REPUBULIKA Y'U RWANDA

MINISITERI
Y'ABAKOZI BA LETA
N'UMURIMO

MINISTRY OF PUBLIC
SERVICE AND LABOR

REPUBLIC OF RWANDA

RAPORO Y'IBIKORWA BYAGEZWEHO MU MWAKA WA 2008

21 Ugushyingo 2008

Ibikorwa by'Umunyamabanga Uhoraho wa Minisiteri y'Abakozi ba Leta n'Umurimo

Mu rwego rwo gushyira mu bikorwa inshingano hakozwe imirimo inyuranye harimo :

- Guhuza ibikorwa, gutanga ibitekerezo, ubugororangingo, gukurikirana ishyirwa mu bikorwa ry'amabwiriza n'ibyifuzo bya Minisitiri;
- Gukurikirana iyubahiriza ry'ibyemezo bya Guverinoma mu bireba Minisiteri ;
- Kugenzura no gutanga amabwiriza mu byerekeye ibikorwa by'inzego z'imirimo ashinzwe ya tekiniki ;
- Gukurikirana imicungire y'Abakozi n'iy'Umutungo n'Imari bya Minisiteri ;
- Kugenzura buri gihe uko Inzego z'Imirimo zubahiriza gahunda y'ibikorwa bya Minisiteri ;
- Gusuzuma amadosiye n'izindi nyandiko zigomba kwemezwa cyangwa gushyirwaho umukono na Minisitiri;
- Gukurikirana no kurangiza Imirimo ibarizwa muri Minisiteri ;
- Gusimbura Minisitiri igihe afite impamvu mu byerekeye Imirimo isanzwe ;
- Gukora indi mirimo isabwa na Minisitiri.

<u>Inama</u>

- Yitabiriye Inama Nyunguranabitekerezo zibera muri Serivisi za Nyakubahwa Minisitiri w'Intebe « CIC/ICC » zimuhuza n'abandi Banyamabanga Bahoraho ;
- Yatumije kandi ayobora inama zitegura inama y'Umurimo mu rwego rw'Igihugu yabaye ku wa 22 Gashyantare 2008 yo kumenyekanisha Politiki y'Igihugu y'Umurimo;
- Yatumije anayobora Inama Nyunguranabitekerezo ku ngamba zo kurangiza inyigo zikurikira: "Functional review, Skills Audit, Capacity Building and Needs Assessment in Local Governments";
- Yitabiriye inama zitandukanye z'Abagize Akanama Ngengamikorere ka PDRCIU n'iz'inama z'Ubuyobozi y'Ikigo SFB;

- Yatumije kandi ayobora "Steering Committee meeting of the Belgian Rwandan Support to capacity Development Project"

- Yatumije kandi ayobona inama z'Abaterankunga;

- Yitabiriye Inama Nyunyunguranabitekerezo ku miterere y'Inzego za Leta nshya no gusuzuma imiterere y'Imirimo yazo;

- Yatumije kandi anayobora Inama Nyunguranabitekerezo zirebana n'ivugurura riri gukorerwa Inzego za Leta;

- Yitabiriye inama zinyuranye zo mu rwego rwa « East African Community » ;

- Yatumije kandi afatanya na Minisitiri kuyobora Inama z'Ubuyobozi "Management Meeting " za Minisiteri;

- Yahagarariye Minisitiri mu gikorwa cyo gusobanura umushinga w'Itegeko rishyiraho sitati y'Abakozi ba Leta muri Komisiyo y'Abadepite n'iy'Abasenateri

<u>Ubutumwa</u>

Imbere mu gihugu

- Kuva tariki ya 24 kugeza 28 Gashyantare 2008 Umunyamabanga Uhoraho yitabiriye Umwiherero wa Gatanu watumiwemo Abayobozi Bakuru b'Igihugu mu Ntara y'Iburasirazuba - Akagera Game Lodge ;

- Kuva tariki ya 26 kugeza ku wa 28 Werurwe 2008 Umunyamabanga Uhoraho yitabiyiye « DPR Retreat » yateguwe na MINECOFIN ;

- Kuva tariki ya 18 kugeza ku wa 19 Kamena 2008 Umunyamabanga Uhoraho yitabiriye inama irebana na « Public Finance Management » yabereye mu Ntara y'Iburasirazuba - Akagera Game Lodge ;

Mu mahanga

- Kuva tariki ya 05 kugeza ku wa 09 Gashyantare 2008 Umunyamabanga Uhoraho yagiye i BRAZAVILLE mu Nama ya 32ème y'Ubuyobozi ya CRADAT ;

- Kuva tariki ya 12 Mata kugeza ku wa 21 Mata 2008 Umunyamabanga Uhoraho yagiriye urugendoshuri mu Gihugu cy'Ubwongereza mu rwego rwo gukusanya ibitekerezo bijyanye no guteza imbere ndetse no kunganira Komisiyo y'Abakozi ba Leta.

