



ENKORESA Y'EMIHANDA Y'AMAKURU

Okukoryo ahabakazi abari omuby'obutegyeki

OKWAMUNANA 2020

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OKUSIIMA

Nobu abakazi behiireyo munonga kandi bakatamu bingi, abebyamakuru omu Uganda ebirimu za rediyo 300/ na tiivi hamwe na kampuni z'amahurire 20 nibabigambaho kake. Nibeeyongyera kuguma nabajwekyerwa bakye omuza kampuni z'amakuru ezabantu buntu hamwe neza gavumenti. Tikiyaambire munonga n'obu haraabe hariho za puroguraamu z'okutunguura abakazi n'okubatamu amaani, harimu n'ebiragiro by'enkura y'abantu ebirikugyema okutasosorwa omubyenkura y'abantu. Okucondooza ahabyakwasirwe abebyamakuru omukaruuru kaboona aka 2016: Okushwijuma ebyamahurire ahari: www.umwamamafm.co.ug/wp-content/uploads/2016/03/AGender-Analysis-report-on-media-and-Elections.pdf kukahamya ebyarugire omukucondooza okwakoziirwe omumahanga agandi omunsi yoon. Abakazi nkab'eb'obutegyeke nina abateezi bakaruuru bakatunga omwanya omuby'amakuru obucweka 20 ahari igana.

Okucondooza okwakoziirwe enyimaho ahabakazi abari omubyobutegyeke hamwe n'enkozesa y'ebyamakuru neeyoreka ngu okuguma nibasosorwa omunkozesa y'ebyamakuru neekyendeeza olkubarikukozesa ebyamakuru. Nambwenu, obucweka burikurenga 70 *ahari igana bwabajwekyerwa abakazi omweishengero* (UMWA, 1999: *Okuteekateeka abakugyenderera kutaho oburinganiza omunkozesa y'ebyamakuru*), nibworeka okutamanya nobukugu butahikire omukukozesa ebyamakuru.

Nkoku haiho obutingana omunkura y'abantu yoon, abakazi abari omuby'obutegyeke nibetenga kutaho enkora zaburairo nizeetaagwa kutunguura omuhendo hamwe n'omutindo gwokukozesamu ebyamakuru.

Bizinesi nkuru eya UMWA n'okutunguura okujwekyerwa n'okuhayo ebyataago by'abakazi omubyamakuru, kandi omumyaka mingi, ekitongore eki kitiiremu amaani mingi omukukyendeeza ahakutegansibwa okurikureetwa enkura y'abantu harimu na okutaho emishomo omumyanya hamwe n'okutaho okutendeka abebyamakuru hamwe nabakazi abari omubutegyeke. Kwonka hakiriho omurimo mwingi ogurikwetaagwa kukorwa.

Hati obututungire obuhagizi kuruga omuri kuruga omuri Democratic Governance Facility (DGF), UMWA niyo eriyo neekora purojekiti: **Okwinganisa enkura yabantu omubyamakuru hamwe naboona okubatwarizagye: Kugira ngu itagira owaasigara enyima!** Gumwe ahamirimo n'okutunguura ebi abakazi abari omubyobutegyeke barikubaasa kukora n'okukozesa kurungi ebyamakuru. Akatabo aka, nka kimwe ahabicweka bya purojekiti egi, nikagyezaho kuheereza abakazi abai omuby'obutegyeke obukoryo oburikwetaagwa, namunonga abajwekyerwa omuby'obutegyeke.

Abantu batari bamwe hamwe n'ebitongore bahiire obuhagizi UMWA omumiringo etari emwe omukuhandiika akatabo aka. Nahabwekyo nitwebaza aba: Democratic Governance Facility (DGF) ahabw'obuhagizi omubyesente, ba doona abenyimaho harimu: FOKUS, The Norwegian Women and Family Association (NWF), Norwegian Council for Africa (NCA), Friedrich Ebert Foundation (FES), the Royal Danish Embassy, na UN Women.

Ekyahamuhuru, ninyebaza akakiiko kabarikwebemba (boodi) ya UMWA, ahabw'okugira omutima gw'okwebemba murikuteekateeka ahabantu; abakozi ba UMWA, ahabw'okukora namaani kureeba ngu eki kyahikiirira.



Margaret Sentamu-Masagazi
Executive Director
Uganda Media Women's Association, UMWA

EBIRIKUKWATA AHAKATABO AKA

Akatabo aka n'akokuheereza abakazi abari omubyobutegyeki ebyaburairo ebibarikwetaaga omukozesagye ebyamakuru, n'okugambagye ahakwinganisa enkura yabantu omubyamakuru. Kakozirwe omururimi rwanguhi kwenda ngu buryomwe oyine ekihika kyokumanya oku abeb-yamakuru barikukora akitunge, nokubaakubaasa kukatunga.

Akatabo aka kabaganiise omubicweka ikumi, kutandika n'oku abarikukora ebyamakuru bari-kukuratana. Eki nikigyendererwa okwetegyereza burimunyutu omubyamakuru, ebyarikukora hamwe n'obuvunaanizibwa obubiine. Nikikuru ahabarikukozesa akatabo aka, kusiima umurimo ogu buryomwe arikukora kwenda kucendeeza omuhendo gwabebyamakuru abayaayi abarik-wiba abantu obwe barikugira ngu "nibashashurira okuhandiika amakuru gaabo". Ebicweka ebirikukurataho n'ebiyokwijusya omushomi ahamiringo y'ebyamakuru omweihanga, obu oriku-bikozesa n'empinduuka eyibashemereire kutunga kuruga omubarikuhurira/kushoma/kureeba ebyamakuru.

Omugasho namaani g'ebyamakuru omukyanga egaaniirweho omubugufu ahabwabarikukozesa akatabo aka kusiima 'sitaane' owutwena turikuteekwa kutuura nawe, kwonka kuba aharubaju orurije, okweshomesa omukwebyamakuru birikukorwa hamwe namaani g'ebyamakuru giine nikikira okishanga otiine kyorikumanya. Ekyokureeberaho abarikukozesa akatabo aka nibeija kumanya ngu abebyamakuru tibashemereire kutaho ebiraagambweho, okutandika okuhajajana ahabiraabe ebiraagambweho by'eihanga, kukora nkabaakereberezi namunonga ahabakozi ba gavumenti kandi nabwe nibabaasa kukunga abantu boona kushaba ekibarikwenda.

Ekicweka ekirikukurataho, nikigaaniira ahari haakiri emiringo ena eyibaakubaasa kukozesa ku-tunga ebyamakuru, Omu harimu okubaakubaasa kuheereza amakuru garikureetaho empinduka omubantu boona, okukora orukiiko rurikureetaho empinduka, okuheereza intaviyu erikugam-ba ahari sitore; hamwe nokukora ebirango hamwe namakuru ag'okushohozibwa.

Ekicweka kyakataano nikiheereza okwetegyereza okwaburairo aha birikureetera ebyamakuru 'ekihika' kirikukira kwetwa "agari amakuru agahikire kuba amakuru". Nikyetegyereezibwa ngu abakazi abari omubyobutegyeki kubarikusiima ebirikukora amakuru, nibeija kwetageye omumwanya gw'okukora amakuru. Ekicweka ekirikukuratira ekirikushembayo omukatabo aka nikiheereza obukoryo bwokukuuma enkoragana nungu nabebyamakuru, reero bakaguma omumakuru. Eki nikikuratirwa ebi ebyebiragiro nginga abakazi bebyebitongore ahibaakwirukira., nka baaturugunyuzibwa omubyamakuru. Ebiragiro byokwekuuma, okuhandiikwaho ebitahikire, ebiragiro ebirikukuratirwa ab'ebyamahurire omukukora emirimo yaabo nabyo byagambwaho. Omugasho gwa kanso yabebyamakuru kuha enshara ahagati yabahurikiza hamwe nabebyamak-uru nakyo kigambirweho. Empapura ishata niziheereza "okugarukwamu kwebibuuzo ebiriki-ru kubuuzibwa" ahabyamakuru nabakazi. Endagiiriro yabakozi bakuru omubyamakuru, hamwe nebitongore byamakuruhamwe nebitongore ebirikukoragana nabo, nbyo biri omukatabo aka. Eki nekyokuhagira abakazi abari omubyobutegyeki omukwehayo kwabo kutaho enkoragana nanba-kozi aba hamwe nebitongore.

ORUKARARA RWEBYAHANDIIKWA OMUBUGUFU

DGF	:	Democratic Governance Facility
FES	:	Friedrich Ebert Stiftung
FOKUS	:	Forum for Women in Development
NCA	:	Norwegian Council for Africa
NGO	:	Ebitongole ebitali ebya gavumenti
NORAD	:	Norwegian Agency for Development
NWF	:	Norwegian Women and Family Association
UMWA	:	Uganda Media Women's association (Ekitongole ekiteraniza abakyara Mubyamakuru omu uganda)

Abarikukora omuby'amakuru okubarokukuratana omubirikukorwa

Ni baaha abarikuba bari omumwanya ogurikushwijumirwamu amakuru?

Omwanya gw'okushwijumirwamu amakuru niguba gurimu abantu batari bamwe, abarikukora emirimo etaryemwe. Obuhango bwomwanya gwokushwijumirwamu amakuru hamwe n'omuhendo gwabantu abarikuba barimu nikirigirira ahakugurikuba nigwingana. Hariho kampuni z'ebyamakuru enkye kandi zirikwetaaga omuntu omwe kukora emirimo mingi. Eky'okureeberaho omuri za kampuni z'ebyamakuru empango omurimo gw'okukyencura ebyahandiikwa nigubaganisibwamu nka omukyenykuzi omukuru, orikumuhwera, orikukoranawe nabandi.

Abarikukora omubyamakuru nibakuratana bata?

