REPUBLIQUE RWANDAISE
MINISTERE DE LA JEUNESSE
ET DU MOUVEMENT COOPERATIF
B.P. 1044 KIGALI

Kigali, le 22/2/1988

N°0527 /15.00

Nyakubahwa Bwana Prezida Fondateri
wa Muvoma Revolisiyoneri Iharanira
Amajyambere y'U Rwanda
K I G A L I

Nyakubahwa Bwana Prezida,

Nishimiye kubohereza hamwe n'iyi barwa inyandiko-mvugo y'Inama ya Selire ya Ministeri y'Urubyiruko no Gutsura za Koperative nayoboye ku italiki ya 20 Mutarama 1988.

Mbifulije Amahoro n'Ihirwe.

Ministri w'Urubyiruko no
Gutsura za Koperative
NDINDILIYIMANA Agusitini
Lt Col BEM.-

Bimenyeshejwe:
- Bwana Umunyamabanga Mukuru
  wa Muvoma Revolisiyoneri
  Iharanira Amajyambere
  y'U Rwanda
  K I G A L I.

Inyandiko-mvugo y'Inama ya Selire "MIJEUCOOP" yabaye ku italiki ya 20/01/1988.

Kuwa gatatu taliki ya 20 Mutarama 1988, kuva saa munani n'igice kugeza saa kenda n'igice, Ministri w'Urubyiruko no Gutsura za Koperative, Lt Col BEM NDINDILIYIMANA Agusitini yakoresheje inama Abamilitante n'Abamilita bagize Selire ayobora.

Atangiza inama yabwiye abari aho ko bimaze kuba umuco muri Ministeri wo kubonana n'Abakozi umwaka utangira kugirango bose bifurizanye ibyiza birimo amahoro mu kazi no mu rugo rwa buri wese kandi bikabamo n'uburumbuke muri byose. Nk'uko Umukuru w'Igihugu yise Umwaka wa 1988 Umwaka wo Guhesha Agaciro Umusaruro w'Umuhinzi-mworozi, Ministri NDINDILIYIMANA nawe yifuje ko uyu mwaka wabera abakozi bose umwaka wo kunguka ari mukazi bashinzwe ari no mubyo umuntu yikorera ku giti cye.
Ministri yaboneyeho umwanya wo gushimira abakozi ukuntu bamuteye inkunga bakamutabara mu byago yagize mu mpera z'umwaka ushize ubwo Umukecuru we yitabaga Imana.
Yabashimiye kandi igitekerezo bagize cyo kohereza bamwe muri bagenzi babo bakamusura. Ibyo byerekana ko turi abavandimwe kandi ko turi kumwe.

Ministri yashimiye nanone abakozi ukuntu bafatanyije akazi muri iyi myaka ishize bigatuma tugera kuri byinshi Ministeri bayisaba gukora. Imwe mu milimo ikomeye bafatanyije ni nko gutegura no gutunganya ibirori byijihije Isabukuru y'Imyaka Makumyabili n'Itanu Igihugu cyacu kimaze kigenga.
Ibyo birori byashimishije ababirebye ndetse n'Umukuru w'Igihugu cyacu yarabyishimiye.
Hali kandi n'amarushanwa y'amashyirahamwe y'urubyiruko, ibigo by'urubyiruko na za CERAI yakozwe muri za Perefegitura zose, imirimo myinshi itegura ibarura ry'ibikorwa by'urubyiruko yarakozwe kandi iracyakomeza, isangano ry'urubyiruko ryarakozwe mu makomini yose ryagenze neza kandi ryakanguye urubyiruko, ababyeyi n'abategetsi ribumvisha ko ikibazo cyambere urubyiruko ruhuriyeho ari icyo kubona imirimo cyane cyane aho ruvuka. Isangano ry'urubyiruko ryerekanye ariko byinshi urubyiruko rushobora gukora, gusa rukaba rukeneye inkunga y'abategetsi n'ababyeyi kandi bakarushakira amasoko y'ibyo rwakoze.

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Nanone iyo mirimo yose ntiyarigutungana iyo tudacunga neza umutungo wa Ministeri, Ministri yishimiye rero ukuntu abacungamali, abashoferi n'abandi batumye imirimo itungana. Atanga urugero yuko umwaka ushize ntamodoka yagize agisida.

Uyu mwaka rero n'ugukomeza gukora dushishikaye ariko tuzi-likana ko amikoro y'Igihugu yabaye make kuko ingengo y'imari tuzakoresha yagabanutse, umuntu ashobora kubaho neza mu bukene bwe ariko ntabe umutindi.

