ya bizinesi n'engenderwaho y'ekitebe hamu n'okutangiira imbarira y'enkora endi.
- Nka bakama b'ekitebe, bamemba nibo barikusaramu. Okusaramu / okucwamu nikukorerwa omu nkiiko z'aba memba boona.
- Bamemba nibarorera ekitebe kyabo kurabira omu 'kakiiko akubarikwekomamu.



Akakurato hamu n'obukurato obuke.

- Akakurato nikatekaho ebiragiro ebirikwetaga kugumibwa bamemba kuraba omu omurukurato rwaba memba boona.
- Akakurato nikakora obukiiko obuke oburikwebemberwa obumu bamemba b'akakurato rundikuronda bamemba abandi b'ekitebe kuba nibo babwebembera.
- Bamemba abandi nibakira kubetagira omu bukiiko obuke.
- Ekitebe kuhangura nikirugirira aha nkwatanisa yaba memba hamu n'akakurato n'obukiiko obukye.

Notisi z'omusomesa

Omugaso gwokugira ebitongore bitari bimu na bimu omu kitebe ky'omulimi.

- Okwahukaniza emirimo n'obujunanizibwa. Buri kitongore kiine emirimo n'obujunanizibwa butarikusisana bwokuherezayo ahabw'obusinguzi bw'ekitebe.
- Okukozesa kurungi ebikozeso. Akakiiko nikajunanizibwa aha kuzoroza ebikozeso kandi kaine kwanjura bamemba omu rukurato rwaba memba boona. Okwongera aha byahaiguru, nikikeshya okukyupura kw'ekyokukora. Buri kakiiko akake nikakora emirimo yako ekaheirwe.
- Okukebera n'okuringaniza: Ebitongore bitarikusisana byiine obusobozi bw'okurambura emirimo y'ebindi bitongore hamu n'okutangiira ebikorwa ebitari hamu n'ekigenderwa ky'ekitebe/ ebitarikurubatiira aha ngyenderwaho z'ekitebe.
- Okweyikirizamu. Bamemba kugenda aha bukiiko buke butari bumu na bumu nikibareterakuhurirank'abakamab'ekitebe, baikirizibwehamun'okweyikirizamu.
- Okukeshya okukungana ahagati y'abamemba ahabwensonga, ebitongore bitarikusisana biine emirimo etarikusisana.
- x Nikiyamba aha ntaro z'okweyendeza; buri kitongore kiine emirimo yakyo nk'oku erikworekwa omu ngyenderwaho y'ekitebe nahabweki ekyokukora habiri nikiba kikehere.
- x Ekiri kukurakuraniza kukora hamu n'obuhereza burungi. Ahabwokugira ngu buri memba omu kitebe ayine omurimu gw'okuhikiriza, nibaija kuhikiriza emyoga yaabo.
- x Nikikurakuraniza imbarira ahabwensonga ebitongore bitari bimu na bimu bine kwanjurra ebindi bitongore ekyokuroraho akakurato nikanjura orukurato rwaba memba boona obu obukiiko obuke nibwanjurra akakurato, nikibaretera boona buri omu kufayo ahari mugenzi we.
-

Ekyokukora 5.1.2

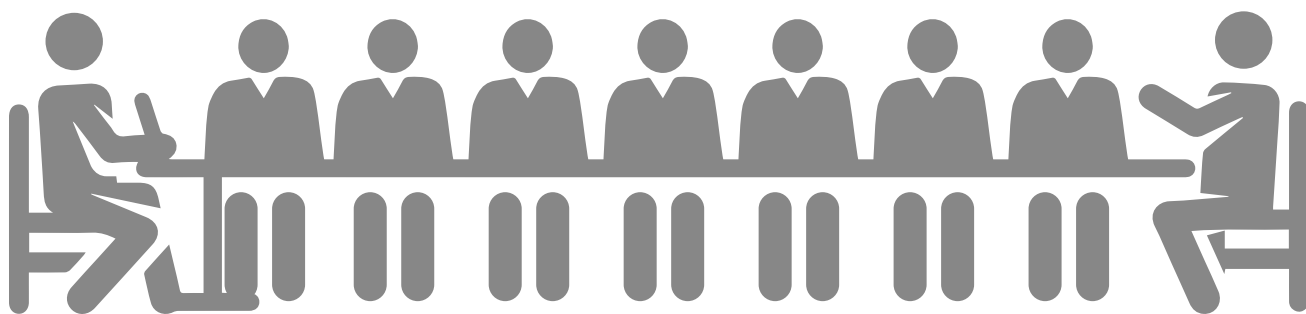
Okukora ekyapa ky'enshusha y'ekitebe



Developing an organisation chart

Ensana y'ekitebe kyomuhingi

Orukungaana rw'aba memba boona



Bakama b'ekitebe: Nibahagira ekitebe omu kwehayo hamu n'okuherezayo esente. Ekitongore ky'ahaiguru n'obusobozi bw'ahamuhuru omu kusharamu hamu n'okuhamisiriza ebiragiro n'embarira y'ekitebe.

Akakiiko akakuru



Baronzirwe bamemba kuruga omu bamemba

Nibakora ebiragiro z'ekitebe kugyenderaho, baronda bamemba b'obukiiko butari bumwe na bumwe, baraba omu mbarira n'emiringo y'esente hamu n'okworekyerera ekitebe aha bigyendererwa byakyo byoona.

Sub-Committees



Batorainwe akakiiko:

Nibajunaniwa ahaby'okukora ebibarikuhebwa akakiiko hamu n'emirimo ya bri eizooba y'ekitebe kurugirira aha bigyendererwa byakyo.



Ekicweka 5.2

BAMEMBA HAMU N'ORUKUNGAANA RWA BOONA



- Nk'okumurugre kwegu omu kicweka 5.1, orukurato rwabamemba boona nikyo kitongore kirikukirayo omu kukora okusaramu omu kitebe ekiine obusoborozi bw'aha muheru aha nsonga z'obwebembezi bw'ekitebe.
- Orukurato rwabamemba boona nirukorwa bamemba abaine emitwe erikukora kurungi.
- Kuba omumbera nungi, memba semereire kwikirizana n'emirimo hamu

n'obujunanizibwa nk'oku bihandikirwe omu ngenderwaho z'ekitebe. Omu kicweka eki, obugabe hamu n'emirimo yabamemba nibijja kukorwa. Ebirarugamu nibijja hanyuma kukora ekicweka ky'ebiragiho z'ekitebe rundi engenderwaho.

Ebigenderwa:

Aha muheru gw'ekicweka, abantu nibajja kusobora;

- Okukenga obugabe bwaba memba.
- Kusoboora obujunanizibwa bwaba memba.
- xKuhanura emigaso y'okugira orukurato rwaba memba boona.

Obutumwa bukuru:

- a. Obugabe nibufunirwa aha kutangiira hatarimu kusoroora.
- b. Obugabe bwaba memba nikimanyisa ebiragiho by'ekikwikirizibwa aine kurugira ahari bamemba nk'omu ngenderwaho y'ekitebe.
- c. Omu kyokukora eki, nimwija kurora aha bugabe bwaba memba oburikwetagisa kusobora kufuna bimu aha bitekerezo ahari ebyo ebimusemereire kwongera omu ngenderwaho.

Ekyokukora 5.2.1

Okusoroora obugabe bwaba memba



Esaaha : Edakiika 25

AMADAARA

Idaara ry'okubanza

Habuza abantu obugabe bwabanyakitebe. Handiika ebigarukwamu byabo kandi obirengesanize na notisi z'omusomesa ahaifo.



omusomesa nahabuza abalimi obugabe bwabo.

Notisi z'omusomesa

Bumu aha bugabe bwaba memba

1. Obugabe bw'okuherezayo ebiteekerezo by'okuhanuraho/ kwejumbira omu nkiiko.
2. Obugabe bw'okugambibwa ebirikukwata aha kitebe.
3. Obugabe bw'okutera akaruru.
4. Obugabe bw'okuruga omukitebe ahayendeire.
5. Obugabe bw'okukomwa kukora aha kakiiko n'obukiiko obuke.
6. Obugabe bw'okukozesa ebintu n'obuhereza bw'ekitebe.
7. Obugabe bw'okuhindura omu ngenderwaho.
8. Obugabe bw'okufuna okugaruraho.



Obugabe bw'okuherezayo ebitekerezo by'okuhanuraho hamu n'okwejumbira omu nkiiko.

Ekyokukora 5.2.2

Okusoroora emirumo ya bamemba



Esaaha : Edakiika 20

Obutumwa bukuru

- Hamu n'obugabe, bamemba baine emirimo n'obujunanizibwa aha rurengo rw'omuntu buntu hamu naha nkiiko za bamemba boona.
- Emirimo n'obujunanizibwa obu nibigambwaho omu ngenderwaho y'ekitebe.
- Omu kyokukora eki emirimo mikuru yabamemba neija kwihamu.

Idaara ryakabiri

1. Ahabuze buri muntu kuhandiika hakiri emirimo ebiri n'obujunanizibwa bwaba memba obubakubaire nibenda ngu bagaitemu baba nibatekereza engenderwaho y'ekitebe kyaabo? (Edakiika 10)
2. Reka buri muntu asome ebyahandiikire kandi ahandiike ebigarukwamu z'ekitebe omubufunze reero abirengesanizenebyo ebiri omu notisi z'omusomesa.

Notisi z'omusomesa

Emwe aha mirimo ya bamemba aha rurengo rw'omuntu buntu.

- Kukozeza obuhereza rundi ebyamaguzi z'ekitebe ekyokuroraho kufuna ebyokutamu kurabira omukitebe hamu n'okuguriza hamu.
- Kushashura esente ezikirizibweho hamu n'ebindi bishare.
- Kwetaba omu kutendekwa kw'ekitebe
- Kwetaba omu kwecumintiriza n'okutoorana obukiiko/ kukoresa obugabe bw'okutera akaruuru.
- Kwikirizana n'ebikozesibwa hamu n'endagaano (obwingi hamu n'omutindo)
- Emirimo yabamemba omu rukurato rwa boona
- xKuhamya ebyenyima by'orukurato oruhweire, imbarira ya bizinesi, okwanjurwa kw'ebyesente, imbarira, enteekateeka y'enkora hamu n'ebiragiro ebiteirweho akakiiko.
- Okutoorana akakiiko.
- Okwakiira rundiokwanga bamemba abatsya.

Idaalaryakashatu.

Habuuzaabantu kuherezayo emirimo endiijo eyi barikwikiriza ngu eshemereire kwongyerwa omu ngyenderwaho y'ekitebe. (Edakiika 10)

- Handiika ebigarukwamu byabo

Ekicweka 5.3

OBWEBEMBEZI BURUNGI

BW'EKITEBE



Esaaha: Edakiika 05

Entandikwa

- Ababembezi nibarorera enkora y'ekitebe ahabwa bamemba bakyo.
- Bamemba nibatamu obwesigye, ebyetago byabo hamu n'obusobozi omu bebbembezi abuberondeire.
- Omu kicweka eki, emirimo hamu n'obujunanzibwa bw'akakiiko n'obukiiko obuke nibajja kutekwaho.
- Ebirugwamu by'ekicweka eki nabyo nibyejja kukora omusingye gw'okukorereho engenderwaho rundiebiragiro by'omunda z'ekitebe.