Omubugufu, amakuru n'emiringo nginga emikutu y'ebyempurizana. Ahabwemirimo yakatabo aka, nitwija kuyeta emikutu erikukozesibwa kuhika abangtu bingi (abarikugihurira/ abarikugireeba nokushoma). Omu harimu tiivi, rediyo, amahurire hamwe na magaziini. Byona okubaasa kukoragye nibiteekwa kuba biine ebirikukuratirwa biturweho gye. Ahabwemikutu yakuhirika nokureeba (tiivi na rediyo) kandi ebirikuteerwa bikashomwa (amahurire na magaziini) nabo biine ebirikukuratirwa omukukira nkebyo. Aba nibo bakama baza bizinesi, abarikuzikurira hamwe nabakozi abarikukyencura amakuru. Abakozi abarikukyencura amakuru harimu abanyamakuru abarikukora emirimo etaryemwe kuruga ahakuronda amakuru, okugacencura/ okugateekateeka kushohozibwa n'okugashohozwa.

Bakama b'emikutu y'ebyamakuru

Aba nibo bakama b'emikutu y'ebyamakuru etaryemwe. Nibabaasa kuba nka gavumenti, abantu buntu abarikutamu esente, nginga ekitongore ekitari kya gavumenti (NGO). Bakama baayo nibasharamu ebiragiyo ebi omukutu guraakorereho. Omunkora cyekikugu, bakama bemikutu tibashemereire kuteganya ebiri omumakuru, kwonka amazima agarigo nibakikora. Nibabaasa kukikora butunu nginga obumwe bwesherekye. Mbweni kiri ngu kuhaakubaho akabuuza ahamakuru, ekyetaago kya mukama w'omukutu bisharemu. Nahabwekyo nikikuru omukazi ori omubyobutegeye orikwenda kukozeza omukutu gwamakuru gye, kwetegereza oku abamaani barikugazaana omukitongore eki.

Abarikureeberera emikutu y'ebyamakuru

Aba nabanyamakuru bakuru abarikuheebwa emirimo emikutu yamakuru. Nibareeberera okukyenga ebiragiyo ebirikukuratirwa hamwe nokureeba ngu yaakora. Barimu omukyencuzi w'amakuru omukuru, abarikukurira ebyamakuru hamwe n'abakyencuzi bakuru abandi. Abakozi abandi abarikureeberera emirimo y'aburajjo etaryemwe abarikukora timu erikureeberera.

Abakozi abarikukyencura amakuru

Omu harimu abanyamakuru abarikwejumbira omukuronda amakuru, okugakyencura n'okukaga omungero y'okureeba ngu gakika kuteerwa kuheerezibwa abantu.

Kurugirira ahabibashomire hamwe n'obukugu omubyamakuru, abakozi nibaheebwa emirimo etaryemwe. Omuhendo gwabakozi oguri omubitongore by'emikutu yamakuru nigurigiirira ahakwerikwingana. Eki nikishoboorera ahamirimo eyibarikukora nka Abarikukora nabakyencuzi, Abarikuhwera abakyencuzi, Omushaki w'amakuru mukuru, omushaki w'amakuru obitwiremu, omukyencuzi w'amakuru obitwiremu nabandi. Nikikuru kumanya ngu emikutu y'amakuru etaryemwe eyine okubarikweta abarikukora emirimo etaryemwe ahabwemirimo erikushiahana.

Okushoboora oku nikubaasa kuba kuri ngu mukama w’omukutu w’ebyamakuru niwe manegya kandi obwe ari nomuryabo abakozi abarikyencura amakuru. Kwonka nabwe ahansi hahandiikirweho okubarikweta emirimo yaburajjo ahamikutu yebyamakuru.

Omukyencuzi wamakuru mukuru nina orikureeberera abarikyencura amakuru.

Ogu niwe mukuru omukugu orikureeba ngu ebiragiro bya mukama w’omukutu byakururirwa kandi naayebembera abakyencuzi bamakuru boona omumirimo erikukorwa bureizooba namunonga eyebyamakuru.

Orikuhwera omukyencuzi w’amakuru.

Ogu naakora hamwe n’omukyencuzi mukuru kandi niwe arikunywanisa abarikureeberera omukutu gwebyamakuru hamwe nabakozi abarikyencura amakuru.

Orikyencura amakuru

Ogu niwe arikuheereza abashaki bamakuru emirimo. Ogu niwe mukuru wabakugu abarikushaka amakuru , abarikugaronda , abateezi bebishushani; kandi naaguma naakwatagana nabantu baheeru omungyero y’ekikugu. Ahansi y’abarikyencura amakuru ni:

Omushaki mukuru : Ogu niwe omushaki wamakuru mukuru obitwiremu.

Orikureeberera ofisi: Ogu niwe arikureeberera emirimo aha ofisi yebyamakuru omumyanya yeihanga omubanga. Naareeberera emirimo erikukorwa hamwe nebyokukyencura amakuru.

Omushaki w’amakuru: Ogu niwe arikushaka amakuru reero agahandiika hamwe kugahereza omukyencuzi. N’obu omushaki arikukwatagana nahi amakuru garikuruga, tiwe arikukora okusharamu okwahamukira yaaba amakuru kashohozibwa.

Omushaki w’amakuru orikushashurwa kurugirira ahamakuru ogiyeareta gashohozibwa.

Aba ni “abashaki bamakuru” abarikushashurwa kurugirira ahamakuru agibareeta kandi gashohozibwa. Aba nibabaasa kugatwara omumikutu etaryemwe, kwonka emirundi emingi nibahebwa esente zokubakuumu nibakora emirimo kuruga omumukutu gumwe reero bakabazibira kuza omumikutu endeijo.

Nkekiragiro, emikutu yamakuru neetunga amakuru kuruga omubashaki baago, obwe nibaba bari naharukarara rwabakozi abarikushashurwa omushaara. Omukyencuzi w’amakuru naija kukozeza amakuru kuruga ow’omushaki otari harukarara rwokushashurwa omushaara amakuru aga gaaba gatahakirwe omushaki waago nina gaaba nigakwata ahanshonga y’omutaano etashakirwe abashaki baayo bamakuru.

Omuhwezi w’omukyencuzi wamakuru omukuru

Ogu niwe arikureeberera abarikukwera omukyencura amakuru boona abarikusharamu amakuru agashohozibwe. Eki nikukorwa arikwebuuzaho omubakyencuzi abakuru Naakora abarikukwata ahampandiika y’orrurimi, ugu garikureebeka, emitwe kandi akurira za tiimu ezarikukora nazo, abamwe nibakora nahakuyebera omutindo gw’amakuru, ebishushani n’ebindi.

Abakyencuzi b’omutaano

Nihabaasa kuba hariho nabakyencuzi abarikureeberera ebicweka bitari bimwe omumakuru. Omu harimu:

Omukyencuzi w’ahasande: Ogu niwe arikureeberera amakuru agarikushohozibwa ahasande (nkamahurire agarikushohora ahasande)

Orikyencura amakuru agaheeru : Ogu naareberera amakuru agaheeru

Orikyencura amakuru g’ebyamizaano: Ogu naareberera amakuru g’ebyamizaano

Orikyencura amakuru g’ebubushuubuzi: Ogu naareberera amakuru g’ebubushuubuzi

Orikyencura amakuru agarikukwata ahambozi nina : Ogu naareberera amakuru g’embozi eningwa.

Orikyencura amakuru g’ekiro: Ogu niwe arikutwara amakuru ahigarikuteerwa

Orikyencura amakuru kureeba ngu gahandiikwa omungyero ehikire: Ogu niwe arikushoma omumakuru agarikwira agarikureetwa abashaki bamakuru. Omugasho gweki nokumanya yaaba hiine obutumwa obwaburamu, gatakahirweyo ow’omukyencuzi wamakuru hmwe norikureeberera abarikuhwera abarikyencura amakuru.

Abarikushomamu kuhamya amakuru

Ogu n’omuntu orikushwajuma kuhaakuba hiine enshobi eyaasigaramu harimu na ebyebiragiro, ebyahandiikwa kubi, ebyokugaruka kuhandiikwa amahurire gatakagire kuteerwa.

Ebi ahansi nibishangwa omumikutu yamakuru erikureebwa nina kuhurirwa. Ekyokureeberaho:

