ITANGAZO RYA SENDIKA COTRAF INDUSTRIE ET BATIMENT ,KUWA 01 GICURASI 2023.

Banyarwanda ,Banyarwandakazi ;
Bakoresha,Bakozi ;

Ku italiki ya 1 Gicurasi, twizihiza Umunsi Mpuzamahanga w'Abakozi,mu Rwanda .Ni umunsi Leta,Abakoresha n'Abakozi basubiza amaso inyuma kugira ngo basuzumire hamwe uko umurimo uhagaze mu mwaka ushize, maze bakishimira ibyiza bagezeho bakanafata ingamba zituma ibitaragezweho bizagerwaho ubutaha no guharanira kongera umusaruro mu bwinshi no mu bwiza.
Ni umunsi kandi wo kuzirikana abakozi bahirimbaniye uburenganzira bw'abakozi bakabizira.

Sendika COTRAF INDUSTRIE ET BATIMENT irashimira Leta y'u Rwanda kuba yarigomwe imwe mu imisoro kugira ngo igiciro cya transport kidakomeza gutumbagira ndetse no kuba yarigomwe iyo misoro ku biribwa bimwe na bimwe kubera ibiciro by'ibiribwa ku masoko na byo byakomeje gutumbagira nyamara ubushobozi bw'umuguzi bwo burushaho kugabanyuka..Kimwe n'ibindi byakozwe muri urwo rwego turabishimira Leta y'u Rwanda.Tuboneyeho gusaba abacuruzi gushyira mu bikorwa icyemezo cya Leta.

N'ubwo ariko kandi hari ibyakozwe,abakozi cyane cyane abo mu rwego rw'inganda,ubwubatsi,ubucukuzi bw'amabuye y'agaciro bugarijwe n'ibibazo bikomeye bikurikira :

1.Abakozi benshi bakomeje kudahabwa ijambo na benshi mu bakoresha,ku buryo abo bakozi badahabwa uburenganzira bwo gutanga ibitekerezo ku miterere y'akazi kabo,uburyo bagakoramo n'ubundi burenganzira bwo gutanga ibitekerezo binyuze mu masendika bihitiyemo no kugira icyo bavuga byerekeranye n'ibikubiye mu masezerano yabo y'umurimo.
Umuco w'ibiganiro ku murimo (Dialogue social) ntibiraba umuco mu bigo byinshi.Ibi bituma umukozi utanze igitekerezo kimubangamiye cyangwa se abona ko kibangamiye imigendekere myiza y'akazi yirukanywa cyangwa agahabwa ibihano bidashingiye ku kuri.

2.Abakozi benshi bakorera ku masezerano y'akazi atanditse, nta burenganzira bagira mu kazi,igihe babusabye bakirukanywa .Aha twavuga nk'uburenganzira bwo guteganyirizwa muri RSSB,guhabwa konji y'umwaka ,guhemberwa amasaha y'ikirenga n'ubundi burenganzira.

By'umwihariko abakozi bo mu bucukuzi bw'amabuye y'agaciro bashyirwa mu bwishingizi rusange (Assurance collective) aho guteganyirizwa muri RSSB,bityo iyo umukozi agwiriwe n'impanuka mu kazi ahabwa intica ntikize ,iyo iyo mpanuka itamuhitanye ariko ikamumugaza ahinduka umukene,akaba umuzigo ku muryango we ndetse no ku Gihugu.
Imbere y'inkiko ,abo bakozi batagira amasezerano y'umurimo yanditse ntibarenganurwa uko bikwiye kubera ko nta gihamya igaragaza ko babaye abakozi ,kuko abakoresha babo babahembera mu ntoki,bakanabirukana mu magambo batabahaye ibyo amategeko abemerera.Birakwiye rero ko inkiko zajya zigera mu bigo abakozi bakoreragamo kugira ngo nibura inkiko zishakire ukuri ku bakozi bahasanzwe aho gushingira ku nyandiko gusa abo bakozi badashobora kubona kuko aba abitswe n'abakoresha.