Imibonano

- Umunyamabanga Uhoraho yakira buri munsi abantu batandukanye bafite ibibazo by'akazi binyuranye bikeneye ibisubizo bya Minisiteri ;

- Yakiriye "Delegation" ya Kenya yari igizwe na **Grace Ofieno** na **Elizabeth NZIOKA** mu rwego rwo kureba ibijyanye n'imishahara n'ibindi bigenerwa abacamanza n'abandi Bakozi bo mu Rwego rw'Ubutabera mu Rwanda;

- Yakiriye "delegation" ya Tony Blaire ikorera muri PRIMATURE;

- Yakiriye Uhagarariye WORLD Bank mu rwego rwo gutera inkunga igikorwa cy'ivugurura ry'Inzego za Leta;

- Yakiriye Impuguke ya BIT yari yaje mu rwego rwo gutegura gahunda y'ibikorwa 2009-2010 irebana n'imishyikirano hagati y'Abakozi, Abakoresha na Leta (Social Dialogue) no guhugura Abagenzuzi b'Umurimo.

I. KONGERA UBUSHOBOZI BW'ABAKOZI B'INZEGO ZOSE Z'IGIHUGU

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
I	**Kongera ubushobozi bw'Abakozi b'Inzego zose z'Igihugu**		
I.1	Kurangiza inyigo igaragaza ubushobozi bw'abakozi b'inzego zitandukanye (Leta, Abikorera, imiryango idaharanira inyungu)	Ikigo cya PWC cyari yatsindiye isoko ryo kubikora cyatanze raporo ituzuye, bityo iki gikorwa cyeguriwe HIDA kugira ngo abe ariyo ibikora kuva muri Mata 2008. Dutegereje raporo izatangwa na HIDA kugira ngo isuzumwe muri "Steering Committee"	Iki gikorwa ntabwo cyashoboye kurangirira igihe kubera ibibazo byatewe n'uko ikigo cyari gishinzwe gukora iryo sesengura kitashoboye kugera k'umusaruro cyari gitezweho.
I.2	Gutegura Politike y'Igihugu yo kongera ubushobozi bw'Abanyarwanda (National skills development policy)	Iki gikorwa ntabwo cyakozwe kubera ko raporo y'isesengura yagombaga gushingirwaho itarangiye.	Politike izakorwa ari uko isesengura ry'ubushobozi ryagaragaje icyuho cy'ubushobozi (skills gap) kigomba kuvanwaho
I.3	Gutegura Gahunda y'Igihugu yo kongera ubushobozi bw'Abanyarwanda (National skills development plan).	Iki gikorwa ntabwo cyakozwe kubera ko raporo y'isesengura yagombaga gushingirwaho itashoboye kubonekera ku gihe yari iteganyijeho.	Iyi gahunda izakorwa ari uko isesengura ryagaragaje icyuho cy'ubushobozi bukenewe, ndetse na politike yo kongera ubushobozi bw'Abakozi nayo yarangiye.
I.4	Kwemeza raporo y'isesengura ry'inzego zunganira mu kongera ubushobozi (mapping capacity building activities).	Isesengura ryararangiye ndetse raporo ya nyuma yemezwa (validation) n'ababifitemo uruhare (stakeholder) ku itariki ya 21/02/2008.	Iki gikorwa cyararangiye nk'uko byari biteganyijwe.

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
I.5	Gukora isesengura ry'ubushobozi bukenewe mu Nzego z'Ibanze (Capacity buiding need assessment for Local Governments)	Isesengura ry'ubushobozi bukenewe mu Nzego z'Ibanze ryarangiye neza nk'uko byari biteganyijwe muri gahunda y'u mwaka. Raporo ya nyuma y'ibikenewe ndetse na gahunda yo kongera ubwo bushobozi byararangiye, binemezwa (validation) n'ababifitemo uruhare (stakeholders) ku itariki ya 17/03/2008	Iki gikorwa cyararangiye nk'uko byari biteganyijwe. Hasigaye gushaka ubushobozi (amafaranga) bwo gufasha Uturere gushyira mu bikorwa iyi gahunda yo kongera ubushobozi.
I.6	Gushyiraho uburyo bushya bwo gutanga impushya zo kujya kwiga mu mahanga hakoreshejwe ikoranabuhanga (informatisation du processus d'octroi d'A qui de droit")	- Ku bufatanye n'Ikigo cya RITA hakozwe isesengura ry'ibigomba kujya muri Software (analyse) - Software yarakozwe igeze mu isuzumwa ryayo (testing) - Ibyagaragajwe na "testing" byarakosowe - Amahugurwa kuri IT system Administrator ku Bakozi ba ICT muri za Minisiteri yarakozwe	Igisigaye ni ukugeza software kuri MIFOTRA n'abandi bazayikoresha bose kugira ngo ihite ikoreshwa
I.7	Kurangiza strategic plan y'Ikigo Nyarwanda gishinzwe kwigisha iby'Imicungire y'Abantu n'Ibintu n'Ubutegetsi (RIAM)	Ku bufatanye bwa Banki y'Isi (Wolrd Bank), isoko ryo gukora Strategic Plan ya RIAM biciye muri HIDA ryahawe "PTC Consultants" yo mu Gihugu cya Kenya. Ubu RIAM irimo gushyiramo "inputs" zayo muri draft mbere y'uko ishyikirizwa Aba Stakeholders ngo bayemeze.	Uyu mwaka 2008 uzarangira document ya nyuma yabonetse
I.8	Kugaragaza inyigisho zose zigenewe Abakozi ba Leta (programme de formation/training programme) zizatangwa na RIAM mu mwaka wa 2008.	Inyigisho zari zigenewe Abakozi ba Leta (training programmes) RIAM yazishyize ahagaragara kuva Gashyantare 2008 kandi zoherezwa Inzego zose za Leta.	Iki gikorwa cyagenze neza nk'uko cyari cyarateganyijwe