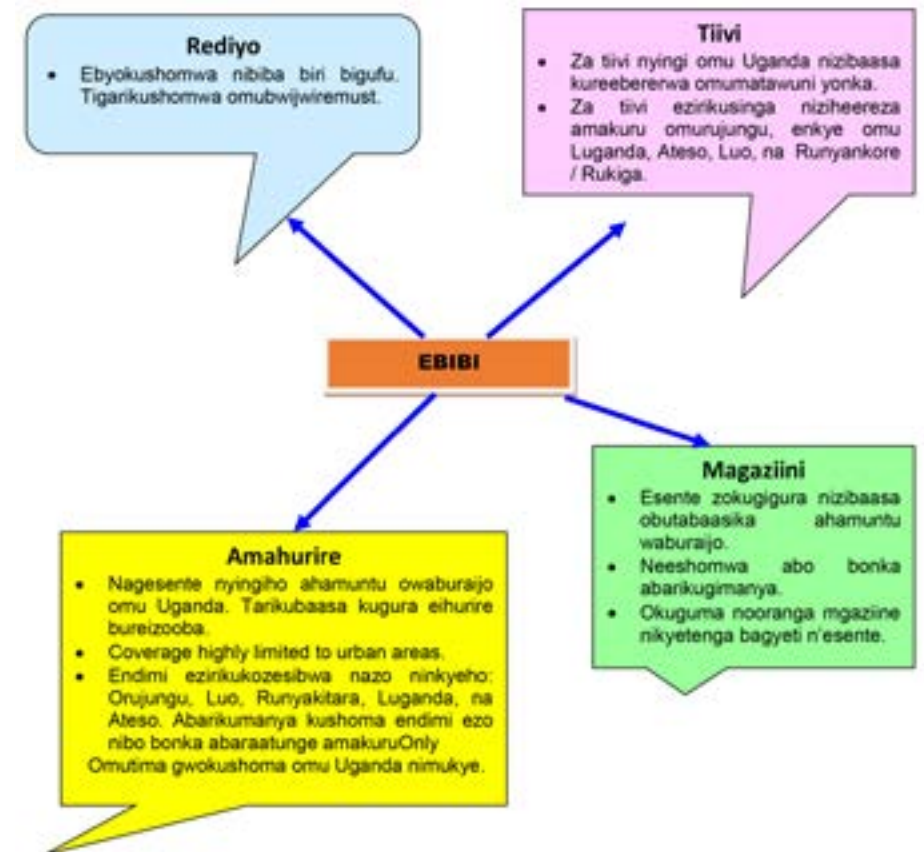
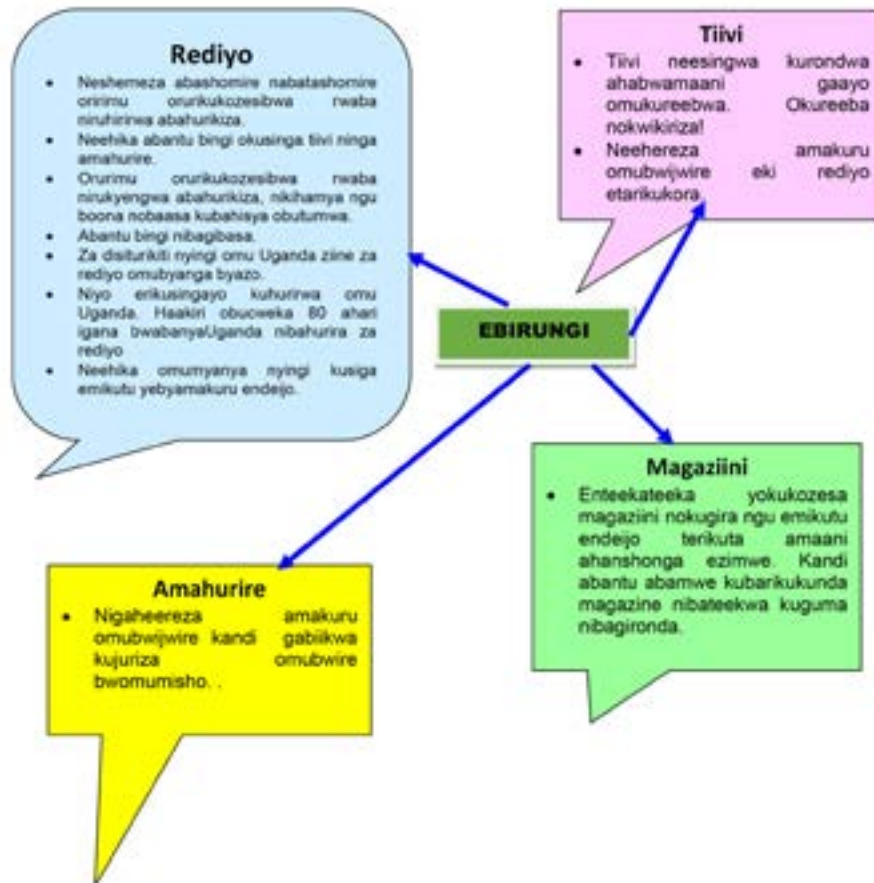
Orikureeberera za puruguraamu

Ogu niwe arikureeberera byona ebiri omu puruguraamu.

- **Orikyencura amakuru mukuru**
Ogu niwe arikutahamwe amakuru g’okushomwa. Ogu niwe arikureeberera omwanya gw’okukoreramu amakuru.
- **Abarikyencura ebirikuza ahambeho bakuru**
Ogu nateekateeka kandi , akyencura nina okuragiira oku puruguraamu ziraakorwe. Aba nibashingaho ba purodyusa nina abarikuheereza puruguraamu..
- **Abarikyencura ebirikuza ahambeho**
Okuteekateeka nokukora puruguraamu za rediyo na tiivi.
- **Omuheereza wa puruguraamu aha rediyo nina tiivi**
Aba niba abu amaraka gaabo garikuhururwa aha rediyo na tiivi. Nikibaasa kuba omukushoma amakuru nina okugamba ahanshonganina okukora intaviyu nomugyenye omu situdiyo nina aheeru. Obumwe nibetwa abashomi bamakuru.

Emiringo y'emikutu y'amakuru etaryemwe

Nkoku twaba twagambire, hariho emiringo y'emikutu y'amakuru etaryemwe. Omu harimu erikuhurirwa nka rediyo, vidiyo na tiivi. Amakuru agarikuteerwa nka amahurire, ebitabo ebihango, za posita hamwe na mgaziini. Omugasho gwekicweka eki nokuhwera oraakozese emikutu y'ebyamakuru okuronda omurungi ogwokukozesa ahabwomurimo gutari gumwe.



Ebindi ebikuru ebyokumanya

Waaba nooyenda kureetaho empinduka, nooyetenga kwetegyereza obubonero bwaboorkwenda kuheereza. Ahansi nibimwe ahabyokuteekateekaho:-

Omwanya gw'abahurikiza ahabari : Teekateeka ahamukutu gwebyamakuru ogurikukorera omukyanga ekyo.

Emyaka yabahurikiza:

Ronda omukutu ogu abahuriza barikusingayo kukunda. Waaba nooyenda kuheereza eminyeto- aho nooba nooyetenga kukozeza tiivi nginga sosho mediya. Kwonka waaba nooyenda kuheereza abantu abakuzire, abashomire omukutu oguhikire kukozeesibwa nogwe ogurikuteerwa nka amahurire.

Abashajja nginga abakazi?

Ronda omukutu ogwaboorkuheereza barikukunda. Okuhurikiza kwabo kurikuta? Ekyokureeberaho, abakazi

nibahurira ryarri rediyo? Kandishi abasheija? Niryari nina ninkahi ahoorikushanga abashaija abatarikuhurikiza rediyo ? Omukabaara nina omukibiina kyabakazi ekyokunyweramu?

Orurimi:

Ronda omukuru gwebyamakuru ogurikuheereza abateezi baawe bakaruuru omururimi orubarikugamba kandi bakeetegyereza.

Obwegyese obwayine:

Obwegyese bwaboorikwenda kuheereza nibwija kureetera oku obutumwa buraabahebwe. Kwonka waaba noomanya ngu aboorikuheereza obutumwa tibarikubaasa kushoma nina kuhandiika kwonka barikukyenga orurimi aho nikiba nikisingayo waakozesa rediyo kubahisyaho obutumwa.



Merian Mutashwera, , kansara wa Disitirikiti ow'abakazi abakuzire omuri Disitirikiti ya naagaaniiraho nabebyobutegeye abandi ahakworikugiraho orukiiko rurungi n'abeyamakuru . Owebyobutegeye ashemereire kuba naamanya amakuru agarikwenda kumanyisa buri kwarikugaaniiraho nabebyamakuru.

Omugasho hamwe n'obukuru bw'amakuru

Ira n'ira, omugasho mukuru gwebyamakuru kugaba guri okumanyisa, okushomesa hamwe n'okushemeza. Kwonka obwahati na tekinorogy ebyamakuru eriho, omugasho gwebyamakuru gutungukire munonga nka ekirikusingayo kutereza ebiteekateeko byabantu hamwe nokunywanisa ebitongore bitari biwe omukyanga. Emikutu y'ebyamakuru neeyeyongyera kushara ensharo omumahanga, n'omubyanga obwe amahurire, za magaziini, rediyo na tiivi birikuba ebintu birikwetaagwa munonga omumaka.

Obwahati, abanyamakuru hamwe nokusharamu kwabantu, nibagira ngu emikutu yamakuru obwahati eyine emigasho egi.

- Neetaho ebiraagambweho- okutandika omukoro: okuhayo enshonga ezirikukwatwaho kwenda ngu abantu boona bazimanye reero bazihaajaaneho kwenda ngu babaase kutaho ebiragiro;
- Kukora omurimo gwokuba baakareebi: kushwijuma ebi abakozi ba gavumenti barikukora;
- Okukora nka orutindo ahagati yabategye/ gavumenti hamwe nabubarikutegeye ;
- Okumnyisa;
- Okushomesa;
- Okushemeza;
- Okureeta empinduka omunteekateeka yabantu;
- Okweshengyereza abebyobutegeye okuhindura omunteekateeka yaabo ; hamwe na
- Okukunga abantu ahabwemirimo erikubakwataho.

Obwe emigasho y'emikutu y'amakuru erikuguma neeyeyongyera bureizooba, nayo nikwe erikuguma neegira amaani. Emikutu y'amakuru neegumizamu erikuhindura omunyikiriza y'abantu, ebibarikukunda n'ebibarikureeba. Ahabwomigasho yaayo, emikutu y'amakuru neekozesibwa omukugaaniira ahanshonga, okuhakanisa ebyatensibwaho, okuha nokwega ebintu bisya. Kurabira omumikutu y'amakuru, ebitehikire ebirukurwa abantu nibiguma nibimanywa. Engamba y'ira , neegira ngu ebyamakuru nibibaasa kukwombeka nina kukushenyera, eki nahati nikwe kiri. Mbweni nkoku twagira, emikutu yamakuru eyahati erihakye kukoreragye abakazi.

