Akamaro k'ibiganiro rusange ni uguteza imbere ubwumvikane hashingiwe ku kubaka n' uruhare rw'abakozi n'abakoresha hashingiwe ku muco wa demokarasi.

Ni igikoresho cy'ingenzi mu gukemura impaka rusange hashyirwaho uburyo buboneye bwo gukemura ibibazo.

Ibiganiro rusange, imishyikirano rusange hagati y'abakoresha n'abakozi bishobora kunoza kurushaho uburyo abakozi bakoramo no kunoza imibanire hagati y'abakoresha n'abakozi.

Uburenganzira bw'ibiganiro rusange bishingiye ku mategeko mpuzamahanga n'ay'igihugu.

4. IYUBAHIRIZWA RY'IHAME RY'UBURINGANIRE MU RWEGO RW'UBUCUKUZI BW'AMABUYE Y'AGACIRO.

N'ubwo u Rwanda rubona amanota ari hejuru mu rwego mpuzamahanga ,urwego rw'ubucukuzi mu Rwanda rukorwamo n'umubare munini w'abagabo. 16 ku ijana bonyine ni bo bagore. Politiki y'igihugu igenga ubucukuzi bw'amabuye y'agaciro yo muri 2009 yari igamije kongera umubare w'abagore bakora muri urwo rwego rukigaragaramo ibibazo abagore bahura na byo.

Inzitizi ziterwa n'imiterere y'akazi k'ubucukuzi ,ku mategeko no ku cyitwa ikizira bijyanye n'ugushyira hejuru igitsina gabo byaranze amateka y'ubucukuzi.

Niyo mpamvu byihutirwa gushyira iherezo ku mahohoterwa ashingiye ku gitsina no gufata ingamba zituma habaho uburenganzira bungana bwo kwiga, ubuzima,ubukungu no kugira uruhare muri politiki ku bakobwa n'abagore, abasore n'abagabo. Ibiganiro rusange ni kimwe mu bikoresho by'ingenzi mu gusimbuka inzitizi no kwimika umuco w'ibiganiro mu butabera hagati y'ibitsina byombi mu rwego rw'ubucukuzi.

5. UBURENGANZIRA N'INSHINGANO ZA SENDIKA

5.1. IMPAMVU NYAYO YA SENDIKA

Sendikaniishyirahamwery'abakozirigamijegutezaimberenokurengera inyungu z'abakozi. Sendika ishobora kugira uruhare rukomeye mu kunoza uburyo abakozi bakoramo mu rwego rw'ubucukuzi binyuze mu kugirana imishyikirano n'umukoresha,abakozi na Guverinoma.

Kuba umunyamuryango wa sendika ni ubushake kuri buri wese. Mu bihe byahise,Sendika zageze ku bikorwa byinshi bishimishije, mu kuzamura uburyo abakozi bakoramo mu nzego zinyuranye zabo z'imirimo (urugero:COTRAF-RWANDA yasinyanye amasezerano rusange na SORWATHE na Koperative ASSOPTHE).

IGITABO CY'IMYITWARIRE cyerekeranye n'ibiganiro n'imishyikirano rusange mu Rwanda cyashyizweho hagati y'Urugaga rw'Abikorera(PSF),Amasendika na Minisiteri y'Abakozi ba Leta n'Umurimo m'Ugushyingo 2016.

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INGINGO Z'INGENZI Z'AMATEGEKO AGENGA UMURIMO,UBWITEGANYIRIZE N'INGINGO KU BUZIMA N'UMUTEKANO MU KAZI K'UBUCUKUZI BW'AMABUYE Y'AGACIRO

KANAMA 2022

1. IRIBURIRO

Urwego rw'ubucukuzi bw'amabuye y'agaciro mu Rwanda ruhorana impungenge za buri gihe ku byerekeranye n'ubuzima mu bigo, aho abakoresha n'abakozi batita ku mategeko n'amabwiriza yerekeranye n'ubuzima n'umutekano mu kazi.

Ni urwego ruhorana ibishobora kugwira ibigwirira umukozi byinshi nko gukomereka, gupfa cyangwa ibindi bikomeye byerekeye ubuzima n'umutekano mu kazi, mu gihe hatitawe ku ngamba zo kwita ku buzima n'umutekano mu kazi.