Obutumwa bukuru

- Obujunanzibwa n'eirimo y'omutaano eyi akakiiko hamu n'obukiiko obukye barikuteekwateekwa kukora nk'ebirungi gw'emirimo yaabo.
- Obusobozi bw'okukora omu mwanya gw'ekitebe nibuhebwa akakiiko nk'ekitongore Atari muntu buntu nk'omunyakakiiko.
- Bashemereire kukorera omuki bamemba barikusinga kukunda.
- Okusoborra kurungi kw'obujunanzibwa neky'ebirungi aha kusingura kw'obukiiko.

Ekyokukora 5.3.1

Ebirikugyenderwaho munonga omu bwebembezi burungi omu bigombe by'abahingi hamu n'ebitongore.



Esaaha : Edakiika 40

AMADAARA

1. Okusoborra amakuru g'obwebembezi.
2. Okujumbura obumanyiso bw'obwebembezi burungi.

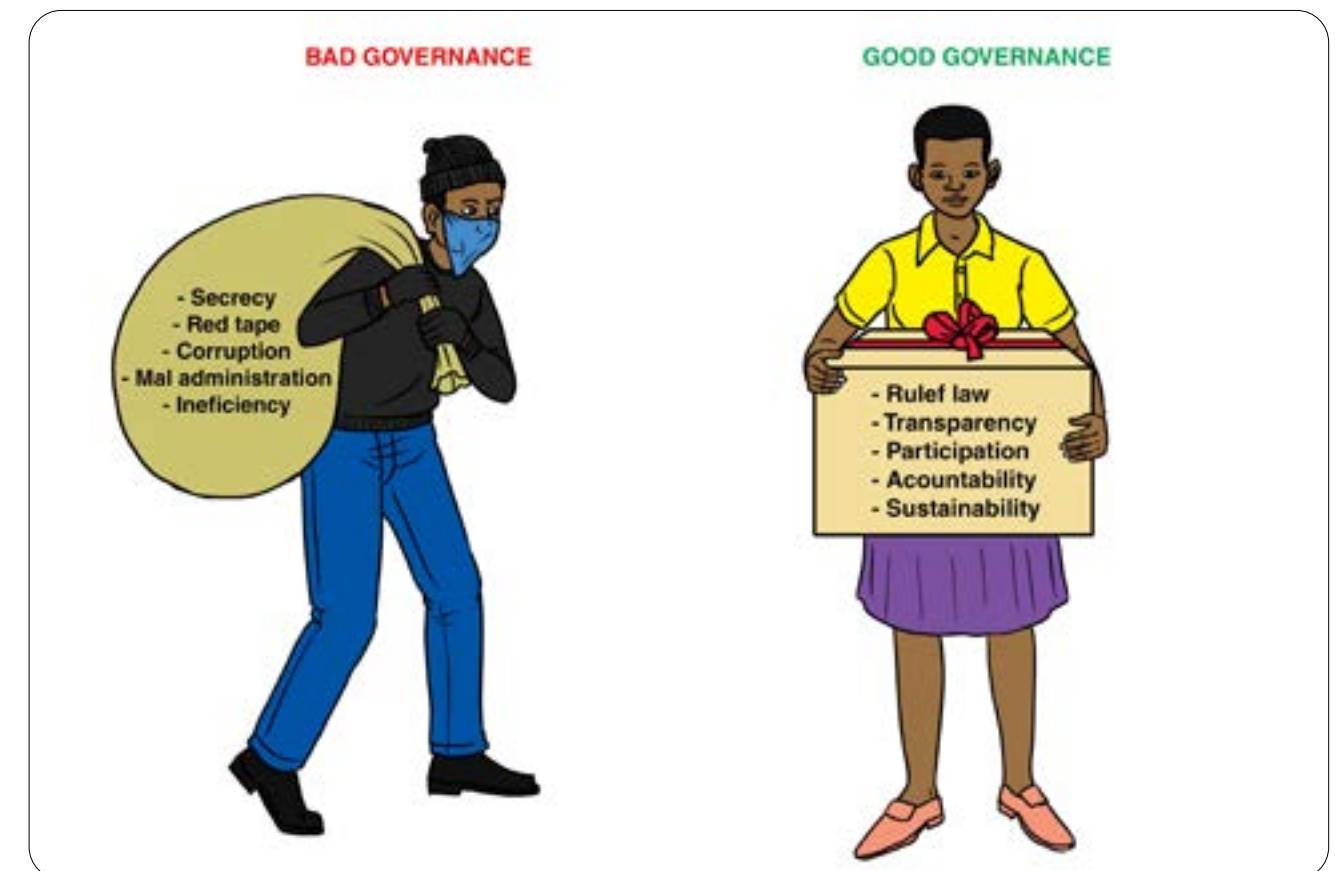
Obutumwa bukuru

- Obwebembezi n'obujunanzibwa bw'abebembezi.
- Engenderwaho n'ekihandiiko kikuru kyokworekyerera kuhamya obwebembezi bu rung i.
- Bamemba ababurijjo bashemereire kukyenga obujunanzibwa bw'abembezi hamu nokubaretera kubuhikiriza.

Idaalary'okubanza

Habuuzaabantu;

- Kusoborra amakuru g'obwebembezi
- Kuhajaana aha kiribakukyenga kuruga omu kishushani.



Obwebembezi burungi ahari obwebembezi bubi

Summarize the participants' response and compare it with the points indicated in the facilitator's notes below.

Obumanyiso bw'obwebembezi burungi.

Obwebembezi burungi bwaba nibugumya ngu okusaramu hamu n'ebigenderwa by'ekitongore bigyendeire aha kucwamu kwabamemba b'orukurato rwa boona rundiobukiiko ahabw'orukurato rwa boona kandi nokugira ngu amaraka goona nigahurirwa omu kusharamu aha bintu ebihango.

Obumanyiso bw'obwebembezi burungi.

1. **Okutamu ekitiniisa ebiteekateeko byaba memba hamu n'obugabe.** Bamemba boona bashemereire kuhurikirizibwa baaba nibaherezayo ebiteekateeko byaabo.



2. **Okwikiriza okwejumbiramu.** Omurukurato rwaba memba boona, ceyamaani ashemereire kuhiga abanyakitebe boona kugamba aha nshonga eziriyo nizihajaanwaho / nizigambwaho.



3. **Okubaza amazima hamu n'embarira.** Omu muringo gwokukwatamu ebintu z'ekitebe, ebintu bisemereire kukorebwa omu mubwatu bitareta okwerarikirira kwoona. Omu kwongerera aha by'aharuguru, hashemereire kubaho omuhanda murungi aha nkozesa y'ebikozesibwa z'ekitebe n'okwanjurira bamemba omu muringo ogurigwe ogukurubatira aha biragiyo ebiteirweho.



4. **Okusaba orusa hamu n'okwikiriza.** mutakakozire okucwamu kw'amaani, okuhabuuzakusemereire kukorwa omu muringo murungi kandi ebigarukwamu byabaingi bishemereire kutebwamu ekitinisa

Okuhereza abantu obusobozi: yorekeerabamemba kukora emirimo yaabo kandi obaikirize kugikora hatarimu okutegansibwa.

Okuhikirizan'okusobora. Maririzaekigyendererwaekiteirwehoomubwiireobuteirwehon aha muhendo gw'ahansi munonga otatahirize omutindo gw'ekigarukwamu.



Obwebembezi obweine ekigyendererwa: Obwebem bezi obu ri ku ranzya hare ahabw'ekitebe hamu n'okukiteekateekyera kurungi.

Okwingana Emiringo, ebiragiro hamu n'emihanda eteirweho eshemereire kuyamba bamemba boona kurugirira aha mperezayo yaabo ekyokuroraho enshangi eshemereire kubaganisibwa kurugirira aha mperezayo yamemba aha bizinesi y'ekitebe.



5. **Amagezi n'obukugu omukwebembera.** Obwebembezi obumanyirine na, bizinesi y'ekitebe baine obukugu hamu n'okwehayo kwebembera abantu.

Abebebezi abeheireyo kandi abarikweyesiga: Timu eyine obukugu kandi eteire amaisho gayo aha kuhikiriza ebigerenderwa obwo barikukora emirimo yaabo.



Ebikorwa bikuru by'obwebembezi burugi

Ebi ni bimuaha bikorwa bikuru by'obwebembezi burungi.

- 1. Oburuuru bw'okuterwa buriijo, omu bwiire kandi burikwemaira:** Abanyakitebe buriijo nibatoorana abaraije kwebemba ekitebe.



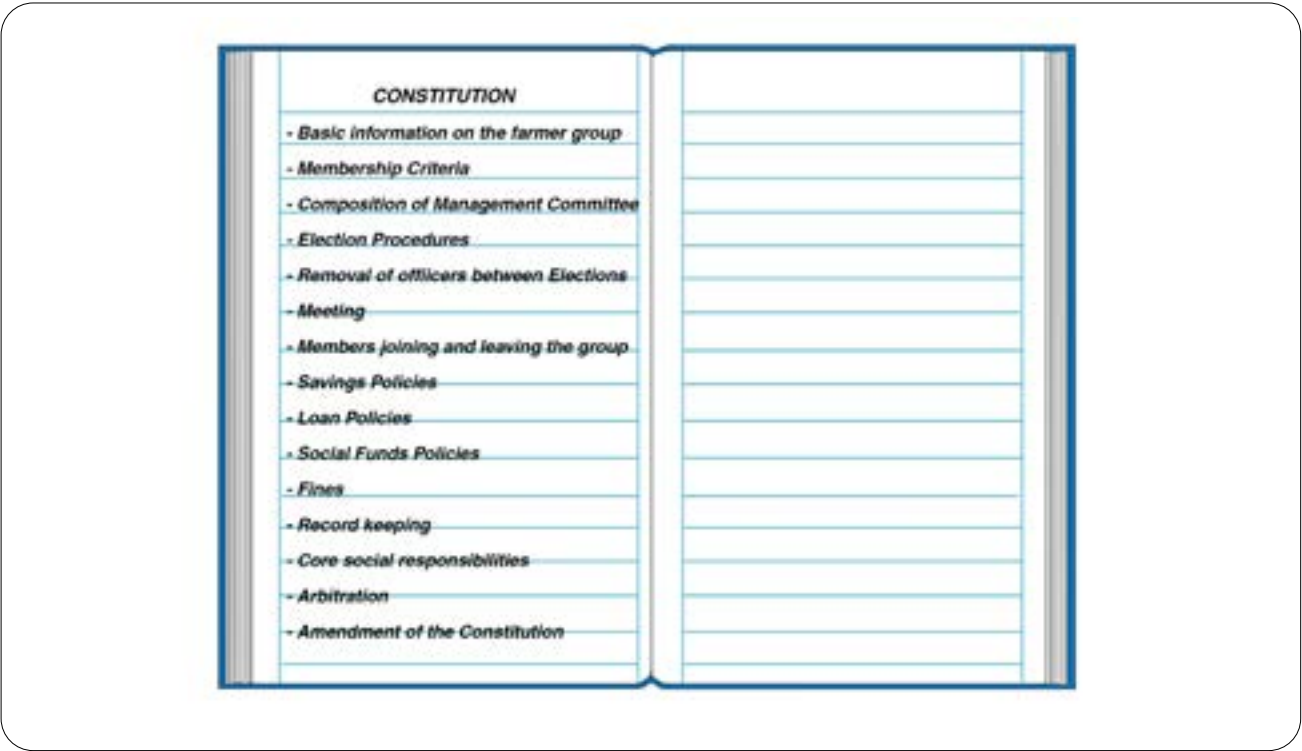
- 2. Emihingo y'encuro.** Egi nekomya / nezibira omuntu esaaha ebyakukozire omu ofisi emz nk'okukihandikirwe omu ngyenderwaho.



