REPUBULIKA Y'U RWANDA

MINISITERI Y'ABAKOZI BA LETA N'UMURIMO

IJAMBO RYA NYAKUBAHWA JUDITH UWIZEYE, MINISITIRI W'ABAKOZI BA LETA N'UMURIMO MU GUSOZA AMAHUGURWA Y'ABAYOBOZI Y'AMASENDIKA

Bugesera, Golden Tulip Hotel, 06 Gicurasi, 2017

- **Nyakubahwa Umunyamabanga Uhoraho muri MIFOTRA**
- **Ba Nyakubahwa Bayobozi b'Impuzamasendika n'Amasendika mu Nzego zinyuranye**
- **Ba *Camarades* mwese .**

1. **Mwiriwe Neza.**

2. **Munyemerere ntangire mbashimira cyane ku gitekerezo cyiza mwe ubwanyu mwigiriye ubwo mwasabaga ko haba umwiherero nkuyu uhuza Abayobozi b'Amasendika mu rwego rwo gukomeza kunoza imiyoborere y'amasendika no kunoza imikoranire hagati y'amasendika ubwayo n'izindi nzego muri rusange.**

3. **Ndashimira buri wese witabiriye aya Mahugurwa. Nkurikije imyanzuro mumaze kugaragaza, nta gushidikanya ko aya mahugurwa yatanze umusaruro mwiza.**

4. **Insanganyamatsiko mwahisemo ya "Twubake Sendika ishingiye ku Ndangagaciro Nyarwanda kandi ibereye u Rwanda" ni nziza cyane.**

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5. Ndizera ntashidikanya ko iyi Nsanganyamatsiko yabahaye umwanya mwiza wo gukomeza kurebera hamwe uruhare rwanyu nka masendika mu gushyigikira imikorere igamije kongera umusaruro, gutanga serivisi nziza no kugera ku ntego z'iterambere Igihugu cyacu cyiyemeje.

6. Iyo umusaruro wiyongereye, serivisi nziza zigatangwa intego z'iterambere zikagerwaho bidufasha twese gukomeza kugera kuri byinshi mu guteza imbere imibereho myiza y'abakozi.

7. Mwe ubwanyu mwagaragaje bimwe mu bibazo amasendika ahura nabyo birimo ibijyanye n'amikoro make, imyumvire ikiri hasi hamwe na hamwe mu bijyanye n'imikorere ya sendika, ibibazo mu miyoborere, amakimbirane n'imbogamizi zimwe na zimwe mu gushyira mu bikorwa amategeko na politike bijyanye n'imikorere y'amasendika n'ibindi.

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8. Mwatanze kandi ibisubizo ku bibazo mwagaragaje, ibisubizo bijyanye no gushimangira imikorere myiza n'imiyoborere myiza mu masendika bigamije kongera umusaruro no gutanga serivisi nziza.

9. Inshinganzo z'ibanze z'amasendika zijyanye ahanini no guteza imbere uburenganzira bw'abakozi n'imibereho myiza yabo.Ariko kandi kugera kuri izo nshingano ntibyashoboka hatabayeho gukorera hamwe mu bwumvikane.

Ba *Camarades* mwese

10. Ibyo mukora mubikora nk'abanyaRwanda kandi mukabikorera Abanyarwanda ku nyungu z'u Rwanda n'AbanyaRwanda.

11. Kubaka u Rwanda ni inshingano zacu twese. Buri wese agomba guharanira kugira uruhare mu iterambere ry' Igihugu rigera kuri buri wese.

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12. Ni yo mpamvu mwaganiye cyane ku bijyanye no kubaka sendika ishingiye ku ndagagaciro nyarwanda;

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13. Bimwe mu bituma imibereho myiza y'abakozi igerwaho ni ugukora umurimo unoze ufasha kongera umusaruro, bityo uko uwo musaruro ugenda wiyongera ugenda unasaranganywa ukagera no ku bakozi batumye ugerwaho.

14. Amateka ya Sendika mwayanyuzemo mu buryo buhagije, muganira ku mavu n'amavuko ya sendika haba ku rwego rw'isi ndetse no mu Rwanda.

15. Hari aho muzi amasendika yaranzwe cyangwa se akirangwa no gukoresha cyane inzira zo kwigaragambya kugira ngo ibyo zisaba bigerweho, rimwe na rimwe bikagerwaho ariko kandi akenshi ntibigerweho cyangwa bikagerwaho hari ibyangiritse byinshi.

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16. Byagaragaye ko Imikorere nk'iyo ishingiye ku makimbirane, guhangana no kwigaragambya aho ikigaragara hirya no hino ku isi yagiye isenya byinshi.

