

KUBERA IKI HASHYIZWEHO IGITABO CY'IMYITWARIRE?

KU BAKOZI.

- Hagamijwe gukumira no gukemura amakimbirane mu kazi ndetse no gusinya amasezerano rusange ateza imbere imikorere yabo (ingero : ubuzima n'umutekano,umushahara,ibiruhuko,kwiteganyiriza,..),amasendika ahugura abakozi.
- Nyuma yo guhindura imyitwarire kw'abakoresha,abakozi barangwa n'imibanire myiza kandi iboneye mu kazi.

KU BAKOresha.

- Kugira ngo umukoresha arushaho kunoza uko agaragara no kwirinda amakimbirane mu kazi yatuma ahabwa ibihano no gucibwa amahazabu.
- Kugira ngo hongerwe umusaruro abakozi bakorerera aharangwa n'umwuka mwiza

KU RUHANDE RWA GUVERINOMA.


- Gufasha mu ishyirwa mu bikowa ry'amategeko agenga umurimo.
- Guteza imbere imibereho myiza kuri buri wese n'umurimo uheshya umukozi agaciro mu Rwanda.
- Guteza imbere ubukungu n'imibereho myiza y'abaturage mu Rwanda.


BAKOZI MUKANGUKE, MUHARANIRE UBURENGANZIRA BWANYU



Injira muri sendika kandi witabire ibikorwa byayo mu kigo cy'umurimo ibarizwamo.

Turashishikariza abagore, urubyiruko n'abantu bafite ubumuga kurushaho kwitabira ibikorwa bya sendika zabo.

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WARI UZI IMYITWARIRE MU MISHYIKIRANO RUSANGE ?

Igitabo cy'imyitwarire mu mishyikirano rusange cyashyizweho umukono mu 2016 hagati ya Minisitiri y'Abakozi ba Leta n'Umurimo, Urugaga rw'Abikorera (PSF) n'Amasendika y'abakozi mu buryo bw'itangazo ry'amahame y'imyitwarire hagamijwe kurushaho kunoza imibanire yabo,guteza imbere no gushimangira imishyikirano rusange.

URUHARE RWA GUVERINOMA NI URUHE ?



- Kugena no gushyira mu bikorwa politiki y'isaranganya hagamijwe imibereho myiza kuri buri wese no kubishyira muri gahunda za buri mwaka, kugena uburyo buhamye bwo guteza imbere imishyikirano rusange ku nzego zose.
- Gukangurira abakozi n'abakoresha uruhare rwabo, uburenganzira n'inshingano z'amasendika y'abakozi.
- Kunganira abakozi n'abakoresha mu nama zisaba kwegera no kunoza serivisi, kugishyamba inama, guhana amakuru, kunga, kwihuta n'ibanga.
- Gutegura mu gihe kiboneye amategeko agamije gushyira mu bikorwa no kuzaza amategeko agenga umurimo n'ubwiteganyirize.
- Kwita ku buryo amategeko agenga umurimo ahuza n'amategeko mpuzamahanga y'umurimo ndetse no kwita ku kugisha inama abakoresha n'abakozi mu itegurwa n'ishyirwa mu bikorwa ry'ayo mategeko.
- Gusuzuma buri gihe ko ari ngombwa gushyira umukono ku masezerano mpuzamahanga ya OIT/ILO yerekeranye n'imishyikirano rusange atarashyirwaho umukono.
- Guha amashyirahamwe y'abakoresha n'amasendika, amakuru yerekeranye n'ubukungu, buri gihe hagamijwe korohereza imishyikirano rusange.
- Guha uruhare abakoresha n'abakozi mu ishishyirwa mu bikorwa ry'ingamba, politiki na gahunda zo kuzamura ubukungu no kugabanya ubukene.

NI GUTE ABAKOresha BO MU BUHINZI BW'ICYAYI, MU BUCUKUZI BW'AMABUYE Y'AGACIRO NO MU BUREZI BAGIRAMO URUHARE ?



- Kubaha abakozi muri rusange.
- Kubaha uburenganzira bwo kwishyira hamwe kw'abakozi no kwemera ko uburenganzira bw'ibigo byabo bihuye n'itego zo kugenera imibereho myiza abakozi n'ababahagarariye.
- Gutega amatwi ibyifuzo by'abakozi no kwifata mu gihe batekereza ko abakozi n'ababahagarariye batavugisha ukuri.
- Kubahiriza inzira zateganyijwe n'amategeko no kwirinda ihutaza mu gihe bumva ko bari mu kuri ko gufunga ikigo.
- Kwemera no kwita ko abahagarariye abakozi bahabwa amahugurwa yose ajyanye n'imishyikirano rusange.
- Guteza imbere itangwa ry'amakuru yerekeranye n'ikigo cyangwa urwego rw'umurimo ku buryo buhagije. Mu itangwa ry'amakuru hagomba gusobanurwa kurushaho impamvu y'ibanga ku makuru amwe n'amwe.
- Korohereza intumwa za sendika n'izindi ntumwa z'abakozi kurangiza neza inshingano zazo mu buryo bunogeye.
- Korohereza abahagarariye abakozi gukora amahugurwa yerekeranye n'imishyikirano rusange.
- Kugisha inama intumwa za sendika cyangwa intumwa z'abakozi ku gutegura inyandiko na gahunda z'ibikorwa bifite aho bihuriye n'ubuzima bw'abakozi no ku ndangaminsi y'umwaka y'inama no kugishyamba inama nabo.
- Gushyira mu bikorwa ingamba zumvikanyweho cyangwa zijewe mu biganiriro n'abakozi cyangwa ababahagarariye no gushyira mu bikorwa nta buryarya amasezerano rusange asanzweho.

NI GUTE ABAKOZI BO MU BUHINZI BW'ICYAYI, MU BUCUKUZI BW'AMABUYE Y'AGACIRO NO MU BUREZI BAGIRAMO URUHARE ?



- Kwizera ko ibyifuzo byabo bihuye n'itego zerekeye umusaruro no kuramba kw'ikigo.
- Kugira uruhare binyuze mu biganiriro byerekeranye no gukumira cyangwa gukuraho icyatubya umusaruro cyangwa izamuka ry'itubyamutungo ridasobanutse.
- Gutega amatwi ibyifuzo by'abakoresha no kwifata mu gihe bakeka ko abakoresha cyangwa ababahagarariye batavugisha ukuri.
- Kubahiriza inzira zateganyijwe n'amategeko no kwirinda ihutaza mu gihe bumva ko bari mu kuri ko guhagarikira imirimo icyarimwe (imyigaragambyo).
- Gushyira mu bikorwa ingamba zumvikanyweho cyangwa zijewe mu biganiriro n'abakoresha cyangwa ababahagarariye.
- Gushyira mu bikorwa nta buryarya amasezerano rusange asanzwe mu kigo cyangwa mu rwego rw'umurimo.
- Kongera amasezerano rusange ku mpamvu z'inyungu za buri ruhanda.
- Guteza imbere amasezerano rusange ashya imbere inyungu za buri ruhanda.

IMYITWARIRE MYIZA Y'ABAFATANYABIKORWA (GUVERINOMA, ABAKOresha N'ABAKOZI).

- Kubahana ;
- Kwemera ibiganiriro no kutagira uburyarya mu mishyikirano rusange ;
- Ubunyamwuga ;
- Imyitwarire iboneye ;
- Kugira ibanga ;
- Gusaranganya no kutavangura ndetse n'uburinganire.