REPUBULIKA Y'U RWANDA

MINISITERI Y'ABAKOZI BA LETA
N'UMURIMO
B.P 402 KIGALI

POLITIKI Y'IGIHUGU IGENGA UMURIMO

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AMAGAMBO Y'IMPINE

ILO: Umuryango mpuzamahanga ushinzwe umurimo
ENE: Ubushakashatsi ku murimo mu gihugu
FAO: Umuryango mpuzamahanga wita ku buhinzi n'ibiribwa
MIFOTRA: Minisiteri y'abakozi ba Leta n'Umurimo
MIGEPROF: Minisiteri y'Uburinganire n'Iterambere ry'Umuryango
SAP: Gahunda yo kuvugurura inzego
GDP: Umusaruro w'imbere mu gihugu
SME/SMI: Amasosiyete mato n'aciriritse
GPHC: Ibarura rusange ry'abaturage n'imiturire

INCAMAKE Y'IBIKUBIYEMO

Iyi politiki y'Igihugu igenga umurimo ijyanye n'ibisabwa n'Itegeko Nshinga rya Repubulika y'u Rwanda n'amahame mpuzamahanga agenga uburenganzira bw'ikiremwamuntu u Rwabda rwashyizeho umukono, aho avuga ko "umuntu wese afite uburenganzira bwo gukora, guhitamo akazi ashaka nta gahato kandi agakorera mu bwisanzure akanarindwa ubushomeri".

Iyi ngingo yongeye gushimangirwa mu nama y'Abakuru b'Ibihugu n'aba za Guverinoma yabereye i Ouagadougou muri Nzeli 2004, aho ibihugu byayitabiriye byasabwe gushyiraho ingamba zigamije guteza imbere umurimo ahantu hose kandi kuri buri wese, nk'uko biteganywa n'amasezerano mpuzamahanga No 122 yerekeye politiki y'umurimo.

Iyi politiki irerekana imbogamizi zitandukanye mu guhanga imirimo ikanazishakira ibisubizo mu buryo bukurikira:

Imbogamizi:

- Ishoramari ridahagije
- Amahirwe make yo kubona akazi
- Ubushomeri bwinshi cyane cyane mu rubyiruko
- Ubujiji
- Kuba umubare w'abagore bakorera umushahara ukiri muto
- Amakuru adahagije ku bijyanye n'isoko ry'umurimo, n'ibindi.

Ibisubizo bitangwa:

- Guteza imbere amajyambere y'icyaro
- Gushyigikira abikorera ku giti cyabo
- Guteza imbere umurimo mu rubyiruko
- Guteza imbere umurimo mu bari n'abategarugori
- Guteza imbere umurimo mu bantu batishoboye n'abafite ubumuga butandukanye
- Guha ingufu uburyo bwo gutanga imirimo ku bantu benshi muri gahunda zigamije guteza imbere ibikorwa-remezo n'imibereho myiza y'abaturage
- Kongerera ubumenyi abakozi kugira ngo bashobore guhatana ku isoko ry'umurimo
- Guteza imbere ibiganiro hagati y'abakozi, abakoresha na Leta
- Guteza imbere ubwiteganyirize bw'abakozi

Kugira ngo iyi politiki ishobore gushyirwa mu bikorwa neza, ubufatanye busanzwe burangwa hagati ya Leta n'abikorera ku giti cyabo buzarushako gushimangirwa hanashyirweho uburyo bwo korohereza abantu kubona inguzanyo zo gushora mu mishinga ibyara inyungu.

1. IRIBURIRO

Ikibazo cy'umurimo kiri mu bibazo by'ingorabahizi biremereye isi muri iki gihe. Mu Rwanda, iki kibazo cyigaragaza ku buryo bw'umwihariko ahari ibibazo bitandukanye by'amajyambere. Nyuma na Jenoside yo mu 1994, ubushomeri ndetse n'imirimo itanjyanye n'ububare w'abayishaka byariyongereye cyane. Guhera mu 1998, Leta y'U Rwanda yatangiye ibiganiro ku rwego rw'igihugu bigamije kureba uburyo amajyambere arambye yagerwaho. Ni muri urwo rwego Leta yashyizeho gahunda y'ingamba z'igihe kirekire z'iterambere "Vision 2020" zerekana neza inkingi zafasha u Rwanda kuva mu bihugu bikennye rukajya mu bihugu bigite umusaruro uciriritse, umurimo ukaba umwe muri izo nkingi.

Uretse Icyerekezo 2020, mu w'2001 u Rwanda rwashyizeho gahunda y'Igihugu yo kurwanya ubukene igaragaza neza gahunda z'iterambere n'imishinga bigamije kurwanya ubukene.

Ni muri urwo rwego Leta y'u Rwanda yashyizeho iyi politiki, ikaba ari imwe mu ngamba zigamije guteza imbere umurimo hagamije kurwanya ubukene no kugera ku manjyambere arambye.

Ingamba zikubiye muri iyi nyandiko ya politiki y'Igihugu igenga umurimo zizahindurwamo gahunda, imishinga, n'ibikorwa bigamije ishoramari mu guteza imbere umurimo. Ibi bizakorwa ku bufatanye hagati ya Leta, abikorera ku giti cyabo, imiryango itegamiye kuri Leta n'abandi baterankunga.

1.1 IMITERERE Y'UBUKUNGU, UBUKENE, N'IMIBEREHO MYIZA Y'ABATURAGE

Ugusubira inyuma mu bukungu nk'uko byagaragaye guhera mu 1990, intambara na Jenoside byo mu 1994 byagize ingaruka zikomeye ku bukungu bw'igihugu byerekana imbaraga nke urwego rw'ubukungu rufite ndetse n'ubusumbane mu mibereho y'abaturage.

Muri uru rwego, ikibazo nyamukuru kigomba gusubizwa ni ukureba niba bishoboka guhanga imirimo hakurikijwe uko ubukungu n'imibereho myiza y'abaturage biteye muri iki gihe.

Kugira ngo iki kibazo gishobore gusubizwa, hagomba kuvugururwa gahunda zitandukanye zo kuvugurura ubukungu, imibereho myiza y'abaturage n'ibikorwa-remezo.

a) Gahunda zo kuvugurura ubukungu

Kugira ngo hakemurwe ikibazo cy'ingengo y'imari idahagije giterwa n'imiterere rusange y'ubukungu ndetse na Jenoside n'intambara byo mu 1994, mu w'1995 Leta y'u Rwanda yashyizeho gahunda y'Igihugu y'Ubwiyunge, kwiyubaka n'iterambere, ikaba igamije kuzahura ubukungu n'imibereho myiza y'abaturage hifashishijwe abaterankunga mu rwego rw'iterambere.

Iyi gahunda yari ifite igice kigamije gushyiraho uburinganire hagati b'ibitumizwa mu mahanga n'ibigurishwayo kugira ngo igihugu gishobore kwihaza mu bicuruzwa cyane cyane ibitumizwa hanze.

Kuva mu w'1995, u Rwanda rwatangiye gahunda yo kuvugurura inzego z'igihugu. Ni muri uru rwego hashyizweho gahunda zikurikira:

- Gahunda y'icyitegererezo
- Gahunda ihamye yo kuvugurura inzego (ESAF) yo mu w'1998 n'izindi

Izi gahunda zose zari zigamije kuvugurura ubukungu bw'igihugu, kuzamura umusaruro, kubungabunga agaciro k'ifaranga, kuvugurura inzego za Leta n'izishamikiye kuri Leta, gushyiraho gahunda zihariye z'imibereho myiza y'abaturage, demokarasi, ubwisanzure mu bukungu no kugabanya ubukene hongerwa ubushobozi bw'umuguzi, kuzigama n'ishoramari.

b) Ubwiyongere bw'umusaruro w'Igihugu

Kugira ngo ubwiyongere bw'umusaruro w'igihugu bushobore kwigwaho neza, harebwa ibi bikurikira:

- Imizamukire y'ubukungu n'amajyambere
- Uruhare rw'inzego zitandukanye mu izamuka ry'umusaruro w'igihugu
- Guteza imbere ukwihaza mu bikenerwa mu gihugu

o *Imizamukire y'ubukungu n'amajyambere*

Mu 2003, umusaruro w'igihugu wiyongereye ku rwego rwa 0.9% ugereranyije n'9.4% mu w'2002, na 4% mu w'2004. Ubwiyongere bw'umusaruro bumaze kurenga 10% mu w'1996, ijanisha ry'ishoramari ryatangiye kugabakuna kugeza aho rigera munsi y'10% mu w'1998. Imwe mu mpamvu zateye iri gabanuka ni ukugabanuka kw'amafaranga azigamwa n'abaturage n'ukugabanuka kw'inkunga y'amahanga ariyo ishoramari ryari rishingiyeho.

Indi mbogamizi yagize ingaruka ku bukungu guhera mu 1990 ni ukuzamuka cyane kw'ibiciro ku isoko. Iki kibazo cyahagukurikiwe n'inzego zose zirebwa n'ubukungu kuko ari cyo shingiro ry'ubushobozi bw'abaturage n'imibereho myiza

yabo. Guhera mu 1998, izamuka ry'ibiciro ryagiye rigabanuka rigera munsi ya zeru mu 1999.

- *Uruhare rw'inzego zitandukanye mu izamuka ry'ubukungu bw'igihugu*

Inyigo yakozwe mu 2003 hagamijwe kumenya uruhare rw'inzego zitandukanye z'ubukungu mu izamuka ry'umusaruro w'igihugu yagaragaje ibi bikurikira:

- Urwego rw'ibanze rw'ubukungu (primary sector) rutanga 45% by'umusaruro w'igihugu rukaba rwinjiza 80% by'amafaranga y'amahanga bivuye cyane cyane mu cyayi n'ikawa
- Urwego rwa kabiri rw'ubukungu (secondary sector) rutanga 19% by'umusaruro w'igihugu
- Urwego rwa gatatu rw'ubukungu (tertiary sector) rutanga 36% by'umusaruro w'igihugu.

- *Guteza imbere ukwihaza mu bikenerwa mu gihugu*

Inyigo yakozwe mu myaka ibiri ishize yerekanye ko ibikenerwa n'inzego za Leta ndetse n'imiryango y'abaturage bitahindutse. Impamvu nkuru ni ishyirwa mu bikorwa rya gahunda igamije kuvugurura imikorere y'inzego, cyane cyane imicungire ihamye y'amafaranga igihugu gikoresha.