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
I.9	Gutegura gahunda y'inyigisho (plan de formation/trainning plan) zinyuranye zigenewe Abakozi ba Leta mu mwaka wa 2008.	Nyuma y'uko Inzego zose za Leta zitangiye gahunda zazo, MIFOTRA k'ubufatanye n'Ikigo cya RIAM byakoze gahunda y'amahugurwa azatangirwa imbere mu Gihugu, ishyirwa ahagaragara muri Gashyantare 2008, kandi yashyikirijwe inzego zose z'Igihugu itangira gushyirwa mu bikorwa muri Kanama 2008.Ayo mahugurwa yashyizwe mu byiciro 12. Abagombaga gukurikirana amahugurwa bose hamwe bari 448.	Aya mahugurwa azakomeza kugeza mu Kuboza 2008.
I.10	Gushyiraho ikigo gishinzwe guhuriza hamwe (coodination) iby'imyigishirize y'imyuga mu gihugu (Rwanda Work Force Development Authority).	- Ikigo cyagiyeho cyitwa Workforce Development Authority (WDA), - Inama y'Abaminisitiri yo kuwa 27 Kamena 2008 yemeje abagize Steering "Committee" yayo, - WDA ubu ikoresha Abakozi b'amasezerano y'igihe kizwi bo gufasha mu mirimo ya buri munsi. - Itegeko rishyiraho imiterere, inshingano n'imikorere bya WDA riri hafi gutangazwa mu Igazeti ya Leta	WDA cyashyizwe kuri "tutelle" ya MINEDUC. Tariki ya 22/09/2008 habaye ihererekanyabubasha hagati ya Minisitiri wa MIFOTRA n'Umunyamabanga wa Leta muri MINEDUC Ushinzwe Amashuri Abanza n'Ayisumbuye
I.11	Gushyiraho inzego ziyobora imyigishirize y'imyuga mu Ntara n'Umujyi wa Kigali.	Izo nzego zashyizwe muri gahunda ya za "Polytechnic Regional Centers" yatangiye muri MVK(Remera) na "Southern Province" (Kavumu).	Kubera ko iki Kigo cyeguriwe MINEDUC, niyo izagikurikirana
I.12	Gushaka no guhugura abarimu n'impuguke zishinzwe guhuza imyigishirize y'imyuga mu Gihugu	WDA yatangije amahugurwa y'abazahugura abandi (Training of Trainers) ku bijyanye na "Pedagogy, ICT-Networking na Electronics Servicing". Ayo mahugurwa ubu arimo gukorerwa muri Remera "Regional Vocational Center"	Kubera ko iki Kigo cyeguriwe MINEDUC nacyo niyo izakomeza kugikurikirana.