Okurondereza nikworeka ngu emikutu yamakuru neeteekateeka kutunga bingi omubakazi namunonga abari omuby'obutegeye, kandi obwe nibabawaramu nkabatarikukukora omubyanga. Abakazi tibrikuheebwa mikutu y'ebyamakuru eshaaha nyingi, kandi kubarikutunga eshaaha nyingi obucweka 90 ahari igana baba nibabagambaho kubi. Kwonka mbweni nitukimanya ngu abanyamakuru nibashashurwa kuhandiika kandi emikutu yamakuru neeyeyongyera kutunga amaani , abakazi abari omubyobutegeye mbweni tibiine kyokukora okwihaho okutuura omumbeera egyo. Okuguma nitubishereka tikirukwera (N'emiringo mingi eyoorikubaasa kutungiramu sitore)

Ekikuru ekyokukora, mbweni nokugira ngu abakazi abari omuby'obutegeye baatunga okumanya n'obukugu bw'okuhika n'okukozesagye ebyamakuru. Ebicweka bibiri ebirukurataho nibyija kugamba ahari eki. Kwonka ekyokubanza, eki nikikuru okumanya eha mikutu y'ebyamakuru eriho, bakama baayo, abakuru abarikukoramu hamwe nebiragiro ebibarikururira. Amakuru aga nigo gokutandikiraho kandi gari omukicweka ky'ahamuhuru ekyendagiriro z'abarikukora omumikutu yebamakuru. Mbweni nobaasa ota kutunga abeyamakuru?

Okutunga obuheereza bw'ebyamakuru

Waaheza kwetegereza omugasho ugu ebyamakuru birikukora, hamwe namaani gibiine, hati noteekwa kugyenda oronde endagiiriro z'abebyamakuru nabashaki baago, abaheereza baza puruguraamu hamwe nabarikutereza za puruguraamu. Nibo abantu aba abaraje kughayo sitore yaawe owabakyencuzi bamakuru abiine obukugu omubiraashohozibwe. Waaheza kwegambaho gye ahabakozi abakuru, mukuru wabakyencuzi b'amakuru, ekyo nikirungi. Okutaho enkoragana nungi n'abebyamakuru nomuringo gumwe gwokuza omumakuru. Kandi oshemereire kukikorera! Ebindi tibirikwetaaga maani mingi, Birimu ebi:

- Okuhayo amakuru agarikureeta empinduka;
- Okutaho orukiiko rwabanyamakuru rurikugira ekisya ekirwareeta;
- Okuheereza intaviyu erikureetaho empinduka;
- Okukora ebirango birungi;
- Okutaho enkoragana nungi n'abanyamakuru.

Ekirango kyamakuru

Eki niikirango kyokumanyisa abantu / okubaheereza ripoota. Nikiheereza amakuru ahariwe nginga ekitongore kyawe. Tikishemereire kuba nikirenga empapura ibiri. Mbweni nka za **“Wa”** 5 hamwe na **“Ha”**: oha, enki, nkahi, ryari, ahabwenki na kita, - kishemereire kuba kiri omuri za sentensi empango ibiri z'okubanza. Ebirango ebi nibikozesibwa kuranga ekintu kikuru, omubwire kandi kikareetaho empinduka.

Enki nikimanyisa: Niki ekyorikwenda kugamba? Haabaho ki? Ninshonga ki?

Oha: Eki nibaaha abaaba bari omurukiiko oru nginga umunshonga ezi. Nooha orikugamba eki?

Nkahi: Orukiiko oru rukaba ruri nkahi? Enshonga egi ekaheebwayo nkahi?

Ryari: Orukiiko oru rukabaho ryari, nginga enshong ezi zikaheebwayo ryari?

Ahabwenki: Nengi ekirikureeta enshonga ezi zaabaho nginga nibashoboorera bata, ahabwabo abukirikukwataho?

Eta: Ekyabiireho kikabaho kita, nginga nikijja kubaho kita?

Ekirango kirungi kishemereire kuba :-

- Kiine enteekeeteeka nobuhamwe, kwonka byona birikutaana.
- Okukozesa orurimi rurungi, rurikuhurirwagye kandi rwaburajjo.
- Enyerere nkye; nyenerere empago.
- Kirikuheereza okugarukwamu kwa za Wa 5 + H.
- Zirimu okugamba kwabantu bakuru abarikukoragana umunshonga ezo.
- Hatarimu otugambo otutarikurahuka kukyengwa buryomwe, otutashoboorokire, oturikubuzaabuza hamwe noturi omubugufu.
- Bihandiikirwe nokweheereza emyanya.
- Kiri kigufu nkoku kirikubaasika, kitarikurenga orupapura rumwe n'ekicweka.
- Kiineho ebiro byokwezi nomutwe aharupapura rwokubanza.
- Kiine eiziina, esimu hamwe nendagiiriro yenkura yorikukiteera. Nizo ezi esimu zabanyamakuru ezokukozesa.

Obukoryo obundi

- Fayi kureeba ngu ommuntu ondeijo owoorikenda abebyamakuru bahikiirire ayine kopi y'ekirango. Eki kishemereire kukorwa omukubanza!
- Ekirango kyeheere abakyencuzi kare nobuwaakuba wakisindika ahari emayiro.

- Sigaza kopi kyaheza kushohora nokworeka ahiwakisindikire nobuwaakisindika
- Sitore kweraakozesibwe emikutu yebyamakuru, kyebera ngu tiharimu nshobi, reero kyayetaagisa ogarukemu.
- Biika orupapura rweihurire orurikworeka ebiro ebikishohoreiremu neiziina ryorupura.
- Biika fayiro y'orupura kujuriza omubwire bwomumaisho kwonka nabwe nobaasa kurukozesa nkawaayenda kutabaariza kampuni yamahurire egyo.

Kimwe ahabyoshemereire kwijuka ni, tikiragiro ngu omukutu gwamakuru gurange ekirango ekyo. Obutumwa oburimu nibwo burikureetera omukyencuzi yaakiranga. Kwonka oyine obugabe bwokushashurira omwanya kureeba ngu obutumwa bwarangwa. (Enkora nobukwakurizo nibikuratiirwa)

Orukiiko rw'abanyamakuru

Oru n'orukiiko orworikubaasa kutebeekanisa okeeta abanyamakuru. Iwe nginga ekitongore kyawe nikibaasa kweta abanyamakuru waaba oyine enshonga nkuru zokushoboorera nginga okuranga. Enkiiko nkezi tizebitongore byonka. Buri muturagye weena nabaasa kutebeekanisa orukiiko nabanyamahurire.

Orukiiko nabanyamakuru nirubaasa kuba orwesente nyingi omubyesente zokushashurira omwanya, obwire hamwe n'ebiyokunywa byabanyamakuru. Ebiro ebi abanyamakuru nibashaba okubagaruriza esente zentambura! Otakaayebwa ngu abanyamakuru nibaba bari bingi. Ekirungi nokweta abanyamakuru boona abarikuhika aboorikwenda kuheereza obutumwa. Abanyamakuru nigwe muhanda gwokuhika abateezi baawe bakauru.

Ahabwomugasho gw'orukiiko n'omuhendo gw'abanyamakuru abaraayetwe, ebi bishemereire kukuratiirwa:

- Twara obwire orikuteekateeka orukiiko n'abanyamakuru.
- Heerezayo amabaruka g'okubeeta bukiri kare Noobasa kukozeza orukiiko oru kuranga orukiiko orurikuba kubaho.
- Hikiirira abantu bakuru omubanyamakuru.
- Reeza ngu oyine amakuru genyine gokuranga.
- Tebeekanisa omwanya gukumara, ogushashurire bukiri kare kwehara okushwazibwa mukama w'omwanya abanyamakuru baaba bariho. Nibabaasa kukora okushwara oku amakuru!
- Ronda obwire oburikubaasika. Bushemereire kuba buri kare, namunonga omukasheeshe kare kwenda ngu amakuru bagooreke kare. Otakaayebwa ngu abashaki bamakuru biine obwire obubarikuba batashemereire kurenzira kureeta amakuru. Amakuru nigaba agatari kuguzamu amaani.
- Kwata obwire.
- Okwijusya abanyamakuru okwahamuhuru nekiragiro! (Abanyamakuru nibaba biine bingi ebyokukora, orukiiko rwarwe ni rumwe ahankumu ezirikuhayahanira omwanya)
- Nka kyaba kiri ekitongore kyawe ekyayeta orukiiko, sharamu kare oraije kugamba, noraije kugamba ahanshonga zitari zimwe. Orukiiko rwabanyamakuru rurungi noorwe oruri kugamba ahamutwe gumwe omubwire bumwe.
- Heereza obupapura bwokuhandiikaho amakuru. Obu nibuhwera abanyamakuru kukora sitore. Ebihandiiko bimwe ahabupapura bishemereire kuba biri ebirikukwata ahakitongore kyawe.
- Yaba eri enshonga y'obuteikirizana eyorikwenda kuhakanaho, heereza obuhame.

- Omubwire bwokubuuza ebibuuzo, waayenda kwehara ekibuuzo kikore omumagyezi.
- Otagamba okarenzya ahabwokuba nibyija kuba nibyo byakora amakuru kusinga ebindi ebiwaagamba.
- Ba niwe wakurira orukiiko. Ahabwokuba niwe waarweta!

Intaviyu

Intaviyu n'okugaanira nginga orukiiko ahagati yabantu babiri, omunyamakuru noorikumuheereza amakuru (iwe). Orukiiko nirubaasa kutandikwa omwe aharimwe, kwonka rushemereire kubanz rwagamba ahanshonga enkuru ahamutwe omukuru. Omunyamakuru naija kubuuza ekibuuzo reero iwe ogarukemu. Omutwe nigubaasa kuba guri ogwokuhakana nginga abantu bagwinemu ekyeten-go. Intaviyu nehereza omugisha gwokumanywa, okuhayo enteeekateeka yaawe kandi gukozesibwa kugamba sitore. Intaviyu ezimwe nizibaasa kuba ziri ezomunyamakuru nomuntu barikureebana butunu nginga ahasimu nginga omukugarukamu ebibuuzo. Okweraakorwe nikijja kurugiirira ahakwamakuru garikwetengwa nkaahoonaaah hamwe nomugasho gwago. Amakuru agarikurondwa gaaba garimu okuhakana, obwire obwingi omunyamakuri niwe arikuba naayebembera ebirikubaho kandi emirundi emingi nibaba nibareebana butunu. Omuribyona, nooyetenga kugyeteeekateekyera.