Nyuma y'izamuka rihagije, ijanisha ry'ishoramari ryaragabanutse bitewe no gushyira mu bikorwa ingamba zigamije kuzamura imicungire y'imari ya Leta guhera mu 1998.

c) Guhindura imibereho y'abaturage

Inyigo igamije kureba ingaruka z'ivugurura ry'ubukungu mu myaka mike ishize ntabwo yagombye kugarukira gusa ku kureba ibyagezweho mu rwego rw'imari n'ubukungu. Hagomba nanone kurebwa imizamukire y'imibereho myiza y'abaturage hakoreshejwe isuzuma ry'ingaruka byagize mu kugabanya ubukene harebwa ibi bikirukira:

- Ukwihaza mu biribwa
- Ubuzima
- Uburezi
- Isaranganya ry'ubukungu n'umurimo

Muri rusange, urugero rwo kwihaza mu biribwa ntirwahindutse n'ubwo hari uduce tumwe na tumwe tw'igihugu twagaragayemo imirire mibi bitewe n'imihindagurikire y'ikirere n'uguhungabana kw'ibidukikije.

Mu Rwanda, buri muturage yinjiza amadolari y'abanyamerika 250 ku mwaka. Uyu musaruro wa buri muntu ariko usaranganyijwe ku buryo butangana kuko usanga wihariwe n'agace gato k'abaturage.

1.2 IBIBAZO BITERWA N'UBWIYONGERE BW'ABATURAGE N'ISANO BIFITANYE N'UMURIMO

U Rwanda ni igihugu kidakora ku nyanja, kikaba gihana imbibi n'ibihugu byo muri Afurika yo hagati n'iy'iburasirazuba. Gifite ubuso bwa Km^2 26,338.

Igihugu cy'u Rwanda gifite ubwiyongere bw'abaturage buri hejuru, ku ijanisha rya 2.9%, ibi bikaba byatuma mu mwaka wa 2020 abaturage bashobora kugera kuri miliyoni 16 niba ubu bwiyongere butagabanutse. Abaturage b'u Rwanda muri rusange baracyari bato kuko ikigereranyo ari imyaka 21 kandi 60% by'abaturage bakaba bafite munsi y'imyaka 18.

U Rwanda rwagize umwihariko warwo mu mateka y'Afurika. Kubera jenoside yo mu 1994, igihugu cyatakaje igice kinini cy'abaturage bagera kuri miliyoni imwe. Nyuma y'ibi, abana benshi babaye imfubyi ubu bakaba bagomba gukora kugira ngo bashobore kwibeshaho. Amamiliyoni y'abanyarwanda bari mu buhungiro bamazeyo imyaka myinshi bagarutse mu gihugu, bituma ubushomeri burushaho kwiyongera.

a) Ubwiyongere bw'abaturage

Ibarura rusange ry'abaturage n'imiturire ryabaye mu w'2002 ryerekanye ko abaturarwanda bose ari 8.128.553, muribo 4.249.105 akaba ari abagore ku kigereranyo cya 52.3% naho abagabo akaba ari 3.879.488 bakaba bangana na 47.7%. Igice kinini cy'abanyarwanda batuye mu cyaro ku kigereranyo cya 83.1%, naho 16.9% gusa akaba ari bo baba mu mijyi.

Urugero rw'abaturage baba mu mijyi ruracyari hasi kuko rungana na 16.9% gusa mu gihugu cyose. Hakurikijwe imyaka, byagaragaye ko 53% by'abaturage bari mu kigero cyo gukora (hagati y'imyaka 15 na 65) naho 47% akaba ari bo badafite ubushobozi bwo gukora (kuva kuri 0 kugeza ku myaka 14, no hejuru ya 65). Ibi byerekana ko 87% by'abaturage babaho kubera abandi, ibi bikaba bigaragara cyane mu cyaro (93%) mu mijyi ho akaba ari 63%.

Imiterere y'abaturage hakurikijwe imyaka yerekanye ko muri rusange abaturage bakiri batoya ku kigereranyo cy'imyaka 21.2, kandi ko kimwe cya kabiri cy'abaturage bari munsi y'imyaka 17.4. Abatuye mu gituranye byagaragaye ko ari bo bato (ikigereranyo cy'imyaka 21) ugereranyije n'abo mu mugi (ikigereranyo cy'imyaka 22.2), kandi ko abagabo ari bo bato (ikigereranyo cy'imyaka 20.5) kurusha abagore (ikigereranyo cy'imyaka 21.9).

b) Ikoreshwa ry'ibibanza n'igenamigambi mu gukoresha ubutaka

U Rwanda rufite hegitari 1,385,000 z'ubutaka buhingwa, bukaba bungana na 52% by'ubutaka bwose bw'igihugu. Kuva cyera, umuntu yatungaga ubutaka ahawe nk'umurage, ibi bikaba byaratumye bucibwamo uduce duto twinshi kugira ngo abaturage bose bashobore gukwirwa. Ibi byatumye umusaruro w'ubuhinzi urushaho kuganabuka.

Nk'uko bigaragazwa n'umuryango mpuzamahanga wita ku buhinzi n'ibiribwa (FAO), kugira ngo ubutaka butange umusaruro mwiza bugomba kuba nibura bufite hegitari 0.90. Mu Rwanda 50% by'imirima iri munsi y'ubu buso ngenderwaho. Hari ndetse n'ikibazo by'ubutaka bukomeza kwangirika kubera isuri no guhinga imirima ubutaruhuka. Iri bura ry'ubutaka mu giturage hamwe n'urwego rw'inganda rukiri hasi mu Rwanda nibyo ntandaro y'ubushomeri no gukora akazi katagira umusaruro uhagije.

Umusaruro w'umuturage uri munsi y'amadolari 250 ntutuma hari hari icyo ashobora kuzigama cyangwa ngo ashore imari mu bindi bikorwa, iyi akaba ari imbogamizi ikomeye ku mizamukire y'ubukungu cyane cyane mu rwego rwa mbere rw'ubukungu (primary sector).

c) Ingaruka z'ubwiyongere bw'abaturage n'isano bifitanye n'umurimo

Inyigo yakozwe na ONAPO ku buzima n'imiturire mu w'2000 yerekana ko abaturage bafite ubusbobozi bwo gukora barushaho kugenda biyongera. Ibi biterwa ahanini no kubyara cyane (ikigereranyo cy'abana 5.8 ku mugore umwe) ndetse no gutangira akazi igihe kitageze ku rubyiruko rwivana mu mashuri.

Ikigereranyo cy'abaturage bafite ubushobozi bwo gukora gishobora gushingirwaho, ariko nta kigereranyo cy'imirimo ihari cyashingirwaho gihari. Ikibazo cy'abantu benshi bahunga icyaro baza mu mugi nacyo ni intandaro y'ubushomeri mu mugi, kugeza na n'ubu kikaba kitarashobora kubonerwa igisubizo gihamye.

2. ICYEREKEZO RUSANGE

Hashingiwe ku ntego z'iterambere z'ikinyagihumbi, intego ya Politiki y'Igihugu y'Umurimo ni ugutuma amamiliyoni y'abaturage badafite akazi ubu cyangwa se bafite akazi katabaha umusaruro uhagije udatuma bita ku miryango yabo neza bashobora kuva mu bukene bakabona imirimo ibazanira inyungu zihagije bityo bagashobora kuzamura imibereho yabo.

Iyi politiki ishingiye kandi ku cyerekezo rusange gitangwa n'Itegeko Nshinga, icyerekezo 2020 ndetse na gahunda y'igihugu yo kurwanya ubukene aho intego ari ukugabanya ubukene bukava kuri 60% bukagera kuri 30% mu w'2015.

Ibindi byerekezo ngenderwaho ni imiyoborere myiza, kwegereza abaturage ubuyobozi n'ubushobozi, kwegurira abikorera ku giti cyabo ibigo bya Leta, guteza imbere abikorera ku giti cyabo no kongerera abaturage ubushobozi. Muri make. Iyi politiki ifitanye isano n'izindi politiki zashyizweho nka politiki y'Igihugu y'ubuhinzi, ingamba zigamije guteza imbere urubyiruko n' abakozi ba Leta, uburezi, uburinganire, ibikorwaremezo n'ingufu.

Mu rwego rwo gushyira mu bikorwa gahunda y'igihugu y'ishoramari, politiki y'Igihugu y'umurimo yibanda cyane mu korohereza ishoramari no guhanga akazi. Ibi bikaba bisaba ko ibiciro bidahindagurika, hakabaho ubwisanzure mu bucuruzi, guteza imbere kuzigama no kongera umusaruro hagamijwe kuzamura ubukungu ku buryo bwihuse.

3. INGINGO Z'INGENZI MU MITERERE Y'UBUKUNGU

Ibibazo u Rwanda rufite ubu biterwa n'impamvu zitandukanye zirimo izijyanye n'amateka, ubukungu ndetse n'imiterere y'abaturage. Ni ngombwa rero kuzigaho ku buryo burambuye kugira ngo hashakwe ibisubizo bihamye bikemura ibibazo biboneka ku isoko ry'umurimo n'ingaruka zabyo ku bukene.

3.1 IMITERERE Y'IKIBAZO CY'UMURIMO

Umurimo mu Rwanda urangwa no kuba isoko ry'akazi rirushaho kugenda riba ribi bitewe n'impamvu nyinshi zirimo n'ivigurura ry'inzego za Leta no kwegurira ibigo bya Leta abikorera ku giti cyabo.

a) Ibiranga umurimo muri rusange

Inyigo yakozwe ku baturage bafite ubushobozi bwo gukora hakurikijwe ibice bitandukanye bakoramo yerekanye ko ubuhinzi buha akazi igice kinini cy'abaturage kandi b'ibitsina byombi. 97.18% by'abagore nibo bakora umwuga w'ubuhinzi, naho abagabo akaba ari 90.19%. Ku rwego rw'Igihugu, iri janisha riri kuri 92.97% ku bagore na 80.97% ku bagabo.

Mu mijyi, ibi bigereranyo ntabwo biri hejuru ugereranyije no mu zindi nzego z'imirimo. Ibi bisobanuye ko mu cyaro abagabo n'abagore bakora cyane imirimo ijyanye n'ubuhinzi.

Ibi bisobanurwa n'igabanya n'ivugururwa ry'inzego z'ubuyobozi riherutse kuba ryatumye ibikorwa by'ubuhinzi byiyongera no mijyi yo mu ntara zitandukanye. Agabore bacuruza ku muhanda umusaruro w'ubuhinzi nabo ntabwo bakwiye kwibagirana kuko nabo bafatwa nk'abahinzi.

Ibi ahanini biterwa n'uko imirimo mu nzego za Leta ari mike ndetse no kuba urwego rw'abikorera ku giti cyabo rutaratera imbere ku buryo bushimishije ku buryo rwahanga imirimo myinshi kandi itanga umusaruro uhagije. Ibi biterwa kandi n'uko abaturage benshi batize cyangwa se ubumenyi bwabo bukaba bukiri bucye bigatuma badashobora kubona imirimo ibazanira umusaruro uhagije.

b) Abaturage bafite ubushobozi bwo gukora

Mu Rwanda abaturage bashoboye gukora bagera kuri 4.492.000 muri bo 44.77% akaba ari abagabo naho 55.23% akaba ari abagore. Abenshi muri aba baturage batuye mu cyaro. Muri bo, 2.334.000 ni urubyiruko ruri hagati y'imyaka 15 na 29 naho 1.153.000 bakaba bari munsi y'imyaka 20. Abari munsi y'imyaka 17 bangana na 3.973.022.