- 3. Amazima.** Amakuru goona nagabusha kandi gariho ahabwabamemba boona. Ekyokuroraho, enkiiko z'ekitebe nizijibwamu bamemba boona, enkaara z'ebyesente nizibaasa kurebwamu buri menba, ebiragiho hamu nokucwamu nibyikirizibwa kuhajaanwaho. Ebyokukora rundiokusharamu byaba nibikorebwa aha mazima, ni kiba kugumire munonga ahabwa abamemba kusobora kweyendeza.



- 4. Engenderwaho:** Ekitebe kishemereire kugira engenderwaho erikworeka ebigenderwa, emigasho hamu n'ebiragiho.



5. **Okwahuraebihandiiko.** Ebihandiiko birungi nibiyamba ekitebe kurambura obuhanguzi bwakyo/ ahubahikire, kugaruka omu kuhajaana hamu n'endagaano, kumanya enshohoza hamu n'entatsya hamu n'okukora za ripoti z'ebyesente.



6. **Empurizagana nungi.** : Empurizigana nungi ahagati ya bamemba nikibayamba kwejumbira omu mirimo y'ekitebe hamu n'okusharamu



Ekyokukora 5.3.2

Obwebembezi bw'ekitebe ky'abahingi



Esaaha: Edakiika 40

Ebikora

- Egilasi ina zirimu ekicweka ky'amaizi
- Otubaare
- Egilasi y'amaizi
- Sukaari
- Omwondo

Obutumwa bukuru

- Abebembezi barungi nibebembeza ebigererwa z'ekitebe kukira ebyabo nk'abantu kandi nibakorera okukurakurana kw'ekitebe.
- Abebembezi niborekyererwa engenderwaho y'ekitebe kandi nibateekateeka aha ntunguuka y'ekitebe.
- Nibafayo kutunguura ekitebe kandi bamemba abandi nibashendwashendwa omu kitebe.

Okukyenga ebirungi ogwongirwemu abebembezi.

AMADAARA

- Tereza egilasi ina zirikureberwamu buri emwe erimu ekicweka ky'amaizi. Shaba abantu bana kwijuzza buri gilasi n'otubare oturi omu gilasi y'okubanza, amaizi omu gilasi ya kabiri, omwondo omu ya kashatu hamu n'omwondo omu ya kana.
- Reka buri muntu areebe ekyaba ah'amaizi kurugirira aha kyagaitwamu.

Muhanuure aha ebikaguzoebi;

- N'eha omu gilasi ina eyayongeramu ebirungi/ oburungi?
- Ni gilasi ki eyiwakukunzire kwihamu bwanyima y'okugaitamu ebikora?
- Ahabwenki niyo wakunzire kwihamu?

Noteekateeeeka ekyokukora eki nikyegyesaki wakigyeragyeranisa n'obwebembez Shoboroorera abantu orikukozesa notisi ezi ahaifo;

Notisi z'omusomesa

N'ekyomugtasho kumanya ebi;

- Obwebembezi n'orugyendo
- Obwebembezi nibwetaaga ekigyendererwa kya hamu.
- Obwebembezi buri aha kuhiga (abandi)
- Obwebembezi nibubaasa kwegwa.
- Obwebembezi buri aha kuba abakozi n'okwongyeramu ebitysa

Kurugirira aha kyokukora ekyarugaho, ebi nibyo byareebwa;

1. Ebikora bina nibyoreka abebembezi batarikushushana hamu n'ebirugwamu byabo aha kitebe ky'abahingi.
2. Omu gilasi y'okubanza, nk'oku otubaare tutarayetabwire n'amaizi, omwebembezi takujwanga mu kitebe. Nayepanka kandi nakora buri kimwe kurugirira aha biteekateeeeko bye wenka n'okweyendeza. Omwebembezi ogwe nayemarira kandi tarikuhabuuzabanyakitebe.
3. Omu gilasi ya kabiri, nk'oku amaizi gaburira omu maizi agaba garimu, amaizi tigaretaho mpinduka yona omu gilasi abebembezi nkabo tihaine kibarikukora. Tibarikuretaho mpinduka yona omu kitebe. Abebembezi nkabo tibarikukozesa kurungi amagezi bwabo.
4. Om gilasi ya kashatu, amaizi nigahinduka omwondo. Ekyaba nikinyweibwa omukubanza hati tikikanyweibwa. Nk'oku omwondo, gwashisha amaizi omwebembezi ogu nashisha ekitebe. Omwebembezi nareeta ebizibu byingi n'entongane omu kitebe. Omwebembezi nk'ogwo naba ari endeme.
5. Omu gilasi ya kana, amaizi niganura ahabw'okwongyeramu sukaari. Amaizi nigahindura ebirungi omukunurira. Sukaari yajwanga n'amaizi omu gilasi kandi habaho empinduka. Nk'oku sukaari yayongyera ebirungi kandi ekanuza amaizi, omwebembezi nayongyera omubuzi/ ebirungi omu kitebe arikujwanga n'abanyakitebe hamu n'okuretaho empinduka mpango na munonga omunkurankurana y'ekitebe.

OBUKORYO BW'OBWEBEMBEZI

Abebembezi nibakozesa obukoryo butari bumwe na bumwe kusobora kureeta empinduka aha bigombe byabo by'abahingi. Obukoryo obumwe ni burungi omu mbeera zitari zimwe, obundi omu mbeera ezindi. Obumwe nikyetagisa kugaita . obukoryo obu hamu Obu n'obukoryo bushatu oburikukira kwejunisibwa,



Obukoryo bw'obwebembezi

Abebembezi abarikuragiira: nibakora okusharamu ahabw'ekitebe kandi nibaikiriza kuhanurra kuye n'abanyakitebe rundibakwangira kimwe. (eki nikibaasa kugyeragyeraniswa n'egilasi y'amaizi ejwangizemu otubaare omu kishushani ekyarugaho) eki nikibaasa kwetagwa omu bwiire bw'ebizibu kwonka buriijo titikri kuhiga kitebe kukurakurana omu kweyikirizamu hamu n'obukugu.

Abebembezi abarikubuuza: abebembezi aba nibahiga kuhanurra reero bakora okusharamu ahabw'ekitebe (eki nikigyeragyeranisibwa n'egilasi endiijo omu kishushani ky'aharuguru, nibajwangamu kurungi kwonka tibarikureeta mpinduka yona aha kitebe).

Abebembezi abarikuhiha: abebembezi nibataho emihingo etari emwe kwonka nibahiga bamemba kuhajana kandi bakora okusharamu aha bwabo barikugyendera aha mihingo eteirweho (ekinikiringanizibwan'egilasiy'amaizi omukishushaniaharuguru, eyajwangamu sukaari ekanunirira). Obu nibumanywa nk'obwebembezi bw'okwejumbamu.

Abebembezi abarikweyendeza: tarikukuratira giragiro n'amadaara, nasharamu ebigererwa by'okuhikirizibwa, kandi niwe arikureberera emirimo yona hatarimu kwetabamu kw'abandi (eki nikiringanizibwa n'egilasi y'amaizi omu mishushani aharuguru aha amaizi gaaba amarofa) bamemba nibaba batakurunda kitebe kyaabo. Omwebembezi nk'ogwe nayeyendeza wenka kandi eki nikishisha ekitebe.

Obwebembezi bw'okwejumbamu ti burikukoragye aha bigombe byoona rundiomu mbeera zoonka kwonka n'obwebirungi esaaha obwingi ahabwokukora n'ebiroreero hamu n'obugombe bw'abahingi oburi bukye.

Ekyokukora 5.3.3

Ebikwetagisibwaabebembezi b"ebitebe



Esaaha : Edakiika 40

Idaara ry'okubanza

- Gambira abantu ngu twaza kworeka bimuaha bishanirizo abebembezi barungi.
- Baganisamu abantu omu bukora bwaba memba bana kuza ahari batano orikurora ngu oyine enamba erikuhika ekyokuroraho twine obukoro buna .
- Shaba kimwe kyakabiri ky'obukoro obu (ekyokuroraho obukoro bubiri) kuteekateeka aha bwebembezi burungi omu bukoro bwabo n'okwieja n'orukarara rw'ebikwetagisibwaebirikukora omuntu omwebembezi murungi.
- Omu muringo nigwo gumwe, ekicweka ekyatsigara kigambe aha bwebembezi bubi kuruga omu bukoro bwabo kandi bahandikye orukarara rw'ebikwetagisibwaebirikukora omuntu omwebembezi mubi.
- Yikiriza ebigombe kuherezayo ekarara zaabo.
- Tandika kuhanurra aha nkaara ezo obwo norubatira aha ebikaguzo ebi
- Habuuza abantu obubaraba nibasanga bimu aha bisanizo kuba bigumire kubihikiriza rundi byanguhire.
- Shoroora yaba ebikwetagisa ebimu nibibuzabuza.
- Muhanuure oku ebi ebikwetagisibwa byakusobora kukorwa ah'abebembezi omu bitebe by'abalimi.
- Soborra orikukozesa notisi z'omusomesa.

Notisi z'omusomesa

Abebembezi barungi baine ebikwetagisibwabyingi ebyabo nk'abantu. Ebi ni bimuaharibyo;

- Kuba ekyokuroraho.** Omwebembezi natekwa kuba omunyamazima, omwesigwa kandi arikutamu bagyenzi be ekitinisa. Nibesiga omwebembezi waabo kugira obujunanizibwa aha kitebe
- Arikuranyza hare.** Ekigyendererwa nikihabura kandi kyombeka enkwatanisa ahagati yabanyakitebe. Abantu nibesiga omwebembezi orikumanya ahibashemereire kuhika nan'okubarahikyeyo.

- Ari omuhigi.** Abebembezi nibateekwa kuhiga n'okworekyerera abanyakitebe hamu n'okubeihabeisha abaheeru ahakibarikukora.
 - Okukwatanisa n'abandi.** Abebembezi bashemereire kuba bamwe aha timu erikukora kusobora kuhikiriza egibyendererwa z"ekitebe. Abebembezi barungi nibakwatanisiza hamu n'abantu abandi kandi babebembera nk'ekyokuroraho.
- Okweyikirizamu hamu nokuba ab'omugaso:** Abantu nibareeba aha mwebembezi ahabw'bwebembezi. Ekyo nikimanyisa kusobora kusharamu, kwegyesa abandi okweyikirizamu n'ekiconco ky'okubakurira mukakora kurungi munonga.