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
I.13	Gutegura integanyanyigisho z'imyuga	Hamwe no guhugura Abarimu, WDA yatangiye gutegura integanyanyigisho z'imyuga.	Iki gikorwa kizakurikiranwa na MINEDUC yeguriwe imicungire y'iki Kigo.
I.14	Gukora isesengura ry'abantu cyangwa ibigo byigisha imyuga mu Gihugu	Isesengura ryarakozwe, raporo yagaragje ko mu Gihugu hari ibigo byigisha imyuga 164 (Vocational Training Centres): CFJ/CFP), hakaba higamo Urubyiruko rungana na 12 992 n'Abigisha 961	Iki gikorwa cyagenze neza nk'uko cyateganyijwe muri gahunda y'umwaka wa 2008
I.15	Kongerera ubushobozi inzego zinyuranye z'Igihugu, binyujijwe muri MIDA, hakoreshejwe impuguke z'abanyarwanda bari mu mahanga cyane cyane mu ubuzima, uburezi n'iterambere ry'icyaro	Mu rwego rwo kongerera ubushobozi Inzego zinyuranye z'Igihugu: Abanyarwanda baba mu mahanga bakoze missions 39 mu Rwanda. Ubuvuzi: missions 11 Uburezi: missions 15 Iterambere ry'icyaro: missions 13	Iki gikorwa cyagenze neza nk'uko cyateganyijwe muri gahunda y'umwaka wa 2008
I.16	Kuzamura imyigishirize y'Amashuri Makuru na za Kaminuza, binyijijwe muri MIDA, hakoreshejwe iyakure (e-learning and distance learning).	-Habayeho inama y'Akarere ko mu Biyaga Bigari ku bijyanye n'uruhare rwa Diaspora mu myigishirize y'amashuri makuru hakoreshejwe iya kure, yabereye i Kigali ku ya 9-11 Kamena 2008 - Hashyizweho kandi ihuriro rya za Kaminuza rishinzwe gukurikirana imyigishirize hakoreshejwe iyakure(e-learning). Iryo tsinda rigizwe n'abahagarariye: UNR, KIST, ISAE, KIE, UAAC NA CHUK	Raporo yohererejwe ba Partenaires ba MIDA bose iboneka no kuri website ya MIFOTRA Iki gikorwa nacyo cyakozwe nk'uko byari biteganyijwe muri gahunda y'ibikorwa yari iteganyijwe muri 2008.
I.17	Gutanga information kuri Diaspora nyarwanda ku bijyanye no kohereza amafaranga (transfert des fonds) n'ishoramari mu Rwanda (Investissement).	Guide d'investissement yarakozwe ubu yagejejwe kuri Website ya MIFOTRA	Iki gikorwa cyagezweho nk'uko cyari giteganyijwe muri gahunda y'umwaka wa 2008.

2. KUVUGURURA NO GUTEZA IMBERE IMIKORERE N'IMIKORANIRE Y'INZEGO ZA LETA

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
II.1	Gushyiraho urwego rw'igihugu rushinzwe gukurikirana ivugururwa (establishment of the national reform programme).	Inyandiko zigaragaza impamvu yo gushyiraho uru Rwego n'imiterere yaryo, byashyikirijwe National Reform Steering Committee (NRSC) yemeza ko uru rwego rwajyaho. Isaba ko documents zanozwa n'Impuguke mbere y'uko zishyikirizwa Cabinet	Iki gikorwa cyarakozwe ariko ntabwo kirarangira. Hateganyijwe Inama y'impuguke kugira ngo documents zinozwe byoherezwe muri Cabinet.
II.2	Gukurikirana ishyirwa mu bikorwa by'ibyavuye mu isuzuma mikorere rya minisiteri 6 zasuzumwe mu cyiciro cya mbere (MIFOTRA, MINECOFIN, MINEDUC, MINITERE, MINISANTE, MININFRA)	Ivugururwa ry'imiterere y'izi Nzego ryaratangiye ubu harangijwe kuvugurura missions, functions na structures by'izi Nzego kimwe n'izindi zakorewe Functional Reviews.	Iki gikorwa cyakozwe nk'uko cyari giteganyijwe muri gahunda y'ibikorwa byari biteganyijwe muri 2008.
II.3	Gusuzuma imikorere n'Ubushobozi bw'Inzego za Leta 16 nyuma y'ivugurura (Functional Review).	Hakozwe isuzumamikorere (Functional Reviews) ku Nzego za Leta 17 zo mu Butegetsi bwite bwa Leta zigizwe na Minisiteri n'Inzego Nkuru za Leta. Iki gikorwa cyakomereje ku nzego 32 zigizwe n'Intara, Umujyi wa Kigali, Ibigo na Komisiyo za Leta. Biteganyijwe ko iki gikorwa kirangirana n'ukwezi kw'Ukuboza 2008.	Iki gikorwa cyagenze neza cyane kuko hakozwe byinshi kuruta ibyari biteganyijwe muri gahunda y'u mwaka wa 2008.
II.4	Kuvugurura imiterere y'Inzego za Leta nyuma y'isuzuma (functional review)	Igikorwa cy'ivugurura ry'imiterere y'Inzego za Leta zakorewe isuzuma (Functional Reviews) cyaratangiye. Ubu harangiye kunononsorwa missions, core functions na structures ya za Minisiteri, Urukiko rw'Ikirenga, Ubushinjacyaha Bukuru, Inteko Ishinga Amategeko n'Inzego z'ibanze.	Iki gikorwa nacyo kiragenda neza nk'uko byari biteganyijwe ndetse hakozwe byinshi kuko byari biteganyijwe kuvugurura Minisiteri 6 gusa ubu zose zikaba zivugururwa, hiyongereyeho Inzego Nkuru za Leta n'iz'ibanze.