Abaturage bafite ubushobozi bwo gukora barushaho kugenda biyongera ku rugero rwa 3% ku mwaka. Kugira ngo urugero rw'ubushomeri rugume hasi ku buryo bushoboka (munsi y'10%), bisaba guhanga imirimo nibura 140.000 buri mwaka kugira ngo abiyongereye nabo babone imirimo.

Abaturage bafite ubushobozi bwo gukora kandi barangwa no kuba abenshi muri bo badafite ubumenyi buhagije mu byo bakora. Imibare ihari yerekana ko hafi 37.5% batigeze bajya mu ishuri, 55.56% bize amashuri abanza gusa, 2.03% bakaba barize nibura imyaka itatu ibanza y'amashuri yisumbuye 4.40% barangije amashuri yisumbuye naho 0.51% akaba ari bo barangije kaminuza. Abikorera ku giti cyabo bangana na 76.81% naho abafasha imiryango bakaba bagera kuri 15,22%, bose hamwe bakaba bangana hafi na 92.03% kandi bakora imirimo ijyanye n'ubuhinzi n'ubworozi (87.63%) ariko nta bumenyi babifitiye. Ibi biterwa ahanini n'ubukungu bw'Igihugu butaratera imbere kandi bukaba bushingiye cyane ku buhinzi butanga gusa ibibeshaho ababukora, kandi akaba nta nyongeragaciro iboneka mu bikorwa byabo, ndetse n'umusaruro muke.

- *Abakorera umushahara*

Mu Rwanda, umubare w'abakorera umushahara ni muto cyane. Leta ndetse n'abikorera ku giti cyabo bakoreshaga abantu 295.742 mu w'2002. Bitewe no kwegurira ibigo bya Leta abikorera ku giti cyabo ndetse n'ivugurura ry'inzego za

Leta ndetse no gusubira inyuma kw'ubukungu, guhanga akazi byagiye bigabanuka mu myaka yashize. Ibi byatumye ubushomeri bwiyongera ndetse n' umubare w'imirimo ishingiye ku bukorikori uriyongera.

- *Ubukorikori*

Kugira ngo ingaruka z'ubushomeri n'ubukene zishobore kugabanuka, ubukungu bushingiye ku bukorikori bwariyongereye cyane. Ibi bikaba bigaragara cyane mu mijyi bikaba bigabanya ubukene n'ubwo umusaruro uba udahagije cyane. Ibarura rusange ry'abaturage n'imiturire riheruka mu 2003 ryerekanye ko imirimo y'ubukorikori n'ubucuruzi buto yiyongereye. Inyigo nyishi zakozwe zerekana ko muri uru rwego rw'ubukungu ari ho hakenewe ubumenyi bw'ibanze bushobora gutuma ubu bukorikori buhinduka imirimo nyayo. Ikibazo cy'ingutu muri uru rwego ni inguzanyo zidahagije ndetse no kuba nta gahunda zo kongerera abaturage ubushobozi. Hakurikijwe uburyo imirimo ihangwa, iki gice cy'ubukorikori n'ubucuruzi buciriritse nicyo kigomba guhabwa imbaraga kuko ibisabwa kugira ngo umuntu atangire imirimo ari bike.

Umwanzuro ni uko hakurikijwe ubwiyongere bw'abaturage mu myaka iri imbere ndetse n'ivugurura ry'inzego za Leta, guhanga imirimo bizagengwa na Leta ku rugero ruto ugereranyije n'igihe cyashize akaba rero ari ngombwa gushyiraho ingamba z'iterambere no guteza imbere abikorera ku giti cyabo nk'inzira yo guteza imbere umurimo.

- *Imirimo ikorerwa mu cyaro*

Ubukungu bw'u Rwanda bugizwe ahanini n'ibikorwa by'ubuhinzi, 90% by'abaturage bakaba batuye mu cyaro. Bitewe n'ubutaka budahagije, urwego rwa mbere rw'ubukungu (primary sector) rurangwa n'ibihingwa bishaje ndetse no kugabanuka kw'umusaruro. Abenshi mu bakorera muri uru rwego rw'ubukungu barigenga (76,81%) naho abafasha imiryango ni 15,22% ariko bakaba badafite ubumenyi bukenewe. Umurimo utanga umushahara ugera ku bantu bari munsi ya 6% by'abakora ibikorwa by'ubuhinzi n'ubworozi. Imishahara itangwa ntishimisha abayikorera cyane cyane urubyiruko rukirangiza kwiga ruhitamo gushaka imirimo mu zindi nzego z'ubukungu. Kutabona ubutaka ku buryo bworoshye ndetse n'inguzanyo nabyo bituma gukorera muri uru rwego rw'ubukungu bigorana bikanatuma ikoranabuhanga rishya ritagerwaho.

Byaba ari ukwibeshya rero umuntu avuze ko imirimo ikorwa mu mijyi gusa ari yo izakemura ikibazo cy'ubushomeri mu gihe gito. Umubare munini w'abatuye mu cyaro ugaragaza ko hakwiye gushakishwa izindi ngamba zo kurwanya ubushomeri. Niyo mpamvu hagomba gufatwa ingamba zitandukanye kugira ngo umurimo mu cyaro urusheho gutezwa imbere.

c) Imirimo idahagije n'ubushomeri

Ubushomeri ni igihe igice cy'abaturage baba ntacyo bafite bakora cyangwa bakora amasaha make. Mu Rwanda, urwego rw'abikorera ku giti cyabo ruracyari ku rwego rwo hasi, ibi bikaba bituma Leta ari yo itanga umubare munini w'imirimo ugereranyije n'abikorera ku giti cyabo ariko n'abo ikoresha bakaba bari munsi ya 1% gusa by'abakeneye imirimo. Urwego rw'ubuhinzi nirwo rutanga imirimo myinshi ariko ntirutanga umusaruro ushimishije kuko ubutaka buri muntu afite ari buto cyane bukaba buri munsi ya hegitari imwe kuri buri muntu. Ibi bituma umusaruro uba mucye ku batuye mu cyaro bagizwe ahanini n'urubyiruko n'abari n'abategarugori.

Kimwe mu bibazo bikomeye ni uko ubushomeri burushaho kugenda bwiyongera cyane cyane mu rubyiruko rwize n'urutarize. Ibi biterwa n'uko imikurire y'isoko ry'imirimo itajyana n'ubwiyongere bw'abayikeneye.

Ibarura ry'abaturage n'imiturire ryo mu 2002 ryerekana ko ubushomeri buri ku rugero rwa 2%. Ibi biterwa ahanini n'umubare munini w'abaturage bo mu cyaro berekana ko bakora kandi mu by'ukuri nta mirimo ifatika bafite.

Ku bijyanye n'abadakora iminsi yose y'icyumweru, ni ngombwa kwibutsa ko ubushakashatsi ku murimo mu Gihugu bwakozwe mu 1989 bwerekanye ko 63% by'abaturage bafite ubushobozi bwo gukora ari abari n'abategarugori. Muri aba badafite imirimo ihoraho, 25% bakora amasaha ari munsi ya 15, 27% bagakora hagati y'amasaha 15 na 25 naho 48% bagakora hagati y'amasaha 25 na 35 mu cyumweru. Aha ni ngombwa kugaragaza ko urugero rw'abakora imirimo ku buryo budahoraho mu cyaro ari 93% naho mu mugi akaba ari 7%, hakaba harimo ikinyuranyo kikini.

3.2 IMBOGAMIZI ZIBONEKA KU ISOKO RY'UMURIMO

U Rwanda ni kimwe mu bihugu bikennye bifite 60% b'abaturage bari munsi y'umurongo w'ubukene. Rufite amabuye y'agaciro make. Urwego rw'inganda ruracyari hasi kuko inganda nyinshi ziri mu gihugu zishyirwa mu rwego rw'inganda nto n'izicririritse ndetse m'umusaruro wazo ukaba ahanini ushingiye ku kohereza no gutumiza ibicuruzwa mu mahanga ibi bikaba bituma ihindagurika ry'agaciro k'amafaranga y'amahanga rizigiraho ingaruka zikomeye.

Izi zikirikira ni zimwe mu mbogamizi mu guhanga imirimo:

1. Kuba nta bakozi bafite ubumenyi buhagije busabwa ku isko ry'umurimo;
2. Imyumvire mibi abantu bafitiye imirimo y'ubuhinzi n'ubworozi;
3. Ubuhinzi budakorwa mu buryo bugezweho kandi bukoresha 90% by'abaturage ;
4. Ishoramari ridahagije kubera kuzigama bidahagije;
5. Ubujiji;
6. Kuba nta ngamba zihagije zo gushyigikira abashaka guhanga imirimo;
7. Inzego zitanoze mu ihuzabikorwa ry'ibikorwa byo guteza imbere umurimo ku rwego rw'igihugu

3.3 AMAHIRWE MU BYEREKEYE GUHANGA IMIRIMO

3.3.1 Imirimo ishingiye ku buhinzi

N'ubwo urwego rw'ubuhinzi rufite ibibazo bitari bike, hari amahirwe menshi yakoreshwa kugira ngo ubuhinzi mu Rwanda burusheho gutera imbere:

a) Imiterere kamere y'uturere tw'ubuhinzi

- Akarere k'amajyaruguru ashyira iburasirazuba kegereye ibirunga gafite ubutaka bwera. Agace k'ibisunzu bya Kongo-Nil nako gafite ubutaka bubereye ubuhinzi, ahashobora guhingwa imbuto zimwe na zimwe nk'icyayi, ibirayi, ibigori n'ibindi
- Uturere twinshi dushobora kwakira ibihingwa bitandukanye ndetse n'ibihe bibiri by'ubuhinzi mu mwaka
- Kuba hari amazi ahagije yakoreshwa mu buhinzi (ha 135.000 z'imigezi n'ibiyaga)
- Kuba hari ibishanga bingana na ha 165.000 bishobora gukorerwamo ubuhinzi hakoreshejwe kuhira imyaka (ha 94.000 zamaze gukoreshwa, naho ha 5.000 zirimo gutegurwa)
- Ibihe bibereye ubuhinzi (ikigereranyo cy'ubushyuhe cya 19^{o} ndetse n'imvura iri hagati ya mm 600 na mm 1.600 buri mwaka, n'ibindi

b) Ibindi bishobora guteza imbere ubuhinzi

- Imbaraga za politiki n'ubushake bw'ubuyobozi mu guhindura urwego rw'ubuhinzi
- Urubyiruko rwinshi rushobora kwitabira ibikorwa by'ubuhinzi
- Kuba hari imishinga myinshi ishyigikira ibikorwa bigamije guhanga imirimo
- Kuba hari umutekano uhagije mu bijyanye n'ubukungu, politiki ndetse n'amategeko

3.3.2 Imirimo idashingiye ku buhinzi

Imirimo idashingiye ku buhinzi mu mujyi no mu cyaro iri ku kigereranyo cya 12.8% by'abakozi 433,596 bari mu nzego zitandukanye z'ubukungu bw'Igihugu. Imirimo idashingiye ku buhinzi mu cyaro iri ku kigereranyo cya 1.8% cy'abafite akazi bose, ni ukuvuga abaturge 149.368 mu mwaka w'2002.