3.Ba rwiyemezamirimo bamwe bakomeje kwambura abakozi babakoreye cyane mu bwubatsi ku buryo nta munsi n'umwe utakumva abakozi barira ko bambuwe na ba rwiyemezamirimo mu gihe bo baba barishyuwe.Bikaba bitumvikana uburyo umukozi akorera rwiyemezamirimo wahawe isoko na Leta ,isoko rikarangira,rwiyemezamirimo akishyurwa,Leta igahabwa igikorwa cyayo,abakozi n'abacuruzi batanze ibikoresho bagasigara mu bukene.

4.Abakozi benshi cyane cyane abo mu bwubatsi n'ubucukuzi bw'amabuye y'agaciro ntibateganyirizwa muri RSSB ,bityo igihe bahuye n'ikibazo cy' impanuka cyangwa bageze mu zabukuru bagahinduka abakene bakabera Leta umutwaro bataretse n'imiryango yabo.

5.Ibiciro ku masoko bikomeje gutumbagira mu gihe umushahara wo urushaho kuba iyanga, Kubera izo mpamvu,abakozi bakomeje kuremererwa no kutagira ubushobozi bwo gutunga imiryango yabo,kubavuza ,kwishyura amafaranga y'ishuri n'ibindi.Ibi bigashimangirwa n'uko nta mushahara fatizo urashyirwaho (SMIG) kandi ugashyirwaho hashingiwe ku giciro nyakuri cy'agatebo k'umuguzi

6.Kuba nta mushahara fatizo mpuzandengo urashyirwaho,bigira ingaruka ku mishahara ya benshi mu bakozi badafite ubushobozi bwo kuganira n'abakoresha babo ku mushahara kandi bikagira ingaruka ku mafaranga ahabwa uwiteganyirije atagibwa munsi nk'uko biteganywa n'ingingo ya 27 y'ITEGEKO N° 05/2015 RYO KU WA 30/03/2015 RIGENGA IMITUNGANYIRIZE Y'UBWITEGANYIRIZE BWA PANSIYO iteganya ko « Amafaranga ya pansiyo y'izabukuru, ay'ubumuga cyangwa ay'imburagihe ntashobora kujya munsi ya mirongo itanu ku ijana (50%) y'umushahara fatizo wose w'ukwezi ugenwa n'Iteka rya Minisitiri ufite umurimo mu nshingano ze ».

7.Imyaka 60 yo kujya mu kiruhuko cy'izabukuru ni myinshi ku bakozi bakoresha ingufu mu kazi kabo nk'abakorera mu nganda,mu bwubatsi no mu bucukuzi bw'amabuye y'agaciro.Abo bakozi batakaza ingufu ku buryo badashobora kugeza ku myaka ya ngombwa yo kujya muri pansiyo.Ibi bituma batakaza akazi bakajya kwicara mu rugo ,bagategereza igihe kirekire ngo imyaka 60 ya pansiyo igere.Ibyo bituma abo bakozi bagwa mu bukene bukabije kuko nta kindi baba bashoboye kwikorera cyabinjiriza icyababeshaho uko bikwiye.

8.Impanuka zo mu kazi zitwara abakozi benshi mu bucukuzi bw'amabuye y'agaciro.Ibyo bigaterwa n'uko abakoresha bamwe birengagiza inshingano zabo cyangwa se bakaba badafite ubushobozi bwo kubonera ibyangombwa abakozi nk'imyambaro n'ibindi bibarind impanuka cyangwa se ngo abo bakoresha babe babona abahanga babayoborera imirimo kuri shantiye.Akenshi iyo mpanuka zibaye byitwa ko abakozi baguye muri izo mpanuka abakoresha babo batabaz cyangwa se ,baje kwiba. Urugero rubi ni impanuka yabereye Kinazi mu Karere ka HUYE,Sendika COTRAF INDUSTRIE ET BATIMENT ikaba yifatanyije n'ababuriye ababo muri iyo mpanuka.

Ibyifuzo:

1 .Sendika COTRAF INDUSTRIE ET BATIMENT yamaganye umuco mubi wa bamwe mu bakoresha bo mu bucukuzi bw'amabuye y'agaciro ndetse na bamwe mu bayobozi bihakana abakozi bagirira impanuka mu kazi k'ubucukuzi bw'amabuye y'agaciro nk'uko byagenze ku bakozi bakoreraga i KINAZI mu Karere ka HUYE.Sendika COTRAF INDUSTRIE ET BATIMENT ikaba isaba ko imiryango yaburiyemo ababo yahabwa impozamarira ikwiye.