Nkoku kampuni z'abanyamakuru zirikwetenga okweteekateeka omungyero etaryemwe, ebi nibyo byoshemereire kukuratira:

- Tereza obuhame bwawe kurungi. Shoma ahabirikukwata ahamutwe gworigwenda kugambaho nahamuntu orikuza kukuha intaviyu.
- Buuza bataahi baawe ahamutwe gworikuza kubuuzibwaho hamwe nagandi makuru.
- Heereza obutumwa bugufu uhikire gye.
- Manya obwire obu intaviyu eraamare
- Heereza enshonga nkuru ezoorikwenda kugambaho omubwire obwoyine.
- Teekateeka ahabibuuzo ebyorikuteekateeka ngu nooza kubuuzibwa nokworikubaasa kubikozesa kuhayo enshonga zaawe.

Intaviyu zaha tiivi na rediyo

Reeba nginga ohurikirize za teepu z'omunyamakuru orikuza kukubuuza, kwenda ngu otunge ekishushani ky'ebyarikubuuza. Nakyo nikikuru okuhurikiriza za intaviyu zaabo abiine obukugu omukubuuza ebibuuzo kutunga obukoryo bwebibuuzo ebibarikubaasa kukubuuza. Harikuburayo eizooba rimwe okaza omu intaviyu nooyetenga kusindikira orakubuuze ebirikukwata ahanshonga kwenda ngu ayeteekateeka.

Aheizooba rya intaviyu

Za ahamwanya oguraakorerweho intaviyu obwire bwa intaviyu butakahikire. Haakiri harikuburayo edakiika makumi ashatu. Eki nekyokwenda ngu omanyiire omwanya.

- Yoreka ngu waakunda burikimwe kandi ojwaregye kwonka otajwaragye munonga. Otajwara za mini nginga siriiti. Nginga kweteera za pafyumu zamaani.
- Otakaija n'ebihandiiko biringwa.
- Gyenda norupapura rukye ruhandiikireho ebigambo bikye bikuru nginga enyuguta kukwijusya.
- Tebeckana obukaare.
- Gamba bikye kandi biri ahanshonga.
- Kozesa enyiriri nkye norurimi rworobi rwaburajjo.
- Yehare obugambo bworuyaaayi; kwonka waabukozesa bushoboore.
- Shoboore enshonga zaawe n'ebyokureeberaho kandi orikugyerageranisa.

- Kozesa enyuguta kasita zaaba nizishoboookagye.
- Enshonga zaawe nkuru zimanye omumutwe.
- Garukamu enshonga zaawe nkuru emirundi mingi nomumiringo etaryemwe
- Intaviyu gitware nkokworikwenda ngu ebe.
- Yehare okugarukamu ngu eego nginga ngaaha.
- Shoboore okugarukamu kwawe kukora enshomga ezoorikwenda kumanyisa.
- Yeteekateekyere buri kibuuza kyona
- Otakaaguka omumbeera nginga okeeta omumbeera etari yaawe.
- Yehare ebigambo byobutiikirizana
- Yehare ebyokugamba ahabyamaka gaawe.

Intaviyu yemikutu yamakuru erikuhandiikwa nka amahurire magaziini

Intaviyu yebirikuhandiika yo neebuzaabuza, ahabwokuba yo nikireebeka ebirikirugamu nibigumaho. Abanyamkuru nibakira kushaba za intaviyu ngufu ekyokureebere nga omushaki wamakuru yaaba naayenda ngu ogire kikyekiwaagamba ahanshonga kwongyera ahamakuru makye nginga kwongyera ahanshonga.

Obukoryo bwokukora intaviyu yemikutu yamakuru erikuhandiikwa

- Yehare okugarukamu otateekateekire gye, omubwire bwa intaviyu rekyeraaho oteekateeka ahakuwaaza kugarukamu ebibuuzo.
- Otakagiire omu intaviyu, buuza ahabibaraakubuuzeho.
- Manya obwire obu intaviyu eraamare nginga kuharaabe hariho abandi abaraabuzibwe ahanshonga niyo emwe.
- Buuza ebi oraagarukemu okubiraakozesibwe, heereza oburugo bwamakuru oburaahereze omushaki wamakuru kugira ekiyaakigambwaho, kutari okuteekateeka ngu naaza kukikukorera.
- Waaba otarikubaasa kugarukamu ekibuuzo kigambe. Fayu munonga kureeba ngu omushaki wamakuru yaaguma atiire omutima ahanshonga yaawe.
- Buuza omushaki wamakuru kuyebere obuhame bwanyima ya intaviyu . Nikihwera kwohereza omushaki wamakuru omubantu abarikubaasa kumuheereza abarikuh obuhame nobubakub bari abootarikukoragana nabo.
- Otakaheereza amakuru agooshemereire kukuuma omukihama.
- Yehare okugamba kubi ahamuntu nginga ebitongore.
- Waaba orikugamba ahamuntu, gamba ahabirikumwombeka.
- Nyaburawe kyebera haaba hiine amakuru agatahikire. Garuka okyebere n'omushaki w'amakuru.
- Waaba ori owokushaba intaviyu, manyisa omushaki wamakuru kare.

Ebirango

Noobaasa kuhandiika obutumwa obworikwenda kuheereza omungyero y'ekirango. Ebirango n'omuringo ogundi g'okuhika emikutu y'ebyamakuru. Wihaho okugira ngu buri birango nibabishashurira, oyine kubihandiikagye. Biine okuba bigufu kandi birikushoboore enshonga

Okuhandiika ekihandiiko kyokushohoza.

Obundi bukoryo

Ahabwekihandiiko kyona ekyokushohoza, kiine okuteekateekwaho kurungi nomuneebeka. Nahabwekyo giine okuba gari ahashaaha, gahikire kandi garikurahuka kwetegyerezi. Gyezaho kukoze ebyokureeberaho ebyaburajjo. Waaba nooheereza enshonga yaawe. Eki nikikuru ngu osho-boorore oku enshonga egi eraakwate ahabantu/ ahabyanga ebyorikwenda kuhisyaho obutumwa.

Buraijo kozesa ebyokureeberaho ebirukukwataho kwenda kuhisya obutumwa. Omumbeera zoona gyezaho kureeba ngu enshonga zaawe niziruga ahoorikwetegyeza kandi zihikire namakuru gaawe gahikire n'obuhame.

Kwenda ngu orikuyencura amakuru arahuke kugataho omutima kugakunda (orikusharamu ekiraas-hohozibwe omumakuru), ebintu ebikuru bite ahakubanza kwekhandiiko, reero obikuratanise otyo oshembyeyo ekitari kikuru munonga. Eki nibakyeta “okubanza ekikuru munonga reero okashem-byayo ekitari kikuru munonga” as “Inverted Pyramid”. Kozesa orurimi rworobi hamwe nenyere ngufu. Kawenda kumanya obukoryo obundi, za ahacicweka ekyokushoza amakuru.



Abakazi bebyobutegeye omuri Mbarara bari omu guruupu nibagaaniiraho ahabuzubu bwokoragana nabebyamakuru. Nkomutegeye niki kumanya ebirukukora amakuru, obwe nibwe orikutunga abarikwenda kumanya amakuru gaawe.

Amakuru niki?

Omumakuru harimu ki? Amakuru niki?

Ahamikoro mingi abantu bingi, harimu nabakazi abari omubyobutegeye nibetomboita ahabwabanyamakuru obutabafaho nobu barikuba bashashwire abashaki b'amakuru kukwata amakuru gaabo. Nambwenu, emirundi emingi abashaki bamakuru nibeja ahamikoro reero bahandiika za sitore kwonka babura kuzishoza! Embeera egi neeshiisha enkoragana y'abashaki b'amakuru bamwe hamwe nabakazi abari omubyobutegeye. Mbweni hati shi tugire ngu obuzubu niki? Nikikuru imwe okumanya ngu tikugira ngu burikimwe ekirikugambwa nginga ekirikubaho nikikora amakuru, nginga kirimu amakuru kandi nikibaasa kushohozibwa.

Mbwenu ekirikukora amakuru niki?

Amakuru nekintu ekirikubaho kandi kitari kyaburajjo kandi eki abantu barikubaasa kugiramu ekihika. Ekinakintu ekisya, ekitakagambirweho kandi nikirigirira ahakyaabaho. Kiine obubonero oburikukiretera kyataana nebindi ebirikuba bihandikirwe. Kiine okuba nikishemeza, kihikire, nikiringaniza kandi kirikuheereza omushomi okwetegyeereza ekyabaho. Amakuru nimakuru, gahikire, nimasya kandi tigarikureeta akabi.

Abanyamakuru nibareebererwa enshonga zitari zimwe kusharamu yaaba omukoro nikugora amakuru nginga gutarikugakora. Nahabwekyo nikikuru kugira ngu omurimo gwabakazi abari omubyobutegeye kwagira “ebirikukora amakuru”, Akakoryo ni okubarikugakoramu (okugaterereza) nebindi. Ebirukukora amakuru ni:-

- Obutiikirizana
- Okugyenda omumaisho
- Ebikoziwe
- Ebiwaatunga
- Akabi
- Okusingurwa
- Okusiisikara
- Omuntu orikumanywa
- Ekisya
- Esente
- Ebirukuriza
- Ebirukubaho omubwire; na
- Okuza haihi.