Ubwoko bw'imirimo idashingiye ku buhinzi mu cyaro :

a) Gucukura amabuye y'agaciro
b) Gushyira inganda nto mu cyaro
c) Imirimo ijyanye n'ubukorikori
d) Guteza imbere ibikorwaremezo mu cyaro

Ubwoko bw'imirimo idashingiye ku buhinzi mu mijyi:

a) Ubwubatsi
b) Gutwara abantu n'ibintu
c) Ubucuruzi
d) Gutanga serivisi zitandukanye

3.3.3 Imirimo iciriritse ishingiye ku bukorikori

N'ubwo hari ibibazo bitandukanye muri uru rwego rw'ubukungu, hari ibishobora gushingirwaho uru rwego rugashobora gutera imbere:

i) Kuba gutangira gukora iyi mirimo byoroshye
ii) Kuba ibikoresho bikenerwa biva hafi
iii) Kuba iyi mishinga akenshi iba ari mito ku buryo byoroshye kuyicunga
iv) Kuba hari ikoranabuhanga ryihariye rishobora gukoreshwa
v) Kuba ari akazi gashobora gukorwa n'abantu benshi icyarimwe
vi) Ubumenyi bukenerwa bushobora kwigirwa hanze y'ishuri
vii) Kuba buri wese afite uburenganira bwo guhangana n'undi mu bijyanye n'ibyo bakora

3.3.4 Imirimo iboneka muri Leta

Leta yahisemo kuvugurura inzego zayo binyuze mu kuvugurura imyanya ndetse b'ubumenyi bukenewe kuri buri mwanya. Ibi byatumye serivisi zihabwa abaturage zirushaho kunozwa kandi zigatangwa mu gihe gito.

3.3.5 Imirimo iha abantu benshi akazi (HIMO)

N'ubwo iyi mirimo itanga igisubizo cy'ubukene mu gihe gito, ifasha abakiri bato ndetse n'abadafite amashuri ahagije.

Iyo mirimo akenshi ikorwa mu nzego zikurikira :

- Ubwubatsi
- Ubuhinzi
- Imirimo ikorerwa mu nganda ijyanye no gutunganya ibikoresho bitandukanye bikoreshwamo

Imirimo ku mubare munini w'urubyiruko ruri munsi y'imyaka 25 akenshi ikunda gukoreshwa mu mashyirahamwe mato agamije guha serivisi abaturage ndetse n'amasosiyete.

3.3.6 Ubufatanye n'ibihugu byo mu karere

N'ubwo u Rwanda ari gihugu kidakora ku nyanja, imipaka yarwo ituma ruhana imbibi n'ibice bibiri b'ingenzi ari byo Umuryango w'ibihugu bya Afurika y'Iburasirazuba, n'Umuryango w'Ubukungu w'ibihugu bya Afurika yo hagati. U Rwanda kandi ruri muri COMESA akaba ari umuryango w'ubukungu uhuza ibihugu bya Afurika yo hepfo, iyo hagati n'iy'iburasirazuba.

Ibi bituma u Rwanda rugira isoko rinini ry'ibikoresho by'ibanze ndetse n'ibicuruzwa bikorerwa mu Rwanda. Ibi bituma kandi n'abantu bashobora gukoresha ubumenyi bwabo aho bashatse mu bihugu biri muri iriya miryango nta kibazo. Ibi rero bisaba ko igihugu gikoresha neza aya mahirwe gishyira imbaraga mu gukora neza ibicuruzwa gifitemo ubushobozi n'ubumenyi bwinshi kurusha ibindi bihugu byo mu karere. Ibyo bicuruzwa ni nk'ikawa, icyayi, imbuto ndetse n'ibindi bibikomokaho, ubuhinzi bw'indabo, ubukerarugendo, imirimo y'ubukorikori, ibicuruzwa bya gakondo, abantu bafite ubumenyi butandukanye, kuvuga indimi ebyiri (igifaransa n'icyongereza), itumanaho n'amabanki.

3.4 ISOBANURAMPAMVU

Iyi Politiki y'Igihugu y'Umurimo ishingiye kuri ibi bikurikira :

- Ubushake bwa Leta y'u Rwanda mu gushyira mu bikorwa Itangazo mpuzamahanga ry'uburenganzira bwa muntu ndetse ko kubaha Itegeko Nshinga rya Repubulika y'u Rwanda rivuga ko « buri wese afite uburenganzira bwo gukora, guhitamo umurimo akora, gukora mu buryo bwiza ndetse no kurindwa ubushomeri »

- Umurimo ni imwe mu nkingi z'amajyambere nk'uko bigaragara mu kirangantego cy'igihugu

- Kubahiriza itangazo ry'inama ya 27 isanzwe y'abakuru b'ibihugu n'aba za Guverinoma zigize Umuryango w'Ubumwe bwa Afurika ku bijyanye n'ikibazo cy'umurimo muri Afurika, ndetse no kubahiriza ibyemezo by'Inama idasanzwe y'Abakuru b'ibihugu n'aba za Guverinoma zigize umuryango w'ubumwe bw'Afurika ku bijyane n'ikibazo cy'umurimo no kurwanya ubukene yabereye i Ouagadougou uri Nzeli 2004.

- Amahame y'122 y'umuryango mpuzamahanga w'umurimo ahamagarira Guverinoma gushyiraho uburyo bwiza bw'imikorere mu rwego rwo guteza imbere umurimo kuri bose.

- Kuba ikibazo cy'umurimo ari kimwe mu ngorane zikomeye Guverinoma ihura nazo

- Gushakira umuti iki kibazo bishyizwe imbere na Guverinoma y'u Rwanda nk'uko bigaragara mu ngamba zayo zigamije kuzamura ubukungu n'imibereho y'abaturage

- Kuba umubare w'abadafite akazi ndetse n'abakora igihe gito urushaho kugenda wiyongera n'ubwo hari ingamba zigenda zifatwa

- Kuba nta nyandiko yemewe n'amategeko yerekeranye na gahunda y'igihugu y'umurimo ijyanishijwe n'ingamba zo guteza imbere ubukungu

Hakurikijwe ibyavuzwe haruguru, ishyirwa mu bikorwa ry'iyi politiki rizasaba ubufatanye bw'abantu n'inzego zitandukanye.

Iyi politiki rero ijyanye n'amahame ngenderwaho ashyirwaho n'Itegeko Nshinga u Rwanda rugenderaho, Icyerekezo 2020, na gahunda y'igihugu igamije kurwanya ubukene bukava kuri 60% bukagera kuri 30% mu w'2015. Byongeye kandi, iyi politiki ijyanye n'izindi ngamba zashyizweho mu nzego zitandukanye nka Politiki y'igihugu y'ubuhinzi, Gahunda y'igihugu y'uburinganire, Politiki y'ishoramari, Politiki igenga amakoperative, ingamba zigamije guteza imbere urubyiruko, imirimo ya Leta, uburezi, ibikorwaremezo n'ingufu.

3.5 IBIGAMIJWE

Intego ya mbere y'iyi politiki ni uguhanga imirimo myinshi ishoboka abayikora bihitiyemo nta gahato kandi ibazanira inyungu zihagije zishobora kuzamura ubukungu bw'igihugu hakurikijwe uburenganzira bw'ibanze bwa muntu. Iyi politiki igamije ibi bikurikira :

- Guhanga akazi gatanga umusaruro ku bantu bose bagakeneye
- Guhitamo nta gahato umurimo kandi buri mukozi akagira uburenganzira bwo kongera ubumenyi mubyo akora nta vangura rishingiye ku moko, ibara ry'uruhu, igitsina, idini, imyumvire ya politiki ndetse n'aho akomoka.

3.6 INTEGO

a) Intego rusange

- Kugabanya abakozi imirimo iri mu nzego za Leta n'iz'abikorera ku giti cyabo
- Kongera ubushobozi bw'abantu ndetse na za sosiyete mu bijyanye no guhangana ku iskoko ry'umurimo
- Kongera umusaruro uturuka ku kazi hakoreshejwe gushyira hamwe ingufu mu burezi
- Guteza imbere ibikorwa bigamije kwihangira imirimo no kongerera ingufu abikorera ku giti cyabo
- Guteza imbere ibikorwa bigamije guhanga ibintu bishya, kwihangira imirimo n'umuco wo kuzigama

b) Intego zihariye

Izi ntego zihariye zishobora gushyirwa mu byiciro by'igihe gito n'igihe kirekire hakurikijwe uko ibibazo bihari byihutirwa.

Intego z'igihe gito

- Gushyiraho uburyo bwiza bwo gukora buteza imbere umurimo
- Guteza imbere iherekanyamakuru mu bijyanye n'umurimo ndetse n'amahirwe atandukanye yo kongera ubumenyi bujyanye n'ibikenewe ku isoko ry'umurimo
- Gushyiraho gahunda yo gushyigikira imirimo icyiriritse kugira ngo umusaruro wo mu cyaro no mu mijyi wiyongere
- Gushyiraho inzego zishyigikira ibikorwa bigamije guhanga umurimo
- Gushyiraho uburyo bwo guhuza ibikorwa by'abakora mu rwego rwo guhanga imirimo
- Kongera amahirwe yo kubona akazi mu cyaro
- Kongera amahirwe yo kongera ubumenyi
- Gushyigikira urubyiruko rukirangiza kaminuza mu kubona akazi ku isoko ry'umurimo mu gihugu ndetse no ku rwego mpuzamahanga

Intego z'igihe kirekire

- Kugabanya nibura ku kigero cya 1/3 ubushomeri bw'urubyiruko rukirangiza kaminuza
- Guhagarika ubwiyongere bw'ubushomeri hashyirwa imbaraga mu guhangira akazi urubyiruko, abari n'abategarugori, abantu bafite ubumuga bunyuranye ndetse n'abandi batitabwaho no kongera uruhare rwabo mu mizamukire y'ubukungu bw'gihugu
- Guteza imbere umurimo w'urubyiruko, abari n'abategarugori kugira ngo bagire uruhare ku musaruro w'igihugu
- Kugabanya itandukaniro riri hagati y'akazi kagomba gukorwa n'ubumenyi abagomba kugakora bagomba kuba bafite
- Kongerera abashaka akazi ubushobozi bwo kwihangira imirimo binyuze mu mahugurwa.

4. INGAMBA ZIGAMIJE GUHANGA NO GUTEZA IMBERE UMURIMO

Mu rwego rwo kugera kuri izi ngamba, inzego 8 zikurikira zigomba kwitabwaho kurusha izindi.