- Okumaraho entongane:** Omwebembezi murungi nakimanya ngu ekitebe ekyegaitsire hamu nikyo kyonka ekihami kandi ekirikusobora kuhangura. Nayamba kumaraho enongane n'okutakwatanisa ahagati yabamemba kandi abahabura kukwatanisiza hamu n'okukora eby'ebirungi.
- Omugambi murungi :** abebembezi nibateekwa kusobora kugamba kurungi n'abanyakitebe. Nibahurikiriza eki buri omwe arikugamba (batari bantu bakye) kandi besoboraho kurungi. Nibahiga okuretaho enkwatanisa omukitebe hamu n'aheru y'ekitebe.
- Abetwazi .** Abebembezi barungi nibamaraho ebizibu omu kwetwara hamu n'okutsigaza ekigyendererwa omu mitwe yaabo. Nibahenda ekizibu omu matembezo agarikusobora kwanguha kuretaho entunguuka.
- Omugezi.** Abebembezi barungi tibarikwetagisa kuba abakugu baitu bashemereire kugira enkyenga nugni y'ebizibu ebi bamemba barikubugana kandi bashemereire

kugira enteekateeka ahakubyakusobora kumarwaho rundikukyenezibwa. nibhabuzaahari bamemba hamu n'abandi abantu ubukugu oburikwetagisa kumarahe ebizibu

Okwejumbiramu. Okwebemba ekitebe ky'abahingi, omwebembezi nateekwa kurebuka ngu bamemba boona bahayo amaraka gaabo kandi bayejumbira omu kuhikiriza ebigerderwa z'ekitebe.

Idaara ryakabiri

Saba abantu buri omu kus oma n'okugaruka omu bishanirizo ebyahandiikwa kandi bakyeberemu ebikwetagisibwabitano ebi barikwikiriza ngu bamemba bashemereire kugira kusobora kutooranwa nk'abebembezi b'ekitebe.

Ebisanirizo by'obwebbembezi

- Omunyamananu
- Ayikirizibwe bamemba ahabwokugira encwamu nungi hamu n'enteekateeka aha bizinesi.
- Omwetwazi aha banyakitebe
- Omwebembezi w'ekiroreero, arikusobora kukora n'abantu
- Ari omusinguzi omu bizinesi eye nk'omuntu
- Atarikwegondeza
- Ari omugezi aha bizinesi y'ekitebe oteireho n'okuhurikiriza abantu
- Okwehayo kuja omu nkiiko z'obukiiko hamu n'ezindi ensororokano
- Ayine omagezi omu bizinesi y'ekitebe
- Arikwejumbira kurungi omu mirimo y'ekitebe nka memba.
- Arakozireho n'obukiiko hamu n'ebitongore by'ebiroreero
- Amagezi, okwetegereza eby'esente hamu n'okusobora kusoma enkaara z'ebyesente.
- Arikufa aha buranganiza.

Idaara ryakashatu

Gambira bamemba kuhandiika ebikwetagisibwaebitari ha rukarara oru ahaiguru ebi barikuteekateeka kuba ebyebirungi munonga byabanyabukiiko.

Idaara rya kana

Bagana kandi muhanuure aha bigarukwamu byanyu n'abantu, muhikye aha kwikirizana aha bishanirizo byabanyabukiiko. (Edakiika 10)

Ekyokukora 5.3.4

Omuringo gw'okutoorana abebembezi b'ekitebe



Esaaha : Edakiika 20

Habuzaabantu kuhakuba hariho orayejumbiire omu kutoorana kw'abebembezi aha rurengo rw'ekitebe. Habuzaababiri rundibashatu omuribo kusoborra ebirukuraturwa omu kutoorana abebembezi. Handiika ebibaherezayo kandi obigyerageranise na notisi z'omusomesa ahaifo

Notisi z'omusomesa

Omubaro gw'abanyabukiiko nigurugirira aha ngyenderwaho y'ekitebe,enshusha hamu n'enkora y'ekitebe. Abanyabukiiko bashemereire kuhiga oburinganiza kandi baine kuba abakazi n'abashaja. Okutoorana abanyabukiiko nikukira kubamu ebintu ebi;

- Memba omwe nateekwa kuhayo omuntu ahabw'omwanya
- Omuntu owahebwayo nateekwa kugamba yaba nayikiriza kwetsimbaho.
- Orukurato rwabamemba boona nirwo rurikutoorana omuntu kumuhereza obukuru obwo.
- Obuhanguzi bw'ekitebe pacenti empango niburugirira aha kika ky'abebembezi bakyo.
- Nahabwekyo, n'ekyebirungi munonga kutoorana abanyabukiiko.

Ekyokukora 5.3.5

Obujunanizibwa bw'abanyabukiiko



Esaaha : Edakiika 30

Twaruga kurora aha bishanirizo abebembezi barungi n'omuringo gw'okubatoranamu. Omu kacweka aka, obujunanizibwa bw'obukiiko nabamemba bakuru b'obukiiko nibweija kuhajaanwa. Oyihireho obukiiko, ekitebe ky'abahingi kishemereire kugira obundi bukiiko obukye yaba obuteirweho rundioburonzirwe akakiiko kugira emirimo y'ekitebe obukyakora. Bumwe aha bukiiko obwe ni nka; ak'ebyoburambuzi, enshohoza n'akatare,eby'esente, okugaita hamu bamemba, hamu n'obwegyese.

AMADAARA

Idaara ry'okubanza

Baganisamu ekitebe omu bukoro reero oshabe buri kakoro kuhajaana n'okuhandiika emirimo / emigasho ya kamwe aha kakiiko. Reka buri kakoro kaherezeyo ebigarukwamu byako, mubihandiikye kandi mubigyerageranise n'ebyomusomesa.

Notisi z'omusomesa

Obujunanizibwa bukuru bw'akakiiko

- Kurambura entatsya y'ekitebe
- Kugambira bamemba
- Kurinda ekishushani ky'ekitebe / ekitongore
- Kutekaho ebiragiro z'ekitebe
- Kutoorana bamemba aha bukiiko bukye butri bumwe na bumwe
- Okwecumintiriza aha mikorere y'ekitebe

Obujunanizibwa bw'akakiiko k'okurambura

- Kurambura entatsya y'ekitebe
- Kugambira bamemba
- Kurinda ekishushani ky'ekitebe / ekitongore
- Kutekaho ebiragiro z'ekitebe
- Kutoorana bamemba aha bukiiko bukye butri bumwe na bumwe
- Okwecumintiriza aha mikorere y'ekitebe

Obujunanizibwa bw'akakiiko k'okurambura

- Kuhamya ebihandiiko by'embarira byatebekanisibwa omu bwiire kandi omuringo ogurigwe.
- Kuhamya ngu obureberezi bw'omunda bwatungurwa, bwakorwa kandi bwakurirwa kurugirira aha biragiro z'ekitebe ebiteirweho.
- Kurinda ebihama omu kukora aha ebikaguzobyabamemba rundiebyetaago z'ekitebe kusobora kuhika ha ncwamu eriyo.
- Kwanjurira orukurato rwabamemba boona aha mirimo y'akakiiko.
- Kurambura emirimo y'akakiiko kurabira omu kushoma ebyenyima buriijo.
- Kweta enkiko zaho naho ahukirikwetagisa.

Akakiiko k'ebyesente

- Kuhereza ebyesente okubyemereire omu kitebe
- Okuronda ebikora (eby'omunda hamu n'aheru)
- Entekateeka hamu n'embarira y'ebyesente
- Okuhayo ripoti
- Okubiika, okwahuraebitabo n'ebihandiiko
- Kureberera entatsya y'ekitebe

Akakiiko k'emishango

- Kwakiira okwetomboita kuruga omu bamemba
- Kushoorora esaaha, eikiro hamu n'ekikaarogw'encwamu
- Okuhurikiriza embaju zoonza
- Okugarukanisa embaju ezirikukwatwaho
- Kusobora kubongyeraho omu b'obushoborozi abarikukirayo haba hatabireho kwikirizana

Akakiiko k'enkwatanisa hamu n'obwegyese

- Kutebekanisa okugaita hamu bamemba n'okuronda abakozi
- Kushoorora emyanya eriho omukutendekwa kwabamemba kandi akora purogamu okubaratendekwe.
- Okutebekanisa ebirikushendashenda abantu kumanya ekitebe
- Okwanjurira akakiiko akakuru

Idaara ryakabiri

Habuuzaabantu kuherezayo endiyo mirimo/ obujunanizibwa obubarikuteekateeka kuba obw'ebirungi kandi obushemereire kutekwaho omutima omukutebekanisa engenderwaho (edakiika 10)

Ekyokukora 5.3.6

Abanyakakiiko akakuru



Esaaha : Edakiika 30

Kurugirira aha ngyenderwaho y'ekitebe, abanyakakiiko harimu; ceyamaani, omukonyezi we, karani/ omuhandiiki, hamu n'omwahuuzi. Buri omwe omuri aba ayine emirimo ye nk'oku erikushoboroorwaho omu mateeka g'ekitebe.

Idaara ryakasatu

Kusobora kusoborora gye emirimo ya buri munyakakiiko, habuuzaabantu kugarukamu eebikaguzoebi ahifo. Buri kibuzo kukirabe nikishomwa, ronda ekigarukwamu kyawe nk'omuntu reero okibaganeho nabamemba abandi. Bashemereire kuhika aha kwikirizana batakagire aha kibuzo ekindi.

1. Naraha akukora emirimo ya ceyamaani obwakuba atariho rundi atarikusobora kuhikiriza emirimo ye?
 - a) M aneja
 - b) Omukonyezi wa ceyamaani
 - c) Omuhandiiki
 - d) Omwah uuzi
2. Naraha orikubiika orukarara rw'abamemba n'ebihandiiko by'enkiiko zoona ez'obukiiko hamu n'orwabamemba boona?
 - a) Ceyamaani
 - b) Omukonyezi wa ceyamaani
 - c) Omuhandiiki
 - d) omwah uuzi
3. Naraha orikushashura emihendo yooka nk'oku akakiiko akakuru kasharamu hamu n'okukyebera yaba esente eziriho, ezirikwerekwa omu bihandiiko byooka hamu na za ripota ezahebwayo omu kakiiko akakuru zaba zihikire?
 - a) Ceyamaani
 - b) Omukonyezi wa ceyamaani
 - c) Omuhandiiki
 - d) omwahuuzi
4. Naraha akutekaniza niotisi hamu n'ebyenyima by'orukurato?
 - a) Ceyamaani
 - b) Omukonyezi wa ceyamaani
 - c) Omuhandiiki
 - d) omwah uuzi
5. Naraha akwebemba enkiiko nokugumya ngu ebiragiro n'amateeka byooka byakurirwa?
 - a) Ceyamaani
 - b) Omukonyezi wa ceyamaani
 - c) Omuhandiiki
 - d) omwahuuzi
6. Naraha oyine obusobozi aha sente zoona hamu n'ebihandiiko by'esente z"ekitebe?
 - a) Ceyamaani
 - b) Omukonyezi wa ceyamaani
 - c) Omuhandiiki
 - d) omwah uuzi

7. Naraha orikubiika engenderwaho y'ekitebe,ebihandiiko by'bwamemba hamu n'ebindi bihandiiko byebirungi?
 - a) Ceyamaani
 - b) Omukonyezi wa ceyamaani
 - c) Omuhandiiki
 - d) omwahuuzi

Idaara ryakasatu

- i. Habuuzabamemba kuherezayo emirimo yabanyakakiiko akakuru.
- ii. Handiika ebigarukwamu kandi obigyeragyeranise na notisi z'omusomesa ezi ahaifo.