2. .Minisiteri y'Abakozi ba Leta n'Umurimo yarushaho gukangurira abakoresha guteza imbere umuco mwiza w'ibiganiro mu bigo , kurushaho guha abakozi uburenganzira bwo gutanga ibitekerezo babinyujije muri sendika bihitiyemo kuko bikumira impaka bikazamura umusaruro mu bigo.

3.Minisiteri y'Abakozi ba Leta n'Umurimo n'Ubugenzuzi bw'umurimo barushaho gukangurira abakoresha gushyiraho igitabo abakozi basinyamo iyo baje mu kazi cyane cyane mu gihe bakoze amasaha y'ikirenga,kandi izo nzego zikagenzura koko ko abakozi bose bakigaragaramo kandi abakozi bagahabwa icyemezo cy'uko bakoze ayo masaha bayakoze .Icyo gitabo cyajya cyifashishwa n'inkiko mu gihe ziyambajwe n'abakozi bihakanywa n'abakoresha cyangwa bakitwa ba nyakabyizi hagamijwe kubarenganya.

4.Minisiteri y'Abakozi ba Leta n'Umurimo,Ubugenzuzi bw'Umurimo bifatanyije na RSSB barushaho gukangurira no gukurikirana abakoresha badateganyiriza abakozi babo,kugira ngo hirindwe ubukene bw'abakozi bagize impanuka cyangwa bagiye mu kiruhuko cy'izabukuru.

5.Mu gihe havugururwa itegeko rigenga umurimo mu Rwanda,turasaba INTEKO ISHINGA AMATEGEKO,UMUTWE W'ABADEPITE, ko itegeko rivuguruwe ryazasohoka rigaragaza ingingo igaragaza neza UMUSHAHARA FATIZO kuko hashize igihe kinini uyu mushahara uteganywa mu Iteka rya Minisitiri ariko iryo teka ntirisohoke.Twibutse na none ko kutajyaho ku iri teka bituma abakoresha bahemba abakozi babo imishahara y'intica ntikize kandi abakozi babo bakabyemera gutyo kubera kubura ubushobozi bw'ibiganiro hagati y'abakozi n'abakoresha,kubera ko nta muco w'ibiganiro hagati y'abakozi n'abakoresha urashinga imizi.

6...Minisiteri y'Ubutegetsi bw'Igihugu na Minisiteri y'Abakozi ba leta n'Umurimo ndetse na PSF barushaho gukangurira uturere kujya twishyura abakozi bakoreshejwe na ba rwiyemezamirimo kimwe n'abatanze ibikoresho ku isoko tuba turatanze.

7. Pansiyo yashyirwa mu byiciro bitewe n'imiterere y'imirimo ikorwa,imyaka yo kujya muri pansiyo igashyirwa hagati y'imyaka 45 na 55.Iyo mirimo yashyirwa mu byiciro bivunanye ni iy'ubucukuzi bw'amabuye y'agaciro,ubwubatsi,ubukanishi,ububaji,abakora imirimo ivunanye mu nganda.

8.Kugira ngo abakozi bakomeje kwitwa ba nyakabyizi barusheho guhabwa ubutabera,birakwiye ko inkiko zica imanza z'umurimo zajya zijya gushaka ibimenyetso aho abakozi bakoreraga kuko abakozi barenganyijwe n'abakoresha babo badashobora kubona ibimenyetso bishingiye ku nyandiko kubera ko abakoresha batari inyangamugayo babima ikintu cyose cyaba gihamya ko bakoreye ibyo bigo.Ibyo bimenyetso bikaba bidashobora kuboneka kubera ko abo bakoresha bahembera mu ntoki,badateganyiriza abakozi cyangwa ngo babahe amasezerano yanditse kandi birukana abo bakozi mu magambo.

TUBIFURIJE UMUNSI MWIZA W'UMURIMO.

Bikorewe i Kigali,kuwa 28 Mata 20323
NTAKIYIMANA François
Umunyamabanga Mukuru.

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