4.1 INZEGO ZIGOMBA KWITABWAHO KURUSHA IZINDI

4.1.1 Icyaro

Icyaro gifite uruhare rukomeye mu bukungu bw'u Rwanda ndetse no mu kurwanya ubukene. Abarenga 2/3 by'abaturage bose b'igihugu batuye mu cyaro kandi bakora ibikorwa bijyanye n'ubuhinzi n'ubworozi.

Ingamba zikurikira ni zimwe mu zatuma ubukungu bw' icyaro cy'u Rwanda burushaho gutera imbere:

a) Ingamba zihuse zihamije kongera ubukungu bw'icyaro

- Guhinga imbuto zitandukanye mu turere zeramo kurusha ahandi kandi abaturage bagakora ibyo bafitemo ubumenyi bwihariye
- Kongera umusaruro hakoreshejwe ikoranabuhanga mu buhinzi
- Gushyigikira ibikorwa bigamije gukora no kumenyekanisha umusaruro
- Gushora imari mu cyaro

b) Ingamba zigamije guteza imbere ibikorwaremezo mu cyaro

- Gushyiraho gahunda yo gukoresha neza amazi n'ubutaka ndetse no gutera amashyamba
- Gufata neza ibishanga, kurinda amashyamba no kurwanya isuri
- Guteza imbere ibikorwa remezo by'ibanze nk'imihanda, telefone, amazi, ingufu z'amashanyarazi, n'ibindi.
- Gushyiraho uburyo bwo guhunika umusaruro no kuwumenyekanisha

Gusana no kongera ibi bikorwa remezo hakoreshejwe ingufu z'abantu benshi mu gihe kimwe bizatuma abantu benshi babona akazi bityo bitume ubukungu mu cyaro bwiyongera.

c) Ibikorwa bigamije gushyigikira imizamukire y'ubukungu

- Guteza imbere no gushyigikira ibigo byigisha imyuga
- Gukangurira abikorera ku giti cyabo, amakoperative n'abandi babishoboye kwitabira ibikorwa byo guteza imbere icyaro
- Kwegereza abaturage ibikorwa bigamije kubashyigikira kugira ngo uruhare rwabo bafatanyije n'ababatera inkunga rurusheho kugaragara
- Gushyira mu bikorwa gahunda y'ivugurura mu ikoreshwa ry'ubutaka hagamijwe gukoresha neza ubutaka no gusaranganya umutungo ukomoka ku buhinzi
- Kuvugurura ubuhinzi no guhanga imirimo ibyara inyungu kandi imara igihe kirekire hakoreshejwe inganda nto n'amasosiyete yo mu cyaro
- Gushyiraho ingamba zigamije gukangurira urubyiruko kwitabira ibikorwa by'ubuhinzi

Iyi gahunda iri muri zimwe mu ngamba zigamije guteza imbere icyaro ikaba ifite ibikorwa bijyanye no gukoresha amamashini mu buhinzi, gutunganya no guhunika umusaruro ndetse kuwufunga neza ku buryo ushobora kugurishwa.

Ku bijyanye n'ibidukikije, gukurikiza amategeko ariho bizatuma u Rwanda rurushaho guteza imbere ubuhinzi mu rwego rwo kugera ku majyambere arambye. Inzego z'ubuhinzi, ubworozi, uburobyi n'amashyamba zizavugururwa.

1) Ubuhinzi

Urwego rw'ubuhinzi nirwo ruzakomeza guha akazi abantu benshi mu Rwanda. Kubera iyi mpamvu, Leta izashyiraho ingamba zigamije guteza imbere no kuvugurura ubuhinzi kugira ngo bushobore gutanga akazi gatanga umusaruro ku baturage. Muri uru rwego, hazitabwaho ibi bikurikira:

- Guteza imbere ubuhinzi kugira ngo abaturage b'u Rwanda bashobore kwihaza mu biribwa. Muri uru rwego, abaturage bo mu cyaro bazashyigikirwa mu bikorwa bigamije guhaza isoko ry'u Rwanda hakurikijwe ibihingwa byera muri buri karere ndetse b'ibikenewe ku isoko ry'imbere mu gihugu.
- Guteza imbere ubuhinzi bugamije kugemurira isoko ry'amahanga. Mu gihe kiri imbere kugemura umusaruro mu mahanga bizagira uruhare rukomeye mu guteza imbere ubukungu bw'igihugu.

Muri uru rwego, Leta y'u Rwanda izakora ibi bikurikira:

- Kongerera ubushobozi abakora ibicuruzwa bitandukanye n'amashyirahamwe yabo kugira ngo bagire umusaruro mwiza, bashobore kuwumenyekanisha kandi ujyane n'ibikenewe ku isoko mpuzamahanga.

- Kongera ubushobozi mu kongera uruhare ku bwiyongere bw'ubukungu hagamijwe kongera umusaruro w'abakora ibicuruzwa bitandukanye n'ubushobozi bwo guhangana n'ibindi bicuruzwa ku isoko mpuzamahanga.
- Gushyira ingufu mu guhuza ikorwa ry'ibicuruzwa bitandukanye kugira ngo isoko ribone ibikenewe byose.

2) Ubworozi n'uburobyi

Uretse uruhare rukomeye ubworozi bufite mu kwihaza mu biribwa, umusaruro w'ubworozi n'uburobyi wongera ubukungu bw'abaturage kuko bihanga imirimo ku bantu benshi. Muri uru rwego, hakorwa ibikorwa bikurikira:

- Gukora ifumbire ituma umusaruro w'ubuhinzi wiyongera
- Gukoresha amatungo mu bikorwa by'ubuhinzi bikagabanya imvune mu buhinzi bityo bikongera umusaruro
- Gufasha mu bikorwa byo gutwara umusaruro uva mu duce bitoroshye kugeramo ukagezwa aho uhurizwa kugira ngo ushobore kugurishwa

Ingamba za Leta mu bijyanye n'ubworozi n'uburobyi zishingiye ku kongera umusaruro no gushyiraho ubworozi butanga umusaruro mu gihe gito gishoboka n'inyungu nyinshi ku babukora.

4.1.2 Guteza imbere abikorera ku giti cyabo n'ibikorwa bigamije kwihangira imirimo

Leta yemera ko guteza imbere ibikorwa by'amashyirahamwe ari bwo buryo bwiza bwo guhanga akazi, akaba ariyo mpamvu ishyira imbagara nyinshi mu guteza imbere abikorera ku giti cyabo n'ibikorwa bigamije guhanga umurimo. Hashyizweho ubufatanye hagati yayo n'abikorera ku giti cyabo kugira ngo urwego rw'ubukungu rurusheho kugira ingufu.

a. Gushyigikira abikorera ku giti cyabo

Leta y'u Rwanda yiyemeje guteza imbere urwego rw'abikorera ku giti cyabo hashyirwaho uburyo bwiza bwo gukoreramo binyujijwe mu guhanga ibigo no gukangurira abashoramari bo mu gihugu n'abo hanze kubishoramo imari.

Ku bijyanye n'imbogamizi mu bikorwa by'abikorera ku giti cyabo, cyane cyane imishinga mito n'iciriritse Leta irateganya gukora ibi bikurikira:

- Gushyiraho buryo bwiza bwo gushakisha imari yashorwa mu bikorwa byabo

- Gushyira mu bikorwa ingamba zigamije gukangurira abantu gushora imari yabo nk'uko bigaragazwa n'itegeko ry'ishoramari
- Guteza imbere ubwisanzure mu guhanga imirimo no gushora imari
- Gushyira mu bikorwa amategeko atuma ishoramari rigira umutekano usesuye nk'uko biteganywa n'itegeko ry'ishoramari

- Gushyiraho uburyo bwo kugabanyiriza imisoro abashoramari mu rwego rwo kubakangurira gushora imari yabo mu Rwanda
- Guteza imbere ikoranabuhanga n'itumanaho
- Kwegereza abaturage uburyo bwo kubona inguzanyo hakoreshejwe ubwisungane hanashyigikirwa ishoramari mu baturarwanda ubwabo
- Gushyiraho ishami n'ibikorwaremezo bigamije gushyigikira ibikorwa byo guhanga imirimo icyiritse mu cyaro no mu mijyi
- Gufungurira imipaka abashoramari bo mu bindi bihugu
- Gushyiraho ibikorwaremezo by'ibanze mu itumanaho, gutwara abantu n'ibintu, ingufu ndetse no kugeza ibicuruzwa ku babikeneye
- Guha ingufu amategeko agenga ishoramari havugururwa imikorere y'urwego rw'ubucamanza.

Ku rundi ruhande, Leta yashyizeho ingamba zigamije gushyiraho uburyo bwo kuganira hagati y'abikorera ku giti cyabo na Leta. Intego nkuru y'ibi biganiro ni uguteza imbere ibi bikurikira:

- Uruhare rusesuye rw'abikorera ku giti cyabo mu gushyiraho ingamba zigamije iterambere ry'ubukungu, kuzishyira mu bikorwa no kuzikurikirana
- Gushyiraho uburyo bwo kuganira hagati y'abagize urwego rw'abikorera ku giti cyabo ubwabo ndetse na Leta
- Gushyiraho imikoranire hagati na Leta n'abikorera ku giti cyabo mu bikorwa bigamije kuzamura ubukungu hashingiwe ku igabana ry'akazi

b. Gushyigikira ishingwa ry'ibigo by'ubucuruzi

Ikigamijwe ni uguha abayobozi b'ibigo n'abashaka akazi ubushobozi n'ubumenyi bikenewe mu kwihangira imirimo no kubaha ubushobozi ngo bashobore kwishyiriraho ibigo byabo by'ubucuruzi.

Izi ngamba zigamije:

- Guha abashaka kwikorera ku giti cyabo, cyane urubyiruko urutonde rw'imishinga ko kubaha ubushobozi bwo kuyishira mu bikorwa
- Gusuzuma ubushobozi bw'abikorera ku giti cyabo n'abahanga imishinga mu bijyanye no kuyicunga
- Gushyigikira ibigo byagaragaje imishinga ifite amahirwe yo kubyara inyungu
- Kugenzura, gusuzuma no gukurikirana imishinga yatangiye gukora

- Kugira inama no gutanga ubufasha mu itangizwa ry'imishinga
- Gukurikirana ibikorwa by'imishinga mu myaka itatu ya mbere

Leta irateganya kuvugurura inzego zayo mu rwego rwo kuziha ubushobozi bwo gushyigikira ishingwa ry'ibigo by'ubucuruzi.