Notisi z'omusomesa

Emirimo ya ceyamaani/ orikwebemba ekitebe.

- Nabuganisa emirimo y'ekitebe
- Natebakanisa kandi ayebebera enkiiko hamu n'okugaruka omubicweka
- Nahiga bamemba boona kwejumbira omu kuhajaana, okusharamu hamu n'okukora.
- Narebuka ngu engenderwaho y'ekitebe yakurirwa.
- Narebuka ngu omuhandiiki hamu n'omwahuuzi bakora emirimo yaabo.
- Narebuka ngu bamemba bashashura esente nk'okuzikirizibweho
- Nahereza ebyokukora.
- Narebuka ngu imbarira y'emirimo yakurirwa
- Narinda obusingye omu kitebe kyabahingi hamu n'okugaita entaniso ezirikubaho ahagati yabamemba.
- Najwekyera ekitebe omu nkiiko nab'ebembezi abandi.
- Nataho omukono aha nshohoza y'ebyenfuna z"ekitebe ekyokuroraho nk'esente, ebikora

Emirimo y'omuhandiiki

Omuhandiiki najunani bwa aha bihandiiko z"ekitebe ky'abahingi. Na:

- a. Handiika enkuririro n'ebyenyima, kandi abiika ebihandiiko byarikweja omunki i ko.
- b. Nahiika enkaara z'abamemba, engenderwaho,ebiragiro, imbarira ya bizinesi n'ebindi bihandiiko by'ebirungi.
- c. Shomera ahaiguru ebyenyima by'orukurato.
- d. Koragana n'byempurizagana omunda n'aheeru y'ekitebe
- e. Yamba ceyamaani

Emirimo y'omwahuuzi

Omwahuuzi nareberera esente z'ekitebe ky'abahingi. Na:

- Rinda kandi areberera esente z'ekitebe ky'abahingi.
- Biika ebihandiiko by'esente z'ekitebe ky'abahingi
- Yanjurira bamemba aha nshohoza hamu na risiti, eziriho rundieziri aha banka.
- Yakiira esente ahabw'ekitebe ky'abahingi hamu n'okuhereza risiti ahabw'esente eziyayakiira.
- Biika ekitabo ky'esente hamu na za risiti z'ebintu ebyagurwa, ebiguzibwe hamu n'esente ezayakiirwa.
- Bara esente ezibikirwe ekitebe ky'abahingi omukubaho kwabamemba.
- Tebekanisa enkaara z'esente nkoku kirikwetagwa n'ebitongore ebyaheeru nka abarikuhereza obuyambi, banka za gavumenti.

EKICWEKA 5.4 EBIRUNGI HAMU N'EBIRIKUSHANGWA OMU NGYENDERWAHO Y'EKITEBE.



Esaaha: Edakiika 05

Enturikiriro

- Turebire aha mirimo hamu n'obujunanizibwa bw'ebitongore bitari bimuna bimumu kitebe.
- Okukora kurungi emirimoyaabo, ekitebe nikiteekwa kugira engenderwaho eshemereire kukururirwa buri memba rundiekitongore.
- Engenderwaho n'ebiragiro z'ekitebe ebirikushoroora amaani n'emirimo y'ebitongore, obugabe bumwe ahari bamemba b'ekitebe.



Esaaha: Edakiika 155

Ebigerenderwa:

Aha muheru gw'ekicweka abantu nibajja;

- Kukyenga ebintu bikuru ebirikushangwa omu ngyenderwaho y'ekitebe ky'abah i ng i
- Kusobora kusoborra ebirungi gw'engenderwaho
- Kukora engenderwaho y'okureberaho

Obutumwa bukuru

Engenderwaho neyecumintiriza aha bigyendererwa,

- ebiragiro z'ekitebe ky'abahingi kandi ehereza enyorekyerero yona y'ekitebe.
- Buri kitebe kyabahingi nikyeta kugira engenderwaho yakyo ehamiibwe kandi erikukyengwa bamemba ahabw'enkor nungi y'emirimo

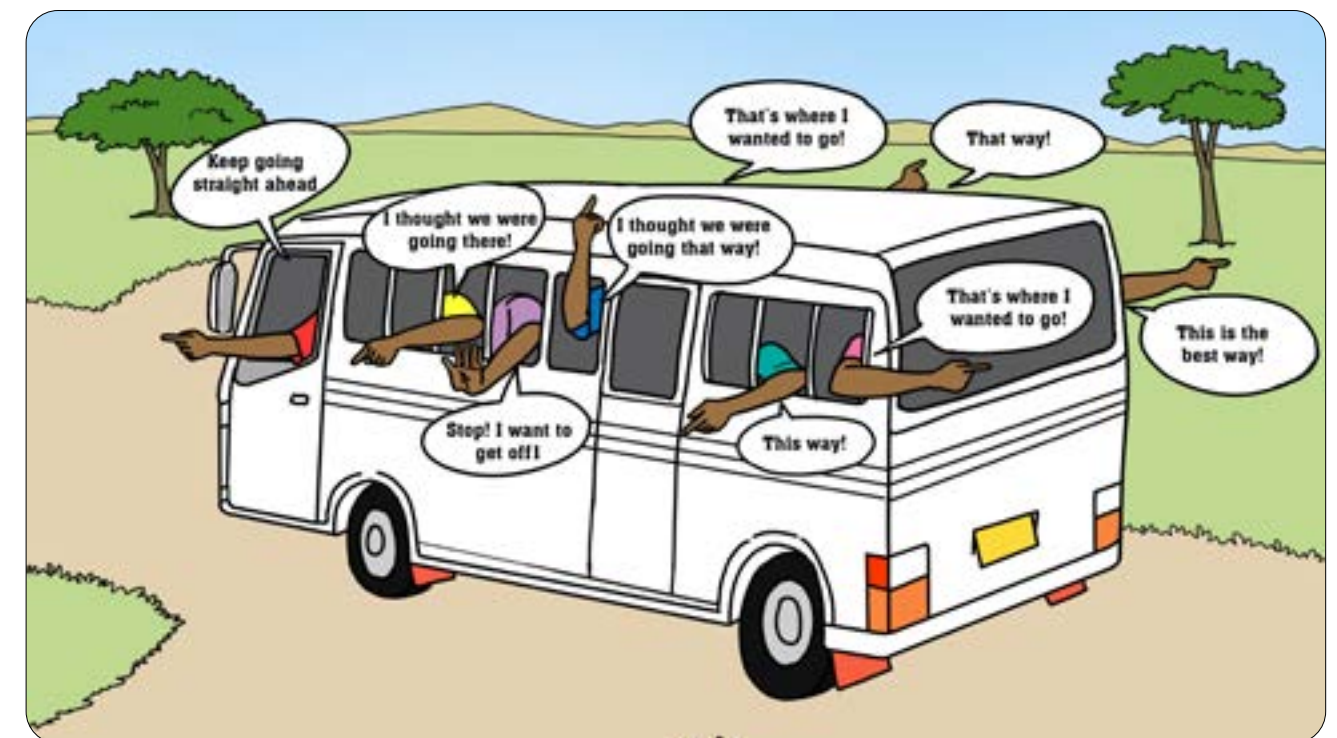
AMADAARA

Ekyokukora 5.4.1

Ebirungi hamu n'ebirikushangwa omu ngyenderwaho

Okukozesa basi (Edakiika 20)

Yoreka abantu ekyapa kandi obashabe kukyetegyerereza emirundi eshatu.



Tsigara nogyenda omu maisho

Ebirungi gwokugira engenderwaho
Barekye bahajaane aha kishushani kumara edakiika 05 barikwecumintiriza aha kishushani n'eki ekishushani kirikusoborra.

Manya ebi:

Abantu kubakugiramu obuzibu omukushoborekyerwa ekyapa, borekyerere kukyenga ngu buri omwe ari omu basi nayenda basi emutware omu'handaga gwe kandi ekitakabasika.

Notisi z'omusomesa

- 1. Ahabwenki buri omwe ari aha basi nateekateeka kumutwara omu muhandagwe?
 - 2. Embeera nk'egi eriyo nebaho aha basi nebaho omu bibombe by'abahingi?
 - 3. Yaba eri yeego, ahabwenki embeera nkezi nizibaho kandi niziretaka aha bigombe by'abahingi?
 - 4. Nitubaasa tuta kurora ngu embeera nkezi tizabaho omu kitebe kyaitu ky'abahing i ng i?
- Manya ebi;**
Aha kibuzo ky'ahamuhuru abantu baherezayo ekyetaaga ky'ekitebe ky'abahingi kuba n'ebigenderwa birikweyoreka kuruga omukutandika, ebiragiho birikwecumintiriza aha noha oshemereire kutaaha omu kitebe n'ekibashemereire kuteekateeka kufuna omu muringo gw'endagiriho, obugabe hamu n'ebigenderwa.

Habuuzamurukurato

- Ni biiha ebishemereire kuba omu ngyenderwaho n'ahabwenki? Engenderwaho nekorwa eta? / engenderwaho yabo
- ekakorwa eta ? Ni mirimoki:
- a. abebembezi b'ekitebe
- b. bamemba baburijjo baine kukora omu kutaho engenderwaho?
-

CONSTITUTION	
- Basic information on the farmer group	
- Membership Criteria	
- Composition of Management Committee	
- Election Procedures	
- Removal of officers between Elections	
- Meeting	
- Members joining and leaving the group	
- Savings Policies	
- Loan Policies	
- Social Funds Policies	
- Fines	
- Record keeping	
- Core social responsibilities	
- Arbitration	
- Amendment of the Constitution	

ebirikushangwa omu ngyenderwaho

Yikiriza abantu kuhajaana n'okubagana aha biteekateeko byabo, bifunze kandi mubyikirizaneho orikukozesa notisi z'omusomesa ezi ahaifo;

Notisi z'omusomesa

Ebirungi by'engenderwaho

- Engenderwaho neyetengwa;
- kuhereza omuganda gw'ebirikukuratirwa
 - kusoborra obugabe bwa buri memba hamu n'ebigenderwa aha kitebe hamu
 - nekitongore.
 - Kworeka amagoba n'ebirungi by'ekitebe rundi ekitongore ahari bamemba.
 - Ni eketago ky'ekitongore rundi ekitebe kusobora kwehandikisa na gavumenti rundikwiguraho akaunti omu banka.
 - Bamu bahereza obuyambi kusobora kukora n'ekitebe ky'abalimi rundi ekitongore nibetaaga kubanza kurora aha ngyenderwaho.

Engenderwaho eshemereire kukorwa idaalaaharindi, kandi eyesigame aha bigyendererwa z"ekitebe rundiekitongore. Ebigombe burijjo nibibaasa kutiiza engenderwaho kandi hariho emiringo y'omutindo eyi ebigombe by'abahingi barikusobora kukopa. Byaba nibikora nk'entandikiriro, bamemba barebukye ngu eyibakopa nehikiriza ebyetaago byaabo.