Ministri yibukije imirimo yibanze iteganyijwe gukorwa uyu mwaka :

1. <u>Kuyobora urubyiruko (Encadrement de la Jeunesse)</u>

Uburyo bwo kwita ku rubyiruko abakozi bose ba Ministeri bagomba kubwumva kimwe. Niyo mpamvu Ministri yongeye kubusobanura mu magambo make avuga ko ubwo buryo ali butanu.

<u>Urubyiruko mu miryango ruvukamo</u>

Mu mishyikirano n'ababyeyi ndetse no mu biganiro by'urubyiruko bitegurwa n'abakozi ba Ministeri bakabinyuza kuri Radiyo rimwe mu cyumweru bakwiye gukangura ababyeyi no kubumvisha ko bagomba kugorora abana babo hakiri kare kubera ko ibyinshi mu bibazo by'urubyiruko bihera igihe abana baba bakiri bato.

<u>Kuyobora urubyiruko dushingiye ku matwara ya M.R.N.D.</u>

Ayo matwara akubiye muli Manifeste ya Muvoma yacu. Tugomba kumvisha urubyiruko ko rugomba gufatanya n'abandi banyarwanda guharanira amahoro n'ubumwe kandi twese dushaka gutera intambwe n'aho kaba gato ariko tujya imbere nk'uko Umukuru w'Igihugu ahora abitwibutsa. Icya ngombwa rero ni ukubigeraho neza mu nzira ziboneye. Nyuma tuzategereza ko Urugaga rw'Urubyiruko rushingiye kuri M.R.N.D. (J.M.R.N.D.) ruzaza guhuza no kunononsora ibikorwa twatangiye. Za gahunda zigaragara muri animation n'umuganda zigomba kubaho muri Komini na Segiteli.

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Kuyobora urubyiruko mu byerekeye ubukungu

Muri Ministeri tugomba kugira programu yo kwigisha urubyiruko gufatanya mu mashyirahamwe. Uyu mwaka tuzasobanura bihagije ishyirahamwe icyo aricyo. Abantu tugomba kwishyirahamwe koko kandi bagamije kongera umusaruro no gushakira hamwe umuti w'ibibazo bahuriyeho. Amashyirahamwe adafite akamaro ntagomba kubaho.

Tuzihatira kubicengeza mu rubyiruko no mu bakuru mu mashyirahamwe no muri za Koperative. Abiyemeje kwishyira hamwe bagomba kumenya ko buri wese agomba gutanga umugabane we (part sociale) kugirango ishyirahamwe rishobore gukora. Sibyiza rero gutekereza ko ishyirahamwe rizatangizwa n'imfashanyo. Gutera inkunga ni byiza kandi twarabitangiye cyane cyane igihe hakozwe amarushanwa ariko tugomba ubundi buryo twabikoramo. Buli wese werekanye ko ashaka kugera ku gikorwa akwiye guhembwa kuko tutagomba guhemba iteka abageze kuri byinshi gusa.

Niyo mpamvu amarushanwa y'amashyirahamwe y'urubyiruko agomba gukoreshwa no mu rwego rwa Komini zikabikulikiranira hafi, kugirango ibyo bigerweho hagomba inkunga.

Ubu Ministeri yahawe amafaranga 45.000.000 FRW kugirango ikoreshe ibarura ry'ibikorwa by'urubyiruko n'Isangano ry'Urubyiruko. Abakozi bashinzwe gukora programu zo kuyobora urubyiruko bagomba gutekereza bihagije bagakora ubushakashatsi mu murimo bashinzwe ntibategereze iteka ko Ministri cyangwa Umunyamabanga Mukuru muri Ministeri aribo bababwiliza icyo bakwiye gukora.

Kuyobora urubyiruko turutoza umuco no gukunda imikino n'imyidagaduro

N'ubwo imikino n'imyidagaduro bimaze gusakara mu cyaro kandi n'urubyiruko rukaba rwarayitabiliye haracyabura za Komite ziyiyobora muri Perefegitura n'ababyigisha urubyiruko cyangwa abarutoza iyo mikino. Muri programu rusange y'imikino n'imyidagaduro ikorwa na Ministeri hakwiye guteganywa ukuntu abo bantu baboneka. Byatuma urubyiruko rurushaho gukunda iyo mikino n'imyidagaduro ariko kandi tugomba kwihatira kurwigisha cyane cyane imikino gakondo kugirango itazavaho yibagirana.

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2. Kwigisha Urubyiruko

Urubyiruko rwacu rukeneye kwigishwa byinshi ariko tugomba guhitamo ibyo turwigisha byarugirira akamaro. Ministeri yacu imaze gutera intambwe ntoya muri urwo rwego kuko yakoze umushinga w'Iteka rya Prezida rishyiraho kandi ritunganya uburezi nkanguramba bw'urubyiruko. Uwo mushinga woherejwe mu Kanama ka ba Ministri gashinzwe kwiga ibyerekeye urubyiruko,akazi, imikino n'umuco kugirango kawusuzume.