Nk'uko bikubiye muri raporo y'abagenzuzi b'umurimo ya 2021-2022, ku mpfu eshanu (5) zikomoka ku mpanuka z'akazi,ebyiri (2) zari mu rwego rw'ubucukuzi bw'amabuye y'agaciro.

Kugira ngo hagabanywe ibigwirira abakozi tugomba gukaza umutekano mu kazi no kubahiriza amategeko na politiki byashyizweho.Ingingo zikurikira zizatuma hanozwa iterambere ry'ubushobozi mu byerekeranye n'ubuzima n'umutekano mu kazi kugira ngo hanozwe aho gukorera hadateye imbogamizi mu rwego rw'ubucukuzi bw'amabuye y'agaciro.

2. INGINGO Z'AMATEGEKO ZEREKEYE UMUTEKANO MU KAZI,N'AMATEGEKO YEREKEYE UMUTEKANO MU KAZI K'UBUCUKUZI BW'AMABUYE Y'AGACIRO.

2.1. AMATEGEKO Y'IGIHUGU

Mu rwego rw'ubucukuzi bw'amabuye y'agaciro kimwe no mu zindi nzego z'imirimo, Itegeko Nshinga ritanga uburenganzira bwo kwihitiramo umurimo, uburenganzira bwo gushyiraho amasendika n'uburenganzira bwo kugirana imishyikirano rusange/ibiganiro rusangel**(ingingo za 30,31,32).**

N'ubwo itegeko rigenga umurimo mu Rwanda riteganya ko imyaka mike yo gukora akazi ari cumi n'itandatu (16),bitewe n'imiterere y'akazi ko mu bucukuzi bw'amabuye y'agaciro , birabujijwe kwinjiza mu kazi umwana utarageza ku myaka cumi n'umunani (18) no gukoresha abana imirimo mibi ibujijwe. Ihohoterwa rishingiye ku gitsina mu kazi rirabujijwe. Icyakora umwana ufite imyaka iri hagati ya cumi n'itatu (13) na cumi n'itanu (15 yemerewe gukora imirimo yoroheje mu rwego rwo kwiga (n° 66/2018 du 30/08/2018)

Ariko, umukoresha agomba guha abakozi n'ababahagarariye amahirwe angana ku kazi n'uburenganzira bwo kwishyira hamwe no gutanga ibitekerezo byerekeranye n'uburyo bakoramo akazi **(Itegeko n°66/2018 du 30/08/2018 mu ngingo za 6,7,8,9,10).**

Kimwe no mu zindi nzego z'umurimo mu Rwanda, umukozi wo mu rwego rw'ubucukuzi bw'amabuye y'agaciro ahabwa amasezerano y'umurimo yanditse. Buri gihe,iyo habaye isubika ry'amasezerano kubera impamvu z'ubukungu cyangwa iza tekiniki, umukozi ntashobora gushyirwa mu gihe cyo kudakora ku mpamvu z'imirimo mike inshuro imwe (1) cyangwa nyinshi mu gihe kirenze iminsi mirongo cyenda (90) mu mwaka umwe (1) **(ingingo ya 21 y'Itegeko No66/2018 ryo kuwa 30/08/2018 rigenga umurimo mu Rwanda).**

Icyakora, amasezerano y'umurimo atanditse ntashobora kurenza iminsi mirongo cyenda (90) ikurikiranye

Itegeko rigenga ubucukuzi bw'amabuye y'agaciro na kariyeri

Mu rwego rw'ubucukuzi bw'amabuye y'agaciro, ufite uruhushya rwo gucukura amabuye y'agaciro agomba kwizera ko ubucukuzi buri gukorwa, kandi ko hafashwe ingamba zerekeranye n'ubuzima n'umutekano mu kazi.
Kwizera ko abakozi bose bakora mu bucukuzi bashoboye kubikora hitawe ku mutekano usesuye hagamijwe kurinda n'abandi.
Mu gihe umuyobozi ubifitiye ububasha asanze imirimo y'ubucukuzi ishobora kubangamira cyangwa gushyira mu kaga ubuzima n'umutekano by'abantu,uwo muyobozi ashobora gufata icyemezo cyihuseIcyo cyemezo gishobora gutegeka ko ikibangamiye umutekano gihita kivanywaho cyangwa bigakorwa mu gihe gikwiye.