Endagiriro y'engenderwaho

- ebirikukwata aha kitebe ky'abahingi
- okuwakusobora kuba memba
- Ebirikukora akakiiko k'okureberera Emiringo
- Y'okutoorana abebembezi Kwiha
- abebembezi omu buruuru
- Enkiiko
- Bamemba abarikuza n'okuruga omu kitebe
- Ebiragiyo by'okubiika
- Ebiragiyo by'okweguza
- Ebiragiyo z"ekitebe ky'oburinzi bw'abantu
- Emitango
- Okwahuraebihandiiko
- Obujunanizibwa bukuru
- Encwamu y'emishango Okugarukamu
- Engenderwaho

Ekyokuroraho ky'engenderwaho y'ekitebe ky'abahingi

1. EBIRIKUKWATA AHA KITEBE KY'ABAHINGI

Eiziina ry'ekitebe.....

Oburugo; ahokutuura/posita/enamba y'esimu

.....

Ekitebe kikatandikwa (ekiro eki bamemba bayehandiikisizeho)

.....

.....

Bizinesi nkuru y'ekitebe – ebyamaguzi hamu n'emiringo y'emirimo

.....

.....

Enshonga eyareteire ekitebe kubaho

.....

.....

2. OMURINGO GW'OKWEHANDIKISA KUBA MEMBA

Emyaka y'okutandikiraho.....

Emyaka yokukomaho.....

Obuhangwa bw'omuntu.....

Ahokutuura

Omuringo ogundi

3. 3.ABANYAKAKIIKO AKAKURU

Ceyamaani

Omukonyezi wa ceyamaani.....

Omuhandiiki.....

Omwah uuzi.....

Omunyakakiiko.....

Omunyakakiiko.....

Omunyakakiiko

4. AMADAARA G'OKUTERA AKARUURU

- a. Omuhendo gwabamemba abarikwetaga kubaho orukurato rwaza kubaho
- b. Oburuuru nibyeija kuterwa emirundi engahi
- c. Emirundi erikukirayo eyi memba arikusobora kukora nk'omwebembezi omu mwanya gwoona ni:

- Memba ashemereire kuhebwayo n'okuhagirwa ondeijo memba batakamutereire karuuru
- Hakiri bamemba babiri (02) baine kwemereraho omuri buri mwanya kwonka ahari omwetsimbi omwe ashemereire kuhebwayo kuhamisirizibwa nk'owatooranwa bamemba abaingi
- Idaalary'okutera akaruuru niheija kukozeisibwa omuringo ogurigwe
- okusinga akapapura rundikwimutsya emikono kutera akaruuru.

5. OKWEIHA ABEBEMBEZI OMU MYANYA YAABO AHAGATI Y'OBURUURU

Buri memba w'orukungaana rwa boona nabaasa kusaba akaruuru k'obutesigwa omuri omunyakakiiko akakuru. Akaruuru nikabaasa kubaho enamba yabamemba erikugamwaho omu kicweka kya 4 baaba bariho. Akaruuru kamusinga memba naragirwa kuruga omu ntebe reero memba ondijjo akatooranwa kuza omu mwanya nigwo gumwe.

6. ENKIIKO

- Bamemba nibaragirwa kuba omuri buri rukurato. Enshonga ezirikwikirizibwa ahabwokubura omurukurato hatariho kushashura omutango ni;wiki. Hashemereire kubaho enkiiko ezindi ahabw'emigasho endiijo
- Ekitebe nikibaganisa ebyenfuna byakyo omu (omwezi hamu n'omwaka)

7. BAMEMBA ABARIKUZA HAMU N'OKURUGA OMUKITEBE

Memba yaba naza omukitebe, ashemereire kuhikiriza ebikwetagisibwaby'okuba memba. Harimu;

- Omutuuze w'ekyanga
- Ashashure esente zokuba memba hamu n'ebigenderwa ebindi byenfuna
- Arikukwatanisa
- Ayehireyo kugyendera aha ngyenderwaho y'ekitebe
- Ashemereire kuba ari omu myaka eyibarikwenda

Memba yaruga omu kitebe ahabwokubura ekindi ekyokukora (ekyokuroraho, nka bashwerwa bakagyenda) ekitebe nikyeija kubarira esente ezibashemereire kugarurirwa arikukozesa ekiragiho eki:

.....

.....

Memba yaruga omukitebe okwetorora kutakahwire hatariho nshonga etarimu makuru, okwihaho baaba bekundiire kurugamu, ekitebe nikyeija kubarira ezokubashashura barikukozesa ekiragiho eki

.....

.....

Enshonga ezirikuretera omuntu kubingwa omukitebe ni;

Memba yabingwa omukitebe, ekitebe nikyeija kubarira esente ezibaine kumushashura barikukozesa ekiragiho eki

.....

.....

Memba yafa, ekitebe

.....

.....

8. EBIRAGIRO BY'OKWAHURA ESENTE

Esente ezirikuhererukayo ezi memba ayiine kubiika buri rukurato ni

shillingi

Esente ezirikukirayo ezirikusobora kubiikwa ahari buri rukurato ni

shillingi

Memba yaremwa kubiika ebiragiho ebi nibyeija kukora

.....

.....

9. EBIRAGIRO BY'OKWEGUZA ESENTE

- Memba nayikirizibwa kugira loan emwe yonka
- Memba nabaasa kweguza yaheza kubiika hakiri esente ezirikwingana shs.....
- Memba nabaasa kweguza kuhika ahariobarizemu esente ezabikire omu sacco.
- Esente ezagurize ashemereire kuzishashurira omu (myezi).....
-
- Amagoba nigaija kwihwaho buri mwezi (esande ina ni
- Memba yabura kushashura esente ezo nkokukirikworekwa ekiragiho ekinikyeija kukora

.....

Memba yabura kushashura esente ahamuheru gw'okwetorora ebiragiho ebi nibyeija kukora

a) Emitango

b) Okutwarwa omu kooti

10. EBIRAGIRO Z"EKITEBE KY'OBURINZI BW'ABANTU

- Esente ezirikugyenda omukitongore aki buri rukurato nizeija kuba Shs
Memba yaremwa kuherezayo omugabo gwe ekiragiro eki nkyeija kukora.....

Esente ezi nizeija kukoze sibwa ahabw'enshonga ezi, nokushashurwa omuhendo ugu

Esente ezikirikushashura	Obuyambi (omuhendo)	Omuhenzo gwokweguza hatarimu magoba

Okuherezayo esente omu kibiina eki nikweija kwemere zibwa esente kuzirahikye shs

11. EMITANGO

Emeeza egi neyoreka emitango erakwihwehwoahabw'emishango eko zirwe bamemba.

Omushango	Omutango
• Okwosha orukurato ahabw'enshonga zawe	
• nk'omuntu (zitari ezo ezirikwikirizibwa ezayorekwa	
• omu kicweka kya 6)	
• Okwajja okyerereirwe omunkiiko	
• Okuteganisa enkiiko ekyokuroraho	
• okuganiriramu, esimu nebindi)	
• Okujooga ba memba b'orukungaana rwa boona	

13. OKWAHURAEBIHANDIIKO



- Ekitebe kishmereire kubiika ebihandiiko ebi;
- Engenderwaho
 - Ebyenyima by'enkiiko
 - Enkaara z'ebyesente (okubiika,okweguza,okushashura,obuyambi)
 - Enkaara zabarikweija omurukurato
 - Ebihandiiko ebyawe nk'omuntu (ebirikukwata aha musiri)

- Ekitabo ky'okukyebereraho bamemba
- Ez"ekitebe ky'oburinzi bw'abantu
- Okwahura
- Ahokushashurira eza soco fandi
- Emitango
- Esente ezeguzibwe (loan)
- Ekitabo ky'entatsya
- Notisi

Buri munyakitebe ashemereire kurora ngu ebintu ebi byarebererwa;

Buri memba asemereire kukuratira ebiragiro bya minisiture y'ebyobwomeezi kwetantara endwara nka sirimu,okurya kubi,omushwija,Covid 19, nezindi obuyonjo ekirukano,cholera, okugyema

Buri memba oyine abaana abahikize emyaka yokuza aheishomero arebukye ngu abaana boona bari omu eishomero. Obwegyese bw'omwana w'omwishiki bwecumintirizibweho hamu n'okutangira okushwerwa bakiri bato.

- Buri memba ashemereire kutsimba hakiri emiti eshatu buri mwaka.
- Memba ku arateme omuti gumwe, ashemereire hakiri kutsimba ebiri.

Tihariho kwahukanisamu, ba memba boona nibingana oyihiremu okutagyendera aha buhangwa bwabo n'emyaka yabo y'obukuru.

- Okukorra omu bwiire, okusaba ebyokukozesa, okubyara kara
- Esente z'okukozesa omubuzibu/ ekihingwa kubura kukura – rebuke ngu hiine esente ezabiikwa aharubaju kusobora kureberera ekizibu eki (abantu abu ebihingwa byaaabo bifire) obuzibu bwoona).
- Funa ebyokukozesa kuruga omu mynya eriyo ehamiibwe aba MAAIF/ ACDP.

Kuhakubamu entongane omukitebe abukirikukwataho baronde obuhereza bw'akakiiko k'ebizibu.

Omubaro gw'abamemba abarikuteekwa kwikiriza engenderwaho etakakoziwemurumuna
mpinduka ni;.....

.....

.....

Ekicweka 5.5

[illegible]

OKWAHURAEBIHANDIIKO



Esaaha : Edakiika 05

Ebigenderwa

Aha muheru gw'ekicweka, abantu nibajja;

- Kusoborra amakuru g'okwahuraebihandiiko
- Kuhereza emiringo etari emwe nemwe y'ebihandiiko ebiri omu kitebe ky'abah i ng i
- Kuhajaana ebirungi gw'emiringo etari emwe n'emwe y'ebihandiiko



Esaaha : Edakiika 30

Ekyokukora 5.5.1 Okwahuraebihandiiko

Habuzaabantu,

- Kusoborra amakuru g'okwahuraebihandiiko
- Kuhereza emiringo etari emwe nemwe y'ebihandiiko ebiri omu kitebe ky'abah i ng i
- Kuhajaana ebirungi gw'emiringo etari emwe n'emwe y'ebihandiiko

Habuzaabantu omurukurato kugarukamu eebikaguzoebi ahaiguru kandi ohandiikye ebigarukwamu. Gyeragyeranisa ebigarukwamu hamu na notisi z'omusomesa.

Okwahuraebihandiiko n'omuringo gw'okuhandiika ebyamaguzi hamu n'emirimo eri omu

Notisi z'omusomesa

kubarira. Nk'oku ebiragiro by'okubarira birikugyendera aha kuhikirira (amazima) hamu n'ebihandiiko bihikire, okwahuraebihandiiko nigw'omusingye gwokubarira

Ebi ni bimuaha bihandiiko ebi ekitebe ky'abahingi kishemereire kuba nabyo.

Enshohoza ya bizinesi:

M ushemereire kubiika satifiketi y'okwehandikisa, ebyenyima by'enkiiko, entetsya n'enshozo ya bizinesi.

Enkaara za banka:

Ezi n'obufunze bwentatsya n'enshozo aha akaunti ya bizinesi yanyu ya banka. Buri rukarara rwa banka nirworeka esaaha katugyeze nk'omwezi buri kuhwaho banka nebatsindikira ekihandiiko kurugirira aha bwiire obu mwashabire.

Ahokushashurira:

Ah'okushashurira h'ekitebe n'orukarara rw'abakozi abarikufuna emishaara yaabo buri mwezi.