17. Niyo mpamvu bitashyigikirwa ahubgo hashyigikirwa inzira namwe mwemera yo gukemura ibibazo binyuze mu biganiro kandi aho byaba ngombwa mukatwiyambaza buri gihe kuko nta kibazo tutabonera umuti dufatanije.

18. Ubwo buryo bwo gushyikirana nibgo bwadufasha kubaka sendika ibereye u Rwanda kandi isubiza ibibazo mwagiye mugaragaza mufite.

19. Ndagirango mbashimire uburyo mucyemura ibabazo by'abakozi binyuze mu bigniro bikorwa mu bwimvikane. Impanvu mbivuga nuko ntaho ndumva sindika ziri mu Rwanda zigira imyigarangambyo. Suko ntabibazo bihari, ahubgo ni za ndagaciro

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twebwe abanyarwanda dufite zidufasha gukemura ibibaz neza.

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1. **Sendika zacu mu Rwanda zigomba gukora mu buryo zigendana n'igihe bityo imikorere yazo ikagenda ihuzwa n'imihindagurikire igenda iba haba mu by'imikorere n'ubukungu.**

2. **Ubudasa bukomeje kuranga u Rwanda mu byiciro binyuranye bugomba no kuranga amasendika yacu.**

3. **Isi turimo igenda igira impinduka nyinshi zaba izituruka ku ikoranabuhanga n'ibindi bishobora kugira ingaruka ku Bakozi.**

4. **Sendika zacu zigomba kumenya imikorere mishya ikenewe mu isi turimo n'iterambere igenda igeraho bityo imikorere yanyu ikagenda ihuzwa n'igihe kuko nibgo buryo bwo kugera neza ku nshingano zanyu.**

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5. **Sendika ibereye u Rwanda ikwiye no gufasha Abakozi kwitegura impinduka zishobora kuba mu kazi ikagira uruhare mu kububakira ubushobozi bujyanye n'ibikenewe ku isoko ry'umurimo haba muri iki gihe no mu gihe kizaza.**

6. **Leta y'u Rwanda yashyizeho kandi ikomeje gushyiraho uburyo bwiza butuma abafatanyabikorwa mu bijyanye n'umurimo barushaho gukora neza kandi bisanzuye.**

7. **Itegeko Nshinga rya Repubulika y'u Rwanda rishimangira uburenganzira bwo kwibumbira mu masendika y'Abakozi no mu mashyirahamwe y'Abakoresha.**

8. **Amategeko y'u Rwanda anyuranye ndetse n'amasezerano mpuzamahanga anyuranye twiyemeje kugenderaho nayo ashimangira ubu burenganzira.**

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Ba *Camarades* mwese, Bafatanyabikorwa

9. **Ingufu za mbere mufite, ziyongera ku bushake bwanyu, ni ubushake bwa Leta y'u Rwanda bwo kubashyiriraho uburyo butuma mukora neza no gukomeza kubaha umwanya wo kugira uruhare rwiza mu bikorwa binyuranye biteza imbere umurimo n'uburenganzira bw'umukozi.**

10. **Ibyo ni ibintu mukwiye kubakiraho neza. Mukabiha agaciro.**

11. **Mu guharanira uburenganzira bw'umukozi ni ngombwa kuzirikana aho u Rwanda ruvuye, aho rugeze heza naho rwerekeza heza cyane bihebuje.**

12. **Mwakunze kugaragaza ko hari aho bamwe mu bakoresha babafata nk'abantu bahangana bityo kubakira mu bigo byabo bikabagora.**

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13. Gusa ibyo ntibikuraho ko abakoresha benshi ari abaha agaciro imikoranire n'ubwuzuzanye namwe.

14. Hake hakigaragara ibibazo birumvikana ko ari imbogamizi mu mikorere yanyu.

15. Birasaba rero ko dukomeza gufatanya gushyira ingufu mu guhindura iyo myumvire aho ikigaragara byaba ngombwa hakaba gahunda zihariye zo kubaka ubushobozi bwa ba *camarades* mu bijyanye no gushyikirana no gukemura amakimbirane biganisha ku bwumvikane.

Ba *Camarades* mwese

16. Muguharanira uburenzira bw'abakozi ntibikwiye ko tureba gusa abakozi bari mu kazi.

17. Ahubwo, nka Sendika z'u Rwanda zikwiye kugira ubudasa mu mikorere, dukwiye no

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kwibaza tuti twagira uruhe ruhare mu gufatanya n'abandi bafatanyabikorwa mu guhanga imirimo mishya?

18. Iyo imirimo mishya ihanzwe, tubona abakozi bashya binjira ku isoko ry'umurimo bityo namwe nka sendika mukaba mwarushaho kubona Aba *Camarades* bashya.