Iyo hari ubonye icyatera icyago agomba kwihutira kubimenyesha Komite y'ubuzima n'umutekano mu kazi mu kigo

Mu gihe cyo gushaka abakozi, ufite uruhushya rwo gucukura amabuye y'agaciro na kariyeri kimwe n'abakoresha bo mu rwego rwa kabiri bagomba kwita ku biteganywa n'amategeko n'ibindi bisabwa muri urwo rwego.
Ufite uruhushya rwo gucukura amabuye y'agaciro na kariyeri agomba kugira gahunda yo guhugura abakozi kugira ngo abongerere ubushobozi bwo kurangiza neza inshingano zabo. **(ingingo ya 64).**

Itegeko rigenga imitunganyirize y'ubwiteganyirize bwa pansiyo

Mu rwego rw'ubucukuzi bw'amabuye y'agaciro umugajwe n'impanuka y'akazi mbere y'uko yuzuza imyaka yo kujya mu kiruhuko cy'izabukuru afite uburenganzira bwo guhabwa amafaranga ya pansiyo y'ubumuga iyo yujuje ibisabwa **(ingingo ya 26).**

Gusa, mu rwego rw'ubucukuzi,umukozi umugajwe n'impanuka y'akazi cyangwa indwara ikomoka ku kazi afite uburenganzira bwo guhabwa amafaranga mu gihe umukoresha we yamuteganyirije mu Kigo cy'Igihugu cy'Ubwiteganyirize.
Buri gihe,iyo umukoresha atateganyirije umukozi mu kigo cy'ubwiteganyirize, uwo mukozi akagira impanuka y'akazi cyangwa indwara y'akazi, ahabwa amafaranga angana n'ayo yari guhabwa n'urwego rw'ubwiteganyirize mu gihe aba yarateganyirijwe **(ingingo ya 19)**.

2.2. AMATEGEKO MPUZAMAHANGA.

Hariho amategeko mpuzamahanga y'ingenzi yo mu rwego rw'ubucukuzi bw'amabuye y'agaciro mu Rwanda.
Nk'uko bikubiye mu Masezerano Mpuzamahanga ya OIT No176 yerekeranye n'Ubuzima n'Umutekano mu kazi mu bucukuzi bw'amabuye y'agaciro,umukoresha agomba guhora asuzumisha abakozi bakorera ahari ibibagwirira mu kazi byihariye ku bucukuzi bw'amabuye y'agaciro..
Intumwa z'abakozi zishinzwe ubuzima n'umutekano mu kazi bafite uburenganzira bwo :

- Kumenyesha umukoresha n'umuyobozi ubifitiye ububasha impanuka, ingorane zikomeye n'ibindi byateza ibyago
- Gusaba no kwemererwa ko umukoresha cyangwa umuyobozi ubifitiye ububasha akora ubugenzuzi n'amaperereza mu gihe hari impamvu ihangayikishije yerekeranye n'ubuzima n'umutekano mu kazi.
- Kumenya no kumenyeshwa ibyago bikomoka ku kazi byabangamira ubuzim n'umutekano w'abakozi n'abahagenda.

Nk'uko biteganywa n'amategeko mpuzamahanga y'akazi mu rwego rw'ubucukuzi, ubugenzuzi bushobora gukorwa kugira ngo harebwe ko amategeko yerekeranye n'uburyo abakozi bakoramo no kubarinda mu gihe bari mu kazi ashyirwa mu bikorwa hashingiwe ku Masezerano Mpuzamahanga ya OIT/ILO no176 yerekeranye n'ubuzima n'umutekano mu bucukuzi na no 82 yerekeranye n'ubugenzuzi mu bucukuzi.

3. IBIGANIRO RUSANGE.

Ibiganiro rusange bikubiyemo ubwoko bwose bw'imishyikirano rusange,guhanahana amakuru hagati y'abakozi,abakoresha n'abahagarariye guverinoma ku nyungu rusange yo mu rwego rw'ubukungu ,urw'akazi n'imibereho myiza.