Iri vugurura rizatuma haba ibi bikurikira:

- Gushyiraho ikigo kigamije gukurikirana ishingwa ry'ibigo bishya by'ubucuruzi muri buri mujyi w'Intara
- Gushyigikira mu rwego rw'imari inzego zisanzwe zitanga inama zikanashyigikira ibigo by'ubucuruzi n'abashaka gushinga ibishya
- Gushyiraho imikoranire hagati ya UNDP, UNIDO, Umuryango mpuzamahanga w'umurimo na Leta mu rwego rwo guhuriza hamwe ibikorwa by'inzego zose zigamije guteza imbere no gushinga ibigo by'ubucuruzi
- Gushyiraho uburyo bw'agahimbazamusyi ku bitabira kuzigama mu gihe kirekire kugira ngo amabanki ashobore gutanga inguzanyo zikenewe mu gushinga no guteza imbere ibigo by'ubucuruzi
- Gushyiraho uburyo bwo guha ubwishingizi imari ibitse mu bigo bitanga inguzanyo muri rusange n'ibigo by'imari icyiritse ku buryo bw'umwihariko.

4.1.3 Guteza imbere imirimo y'urubyiruko, abari n'abategarugori

Mu rwego rwo guteza imbere umurimo mu rubyiruko, abari n'abategarugori, Leta irateganya ingamba zikubiye mu bice bine :

- Ingamba zigamije guhuza ibikorwa by'urubyiruko, abari n'abategarugori binyujijwe mu kubigisha imirimo inyuranye y'ubukorikori ndetse n'amahugurwa atangirwa ku kazi ajyanye n'ibikenewe ku isoko ry'akazi
- Ingamba zigamije kongera umusaruro w'ibigo binyuranye hakoreshejwe kubiha uburyo bwo kwagura ishoramari ryabyo

- Ingamba zigamije gukangurira urubyiruko, abari n'abategarugori gushinga ibico by'ubucuruzi mu nzego zitandukanye z'ubukungu

- Gushyiraho amahirwe angana ku bahungu n'abakobwa

Leta irateganya kandi ko gushyiraho gahunda zikurikira mu rwego rwo gishyigikira ingamba zavuzwe haruguru :

a. Urubyiruko

Gahunda zigamije guteza imbere umurimo mu rubyiruko zizashyirwaho ku buryo bukurikira :

- Gahunda zigamije kurwanya imirimo y'abana uko yaba iteye kose
- Gahunda zigamije kugira urubyiruko inama ku byo ruzakora mu gihe kizaza hatangwa amakuru yerekeranye n'isoko ry'akazi
- Gahunda zigamije kwinjiza urubyiruko mu bigo bibyara umusaruro binyuze mu masomo atangirwa ku kazi mu rwego rwo kwimenyereza umwuga
- Gahunda zigamije kwigisha urubyiruko imyuga zigakorerwa mu bigo byemewe
- Gahunda zigamije guteza imbere ibikorwa bigamije kwihangira imirimo. Intego y'izi gahunda ni ugukangurira urubyiruko kwihangira imirimo
- Gahunda zigamije gushyigikira umurimo mu cyaro

Ingamba za Minisiteri y'Urubyiruko n'iy'Imiyoborere myiza n'imibereho myiza y'abaturage nazo zizashyirwa mu bikorwa.

b. Abari n'abategarugori

N'ubwo hari ingamba zitandukanye Leta yafashe mu rwego rwo guteza imbere abari n'abategarugori, hari ibibazo bijyanye n'umurimo bikigaragara kandi bikenewe ingamba zihariye kugira ngo bishobore gukemuka. Muri uru rwego, Leta irateganya gahunda ebyiri zihariye.

- Gushyigikira mu buryo bw'ubumenyi n'imari amashyirahamwe y'abari n'abategarugori hagamijwe guteza imbere ubumenyi bwabo kugira ngo bagire uruhare mu iterambere ry'ubukungu bw'igihugu
- Gushyiraho gahunda y'imishinga mito igenewe kuzamura abari n'abategarugori

Leta iha uburemere gahunda yo guteza imbere ibikorwa bibyara inyungu cyane cyane ibikorwa by'abari n'abategarugori bigamije kwihangira imirimo nk'igisubizo kirambye ku kibazo cy'ubukene. Ibi bisaba kongera ubumenyi bw'abagize amashyirahamwe atandukanye mu kubafasha kuzamura umusaruro wabo kugira ngo bashobore kubona ibyo bakeneye.

4.1.4 Gahunda zihariye z'umurimo ku bamugaye

Hashingiwe ku byavuye mu ibarura rusange ry'abaturage n'imiturire ryo mu 2002, hafi 5% by'abanyarwanda bafite ubumuga bukomeye. Abadafite ibice bimwe na bimwe by'umubiri bidakora neza nibo benshi kurusha abandi.

Leta irateganya gufata ingamba zitandukanye zikurikira :

- Gushyiraho gahunda zo gufasha abafite ubumuga bunyuranye harimo kubafasha kubona imari icyiritse yo gushora no kubongerera ubumenyi
- Gukangurira abamugaye kwibumbira mu mashyirahamwe kugira ngo batangire gukora imirimo ibyara inyungu
- Gukangurira abakoresha muri Leta no mu bikorera ku giti cyabo guha akazi abantu bafite ubumuga butandukanye
- Gushyiraho uburyo bwiza bwatuma abamugaye bashobora gukora neza

4.1.5 Guteza imbere ubushobozi bw'abakozi hagamijwe kubafasha gukora neza umurimo wabo

Leta imaze kubona ingorane ziri mu burezi no mu myigishirize y'imyuga, yakoze ivugurura rigamije guhuza inyigisho zitangwa n'ibikenewe mu rwego rwo kuzamura ubukungu bw'igihugu. Ni muri uru rwego hari byinshi byahindutse mu myigishirize ya tekiniki n'imyuga. Hashyizweho ubundi bumenyi bushya bwakwigwa cyane cyane mu bya tekiniki. Amashuri yigisha imyuga ndetse na za kaminuza nayo yaravuguruwe.

N'ubwo hari aya mavugurura, u Rwanda ruracyari kure kuko hakiri ikinyuranyo kinini hagati y'umubare ukenewe w'abarangize kwiga bakora ibikorwa bitanga umusaruro n'umubare w'abarangiza kwiga. Hafi 70% by'abasaba akazi nta bumenyi buhagije bafite. Ibi byerekana ko abakozi bafite ubushobozi bakiri bake, bikaba bituma umusaruro utiyongera uko byagombye kugenda kuko hari n'ahabura umuntu ufite ubumenyi bukenewe ngo ahakore.

Hakurikijwe ibi byose, ni ngombwa gushyiraho ku buryo bwihuse politiki y'igihugu ihamye y'uburezi bwigisha imyuga kugira ngo uru rwego rurusheho gutezwa imbere. Kwigisha imyunga ntibigarukira gusa mu nzego zigezweho z'ubukungu, ahubwo no mu buhinzi ndetse n'imirimo icyiritse kuko ariyo itanga akazi ku bantu benshi.

Gahunda ya Leta mu guteza imbere ubumenyi bw'abakozi ishingiye kuri ibi bikurikira :

a. Uburezi

Ingamba z'uburezi zigamije kugera ku ntego z'iterambere z'ikinyagihumbi, cyane cyane hongerwa umubare w'abinjira n'abarangiza amashuri abanza ku kigero cy'100% mu 2015 ndetse n'ububare w'abahungu n'abakobwa bitabira kwiga ukaba ungana. Ibi bizakorwa hafatwa ingamba zikurikira :

- Kushyiraho uburyo butuma abantu benshi tatangira kwiga
- Kongera agaciro k'ubumenyi butangwa mu mashuri
- Guteza imbere ubufatanye n'urwego rw'abikorera ku giti cyabo ndetse n'indi miryango itegamiye kuri Leta
- Gucunga neza ibigo by'amashuri

b. Uburezi bw'ihariye mu guteza imbere imyuga

Leta irateganya kuvugurura no guteza imbere uru rwego mu buryo bukurikira :

- Gukangurira abaturage no kubigisha akamaro k'ubumenyi bwa tekiniki n'imyuga hakavaho imyumvire mibi kuri izi nzego z'ubumenyi
- Guha icyerekezo amashuri yigisha imyuga n'ibya tekiniki ndetse n'ibigomba kwigishwa hakurikijwe ibikenewe buri hantu
- Gukora inyigo y'ubumenyi bukenewe hakurikijwe ibisabwa ku isoko ry'umurimo igakoreshwa mu gushyiraho gahunda zihamye z'uburezi
- Gushyiraho politiki n'itegeko bigenga kongera ubumenyi n'uburezi mu bijyanye n'imyuga
- Gukangurira abikorera ku giti cyabo gushinga ibigo byigisha imyuga

c. Uburezi muri za Kaminuza

Nyuma y'ivugurura ririho ry'urwego rw'uburezi, Leta irateganya :

- Kongera umubare w'abajya muri aya mashuri n'agaciro k'ubumenyi buhatangirwa hubakwa hakanavugururwa ibikorwaremezo bikenewe
- Guteza imbere ikoranabuhanga n'itumanaho mu mashuri makuru
- Gushyiraho imfashanyigisho zijyanye n'ubumenyi bukenewe ku isoko ry'umurimo
- Guteza imbere kwiga ku bantu bakuze kandi ku buryo buhoraho
- Guteza imbere ubushakashatsi n'ikoranabuhanga
- Guhugura no guha akazi abarimu babifitiye ubushobozi
- Gukangurira abikorera ku giti cyabo gushora imari mu burezi, cyane cyane muri za Kaminuza

4.1.6 Guha ingufu uburyo bwo gutanga akazi ku bantu benshi muri gahunda zo guteza imbere ubukungu n'ibikorwa remezo

Leta irateganya guha ingufu uburyo bwo gutanga akazi ku Bantu benshi muri gahunda zo kuzamura imibereho y'abaturage n'ibikorwa remezo. Umwihariko w'U Rwanda uzaba gushyiraho isano hagati ya politiki y'ishoramari mu bikorwa remezo na politiki y'umurimo .

Ibi bizakorwa abashoramari bakangurirwa guha akazi abantu benshi.

Akamaro ko gukoresha uburyo buha abantu benshi akazi ni aka gakurikira:

- Kugabanya amafaranga agenda ku bikorwa (agabanuka mu kigereranyo kiri hagati ya 35% na 50%)
- Kuzigama amafaranga y'amahanga akoreshwa (ku kigereranyo kiri hagati ya 40% na 60%)
- Guhanga imirimo (imirimo yikuba kuva ku nshuro 3 kugeza kuri 5)
- Guha akazi abadafite ubumenyi buhagije n'abafite ubumuga butandukanye
- Kugabanya umubare w'abava mu cyaro bajya gushaka imirimo mu mijyi
- Guteza imbere ubushobozi bw'abikorera ku giti cyabo mu bijyanye no kongera umusaruro no gucunga neza ibikorwa byabo
- Kugabanya ubuzererezi n'umutekano mucye
- Guteza imbere imibereho myiza y'abaturage

Niyo mpamvu Leta iteganya gukora ibi bikurikira:

- Gukangurira abantu ibyiza byo gukoresha uburyo buha akazi abantu benshi
- Gukora urutonde rw'abantu ki giti cyabo n'ibigo bishobora gukoresha uburyo buha abantu benshi akazi mu bikorwa byabo
- Guhugura abakoresha uburyo buha abantu benshi akazi
- Gushyiraho imirongo ngenderwaho mu gukoresha uburyo buha abantu benshi akazi
- Gushyiraho ubufatanye hagati y'abakoresha ubu buryo buha abantu benshi akazi
- Gukangurira abaturage gushyigikira iyi mishinga

4.1.7 Gahunda zihariye ku bantu babana n'ubwandu bwa SIDA

Leta izashyiraho gahunda zigamije kurengera ababana n'ubwandu bwa SIDA hadakurikijwe ko bakora cyangwa badakora.