Okugamba ahabyenkura y'abantu omumakuru

Emirundi mingi abakazi abari omubyobutegeye nibajumwa bataahi baabo abomu bitongore ebyobugabe bwabakazi ahabwokuremwa kugambirira enkura yaabo kubarikutunga omugisha baagaaniiraho nabebyamakuru. Kwonka abakazi abari omubyobutegeye bingi nibeechakana kandi bagira ngu nibakora ekibarikubaasa kwonka nibetenga okubahwera. Ekicweka eki nikihayo enteekateeka ahaku abakazi abari omubyobutegeye baakubaasa kugambirira enkura yaabo baaba nibakora intaviyu.

- Kora okurondereza ahamutwe gw'orikuza kugambaho kandi okugurikukwata ahankura yaabo. Ninga ahi burimuntu omunkura ye arikubaasa kutunga emigisha nkegyo, ninga ninshonga ki ninga obuzibu oburikuzibira okutunga emigisha erikushishana.
- Shoboorora orikuheereza eby'okureeberaho oku buri muntu nk'okwakuzire arikukora, obwe orikworeka guruupu yemyaka yaapa. Otakaayebwa kujwekyera abakazi. Guma nooreta abakazi / abeishiki omubyorikugambaho. Hayo ekyokureeberaho kye kyanga kyawe, noojwekyera ekyanga ekirikwetwa abakazi nabeishiki.
- Heereza enamba kuruga omuguruupu zabantu zitarizimwe. Kwonka nbwe, enamba ezagamwaho zishemereire kuruga omu biwaaba ohiireyo hamwe nomwaka ugu okurondereza kwakozirwe.
- Gamba enteekateeka za buri muntu nkokwakuzire amaani orikugata ahmukazi. Niki ekibarikuteekateeka ? Biine amatsiko kuba bata? Noteekwa kureeba ngu oyine enamba y'abantu kurugirira ahankura yaabo orikureebera ahamutwe ogurikugambwaho.
- Gamba okuburimuntu omunkura ye nokwempinduka erikwingana ahabwekiragiho ninga enshonga erikugaaniirwaho.
- Omukuhendera , taho ebyorikuteekateeka ngu bikorwe nokubiraahindure ninga okutunguura abantu omunkura yaabo ninga guruupu yemyaka yaabo.



*Naome Rutembera,
kansara w'abakazi
ahabwa woodi ya
Bugaha omu
gomborora ya Nyakyo-
ngo omuri Disi-
turikiti ya Mbarara
naagaaniiraho
nabebyamakuru.
Naagira ngu ojware
gye waaba nooza
omurukiiko
rwabebyamakuru
kwonka otajwara
okarengyesereza*

Okukuuma enkoragana nungi nabeby'amakuru kandi n'okuguma omumakuru, omuburungi

Omuntu tashemeteire kuhuumura yaaheza kukora amakuru, kwonka ashemereire kuguma naagakora nebirungi ebirukureetaho empinduka. Eki nikyetaaga okukora namaani. Nikyetaaga okutaho enkoragana nungi nabebyamakuru nokuguma noreeberera ebi emikutu yamakuru erikutamu.

Okworikubaasa kutaho enkoragana nungi nabebyamakuru

Enkoragana nabanyamakuru neejwekyera okureebana ahagati yomuntu ninga ekitongore na guruupu yabantu erikukwatwaho. Erimu omuntu ninga ekitongore okworeka abantu boona ekishushani kirungi obwe erikubaheereza amakuru. Enkoragana nungi nabanyamakuru okukira neerugiirira ahakugamba gye obwe orikukozesa omukutu gw'ebyamakuru oguriho kuhindura omunteekateeka yaabo, okwikiriza ninga okureetaho empinduka omukwikiriza nembeera yaabo. Nahabwekyo enkoragana nungi nabebyamakuru nikikuru kwenda ngu ogume nookora amakuru. Guma noomanya ebi ahamutima;

- Sima abebyamakuru kubaraakore kurungi . Eki nikibaasa kukorwa orikubateerera esimu, kubandiikira ebaruha, otugambo turungi ninga kaadi yendamusyo, ninga okubasindiikira karenda.
- Handiika orikugarukamu waaba otashemeriirwe.
- Ba omuntu murungi.
- Gira omutima gwokuyamba .
- Ba omuntu ayanguhi kuhikwa.
- Gamba gye enshonga zaawe
- Heereza za kiiti z'okuhandiikaho amakuru . Otakarinda abanyamakuru kwija kuzikushaba.
- Manya abanyamakuru abarikukuhandiikaho ninga ebyorikukora. Guma nookoragana nabo.

Okureeberera “Ebyorikujwekyera” omubyamakuru

Okubaasa kukuuma ekishushani kirungi omubyamakuru, oyine okuguma noomanya ebirikufa omu kampuni zamakuru. Egi nookimanya waaba oyeteekateekire kushohoza esente okagura amahurire bureizooba, okareeba tiivi, ninga okahurikiza rediyo; kandi otware obwire kushoma, okuhurira nokureeba ebyashohozibwa.

Nooyija kuba nooyetenga okubiika ekicweka ky'eihurire ekyohandiikirweho. Kyabaasika biika ka vidiyo kebyogambire. Oku nokubiika ebiraakugashe. Noobaasa kugikozesa nkobuhame omu kooti nkahaabaho okushiisha eiziina ryawe!

Amakuru mabi/ okugambwaho kubi ahamikutu yamahurire.

Kworaaronde abebyamakuru kukwata ebyorikukora, oshemereire kweteekateeka kumanya ngi hiine ebibi ebiraakugambweho eshaaha yona. Abebyamakuru nibakira kugira ngu nibaheebwa emirimo nkabokushaka amakuru kurtari okuba bakagambirizi. Kwonka eki tikishemereire kukwiha omumbeera. Abanyamakuru bnabo nabantu , nibakora enshobi.Kwonka obumwe nibashohoza ebibi nkana. Nahabwekyo nkabaakugambaho ripoota mbi, tikugira ngu tiwaakikunda kwonka okugira ngu tikihihire , oshemereire kukora juba okakitereeza.

Noogarukamu ota nkawaagambwaho amakuru mabi ahamikutu yamakuru?

- Enshonga otakaashisha ngu tiwaagifaho.
- Garukamu eshaaha egyo.
- Teerera nginga otaayayire kampuni yebyamakuru nkomuntu. Noobaasa nokukozesa ba rooya baawe.
- Handiika ekihandiiko kyokutereza enshonga kandi okyetwarire ahamukutu gwebyamakuru.
- Shaba ngu bakwesaasize nginga bahandiike barikutereza enshonga.
- Enshonga gitabaarizeyo omukakiiko kabeyamakuru. Waakibaasa!
- Bitemu rooya otabaarize omushango, kyabaasika. (Kwonka kimanye ngu omushango nigutwara esente nobwire)

Kimanye: Emikutu yamakuru eyine omurimo gwokukora emirimo yaayo erikweyendesereza, namunonga okutashoza amakuru mabi ahamuntu weena.



Joseline Kemirembe, kansara w'abakazi abakuzire owegomborora ya Kakiika omuri Disiturikiti ya Mbarara nagaaniraho nabebyobutegeye omu Disiturikiti. Omukazi ori omubyobutegeye naateekwa kuba naayebuuzaho omubandi kwenda ngu abaase aheereze abebyamakuru amakuru agahikire.

Ebiragiyo n'ebyamakuru

Abanyamakuru nk'endeijo mirimo tibarikukorera omumwanya nahabwekyo hariho ebiragiyo ebirukuborekyerera omunkora yaabo ebirimu obugabe bwokwegambaho namakuru. Ekicweka eki nikyeija kutandika kirikugamba ahagiragiyo ebirimo ebirukukuuma ebihama by'omuntu n'okwabandi barikumumanya nobugabe bwokukuuma ebintu bye. Eki nikijja kukururirwa ebirukukozesibwa omubiragiyo nokubyaakubaasa kukozebiswa. Ekicweka ekirikushembayo nikijja kugamba ahanshonga kwonka kirikugamba munonga ebiragiyo byensi yona ebi Uganda erikukuratira, kandi ekabikora nk'eihanga.

Kimanye: Eki kyona nikimanyisa ngu, iwe nkomukazi oyine obugabe bwe ori omubyobutegeye, noobasa kushaba okuhwerwa ebitongore ebyagambwaho omumbuga zebiragiyo.

Ekiragiyo ky'okukuuma ebihama

Ekiragiyo ekirikukwata ahakukuuma ebihama ni omuntu kugira obugabe bw'okutateganisibwa. Omunyamakuru tarikubaasa kwegyema kuza omuka y'omuntu akamutaaahirira naakozesa kamera nginga ebindi byoma ebyokukwata amakuru bikagabiika mukama weeka atarikukimanya. Amakuru garikukwata ahabya rukundo, amagarage, ebya bizinesi nginga ebindi ebyaburajjo nibyo bikukora okutaahirira ebihama byomuntu namunonga byaba bitine ahakubirikukwata ahabantu abandi.

Okuhandiika ebitahikire ahamuntu ondeijo

Eki nokushoza amakuru agatahikire ahamuntu ekirikumusiisira eziina. Amakuru aga nigabaasa kureetere omuntu okufeerwa esente, okusheija eziina, okushwara, okuteganisa obwongo nginga okubonabona reero kireetere abantu boona bamwehara. Omuntu owaahandikwaho ebitahikire naabasa kutabaaza omushanga omubebiragiyo.

Ebika bibiri byokuhandiika ahamuntu ebitahikire:

- **Okubeherera omuntu:** Oku n'okugamba ahamuntu ebitahikire.
- **Okuhandiika ahamuntu ebitahikire ebirimugumaho obwire bwona:** Oku nokuhandiika ahamuntu ebirimugumaho obwire bwona, nikibaasa kuba kiri ekihandiiko, ekishushani nginga katuuni.