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
II.5	Gukora inyandiko igaragaza uko serivisi zitangwa mu nzego za Leta (Citizens guide)	Ikigo (Adam Smith International) yatsindiye iri soko yarangije gusinya contrat kandi impuguke mpuzamahanga zizabikora zageze mu Rwanda ubu zikaba zitegura Inception report.	Iki gikorwa cyaratinze ugereranyije n'igihe cyagombaga gutangiriraho, ariko byatewe n'uko umuterankunga ariwe World Bank yatinze gutanga non-objection yo gutanga isoko kuri iki kigo.
II.6	Kwemeza isesengurwa ry'imyanya y'imirimo (Job description) ryakorewe inzego z'icyiciro cya mbere (institutions pilotes) no gukomereza iki gikorwa ku zindi nzego.	Iki gikorwa cyahagaritswe n'uko harimo hakorwa irindi vugurura ry'Inzego bityo imirimo ikaba izahinduka.	Iki gikorwa kigiye gukorerwa Inzego zose kubera ko imiterere y'Inzego yahindutse mu ivugurura ririmo gukorwa.
II.7	Gushyiraho politike rusange y'imicungire y'inzego za Leta (Public Service Management Policy).	MIFOTRA yagiranye amasezerano n'impuguke izafasha muri icyo gikorwa. Impuguke yakoranye Inama n'Aba PS/GS ba za Minisiteri n'Inzego Nkuru za Leta kugira ngo bungurane ibitekerezo ku mahame azagenderwaho mu gutegura iyo policy. Ubu policy yatangiye kwandikwa n'impuguke ikazarangiza kuyitegura mu mpera z'umwaka wa 2008	Biteganijwe ko draft yayo izaboneka ikaba yemejwe n'Inzego zibishinzwe (Stakeholders) mu Ukuboza 2008.
II.8	Kwemeza no kumenyekanisha Human Resource Procedure manuals	HR procedure manuals zarangiye zoherezwa Serivisi za Minisitiri w'Intebe, kandi zemezwa na CIC y'Abanyamabanga Bahoraho ba za Minisiteri. Ubu hasigaye ko yemezwa na CIC y'Abaminisitiri mbere y'uko Cabinet iyemeza.	Iki gikorwa cyagenze neza nk'uko byari biteganyijwe mu rwego tekinike.Restructuring irimo gukorwa ishobora kuzatuma HRM procedures manuals zari zarateguwe zihinduka

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
II.9	Gushyiraho uburyo bwo gusuzuma imikorere y'inzego n'iy'abakozi (institutional and individual performance management).	Hakozwe "concept document" ijyanye na "institutional and individuals performance management". Hategurwa Amabwiriza ajyanye n'isuzumabushobozi bw'Abakozi, anohererezwa Inzego zose za Leta ngo zitangire kubishyira mu bikorwa kuva muri Gashyantare 2008 Umubare w'Inzego za Leta zose zimaze gusurwa ni 90, ni ukuvuga: • Minisiteri 17 • Inzego Nkuru za Leta 4 • Ibigo bya Leta 69 Umubare w'Inzego zose zamaze gutangiza gushyira mu bikorwa ubu buryo bushya ni **56** kuri 90 • Minisiteri 12 • Inzego Nkuru za Leta 3 • Ibigo bya Leta 41 Hateguwe Iteka rya Minisitiri w'Intebe rishyiraho ubu buryo, rishyikirizwa Serivisi za Minisitiri w'Intebe kandi ryemejwe na CIC y'Abanyamabanga Bahoraho.	Iki gikorwa cyagenze neza nk'uko cyari cyateganyijwe. Umwaka utaha kizakomeza kandi n'Iteka rya Minisitiri w'Intebe rishyiraho ubu buryo bushya ryarateguwe risigaje gusuzumwa no kwemezwa na Cabinet.