Izi hagunda zizashyirwaho mu rwego rwo:

- Kongera ibikorwa bigamije kwirinda SIDA ku kazi
- Gufasha abakozi bafite ubwandu bwa SIDA
- Kurwanya ivangura n'ihezwa bishingiye ku kuba umuntu afite uburwayi bwa SIDA
- Guteza imbere ibiganiro mu kazi

4.1.8 Gusubiza mu buzima busanzwe abasezerewe mu mirimo ya Leta n'ingabo zavuye ku rugerero

Guhera muri 1999, Leta y'U Rwanda yatangiye kugabanya abakozi bayo mu rwego rw'Ivugurura ry'inzego za Leta. Hashingiwe cyane ku badafite ubumenyi buhagije bujyanye n'akazi kagomba gukorwa. Kugeza ubu, abakozi 5,000 ba Leta bamaze gusezererwa mu mirimo yabo. Mu mwaka wa 2004, abakozi bagera ku 1.000 basezerewe ku mirimo yabo hagamijwe kongera umusaruro. Ibi bizatuma n'imibereho y'abasigaye mu kazi irushaho kuba myiza.

Leta izashyigikira ibikorwa bigamije guha ubushobozi bwo kongera kwiga abasezerewe kugira ngo bashobore kubona akandi kazi cyangwa bihangire imirimo ubwabo.

4.2 INGAMBA ZIGAMIJE GUSHISHIKARIZA URUHARE RWA BURI WESE

4.2.1 Amakuru ahagije ku bijyanye n'isoko ry'umurimo

Mu rwego rwo guha agaciro amakuru nyayo ajyanye n'isoko ry'umurimo, Leta irateganya gushyiraho uburyo buzatuma amakuru ku bijyanye n'isoko ry'umurimo ashobora kuboneka ku buryo bworoshye mu Rwanda. Ibi bizatuma gukora politiki zitandukanye ndetse na gahunda z'igenamigambi mu bijyanye n'umurimo ndetse no gukurikirana ishyirwa mu bikorwa ryabyo byoroha.

4.2.2 Gushyira umurimo muri gahunda za Leta z'ishoramari

Ishoramari rya Leta ni uburyo bumwe bwo guteza imbere ubukungu. Ibi biba ngombwa cyane cyane mu bihugu bidafite ubwigenge muri politiki y'imicungire y'ifaranga ryabyo, kugira ngo igihugu gushobore kugera ku ntego zacyo.

Ishoramari rya Leta rero ni uburyo bwiza bwo guhanga imirimo mu Rwanda. Muri uru rwego guhanga imirimo azaba ari kimwe mu bizagenderwaho mu gushora imari ya Leta.

Leta irateganya kugira umurimo kimwe mu bigenderwaho mu rwego rwo kumenya aho imari ishorwa no gukwirakwiza umutungo uhari muri gahunda y'ishoramari..

Mu rwego rwo kumenya ubwoko bw'ishoramari ribereye umurimo, ikizagenderwaho cyane si ishoramari ahubwo ni :

- Umubare w'amafaranga azashorwa kuri buri muntu
- Uko abantu bagenda babona imirimo ugereranyije n'ishoramari rikorwa
- Umubare w'abafite akazi mu gihe runaka

Hshingiwe kuri izi ngingo ziri haruguru zishingirwaho, ingezo zimwe na zimwe z'ubukungu bw'igihugu zizahabwa uburemere kurusha izindi bitewe no kuba ari z zatanga akazi ku buryo bushimishije.

4.2.3 Gufasha ababishaka kubona ku buryo bworoshye inguzanyo zo gukora imishinga ibyara inyungu

Harateganywa gutangiza gahunda yo kuvugurura urwego rw'imari mu gihugu kugira ngo rushobore kugira uruhare rugaragara mu guha y'amafaranga ibikorwa bigamije kuzamura ubukungu no guhanga imirimo. Uko uru rwego ruteye ubu, nta mafaranga ahagije rufite yo gushora mu bikorwa by'igihe gito n'ikirekire by'ishoramari kandi biragoye kugira ngo abantu bashobore kuyabona.

Hashingiwe ku nyigo zakozwe, Leta irateganya mu gihe gito gushyiraho inzego z'ishoramari zitanga inguzanyo ku mishinga mito n'iciriritse. Hazashyirwaho buryo bunyuranye bwo gutanga inguzanyo kugira ngo abazikeneye bose bashobore kuzibona.

4.2.4 Ingamba zo gushyigikira ibikorwa bigamije guhanga imirimo

a. Itegeko rigenga umurimo

Hakurikijwe ubwisanzure mu bukungu bwatangiye mu ntangiriro y'1990, mu mwaka w'2001 u Rwanda rwatangiye gahunda yo kuvugurura itegeko rigenga umurimo. Muri uru rwego abakozi n'abakoresha nibo bishyiriraho uburyo bw'imikoranire, Leta itabigizemo uruhare.

Ibi bigaragarira cyane mu itegeko rishya rigenga umurimo aho rishimangira ubwisanzure mu guhitamo akazi ndetse n'imikoranire y'umukozi n'umukoresha biciye muri za sendika.

b. Amategeko rusange agenga imirimo ya Leta

Guhera mu tariki ya 1 Ukuboza 2002, u Rwanda rufite amategeko rusange mashya agenga imirimo ya Leta akaba yarazanye ibintu byinsyi bishya bimwe muri byo akaba ari ibi bikurikira:

- Umurimo n'umwanya w'akazi byabaye ishingiro ry'imicungire y'ibigo bya Leta
- Uburyo bushya bwo gutandukaya imirimo
- Guha abantu akazi hashingiwe ku ipiganwa
- Gusuzuma imikorere y'abakozi hashingiwe ku migiho iba yarasinywe mbere
- Umushahara ushingiye ku mwanya w'akazi
- Amahugurwa ku bakozi ba Leta

Ishyirwa mu bikorwa ry'aya mategeko rituma Leta igira abakozi babishoboye kandi bafite ubushake bwo gukora. Hashingiwe ku mahugurwa agamije gufasha abakozi kugera ku ntego yihariye, bizatuma umusaruro urushako kwiyongera n'ubukene bugabanuke.

c. Itegeko rigenga ishoramari

Ibikorwa bigamije guteza imbere ishoramari ry'abikorera ku giti cyabo bigengwa n'itegeko No 14/98 ryo ku wa 28 Ukuboza 1998 rikaba riha agahimbazamushyi amasosiyete ashore imari iri hejuru y'amadolari 50,000 ya Amerika (abashoramari bo hanze).

Mu bijyanye n'ibisabwa, bakorerwa ibi bikurikira:

- Kugabanyirizwa cyangwa gukurirwaho imisoro ku bikoresho bitumizwa hanze y'igihugu
- Umusoro ku bikoresho by'ibanze kuri 5%
- Gufashwa kubona impushya eshatu zo gukorera mu gihugu ku bakozi bakomoka mu bindi bihugu
- Guha amahirwe arenze abashaka gushora imari mu isoko mpuzamahanga ry'ubucuruzo ry'u Rwanda

d. Ubwiteganyirize bw'abakozi

Uburyo ubwiteganyirize bw'abakozi butezwa imbere mu gihugu bifite ingaruka ku isoko ry'akazi. Mu Rwanda, ubwiteganyirize bw'abakozi bwabayeho guhera mu gihe cy'ubukoloni ariko bwashyizweho byemewe n'amategeko mu w'1962 hashingwa isanduku y'ubwiteganyirize bw'abakozi y'u Rwanda hanatorwa itegeko rigenga ubwiteganyirize bw'abakozi.

Uko ubwiteganyirize bw'abakozi buteye ubu mu Rwanda, hari ingingo eshatu nkuru zibonekamo:

1. Ubwiteganyirize bw'abakozi bugera ku gice gito cy'abaturage bakora, bukaba ari itegeko ku babona umushahara wa buri kwezi bakaba bari munsi y'10% by'abakozi bose. Ubwishingize bw'ubushake bwashyizweho vuba aha bwabonye gusa abakozi 300 bikorera ku giti cyabo. Ibi bikaba byerekana ko ubwiteganyirize bw'abakozi bugera ku gice gito cyane cy'abakozi.

2. Ubwiteganyirize bw'abakozi bureba gusa pansiyo z'izabukuru n'impanuka zishobora kubera ku kazi. Ibi bikaba bivuga ko n'abafite ubwo bwishingizi batarindwa ibyago byose byababaho. Ikigaragara cyane ni uko nta bwishingizi bw'ubuzima butangwa, iki akaba ari ikibazo gikomeye ku bakozi, bikaba bigira n'ingaruka ku buryo bakora akazi kabo ndetse no ku mafaranga binjiza.

3. Inzego zitanga ubwishingizi ziracyifashe ku bijyanye na pansiyo. Amafaranga ahabwa abari mu zabukuru angina na 1/3 cy'umushahara wabo akaba atashobora kubabeshaho ugereranyije n'ibiciro ku isoko. Ibi bituma abakozi bari mu kazi bumva ko amafaranga bazahabwa bageze mu zabukuru atazashobora kubaherekeza mu buzasa bwabo. Ibi bizatuma barushaho kudakoresha amafaranga yabo menshi cyangwa se bakajya mu bikorwa bituma babona amafaranga vuba bidaciye mu guhanga imirimo cyangwa mu bikorwa by'ishoramari. Ku rundi ruhande, amafaranga macye ya pansiyo atuma iyo abakozi bageze mu zabukuru bakomeza gushaka akazi katuma babona andi mafaranga yababeshaho, bikba byatuma babuza abarangije amashuri kubona akazi.

Kubera ibi bibazo, Leta irateganya gukora ibi bikurikira:

- Guha ingufu urwego r'wubwiteganyirize bw'abakozi hongerwamo n'abakora imirimo icyiriritse
- Gukora ku buryo itegeko rigenga ubwiteganyirize bw'abakozi ryubahiriza ibyo CIPRESS isaba
- Gushyiraho ubwishingizi bw'ubuzima mu cyaro no kubuha ingufu

e. Isuku, ubuzima bwiza n'umutekano mu kazi

Isuku n'umutekano mu kazi nabyo bigira ingaruka ku musaruro w'akazi. Ingamba zafashwe muri uru rwego zifite akamaro mu kugabanya impanuka, indwara n'ibindi bishobora kugwirira abakozi.