Ministri yasabye Umunyamabanga Mukuru muri Ministeri ko azasobanurira abakozi ibikubiye muri uwo mushinga w'Iteka rya Prezida.

Inyigisho zihabwa urubyiruko ntizikwiye guhora ari zimwe, tugomba guhindura tugakora programu y'ibintu bishya twarwigisha hakulikijwe ibiboneka n'ibishoboka gukorwa mu karere urubyiruko ruvukamo kandi byaruhesha akazi aho hantu, ibyo twabyise "Formation par cohortes".
Ikindi twakora n'uko igihe urubyiruko turuhurije ahantu hamwe tugomba kugira ikintu turuhuguramo cyangwa turumenyesha cyarugirira akamaro. Programu y'izo nyigisho nayo igomba gukorwa. Ubwo buryo bwo kwigisha twabwise "Formation-Information" kandi inyigisho zishobora gutangwa mu Bigo by'Urubyiruko no muri za IGA.
Kugirango izo programu zishobore gutangira bizaba ngombwa ko twifashisha abantu bo hanze nk'abo muri KORA kuko abalimu dukoresha mu bigo by'urubyiruko badahagije kandi byose bakaba batabijijukiwemo, tuzagirana amapatano n'abo bantu twumvikane kubyo badukorera n'umushahara bahabwa. Tuzareba kandi n'ukuntu Imishinga igamije imizamukire y'icyaro ikora hirya no hino mu gihugu yadufasha muri izo nyigisho kuko akenshi iyo mishinga nayo iba ifite programu yo guhugura abaturage.

Nk'uko twabitangiye umwaka ushize tuzakomeza kwegereza Ibigo by'Urubyiruko ibikoresho bikenera, tukabyoroherereza n'uburyo bwo kugura ibyo bikoresho hafi y'aho bikorera. Ministeri izihatira kugenzura ukuntu amafranga yatanze muri ibyo bigo yakoreshejwe n'ukuntu ibye baguze byakoreshejwe. Ibyo bizatuma Abayobozi n'Abalimu b'Ibigo by'Urubyiruko batongera kwinubira ibikoresho bahabwaga na Ministeri bigapfa ubusa kuko bidashobora kubikoresha mu myuga bigisha cyangwa bidakenewe.

3. Ibarura ry'ibikorwa by'urubyiruko

Ibarura ry'ibikorwa by'urubyiruko twatangiye umwaka ushize ligomba kurangira.

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Hagomba gushyirwaho programu y'iryo barura kugirango hazagire ikintu cy'ingirakamaro rizadusigira bitabaye ibyo kuzuza impapuro gusa bitagize icyo bimaze.

4. "Stratégies" za Ministeri y'Urubyiruko no Gutsura za Koperative

Ministri yasabye ko izo "stratégies" zatangiye gukorwa nazo zirangira.
Kubera ko abakozi bose ba Ministeri batumwa uko ziteye, Umunyamabanga Mukuru muri Ministeri yasabwe kuzazisobanura mu minsi iri imbere mu gihe cy'inama za selire cyangwa izindi nama zikoreshwa abakozi.

5. Isangano ry'urubyiruko

Dutekereza gukoresha ubwa mbere isangano ry'urubyiruko bamwe ntibali bafite ikizere ko rizagenda neza ariko kubera ibitekerezo byinshi kandi byiza byaturutse mu bakozi ba Ministeri y'Urubyiruko no Gutsura za Koperative, ORINFOR, ONAPO, M.R.N.D. n'izindi Ministeri byatumye muri rusange isangano ry'urubyiruko ritungana. Ministri yongeye rero gushimira abo bakozi bose ariko asaba ko uyu mwaka n'indi itaha twazarushaho kuritegura no kurikoresha neza. Bizarushaho kuba byiza urubyiruko nirushobora kwitegurira iryo sangano rukabifashwamo n'abakozi bo muri Komini. Ibyo dukwiye gutangira kubyumvisha urubyiruko n'abayobozi barwo hakiri kare.

6. Ibyerekeye imikino n'imyidagaduro

Hakwiye gushyirwaho byihutirwa za Komite mu rwego rwa Prefegitura zishinzwe gutunganya no kugenzura ibyerekeye imikino n'imyidagaduro. Kugirango zitangire gukora zigomba kubona amabwiliza azisobanurira neza ibyo zishinzwe gukora.
Programu zo guhugura abasifuzi n'abatoza b'imikino nazo zigomba gukomeza gukorwa twifashishije nanone Abanyamahanga baza kudufasha gutunganya izo programu.
Ministri yasabye akomeje abashinzwe gukora programu zigamije guteza imbere imikino gakondo kuzishyira ahagaragara kugirango hagire igikorwa muri urwo rwego rw'imikino. Yatanze urugero rw'ibishobora gutangira gukorwa : kubarura iyo mikino gakondo ikamenyekana hanyuma bakareba ishobora gutangira gukinwa.
Biratangaje kubona Amakomini amwe n'amwe yaratanze impuguke zo muri Ministeri mu gufata iya mbere zigakoresha iyo mikino.
Ababishinzwe rero bakwiye kwisubiraho kuko babisabwe kuva kera.