Ebirikukorwaho :

Ebi n'ebyamaguzi ebiri aha ndengo zitarikushushana ebiriyo nibiteekwateekwa kusobora kuguzibwa. Omu harimu; ebyamaguzi ebyahwire (ebiriho kuguzibwa nka obuhunga) ebikora (kukoze sibwa kushohoza ebyamaguzi nka, ekicoori)

Ebiguzibwe :

Ebi n'ebihandiiko by'emirimo eyine akakwate n'obutunzi rundiomuhendo gw'ebyamaguzi ebiguzibwe omu bwiire obuhirweyo.

Entatsya :

Ogu n'omuhendo gw'esente aha enshohoza erikwihwaho kusobora kumanya esente ezitahiibwe.

Esente eziriho :

Ezi n'omuhendo mukye gw'esente ogurikukozesibwa aha nshohoza haba hatabireho okuhandiika cheki (cheque) ahabw'emitendera eri omu kuhandiika cheki.

Invoices:

Eki n'ekihandiiko eki omuntu orikuguza arikuhereza omuguzi kirikworeka ebintu, obwingi, n'emihendo eyibayikirizana ahabw'ebintu ebiyamuha.

Orukarara rwokuguriraho:

Ekihandiiko eki omuguzi arikutsindikira orikuguza arikweraganisa kushashura yaheza kufuna ebyamaguzi ebiyabeire nashaba. Buri rukarara oru niruba rwineho enamba eri kuyamba owagura n'owaguza kusobora kurondana ahabw'ebintu hamu n'okushashura.

Ekyokukora 5.5.2

Ebirungi gw'okwahuraebihandiiko.



Esaaha : Edakiika 50

Habuzaabantu;

- Kuhereza ebishemereire kuba omu bihandiiko ebi (ekitabo ky'esente, ekitabo kya banka, ririti n'akapapura kokushashurira.)
- Kuhereza ebyokureberaho by'ebitabo ebyo kandi obuuze abantu omuribo kuhakuba harimu orayijwize omuri kimwe omu bitabo ebyo reero ayorekyerere abandi okubarikukikora. Handiika ebigarukwamu byabo kandi obigyeragyeranise na notisi z'omusomesa ahaifo.

Risiti nateekwa kubaho:

- Enamba ya risiti
- Ekiro okushashurwa obu kwakorwa

Notisi z'omusomesa

- Oyiine omurimo gw'okukuma ebihandiiko birikumara. Ekyokubanza, oyiine -
- kubiika ebihandiiko birikumara omu mateeka.
- Kubiika ebihandiiko
- kukuyamba kukurakurana bizinesi yaawe.
- Kukora omusingye gw'amagezi kuyamba abakozi baawe kukura hamu n'okutunguuka.
- Okwahuraebihandiiko
- nikikuyamba kukozeza gye esaaha bwawe.

Cash Receipt

THE APARTMENTS OF GRACE

0772888205
0774418864

RENT RECEIPT



Received with thanks from:.....

No.

Date.

The sum of shillings:

Being payment of:.....

- Eiziina ry'omuntu/ ekitongore ekyashashura
- Omuhendo ogwashashurwa
- Ebirungi gw'okushashura
- Ezatsigarayo (kuzakuba ziriho)
- Omuringo gw'enshashura (eziriho, cheki, mobile money nebindi)
- Eiziina na sayini y'omuntu owayakiire esente

Payment Voucher

Akapapura k'okushashriraho nikateekwa kuba nebi;

- Enamba y'akapapura
- Ekiro okushashurwa obu kwakorwa

PAYMENT VOUCHER

Date:

Invoice No:

Payee:

(as supported
by the attached
documents) by:

Cash

Cheque

Transfer

Date

Month

Year

Please tick against mode of payment

S/No	Particular	Qty	Unit Price	Amount
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
			Total	

Bank Account

Cheque No.

Prepared by

Sign Date

Approved by:

Sign Date

- Eziina ry'omuntu / ekitongore ekyayakiire esente'
- Ebintu ebyagurwa; esente za buri kintu hamu n'omuhendo gw'ebintu byoona
- Ku arabe yashashura na cheki hashemereire kuba hariho enamba ya akaunti na cheki
- Eziina na sayini y'omuntu owahandikire akapapura hamu n'ebiro obu yakahand ii ka.
- Eziina na sayini y'omuntu owahamize okushashura hamu n'ebiro obuyahamya.

Ekitabo ky'esente

Ekitabo ky'esente nikibaasa kuba akatabo ka buriijo k'okuhandiikamu. Omwahuuzi nahandiika buri kaire esente ezaretwa rundiezayihwa omu eibikiro aha runyiriri orutsya omu katabo ka sente.

Emeeza egi nehereza ekyokuroraho ky'ekitabo ky'esente

- Orunyiriri 1** nirworeka esente ezabaire ziri omu eibikiro aha kutandika kw'omwaka. Ezi nizihandikwa omu kanyiriri ka balansi.
- Orunyiriri 2** nirworeka esente ezirikuhebwayo bamemba buri mwaka (10,000 kuruga omu bamemba 20) ezabeire zibikirwe. Esente ezashashwire omu kabokisi k'esente zikaba ziri 200,00 = Ezi nihandikwa omu kakanyiriri k'enshashura. Omugaite omutsya niguhandikwa omu kanyiriri ka balansi. Amaziina g'abamemba hamu n'omuhendo ogubashashwire nigworekwa omu regisita y'abamemba.
- Orunyiriri 3** nirworeka esente z'okwehandikisa z'abamemba 5,000 kuruga omuri buri memba (bamemba 05, omuhendo oguteirwe omu kabokisi kasente ni 25,000= ugu omuhendo niguhandiikwa omu runyiriri rwa balansi. Amaziina g'abamemba n'omuhendo ogubashashura nigorekwa omu regisita y'abamem ba.
- Orunyiriri 4** nirworeka ngu ekitebe kikagura obushaho 100 buteine kirimu ahari 1,000 buri kamwe. Omwahuuzi akatwara 100,000 kuruga omu eibikiro kushashura obushaho. omuhendo niguza omu kanyiriri k'enshashura.
- Orunyiriri 5** nirworeka ngu omwahuuzi akakozesa 5,000= aha byentambura kugyenda kugura obushaho 100 buteine kirimu. Akaziha omu eibikiro. Omuhendo niguza omu kanyiriri k'enshashura
- Orunyiriri 6** nirworeka ngu omwahuuzi akatwara 500,000= omu banka. Zikiihwa omu eibikiro nahabwekyo nizihandikwa omu kanyiriri k'enshashura, (Nizijja kuhabdikwa zonka omu katabo ka banka nk'ezashashurwa.)
- Orunyiriri 7** nirworeka ngu ekitebe kikeihayo 2,000,000= kuruga omu banka, bazita omu eibikiro reero kuhahweireyo ebiro 05, bazikozesa kugura embibo n'ekijumusa. Omuhendo niguhandikwa omu kanyiriri k'enshashura. Omugaite omutsya omu eibikiro guhandikwe omu kanyiriri ka balansi. (nizeijwa kuhandikwa aharubaju omu kitabo kya banka nka ezashohora)
- Orunyiriri 8** nirworeka ngu Mary, orikukurira ebyakatare omu kitebe, akaza aha duuka kugura embibo hamu n'ekijumusa kuruga owa kayungirizi w'ebikora. Omwahuuzi akeihayo 10,000= omu eibikiro yazisahshurira entambura ye.

- Orunyiriri 9 nirworeka**, ngu Mary orikukurira ebyakatare omu kitebe akaza aha duuka kugura embibo hamu n'ebijumusa kuruga owa kayungirizi w'ebikora. Omwahuuzi akeihayo 2,000,000= omu eibikiro yabishashurira.

Emeeza 1: Ekyokuroraho ky'ekitabo ky'esente:

Ekitabo kya banka

Ekitebe kyaba kiine akaunti omu banka kishemereire kwahura ekitabo kuhandikamu

S/N	Ebiro	Ebintu	Ezishohwire (ug.shs)	Ezitahiibwe (ug.shs)	Ezitsigeire (ug.shs)
1	03/01/2020	Ezibeire ziriho kuruga omwaka oguhweire			1,000,000
2	05/01/2020	Ezirikuhebwayo ba memba buri mwaka		200,000	1,200,000
3	06/01/2020	ahabwa bamemba 20 (20 X 10,000) Ez'okwehandikisa kuba memba ahabwa bamemba		25,000	1,225,000
4	08/01/2020	abatsya (5 X 5,000)	100,000		1,125,000
5	08/01/2020	Okugura obushaho 100 (1 00x1,000)	5,000		1,120,000
6	08/01/2020	Okutambura kw'omwahuuzi kuza	500,000		620,000
7	20/01/2020	kugura obushaho		2,000,000	2,620,000
8	25/01/2020	Ezistirwe omu banka Ezihirwe omu banka	10,000		2,610,000
9	25/01/2020	Okutambura kuza kugura embibi hamu n'ebij umusa Okugura embibo hamu n'ebijumusa	2,000,000		610,000

eby'esente eza banka.Eki nikikorwa omu muringo gumwe nkoku ekitabo ky'esente kirikworekwa omu meza ahaifo.

Emeeza 2 : Ekyokuroraho ky'ekitabo kya banka

- Orunyiriri 1** nirworeka esente ezatsigeireho omwaka ogwahweire ezrikwingana 5,000,000=

b. **Orunyiriri 2** nirworeka ngu omwahuuzi akatwara esente ezirikwingana 500,000= omu

S/N	Ebiro (2020)	Ebintu	Ezishohwire (ug.shs)	Ezitahiibwe (ug.shs)	Ezitsigeireho (Ug.shs)
1	03/01/2020	Ezatsigaire aha z'omwaka ogwahweire			5,000,000
2	08/01/2020	Ezitiirwe omu ban ka		500,000	5,500,000
3	20/01/2020	Ezihirwe omu ban ka ahabw'em bi bo hamu n'ebij umusa	2,000,000		3,500,000

banka (yijuka akaziiha omu eibikiro kandi akazihandiika omu kitabo ky'esente.)
c. **Orunyiriri 3** nirworeka ngu ekitebe kikeiha omu banka esente ezirikwingana 2,000,000= kugura embibo hamu n'ebijumusa.

Ekyokukora 5.5.3

Esente z'ekibiina zikabaasa kurindwa gye zita?

Yikiriza bamemba kuhajaana aha kibuuza, ohandikye ebigarukwamu reero okzese notisi z'omusomesa ezi ahaifo kworekyerera, kwikirizana hamu n'okufunza ebigarukwamu byabo.

Omuringo gw'okubarira ogwanguhi.

Omuringo gw'okubarira ogwanguhi nigukorwa ebintu bina;

Notisi z'omusomesa

Omwahuuzi nareberera esente z'ekitebe., kandi aynjurira ekitebe aha nshohoza yoona ekozirwe hamu nezibatsigeize. Haba hariho esente ezashohozibwe, ayine kuzihandiika arikworeka omuhendo gwazo hamu nekizakozire.sente kuzakuba zaguzibwe, omwahuuzi nateekwa kuhandiika omuhendo gw'esente ezo, owuyazihire hamu n'obuzirashashurwe.