Okukuuma ebintu byawe omubiragiyo

Eki ni obugabe bwokukuuma ebintu byawe omukyeshusha kyenye nka ebishushani ebibumbirwe, otuzaano, ebyeshongoro, ekitabo nginga ekihandiiko. Burimuntu orikukozesa ekyomuntu ayekoriire atiine rusa kuruga ahamuhandiiki waakyo naaba naahenda ebiragiyo.

Ebiragiyo ebirukukuuma ebyamakuru hamwe n'okubaakuhindura omumakuru agaashohwire.**1. Ekiragiyo kyamakuru nabanyamakuru ekya 1995**

Ebiragiyo by'ebyamakuru omu Uganda nibigamba ahakukuuma abantu boona kureeba ngu tibaahandiikwaho amakuru mabi gatiine kigyendererwa. Kurabira omukiragiyo ky'ebyamakuru ekya 1995 hamwe nekyebyamakuru agarikureebwa nokuhurirwa ekya 1996 abantu nibabaasa okushaba amakuru gaabo okugaterereza nkabaazeza kukwatwa kubi abebyamakuru. Omugasho gw'ekiragiyo ky'amakuru n'abanyamakuru n'okunywanisa obugabe bw'abanyamakuru kushoza amakuru hamwe n'obugabe bw'okukuuma amagara g'omuntu omukihama. Nikigaruka kihabura ahakushoma

okwekikugu kandi kireeba ngu omutindo gw'ekikugu gwakuumwa n'emicwe y'abanyamakuru yaaguma erigye. Ekiragiro kyamakuru nabanyamakuru ekya 1995 nikifayo kureeba ngu haabaho obugabe omubyamakuru; hamwe n'okukuuma amakuru omuri byona.

Emicwe yekikugu eyi abanyamakuru bashemereire kukoreramu

Abanyamakuru boona abarikukora bashemereire kukuratira emicwe ehikire eri omu kiragiro kyebyamakuru nabanyamakuru ekya 1995. Omunyamakuru weena otarikukuratira emitwarize egi naba yaahenda ebiragiro kandi naayija kukorwaho akakiiko kebyemicwe nginga ebiragiro. Nikigira kiti:

- Tihiine munyamakuru oraashohoze amakuru nginga eburikugambwa ngu byabaho atabandize akamanyika ekihikire nginga amazima.
- Tihiine munyamakuru oraagambe ahiyaaha amakuru. Ahi gaaruga nihija kworekwa kurugirira ahakyaabaho nabantu okubaginemu ekihika hamwe nakyaba nikukuratira ebiragiro bya Uganda.
- Tihiine munyamakuru oraashabe nginga akiikiriza ekituga omukureeba ngu yaashohoza nginga yaahakanisa okushohoza sitore.
- Omunyamakuru tarije kukopa emirimo yekikugu eyabandi nginga akatwara emirimo yabandi nginga ebyaruga omukucondooza byabashomi atabandize akasiima ebibakozire kandi akooreka ahi ayihire amakuru ge.
- Omunyamakuru najja kutunga amakuru ge obwe arikukozesa amagyezi gekikugu agabanyamakuru kandi atariheereza ekituga nginga kugira ebiiyahayo aharyogwe owaarikwihaho amakuru.
- Tihiine munyamakuru oriremesa omuntu weena oyine enshonga ehikire obugabe bw'okugarukamu ekyahandiikwa. Okutereza enshonga hamwe na okugarukamu nibishohozibwa omumuringo guhikire hatarimu by'okukyerirwa omungyero yokugira ngu nikiza kumanywa abantu abatungire amakuru genyine agokubanza.
- Omunyamakuru obwire bwona najja kufayo kutaanisa enteeekateeka ye namakuru genyine. Ahi enteeekateeka y'omuntu eraahabwewe, abantu nibijja kukimanya.
- Omunyamakuru najja kukuratira byona ebihikire omukutereza repoota esiisiikiire eyiyaakora ahamuntu nginga ahakitongore.
- Omunyamakuru tarije kurugwaho nginga okuhagira okubuzya amakuru agashemereire kutunguura nginga garikurugamu okwongyera okutanisa amahanga, okushorooro omumahanga nginga engyero yona eyokushorooro.

2. Kanso y'abanyamakuru

Akakweka 10 (1) k'ekiragiro, kanso yabanyamakuru ekatandikwaho, kukora ebi:

- Okureberera emicwe n'okutunguura omutindo gw'okukoreramu hamwe nokukuuma abanyamakuru biine emicwe.
- Okuhwera kusharamu ahabutiikirizana ahagati yabantu nabebyamakuru, hamwe na gavumenti nabanyamakuru;
- Okureeba ngu baarinda emicwe y'abanyamakuru, abakyencuzi b'amakuru hamwe nabarikugashohoza.

3. Uganda Communications Commission:

Egi neekora ebi :-

- Neekora kandi ereeberera emirimo yokushohoza/okuranga harimu nokutaho omutindo gw'okukuratirwa omukuranga/ okushohoza amakuru.
- Neehwera obwe erikwebuza ahari kanso y'ebyamakuru omukutereza emishango ahagati yabakama baza kampuni zokuha amakuru, abantu hamwe nabarikukora emirimo y'ebyamakuru ;

- Neeha gavumenti obuhabuzi ahanshonga zoona ezirikukwata ahagiragiro by'okuheereza amakuru.

Ekiragiro kya 29 ekya konsitiyushoni ya Uganda nikigira ngu:

"Burimuntu weena najja kuba ayine obugabe bw'okugamba kandi akahayo enteeekateeka ye erije kuba erimu obugabe bw'ebyamakuru hamwe n'ebyamakuru ebindi, obugabe bw'okuteekateeka, enyikiriza hamwe n'okwikiriza okurimu obugabe bw'emishomo omumatendekyero g'ebiyobwegyese".

Konsitiyushoni ya Uganda neegaruka egira ngu:

"Buri mutuuragye omw'eibanga ayine obugabe bw'okutunga amakuru aga gavumenti nginga agekindi kitongore kya gavumenti, okwibaho okushohoza amakuru kwaba nikuza kuteganisamu eby'okwerinda nginga obukuru bwa gavumenti nginga burikuteganya obugabe bw'ekihama ky'omuntu ondejjo"

Kwonka nabwe paramenti erihakye kukora ekiragiro ekirikwetaagwa kuhagira konsitiyushoni.

Ebiragiro by'ensi yona hamwe na enkorwa y'ebiragiro by'obugabe bw'okugamba eky'orikwenda.

Akiragiro kya 19 ekya okwehayo kukuuma obugabe bwabantu nikigira ngu:

"Buryomwe ayine obugabe bw'okubayo enteeekateeka ye. Obugabe obu burimu okubayo enteeekateeka yaawe hatariho ekirikukuteganya hamwe n'okushaba, okutunga n'okuheereza amakuru n'ebitenso kurabira omumikutu y'ebyamakuru nokushaba ensharo "

Ekiragiro kya 10 kwokwikirizana kwamahanga ga buraaya ahabwokukuuma obugabe bwabantu hamwe n'obugabe bwamaani:

"Buryomwe ayine obugabe bw'okubayo enteeekateeka ye. Obugabe nibwija kuba burimu bu burimu okubayo enteeekateeka yaawe hatariho ekirikukuteganya hamwe n'okushaba, okutunga n'okuheereza amakuru n'ebitenso n'okushaba ensharo"

Ekiragiro kya 13 kyobugabe bwabantu omurukiiko rwaboona omuri America nikigira ngu:

"Buryomwe ayine obugabe bw'okuteekateeka nokubayo enteeekateeka ye. Obugabe obu burimu okubayo enteeekateeka yaawe hatariho ekirikukuteganya hamwe n'okushaba, okutunga n'okuheereza amakuru n'ebitenso nobubakuba ebyamahanga agandi, nkumu kubigamba omukubihandiika, omukubiteera, omubishuabani ning ogundi muringo ogwomuntu yaakunda." Ekiragiro kya 19 ky'okubanyika obugabe bwabantu omuni yona nikwe kirikugira.

Ebyamakuru + Okubirikutwara abakazi

Ebibuuzo ebi abakazi abari omubyobutegeyeke barikukira kubuuzo

1. **Ekibuuzo:** Niinyetaaga kushashura omunyamakuru / omushaki w'amakuru kukwata omukoro gwangye.

Ansa: Ngaaha, toyine kumushashura. Abanyamakuru nibashabwa emicwe yaabo y'ekigugu okwanga engyero yooni yokushashura kukora sitore ahamuntu weena.

Kwonka manegimenti naiwe kumwakuba baakiikiriziineho, ngu amakuru agooraashake nigajja kushohozibwa nkagomutaano, nginga emirimo yakagambirizi ahabwawe, aho nihijja kubaho okushashura aha ofisi, beitu ti kushashura omunyamakuru. Kwonka nabwe nkawaahurira waayenda kuhayo omunyamakuru akasimo reero akiikiriza, nikyenda kikorwe murikukuratira enkora eyekikugu, kwonka eki tikirikumanyisa ngu iwe nk'omukazi ori omuby'obutegeyeke noija kuzishaba sitore kweraabe etashohwire.



2. **Ekibuuzo:** Ahabwenki kiri ngu kundikushashurira abashaki bamakuru ebyokurya nentambura, nginga obumwe nkasindikira omukyencuzi wamakuru “ebahaasa” sitore eyi abashaki b'amakuru barikuba bampandiikireho terikushohora?

Ansa: Okushashura tikirikingana nomugasho gwa sitore, nginga orubaju oru abashaki b'amakuru barikuba batwara. Kandi nabwe n'omukyencuzi w'amakuru ekiraashohore omumakuru n'okukiraashohoremu.