Binyujijwe mu biganiro, Leta ishishikariza ibigo gushyiraho gahunda z'isuku n'umutekano mu kazi, byaba ari ibigo biteye imbere cyane, iby'ubuhinzi n'abakora akazi gaciriritse aho bashobora guhura n'ibyago binyuranye bakora akazi kabo.

Leta kandi ishishikariza gushyiraho utunama dushinzwe isuku n'umutekano mu kazi nk'uko bisabwa n'itegeko rigenga umurimo. Ibigo bisabwa gushyiraho uburyo bwo kugabanya impanuka ku kazi.

f. Gushyigikira ibiganiro bigamije guteza imbere umurimo

Mu rwego rwo gushyigikira no guteza imbere ibiganiro, Leta y'u Rwanda irateganya gushyiraho uburyo buhoraho bw'ibiganiro hagati y'amashyirahamwe y'abakozi n'ay'abakoresha ndetse n'andi mashyirahamwe ategamiye kuri Leta. Itegeko rigenga umurimo risobanura neza izo nzego. Twavuga nk'Inama y'Igihugu y'Umurimo, n'Urwego rushinzwe kunga. Izi nzego zose zizashyirwa mu bikorwa hafatwe n'ingamba kugira ngo zishobore gukora neza.

Leta kandi izateza imbere imikoranire myiza hagati y'abaterankunga, abakozi n'abakoresha n'ubwizerane hagati yabo.

5. IMITERERE Y'INZEGO ZIGAMIJE GUTEZA IMBERE UMURIMO

5.1 Kuvugurura imikorere y'inzego za Leta

a. Mu rwego rwo gushyira neza mu bikorwa iti politiki, Minisiteri ishinzwe umurimo izashingwa guhuza ibikorwa byoze nagahunda zigamije guteza imbere umurimo.

b. **Ikigo cy'igihugu gishinzwe umurimo**

Isobanurampamvu

Imwe mu ngaruka za jenoside nn'intambara yo mu 1994 u Rwanda rwanyuzemo ni ugusubirainyuma kw'imiterere y'ubukungu n'imibereho y'abaturage, ibi bikaba byaragize ingaruka mbi ku murimo no ku isoko ry'akazi.

Hashingiwe ku bushomeri bugaragara mu gihugu, ni ngombwa ko ku bufatanye n'izindi nzego za Leta n'iz'abikorera ku giti cyabo, hashyirwaho urwego rushyiraho uburyo bwiza bw'imikorere rufite ubumenyi bukenewe mu guteza imbere gahunda n'ingamba zinyuranye zigamije guteza imbere umurimo.

Kuva Umuryango Mpuzamahanga w'Umurimo washingwa mu 1919, washishikarije ibihugu biwugize binyujijwe mu masezerano No2 ku bijyanye n'ubushomeri, gushyiraho ikigo gikurikirana imirimo ya Leta kikagenzurwa na Leta. Mu myaka yakurikiye, Umuryango Mpuzamahanga w'Umurimo washyizeho andi masezerano agamije gushyigikira ibikorwa byerekeye kugenzura imirimo byakorwaga na Leta gusa (amasezerano No 34, 1933 na No 96, 1949 yerekeye akazi gatanga umushahara).

Kubera ubwisanzure mu bukungu, nyuma Umuryango Mpuzamahanga w'Umurimo waretse guha leta yonyine ububasha bwo kureba ibijyanye n'umurimo wemera ubufatanye n'abikorera ku giti cyabo, leta igakora imirimo ijyanye n'igenzura no guhuza ibikorwa.

Amasezerano No 88, 1948 n'icyemezo No 83 cyo muri uyu mwaka bisaba buri gihugu gushyiraho urwego rwigenga ruhuza ibikorwa byose birebana n'umurimo (muri rusange ni Minisiteri ifite umurimo mu nshingano zayo),rukaba runahagarariwe mu turere twose.

Mu Rwanda urwo rwego ntirurajyaho ariko rugomba gushyirwaho binyuze muri Minisiteri ifite umurimo mu nshingano zayo cyangwa se hagashyirwaho urwego rwigenga rugenzurwa na Minisiteri ifite umurimo mu nshingano zayo.

Imirimo y'uru rwego yaba ari iyi ikurikira:

- Kongera amahirwe yo kubona akazi ruhuza abatanga akazi n'abagashaka
- Guteza imbere ubufatanye bw'urubyiruko n'abandi basaba akazi ku isoko ry'umurimo
- Gushyigikira ibikorwa bigamije gushyiraho ibigo bicirirtse
- Gushyiraho no gukurikirana uburezi, amahugurwa ku kazi n'izindi gahunda bitewe n'ibisabwa ku isoko ry'akazi
- Gushyigikira ibikorwa bigamije kwihangira imirimo
- Gushyiraho uburyo bwo guhana amakuru ku bijyanye n'akazi ndetse na gahunda zo kwigisha imyuga
- Gushyiraho ubufatanye hagati y'abashaka akazi n'abatanga amakuru y'akazi
- Gushyiraho uburyo bwo gukwirakwiza amakuru arebana n'isoko ry'akazi
- Gushyiraho inzego zishyigikira ibikorwa bigamije kuvumbura imirimo mishya
- Gushakira inkunga gahunda z'ibikorwa zishingiye kuri Politiki y'Igihugu y'Umurimo

Mu rwego rwo gufasha abashaka akazi badafite ingwate kubona inguzanyo, hazashyirwaho ikigega cy'umurimo.

5.2 Inzego zihuriweho n'abakozi, abakoresha na Leta hagamijwe guteza imbere umurimo

Inama y'igihugu y'umurimo izashyirwa muri Minisiteri y'umurimo ikazaba ifite inshingano zikurikira:

- Kugira inama inzego zitandukanye no gutanga ibitekerezo ku bijyanye n'amategeko agenga umurimo
- Gufasha mu gushyira neza mu bikorwa amategeko agenga akazi n'umurimo muri rusange
- Kwerekana ibitagenda neza mu rwego rw'umurimo no gutanga ibitekerezo ku buryo byakosorwa.
- Kwiga ibibazo bijyanye n'uburyo akazi kakorwamo, kwigisha imyuga, gutanga akazi, kwimurwa mu kazi, ubwiteganyirize bw'abakozi, amashyirahamwe y'umurimo na politiki zirebana n'umurimo
- Kwiga ibyatuma umushahara w'ibanze ushobora kugenwa

Iyobowe na Minisitiri ushinzwe umurimo cyangwa umuhagarariye, Inama y'Igihugu y'Umurimo izaba igizwe n'inzobere mu by'umurimo, ubuyobozi n'ubuzima ndetse n'abahagarariye abakozi n'abakoresha ku buryo bungana.

6. UBURYO BWO GUSHYIRA MU BIKORWA, GUKURIKIRANA NO GUSUZUMA GAHUNDA Y'IGIHUGU IGENGA UMURIMO

Ishyirwa mu bikorwa rya politiki y'umurimo risaba ubufatanye bw'inzego zitandukanye zirimo iza Leta, abikorera ku giti cyabo, imiryango idashamikiye kuri Leta n'abandi baterankunga. Muri aba bose, Minisiteri y'Umurimo niyo izaba ifite uruhare runini. Izaba ishinzwe kureba ibibazo byose birebana n'akazi n'umurimo muri rusange.

Muri uru rwego, Minisiteri y'Umurimo izahuza ibikorwa byose bigamije gushyiraho ingamba, gahunda z'ibikorwa n'ishoramari mu rwego rw'umurimo mu rwego rwo guhindura Politiki y'Igihugu y'Umurimo mo imishinga n'ibikorwa bifatika.

Minisiteri y'imari n;igenamigambi izashyira umurimo muri politiki z'igihugu zizamura ubukungu inafashe mu bikorwa byo gushaka amafaranga akenewe mu gushyira mu bikorwa ingamba zigamije guteza imbere umurimo.

Uretse inkunga ya Leta ubwayo, ishyirwa mu bikorwa ry'iyi politiki rizasaba ko Leta ikangurira abaterankunga bayo kubigiramo uruhare.

Ishyirwa mu bikorwa rya Politiki y'Igihugu y'Umurimo rizajya rigenzurwa ku bufatanye bwa Guverinoma, abo iyi poltiki igenewe n'abaterankunga.

Kugira ngo ibigomba gukorwa byose bibe ku gihe, kureba aho bikorwa bigeze bizajya bikorwa buri mezi atandatu (6).

Inzego zitandukanye zizashyirwaho mu rwego rwo gukurikirana no kugenzura ibi bikorwa.

Raporo y'isuzuma ry'ibyagezweho izahabwa abagize uruhare mu ishyirwa mu bikorwa ry'iyi politiki mbere y'uko yemezwa na Minisiteri ifite umurimo mu nshingano zayo.

INYANDIKO ZIFASHISHIJWE

INYANDIKO KURI POLITIKI Z'INGENZI

1. Icyerekezo 2020
2. Inyandiko kuri Gahunda y'igihugu yo kurwanya ubukene (Minisiteri y'imari n'igenamigambi "Kamena 2002")

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3.Politiki y'igihugu y'ubuhinzi (MINAGRI-2002)
4.Politiki y'igihugu y'urubyiruko (MIJESPOC-2003)
5.Politiki y'igihugu y'inganda (MINICOM-2002)
6. Politiki y'umurimo no guteza imbere ubushobozi bw'abari n'abategarugori (MIFOTRAIBIT 2004)
7.Umurimo no guteza imbere ubushobozi bw'abari n'abategarugori mu myuga icirirtse mu Rwanda (MIFOTRAIBIT 2004)
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9.Umurimo no kongerera ubushobozi abakozi ba Leta (MIFOTRAJBIT 2004)
10.Ingamba z'ubukungu bwo mu cyaro (MINECOFIN-2002)
11.Ingamba zo guteza imbere ingufu (MININFRA-2003)
12.Isobanura ry'impuzamiryango PRO-FEMMES TWESE HAMWE 1992-2002
13.Inzira mu gushora imari mu Rwanda ORPI 2002
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6.Guteza imbere umurimo udshingiye ku buhinzi mu rubyiruko rwo mu cyaro cy'u Rwanda (OIT-Addis Abeba-1988)
7.Inama ya kabiri isanzwe ya komisiyo y'umurimo n'imibereho myiza y'baturage y'umuryango w'ubumwe bwa Afurika (Cotonou-Benin-2004)
8.Inama nyunguranabitekerezo ku murimo no guteza imbere ubumenyi mu cyaro

9. Inama nyunguranabitekerezo ku murimo no guteza imbere ubumenyi mu cyaro
10.Inyigo ku ngaruka z'ibikoresho nkenerwa mu gutanga umusaruro ku bushobozi bwo guhangana ku masoko bw'ibigo byo mu Rwanda (Raporo y'agayeganyo), Mutarama 2005-BIT/FRSP, Dr RUSUHUZWA K.Thomas na NKULIKIYINKA Théogène.

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