- a. Eibikiro erikutsibwa
- b. Ekitabo ky'esente ahu entatsya hamu n'enshozo yoona birikuhandikwa.
- c. Ekitabo kya banka (ekitebe kyaba kiine akaunti omu banka)
- d. Failo z'okukwata risiti hamu n'ebindi bihandiiko omu order. Ekitebe nikyeija kwetaaga failo emwe ahabwa risiti z'esente n'endiijo ahabwa risiti za banka hamu n'enkaara.

Eibikiro ry'esente

Eibikiro ry'esente nahu omwahuuzi arikubiika esente z'ekitebe, ekitabo kya banka rundikadi ya banka hamu na risiti ezindi ezitakateirwe mu failo. Nikiteekwa kutsigara kibikirwe kandi

hatsibire n'ekishumuruzo kishemereire kuba kibikirwe omu mwanya ogurinzirwe gye. Hariho emiringo etari emwe nemwe y'okuhamya ngu eibikiro ry'esente riri omubukumi. Omwahuuzi nayikirizibwa kweigura eibikiro haba hariho enkiiko z'ekitebe, omu maisho gabamemba boona.

- a. Omwahuuzi nayikirizibwa keigura akabokisi haba hariho hakiri ondiijo muntu omwe.
- b. Omwahuuzi nabiika akabokisi k'esente kwonka ondiijo muntu niwe arikubiika ekishumurizo. Boona nibaragirwa kubaho kwigura akabokisi.
- c. Akabokisi k'esente nikabaasa kutebwaho ekufuru ibiri rundiishatu buri emwe n'ekishumurizo kyayo.abantu batarikushushana babikye ebishumurizo kugira ngu boona babe bariho akabokisi kaba nikeigurwa.
- d. Esente ezibikirwe omu kabokisi k'esente buri zikutekwamu rundikwihwamu nizihamdikwa omu kitabo ky'esente.

Fayilo

Esente zaheza kwihwa omu kabokisi rundibanka nihaba hashemereire kubaho akapapura akarikworeka owazitwara n'okuzakozesibwe.egi nebaasa kuba eri risiti kuruga ow'omushubuuzi rundieduuka. Abashubuzi bamwe hamu n'amaduuka nibaheraho risiti waba otagihirwe nikibaasa kwetagisa kubuuza. Yaba etariho, omuntu owakuguza afune akapapura ahandikyeho ebiro, ekiwagura, omuhendo kandi akahamye arikutekaho sayini.

Omwahuuzi natwara ezi za risiti zoona omu fayilo kandi azitebekanisa gye. Okusobora kukikora kurungi noyetaga kubanza kuzifumuramu obuhanda reero ozi kwase Ahari buri risiti, omwahuuzi ashemereire kuhandikaho enamba erikushushana gye omu fayilo obwo enkuru zirikubanza ahansi reero entsya zikatebwa ahamutwe. Ahari buri risiti, omwahuuzi ahandikyeho enamba erikushushana negyo eri aha akatabo k'esente rundiaka banka.

- a. Ekishushani 1 nikyoreka ekyokuroraho kya risiti.
- b. Ekishushani znikyoreka ekyokuroraho ky'akapapura kokushashuriraho.

Nikirungi munonga kubiika risiti omu fayilo aho naho zaheza kwijja. Eki kyaba kitarikubasika, reero omwahuuzi arondeho akaire akandi kokuzitereza hakiri nk'omurundi gumwe omu sande. Ogu omurimo ni mukuru nahabwekyo otabanza kurinda risiti kukanya ngu obone kuzikoraho.

Okukebera yaba ebiri omu eyahurro ry'esente nibisisana n'ebyo ebiri omu kitabo ky'esente.

Omwahuuzi asemerire buriijo (hakiri omurundi gumwe omu sande) yaba omubaro gw'esente oguri omu eibikiro gurikushushana n'omugaite oghererukireyo omu kitabo ky'esente. Gwaba gurikwahukanamu, omwahuuzi nateekwa kuronda enshonga

ahabwenki;

Hariho owayebwa kuhandiika risiti ahabw'esente ezibashohoza rundiezibata omu eibikiro?

- Harimu enshobe omukugaita omu kitabo ky'esente? (zigarukyemu ozibare butsy)
- Harimu enshobe om'esente ezibandikirwe omu kitabo ky'esente? Kyebera za risiti kuhamya emihendo yaba eriyoye)
- Esente zabarwa kurungi? (garukamu obare kuhamya omuhendo gwaba g u hi ki re)
- Hariho owayiha esente omu eibikiro ataine rusa? (noha owakubasaa kuba yakikora)

Okukyebera z'akaunti

Buri myezi eshatu rundiaha muheru gw'omwaka,omwahuuzi naragiirwa kukyebera z'akaunti. Za risiti hamu n'omubaro oguri omu kitabo ky'esente hamu n'ekya banka niguteekwa kuba nigushushana.

- Hashemereire kuba hariho risiti ahabwa buru runyiriri omu kitabo ky'esente rundiekya banka.
- Ebiro by'okwezi nibiteekwa kushushana.
- Omugaite gw'esente oguri omu kitabo ky'esente niguteekwa kuba nigushushana n'ogwo oguri omu eibikiro.
- Omugaite oguri omu kitabo kya banka niguteekwa kuba nigushushana n'ogwo oguri omu rukarara rwa banka hamu n'omugaite gwa za risiti zoonza.

Aha muheru gw'omwaka, abakyebezi b'ebitabo nibaragiirwa kukyebera za risiti zoonza hamu n'omugaite n'obwegyendesereza kuhamya ngu buri kimwe kihikire.

Ekyokukora 5.5.4

Ni birungi ki byokugira akaunti omu banka ahabw'ekitebe?

Yikiriza bamemba kuhajaana ekibuuze, handiika ebigarukwamu byabo kandi okozese notisi z'omusomesa ezi ahaifo kworekyerera, kwikirizana hamu n'okufunza ebibagarukamu.

Ekicweka 5.6

OKUTEKANIZA EMBARIRA Y'ENKORA

Notisi z'omusomesa

Ebirungi by'okugira akauni omu banka.

Ekitebe kyaba nikikwata esente nyingi, kishemereire kwigura akaunti omu banka. Eki n'ekiteekateeko kirungi ahabw'enshonga zitari zimwe nz zimwe.

- Esente ezibikirwe omunju y'omuntu nizibaasa kwibwa kwonka eziri omu banka zirinzirwe gye.
- Esente eziri omu banka nisisoborra kukora amagoba.
- Akaunti ya banka nesoborra kukozebisibwa omu by'obushubuuze nk'okugura

ebikozesibwa hamu n'okuguza eb omu misiri.



Esaaha : Edakiika 05

Enturikiriro

- Mwebare kuhika aha businguzi. Mwahezayo emitwe yoonza.
- Ebintu ebyatsigara kukora n'okumaririza enteekateeka zoonza reero mukaigura bizinesi yanyu. Nk'ekyokukora ekirikushembayo, nimweija kuteekateeka imbarira yanyu y'enkora.

Ebigenderwa

Aha muheru gw'ekicweka eki abantu nibaija kushoroora emirimo eyi ekitebe kyarate omu nkora omu myeezi eshatu, obu birakorwe, orabikore hamu n'ebikora ebirikwetagisa. N'ekyebirungi kugira ngu emirimo eteekateekirwe yagarukwamu ahari buri muheru gw'emyezi eshatu kushoroora ebyo ebikozirwe hamu ney ebitakakozibwe. Eki nikyeija kuyamba ekitebe kuteekateekyera emyezi endijo eshatu

Ekyokukora 5.6.1

Okukora imbarira y'enkora



Esaaha : Edakiika 40

Shaba ekitebe kumaririza imbarira y'enkora barikurora aha mirimo emwe ehandikirwe omu kanyiriri k'okubanza' mwaba mwaguhize, muze aha runyiriri orurikurataho. Omu

kanyiriri 2,mworekye obu muraije kukora aha murimo ogu. Omukakashatu, handiika omuntu rundiabantu abahirwe obujunanizibwa bw'okwebembera okumaririza omurimo. Ahamuheru, omu kakana mworekye ebikora ebirikwetagisa (ebyomunda hamu nebyo ebirikuruga aheeru.)

Idaara ry'okubanza

- a. Gambira abantu ngu emirimo ey'amaani ehandikirwe omu kanyiriri k'okubanza
- b. Bagambire borekye obu omurimo gurakorwe (kanyiriri 2)
- c. Habuuzaabantu kworeka orakore emirimo (akanyiriri 3)
- d. Babuuze kuhandiika obuyambi oburikwetagwa ahari buri murimo.
- e. Reka babagane aha bigarukwamu byaabo, bahajaane hamu nokwikirizana aha bwiire, abantu abarikujunanibwa hamu n'obuyambi oburikwetagwa.

Idaara ryakabiri

Gambira abantu kuhandiika rundikwongyeramu endiijo mirimo eyibarikuteekateeka ngu ekitebe kishemereire kukora omu bwiire bumwe kwonka etayorekwa omu

Emirimo eyine kukorwa	Nimwija kubikora dihi?	Naraha orabikore?	Obuyambi obumuraije k
1. kingura okusaba kuba memba gumya obwa memba			
2. Mugarukyemu rundimukore engenderwaho			
3. Mukore orukunagana rw'abonahamu n'okutoorana abembezi			
4. Conduct General Assembly and election of leaders			
5. Agenda • Mukore engenderwaho • Mukore imbarira ya bizinesi • Mukome abebembezi • Mutandiee okushoroza • esente kuruga omu • bamemba • Mutandikye kuronda obundi • burugo bw'esente • Mutandikye okuramuza • n'abaguzi • Mutandikye kuramuza • n'abarabahereze • ebyokukozesa • Okugura ebikora / • okwombeka • Okurambura enshohoza • yabamemba aha rurengo • rw'emisiri • Mutandikye okwahurahamu • n'okweguza • rundimutandikyeho • okwahurakutsya hamu • n'ebyamaguzi byah'eibanja • Okwigura bizinesi			

OKUSIIMA

Engenderwaho egi ekozirwe timu y'abantu kuruga omu kicweka kya bizinesi y'ebyobuhingisay'ekitebe kyabeteraine kya Uganda hamu n'obuhabuzi bw'abakugu kuruga omu minisiture y'obuh, oburiisa hamu n'obujubi (MAAIF) aha puroguramu yokwimukya ebyobulimii n'oburiisa kuraba omubusubuzi (ACCDP).
Okwebaza kw'omutaano nikuza ahari:

TIMU YA UCA

1. Justine Nalubega Ssesanga
2. Timothy Agaba
3. ProssyEgibwa
4. Robert Asiimwe
5. Rose Angeyango
6. Richard Sempijja
7. Timu ya MAAIF/ ACDP
8. Stephen Ojangole
9. Fredrick Muhanguzi
10. Abarikukurira ebyobushubuuzi
11. Obukiiko kuruga aha disiturikiti



PUROJEKITI Y'OKWIMUKYA OBULIMI N'OBURIISA

**Okwimukya abalimi kuraba
omubusubuzi obwiine akakwate
n'ebitebe by'abah i ng i.**

**ENGENDERWAHO
Z'ENKURANKURANA
Y'EKITEBE KY'OBULIMI.**