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
II.10	Gushyiraho Komisiyo y'Abakozi ba Leta.	Komisiyo y'Abakozi ba Leta yashyizweho n'Itegeko n° 06/2007 ryo kuwa 15/03/2007, structure zayo zemejwe na Cabinet, yahawe inshingano n'Abakozi. Ubu yatangiye kuzuza inshingano yahawe.	Iki gikorwa cyagenze neza nk'uko byari biteganyijwe muri gahunda y'umwaka wa 2008.
II.11	Gukora ibarura rusange ry'abakozi ba Leta	-MIFOTRA yakoranye na RPPA na NISR kugira ngo documents zo gutanga isoko ry'ibarura ziboneke - Mu Bigo bitanu byatanze ibyangombwa by'ipiganwa,icyatsindiye isoko kizatangazwa bitarenze Ugushyingo 2008.	Nyuma yo gusinya amasezerano bizakorwa mu kwezi kw'Ukuboza 2008, hazakurikiraho gushaka Abakozi no kubahugura ku buryo Ibarura rizatangira muri Mutarama 2009
II.12	Kuvugurura amategeko agenga imicungire y'Abakozi ba Leta.	- Sitati Rusange igenga Abakozi ba Leta (General Statutes) yaravuguruwe. - Havuguruwe Amateka akurikira: • Iryerekeye ubutumwa mu Gihugu, • Iryerekeye ubutumwa mu Mahanga, • Irishyiraho ibigenerwa Abanyapolitiki Bakuru b'Igihugu, Aya yaremejwe atangazwa mu Igazeti ya Leta • Irishyiraho ibigenerwa Abacamanza n'Abashinjacyaha. Iri Teka ntiriremezwa	Hasigaye gutangaza Itegeko mu Igazeti ya Leta
II.13	Gutegura Itegeko rishyiraho amahame agenga imyitwarire y'Abakozi ba Leta (code of conduct)	Sitati Rusange igenga Abakozi ba Leta yateganyije ko "code of conduct" iba Iteka rya Perezida wa Repubulika, aho kuba Itegeko nk'uko byari byateganyijwe mbere Ubu umushinga w'iryo Teka warateguwe kandi Minisiteri y'Ubutabera yarangije kuwutangaho ibitekerezo.	Hasigaye kuwiga muri CIC y'Abaminisitiri mbere yo gushyikirizwa Cabinet

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
II.14	Gushyiraho uburyo bwo gucunga no guhemba abakozi ba Leta hakoreshejwe ikoranabuhanga (IPPIS)	- Igice kirebana na Human Resources Management cyakorewe testing. Ubu harimo gukorwa igice kirebana n'ihemba.	Igerageza rya nyuma rijyanye na HRM riteganijwe kuba mu Ukuboza 2008.
II.15	Gutegura politike y'ihemba ry'abakozi ku buryo burambye (long Terme Remuneration Policy).	Hakozwe isuzuma ry'imihembere mu Nzego zose z'u Rwanda, rigomba kuba ibanze ryo gutegura iyi politike "Comparative Pay Study" Ubu ToR zo gukoresha iyo politike zikaba zarakiriwe "non-obecjtion" y'Umuterankunga w'iki gikorwa (World Bank).	Iki gikorwa cyacyererewe kubera ko isuzuma ryatwaye igihe kirerekire.
II.16	Gushyira dosiye z'abakozi ba Leta kuri electronical support (**electronical filling / digital).**	Ku bufatanye na RITA, "analysis & conception" ya system byarakozwe, ubu harakorwa phase ya programming.	Iki gikorwa cyacyererewe, ariko hari icyizere ko ubucyererwe butazaba bukabije ugereranyije n'aho igikorwa kigeze ubu.
II.17	Gushyiraho software icunga data base za reconversion programme	System yarateguwe kandi yakorewe testing. Ubu hazakurikiraho kwinjiza Data muri system kugira ngo "statistiques" zigaragaze: abiga, abakora imishinga n'amafaranga agenda kuri buri gikorwa	Igikorwa cyagenze neza nk'uko byari biteganyijwe muri gahunda ya 2008.
II.18	Gushyiraho National Employment Processing and Job Opportunities portal.	Hakozwe ipiganwa abatsindiye isoko ryo kubikora bateganya gutangira aka kazi mu Ukuboza 2008.	Ugereranyije n'ibyari biteganyijwe iki gikorwa cyaratinze kubera ko ipiganwa ryasubiwemo kabiri kubera kubura ababishoboye.
II.19	Gushyiraho stok management system	Iki gikorwa ntabwo cyashoboye gukorwa muri 2008, kuko nyuma y'ipiganwa byagagaragaye ko nta muntu n'umwe mu bari bitabiriye ipiganwa ubishoboye.	Iki gikorwa kizakorwa mu mwaka utaha wa 2009.