Amakuru okushohora nikireetwa enshonga nyingi, harimu na okugarikwetaagwa ahonaaho, nginga ekirikukora amakuru eshaaha egyo nebindi. Kwonka obumwe sitore neeshohora eizooba erindi.

3. **Ekibuuzo:** Ahabwenki abebyamakuru nibakira kukunda amakuru amabi?

Ansa: Ekyomugisha mubi abebyamakuru obwire buraingwa batendekirwe kufayo ahabintu ebi abantu barikutwaramu nkebitari byaburajjo. Kwonka hariyo amaani agariyo nigateebwamu kutendeka abanyamakuru kukwata ebintu ebirungi.

4. **Ekibuuzo:** Emikutu yebyamakuru nebyamakuru nikimanyisa ekintu kimwe?

Ansa: Entaniso eri ahari ebyo byombi ninkye.

5. **Ekibuuzo:** Ahabwaki abebyamakuru nibatwaramu kubi abakazi abari omubyobutegeyeke?

Ansa: Okucondooza okukoziwe aha ku abebyamakuru barikutwaramu abakazi abari omubyobutegeyeke, nikworeka ngu namazima nibatwaramu kubi: nkabatiine maani, nkabatarikubaasa, orurimi orubarikukozesa norwokubagaruza ahansi, nkabokushemeza abashajja omubyarukundo, n'ebindi. Eki tikihihire omubyamakuru. Kwonka, eki nikitireetera kutamu amaani kutereza embeera. Ekyokureeberaho, abakazi abari omubyobutegeyeke biine okweyoreka ngu nibabaasa nginga batari omumbeera erikureeter baasharamu ekibatarikwenda kureetera empinduka egi yaahika ahamuheru. Abebyamahurire hamwe naba manegya nginga bakama baza kampuni z'ebyamahurire biine okufayo ahankura yabantu obwe barikushaka amakuru kureeba ngu abakazi abari omubyobutegeyeke nginga abandi abarikwebemba baatunga okukorwaho gye omubyamahurire. Okutendekwa oku nikwija kukora ahakutunguura ebyobuhanga ebirikushisha ngu nibyo birikureetera abebyamahurire baashohora amakuru gatari marungi ahabakazi.

6. **Ekibuuzo:** Nooha orikurugwaho amakuru?

Ansa: Orikurugwaho amakuru nginga ekihandiiko noogwe owu omunyamakuru arikushakaho amakuru. Nahabwekyo. omukazi ori omuby'obutegeyeke naabaasa kuba niwe yaashakwaho amakuru kwarikuheebwa intaviyu, nginga kwarikusindika nginga yatuuza orukiiko rw'abanyamakuru.

7. **Ekibuuzo:** Ahabwenki ebitongore ebirikurwanirira obugabe bwabakazi nibahurira baahwa amaani ahaku abakazi abari omubyobutegeyeke barikushoboorera enshonga omubyamakuru? Nibatuvunaana ahabwokuremwa kugambirira enkura yabakazi nabanyamakuru.

Ansa: Ekyomugisha mubi, abakazi bingi abari omubyobutegeyeke tibarikumanya okubashemereire kuba nibakozesa ababyamakuru. Ekyokureeberaho abingi nibaremwa kugrukmu gye ebibuuzo nokushoboorora. Kwonka ekirikusingayo obukuru, nibaremwa kunyanisa obuzibu, n'enshonga ezirikukwata ahabyanga ebibarikujwekyera- abo nabakazi. Abakazi bingi abari omubyobutegeyeke nibaremwa kugambirira abakazi nobu baraabe bari omweishengyero barikujwekyera abakazi. Buri memba weishengyero ashemereire kuba naarebwa arikushoboorora enshonga zekyanga ekyarikujwekyera. Abajwekyerwa abakazi nibajwekyera abakazi!

8. **Ekibuuzo:** Ahabwenki abebyamakuru biine ekihika kyokukwata amakuru gabamwe ahabakazi abari omubyobutegeyeke? Abingi abarikujwekyera abantu abakuziremu?

Ansa: Nikibaasika kugira ngu abakazi bakye abari omubyobutegeyeke nibo barikugyenga engyero y'okugambaho nabebyamakuru. Nibaba bariho ababyamakuru kubarikubaronda kwenda ngu bashoboorore ahanshonga. Nooshanga nibaheereza abebyamakuru enamba zaabo z'esimu kwenda ngu barahuke kubatunga. Nahabwekyo nikikuru kutaho enkoragana nungi yekikugu nabebyamakuru. Nikwe baraije kukuronda kuhayo enteekateeka yaawe ahari

sitore.

9. Ekibuuzo: Kiri omubiragiro abakazi abari omubyobutegeye ki kuhikiirira abebyamakuru (Kutaayaayira kampuni yebyamakuru) kwenda ngu bamutungeho amakuru?

Ansa: Ngaaha, eki tikihihire omubiragiro. Nambwenu, nk'omwebembezi (omwebembezi omubyobutegeye ki nginga ebindi) nootekwa kukoragana gye nabeyamakuru, ahbwokuba eki nikireetera obutumwa bwawe bwahika enkumi nenkumi z'abantu kurabira omukugamba nomuntu ahandejjo nginga enkiiko omubyaro, ahi otarikubaasa kuhika.

10. Ekibuuzo: Omukazi ori omubyobutegeye ki naakora ata kukora amakuru marungi n'okumushakaho amakuru?

Ansa: Okwihaho okugira emicwe mirungi, omutima gwokworoba, abakazi abari omuby'obutegeye ki bashemereire : teekaho enkoragana nungi yekikugu nabeyamakuru, guma noomanyisa abeyamakuru okuguma nibamanya okubarikukora omuri za puroguraamu (harimu nebyabarema nginga ebibaakora kurungi). Hayo obwire bwawe kugarukamu ebibuuzo byabanyamakuru. Shoma munonga ahanshonga eziriyo nizibaho, kandi omanye okubarikugamba. Otakaayikiriza kuhindura omunteekateeka yaawe – ahabwokuba kworikuba waabiire omuntu orikumanywa bingi – ebyorikukora nibikundwa abeyamakuru.



11. Ekibuuzo: Itwe nkabakazi abari omubyobutegeye ki nitubaasa tuta kukyendeeza abeyamakuru kutushohozaho amakuru mabi nginga ahamirimo yeitu?

Ansa: Kuma ebikorwa byekikugu. Garukamu obu kirikubaasika, kandi ebigambo byawe obikyencure gye. Yoreka ngu okiine amaani.

12. Ekibuuzo: Omukazi ori omubyobutegeye ki naakora ata ahanshonga zabeyamakuru abaamushohozaho amakuru mabi?

Ansa: Otakaaruga umumbeera. Shaba okuheebwa obugabe kugarukamu, reero otereze enshonga orikugamba ekihihire omungyero yekikugu. Sigara ahamuramwa. Otakatongana, nginga okatrwana! Nomurimo gwabeyamakuru kugarukama bakashohozaho amakuru agahikire. ,

13. Ekibuuzo: Nimuntu ki ohikire owooshemereire kuhikiirira waaba nooyenda obuheereza bw'abeyamakuru? Nibiiha ebinshemereire kukuraira?

Ansa: Waaba otarikwenda kushashurira omwanya omumakuru, kuraira byona ebirikukuratirwa: Handiika omubutongore ow'omukyencuzi w'amakuru womukampuni eyoorikwenda orikushaba omukoro gwawe kukwatwa abeyamakuru. Oshemereire kushoboorora gye enshonga (omugasho gwayo, ryari, nomwanya ugu omukoro gwawe guraabe gurimu). Yehare okuteerera omushaki wamakuru kwija kukwata omukoro gwawe. Eki tikihihire omubukugu. Tikirikumanyisa ngu abeyamakuru nibeija kwija ahmukoro gwawe!

14. Ekibuuzo: Kihikire kugira omushaki wamukuru nginga omukyencuzi kuba ari munywani waawe?

Ansa: Eego, eki kihikire. Okuba ori omubyobutegeye ki tikirikumanyisa ngu toyine bugabe kugira abanywani. Kwonka obunywani bugume omungyero y'ekikugu. Otakaagezaho kumuhika munonga ahabw'okuba noomanya ngu n'omushaki w'amakuru. Nginga otakaamwesiga kugira ngu niwe araakuhwera omukushohozaho amakuru gaawe ahabwokuba tiwe mukyencuzi wamakuru kusharamu yaaba omukoro gwawe gushemereire kushohozibwa omumakuru. Obumwe abashaki bamakuru nibahandiika za sitore ahariwe ahabwokugira ngu nibanywani baawe , n'obu baakuba batakubuurize. Eki n'ekyakabi.



Doreen Nantamba, Sipika w'egomborora ya Nyamitanga omuri Disitirikiti ya, Mbarara naahamisiriza okweyikirizamu. Owebyobutegeye ki naatekwa kwijuka ngu niwe yaayeta orukiiko rwabeyamakuru, niyo ayine amakuru g'okuheereza, nahabwekyo naateetwa kuhamisiriza amakuru ge omurukiiko oru.

Endagiiriro z'abebyamakuru

Omukicweka eki ekirikushembayo, twakuheereza orukarara rwendagiiriro zabari omubyamakuru . Nkoku twaba twakugambiire eki nikireetera gye okutandika kukoragana nabo , ekirikureetera empinduka omumirimo yaawe, kandi enkoragana egi yaagumaho nihabaho empinduka omubantu.

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Hon. Kate, kansara w'egomborora ya Nyakinengo omuri Disitirikiti ya Mbarara naaganiiraho nabebyamakuru. Okweteekeeka nikikuru owebyobutegyeki yaaba naayenda kugira enkoragana nungi nabebyamakuru.



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