19. Ni ngombwa rero ko mu bikorwa binyuranye n'igenamigambi ryanyu muzirikana icyerekezo Igihugu gifite kuko nibyo bituma twese hamwe dukomeza kugera ku nshingano zacu duhuriyeho.

20. Indangagaciro mwaganiyeho zirimo kwigira, kwihesha agaciro, ubufatanye, gukorera hamwe, ubunyangamugayo, ubwumvikane, kwishakamo ibisubizo, gusigasira ibyo mwagezeho no gushimangira imiyoborere myiza zizakomeze kubaranga aho muri hose no mu bikorwa byanyu byose.

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21. Izo ndangagaciro zizabafashe kwirinda ibibazo birimo nk'amakimbirane cyangwa gucunga nabi umutungo w'abanyamuryango banyu, kuko icyo mugamije ni ukuzamura imibereho myiza yabo n' iy'Abanyarwanda bose muri rusange.

22. By'umwihariko izo ndangagaciro muzizirikane zizabafashe mu murongo mwiyemeje wo kubaka Sendika z'ubudasa haba mu rwego rw'akarere cyangwa mu ruhando mpuzamahanga.

Ba *Camarades* mwese

23. Mu gusoza munyemerere mbizeze ibi bikurikira:

24. Ubufatanye bwacu namwe buzakomeza gushyigikirwa kuko budufasha twese kugera ku ntego twiyemeje duhuriyeho yo kubaka u Rwanda ruharanira uburenganzira bwaburi umunyarwanda wese.

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25. Tuzakomeza kugirana umwanya uhagije wo kungurana ibitekerezo mu gihe hashyirwaho cyangwa havugururwa amategeko na politiki bigenga umurimo n'uburyo ukorwa;

26. Muzakomeza kugira uruhare mu gufatwa nk'abafatanyabikorwa beza kuko nyuma y'aya mahugurwa mwiyemeje namwe gukomeza kuba Abafatanyabikorwa beza bihesha agaciro mu mikorere.

27. Ndagira kandi ibyo mbasaba, nizera ko muzabishyira mu bikorwa:

- **<u>Icyambere</u>:**

  Ndabasaba gushyira mu bikorwa imihigo myiza mwahigiye muri uyu mwiherero; ibyaganiriweho ntibizabe amasigara cyicaro. Kumenya ko imihigo mwahize yashyizwe mu bikorwa bizatworohera twese kuko tuzaba tubona impinduka nziza zubakiye ahanini ku

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bushake bwanyu bwo kunoza imikorere n'imikoranire;

- **<u>Icya kabiri</u>:**

Ndabashishikariza kuzirikana ko inzira zo gukemura ibibazo zitagomba kurangwa n'amakimbirane no guhangana ahubgo mu bufatanye bwa twese ni ngombwa gukomeza guteza imbere inzira z'ibiganiro byubaka kandi bikorwa mu bwubahane;

- **<u>Icya Gatatu</u>:**

Tugomba kumva ko imikorere myiza ya Sendika igomba no kurangwa no gushyigikira Gahunda nziza ziriho zishobora no gufasha ba *Camarades* bagenzi bacu mu kwiteza imbere no kugira imibereho myiza. Aha twavuga nka Gahunda ya Kora Wigire, Gahunda ya Girinka, Ubwisungane mu Kwivuza no Kuremera.

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Icya Kane:

Muzaharanire ko ibikorwa byiza byanyu aribyo birabahesha agaciro kandi muzaharanire gufata ingamba zo kwigira kuko akimuhana kaza imvura ihise. Mukomeze ingamba zizabafasha kwihaza mu byo mukeneye muharanira kwigira.

28. Igitekerezo mwatanze cyo gushyiraho uburyo bwo kwisuzuma binyuze muri autoregulation nacyo ni cyiza cyane. Ibi bizabafasha gukomeza kugira uruhare ubwanyu mu kunoza imikorere n'imikoranire.

29. Munyemerere nongere mbashimire cyane. Ubwitange mwagaragaje muri aya Mahugurwa ndetse na disipuline yabaranze mu gihe

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mumaze hano binyereka ko muri aba *Camarades* basobanutse.

30. Mukomeze kurangwa n'UbunyaRwanda kandi muzakomeze kugira uruhare mu gusigasira ibyiza Igihugu cyacu kimaze kugeraho dukesha ubuyobozi bwiza burangajwe imbere na Nyakubahwa Paul KAGAME, Perezida wa Repubulika y'u Rwanda.

31. Mboneyeho gusoza ku mugaragaro aya Mahugurwa.

32. Mugire Amahoro.

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