3. GUTEZA IMBERE UMURIMO

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
III.1	Gukora anketi ijyanye n'umurimo mu Gihugu.	Ntibirakorwa	Amafaranga yo gukora iki gikorwa ntiyashoboye kuboneka
III.2	Gutegura ibikorwa bigamije kumenyekanisha no gushyira mu bikorwa Politike y'Igihugu y'Umurimo.	- Habayeho inama mu rwego rw'Igihugu tariki ya 22/02/2008 yo kumenyekanisha Politiki y'Igihugu y'Umurimo.Yahuje Abayobozi Bakuru b'Igihugu, Abayobozi b'Intara n'Uturere, Abikorera na Sosiyete Sivili n'Abahagarariye BIT/ILO,	Inama yagenze neza
III.3	Gutangiza gahunda yo kwimenyereza akazi (Internship programme).	- Inyandiko yateguwe yashyikirijwe CIC y'Abanyamabanga Bahoraho - Hakozwe "Database" y'Ibigo na za Minisiteri zifuza kwakira abimenyereza akazi hakurikijwe ibyo bize	Inyandiko iracyanozwa kugirango yerekane priorities mbere yo kwiga na CIC y'Abaminisitiri no gushyikirizwa Cabinet.
III.4	Guhugura ibyiciro bitandukanye by'abagore ku byerekeranye no kwihangira umurimo no kuba ba rwiyemezamirimo	(i)Twahuguye abagore 1200 ni ukuvuga 40 muri buri Karere, ku Masezerano mpuzamahanga arebana n'Uburenganzira ku kazi: a) Convention 156 ivuga ibijyanye na "responsabilité familiale" b) Convention 183 ivuga kuri "protection de maternité" (ii) Mu rwego rwo gushyigikira ba Rwiyemezamirimo b'abagore guhanga imirimo, dutanga buri mwaka ibihembo ku bagore bigaragaje mu guhanga imirimo	

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
III.5	Gukurikirana imyigire y'abasezerewe bakajya muri Kaminuza.	- Ingengo y'imari y'abiga muri za Kaminuza yakuwe muri MIFOTRA ishyirwa muri SFAR n'abiga bashyirwa muri Politiki y'inguzanyo z'amashuri za Buruse nk'uko yemejwe na Guverinoma - Abanyeshuri bashya 179 bemerewe kwiga mu mwaka wa 2008 muri za Kaminuza n'Amashuri Makuru - Abanyeshuri 1.789 bamaze kwemererwa inguzanyo mu mwaka wa 2008. - Ku birarane 543,317,390 FRW by'umwaka wa 2007, MINECOFIN yishyuye 336,801,550 Frw - Ku mafaranga 1,365,450,000 yari yasabwe y'umwaka wa 2008, MINECOFIN yatanze amafranga angana na 682,000,000 hakaba hasigaye 683,450,000 Frw - Abasezerewe muri Presidence ya Repubulika na Primature bashyizwe muri gahunda ya Reconversion - Abasezerewe mu Icapiro ry'Amashuri (Imprisco) nabo bashyizwe mu matsinda hakurikijwe ibyo bashaka gukora.	Iyi porogaramu igenda igira ikibazo cyo kuburirwa amafaranga ku buryo MIFOTRA, ku bufatanye na MINECOFIN, iteganya gutegura inyandiko igaragaza ibyahinduka mu bigenerwa Abakozi ba Leta basezerewe

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
III.5 (Suite)	Guhugurira abakozi basezerewe muri Leta kwikorera imishinga	Kubijyanye n'amahugurwa : - Abantu 158 bahawe amahugurwa yo kwihangira imirimo - Abantu 189 bateguye imishinga kandi bahabwa ibyemezo ko iyo mishinga ikwiye guhabwa inguzanyo mu bigo by'imari. - Abantu 78 bahawe inguzanyo zihwanye n'amafaranga 368 233 660 frw - DFID yemeye gushyira amafaranga (500,000 £) muri Guarantee fund, - Hateguwe umushinga w'ivugurura ry'amasezerano mashya yagenga imicungire y'amafaranga ari mu Kigega cya Banki Nkuru y'u Rwanda.	Uwo mushinga uzaganirwaho hagati ya NBR, MIFOTRA na MINECOFIN mu kwezi kw'Ukuboza 2008
III.6	Kuvugurura amategeko agenga umurimo.	- Hateguwe inama nyunguranabitekerezo yahuje abahagarariye Abakozi, Abakoresha, Abagenzuzi b'Umurimo ku mushinga w'Itegeko rigenga Umurimo, - Umushinga wanyujijwe muri CIC y'Abanyamabanga Bahoraho, waranononsowe hakurikijwe ibitekerezo byavuye muri CIC ndetse n'ibya World Bank(impuguke zikurikirana ibyerekeye Doing business)	Version ikosoye izigwa muri CIC y'Abaminisitiri mu Ukuboza 2008

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
III.7	Gukora politike yo kurwanya imirimo mibi ikoreshwa abana.	- Umushinga wa Politiki y'Igihugu yo kurwanya imirimo ikoreshwa abana(National Policy for the elimination of child labour) na gahunda yo kuyishyira mu bikorwa byarangije kunononsorwa , hasigaye kuwohereza mu Nzego zishinzwe kuwemeza - Umushinga w'iteganyabikorwa ry'imyaka itanu rigamije kurwanya imirimo ikoreshwa abana (National five-year action plan for the elimination of child labour) nawo urimo uranononsorwa	Bizohererezwa Nyakubahwa Minisitiri w'intebe mu Ukuboza 2008
III.8	Gushyiraho Inama Nkuru y'Umurimo	Hateguwe umushinga w'Iteka rya Minisitiri w'Abakozi ba Leta n'Umurimo rishyiraho abagize Inama Nkuru y'Umurimo. Washyikirijwe Serivisi za Nyakubahwa Minisitiri w'Intebe kugira ngo uzasuzumwe mu Nama y'Abaminisitiri	Proposals zari zatanzwe zirimo zirasubirwamo kugira ngo haboneke abantu bafite profiles zo hejuru
III.9	Kwiga uburyo hajyaho Ikigega kijyanye n'Igenamigambi no guhuriza hamwe ibikorwa byo guteza imbere Urubyiruko	Ntibirakorwa	Hateganijwe inama hagati ya MINIYOUTH, MIFOTRA. MINECOFIN na MSCBP kugira bigire hamwe ishyirwaho ry'iki Kigega

4. GUTEZA IMBERE UBWITEGANYIRIZE NO KUBUNGABUNGA UBUZIMA MU KAZI.

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
IV.1	Gutegura Politiki y'Ubuzima n'Umutekano ku kazi.	-Inyandiko y'umushinga wa Politiki y'Igihugu ku birebana na social security (National Social Security policy) iracyanononsorwa ku bufatanye n'Isanduku y'Ubwiteganyirize mu Rwanda (CSR, MMI, RAMA, BNR n'izindi nzego	Iyo nyandiko izashyikirizwa Ibiro bya Nyakubahwa Minisitiri w'Intebe mu Ukuboza 2008
IV.2	Gushyiraho ingamba zo kurwanya SIDA ku kazi no kuyimenyekanisha.	- Hashyizweho umukono ku masezerano y'inkunga yasinywe hagati ya CNLS na MIFOTRA kuwa 17/01/2008 mu kurwanya SIDA ku kazi mu Nzego za Leta - Ayo masezerano yatumye hakorwa amahugurwa anyuranye ku Bakozi: . ONATRACOM Gicumbi, Rusizi, Huye na Rubavu: Abakozi 72 n'abafasha babo . Uruganda rw'icyayi rwa MATA: Abakozi 114 . Uruganda rw'icyayi rwa GISOVU: Abakozi 123 - Hatanzwe udukingirizo 23.040 muri za Minisiteri two gukoresha hagamijwe kwirinda ubwandu bwa VIH/SIDA. - Hakozwe amahugurwa ku Bagenzuzi b'Umurimo muri Werurwe 2008 ku ngamba zo kwirinda no kurwanya icyorezo cya SIDA	

5. GUHUZA NO GUKURIKIRANA IBIKORWA.

N°	IBIKORWA BYARI BITEGANYIJWE	IBYAGEZWEHO	ICYITONDERWA
V.1	Gushyiraho mécanisme de coordination y'ishyirwa mu bikorwa rya gahunda y'imbaturabukungu n'iterambere (EDPRS)	MINECOFIN yashyizeho Umukozi ukurikirana ishyirwa mu bikorwa rya Gahunda yo Kuzamura Ubukungu no Kurwanya Ubukene: EDPRS Hagiyeho Mechanism yo guhuza "Donors" n'Inzego za Leta zigize iri tsinda. Hanategurwa inama eshatu zahuje "Development Partners" bagize iri tsinda.Hafashwe icyemezo cyo gushyiraho "Secretariat" ihoraho irimo abahagarariye "Development Partners" ishinzwe guhuza ibikorwa bya SWG no tegura amanama no gutanga amakuru kuri "Development Partners". Inama iheruka yabaye tariki ya 30/10/2008 yemeje ko hajyaho amatsinda abairi ariyo: itsinda ryo kubaka Ubushobozi bw'Abakozi ba Leta rigizwe WB, DFID, UNDP na BTC n'itsinda ryo guteza imbere Umurimo ririmo GTZ, KOICA, BTC and JICA	Iki gikorwa c Yagenze neza. ToR za "Sector Working Group" zarangije kwemezwa "Secretariat" izajyaho mu mwaka utaha wa 2009
V.2	Gukora surveys zo gushakisha imibare fatizo (base line)	Hakozwe ikusanyamakuru mu Bakozi ba Leta. Minisiteri 17, Intara 4, Uturere 21, Ibigo bya Leta na Komisiyo 45 zatanze imibare yasabwe. Hakozwe imishyikirano na NISR itanga umukozi wayo uzajya akurikirana ibi bikorwa byo gushaka base lines za SWG Mifotra iyobora.	Iki gikorwa cyagenze neza. Gusa ni igikorwa kigomba guhoraho. Harimo gukorwa database y'aya makuru yose izajya ihuzwa n'igihe. Hazakurikira isesengura ry'ibyavuye muri iryo kusanyamakuru.

Kigali, kuwa 21/11/2008
Minisiteri y'Abakozi ba Leta n'Umurimo