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Tugomba kugenzura niba imikino cyane cyane ivuka mu gihugu, ikorwa hakurikijwe politiki y'imikino mu Rwanda kandi yubahiliza amategeko agenga imikino n'imyidagaduro.

Mubyerekeye imyidagaduro, uyu mwaka tugomba kugira nibura amatorero atatu tugakora na programu yo kwerekana ibyo ayo matorero yagezeho muri za Prefegitura.
Tugomba gukora agatabo gasobanura uko imyidagaduro mu Rwanda iteye, uko ikorwa, abayikora n'aho ikorerwa (Guide des loisirs au Rwanda). Ibyo bizashoboka kuko n'ahandi mu mahanga bibaho kandi bibaye ngombwa twakwifashisha impuguke za O.R.T.P.N. (Ofisi y'Ubukerarugendo na Pariki z'Igihugu).
Abayobozi b'Urubyiruko na za Koperative bakwiye kwigishwa ibyo by'imyidagaduro, programu z'inyigisho zigomba gutangira gukorwa kuko ahanini arizo zibura.

7. Ibyerekeye za Koperative

Mu ijambo Umukuru w'Igihugu yabwiye Abaturarwanda abifuliza Umwaka Mushya yasobanuye bihagije uko abantu bakwishakira uburyo bwo gukora kugira ngo batere imbere haba mu cyaro cyangwa mu migi. Ibyo bizagerwaho igihe abantu bazaba bishyize hamwe kugira ngo babone icyo bakora, kugira ngo birengere, barengere inyungu zabo nibwo ibyo bagamije bigerwaho vuba.

Mu kubahiriza iyo ntego, tuzahera ku mibonano n'amakoperative tubifashijwemo n'IKIGO "IWACU" cyo ku KABUSUNZU. Tuzagira kandi imibonano n'Abayobozi b'Imishinga ikorana n'Amakoperative. Programu yo gukoresha amarushanwa y'amakoperative izakomeza ariko mu rwego rw'Igihugu tuziga ukuntu uburyo twakoreshaga ayo marushanwa bwahinduka kuko ntacyo bimalira abanyamuryango baba bataziranye.

Uburyo bwo gutanga inguzanyo mu mashyirahamwe n'amakoperative nabwo bukwiye gusubirwamo bukigwa neza kuko akenshi ayo mafaranga atishyurwa neza.

8. Ubutwererane bwa Ministeri n'Amahanga

Ugereranyije n'imyaka yashize usanga Ministeri imaze kugira Abanyamahanga benshi baturutse mu bihugu n'imiryango mpuzamahanga bidufasha ariko tugomba kumenya icyo tubatezeho kuko bamwe badutera utubazo.

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Abakozi ba Ministeri bakorana nabo bagomba kumenya icyo u Rwanda rushaka muri ubwo butwererane bakumvisha abo banyamahanga ko batagomba gukora mu buryo bunyuranye na Politiki ya Ministeri. Ntabwo ari ibitekerezo bibuze mu banyarwanda, tumenye rero ko abanyamahanga batazadukorera byose kandi mubyo batuzanira duhitemo ibishoboka kutugirira akamaro.

9. IMYANZURO Y'INAMA

Kubera ko ingengo y'imali Leta izakoresha uyu mwaka iri hafi kwemezwa, buri buyobozi bukuru bw'imirimo muri Ministeri buzakora programu y'ibiteganyijwe gukorwa uyu mwaka kugirango bizigwe mu nama y'abayobozi b'imirimo, nyuma nabo bazasobanurira iyo pragramu abakozi bakoresha.
Ministri yongeye kwibutsa abayobozi b'imirimo ko kugirango byose bitungane alibo bizaturukaho mbere na mbere. Bagomba kumenya ko hari abakozi bayobora kandi bakamenya icyo bashinzwe gukora. Umushefu agomba kuba umuntu utajandajanda, ugaragara, ukunda akazi kandi w'umunyamurava kugirango abo ashinzwe kuyobora bamugendereho, bamwubahe kandi nawe abubahe. Abakozi bose bagomba kugira discipline mu kazi.

Ministri yihanangirije abakozi bigize abarokore ababwira ko atababuza gusenga nk'uko umutima wabo ubibategeka ariko ntibakwiye kwibagirwa akazi bashinzwe gukora cyangwa ngo barangaze abandi bakozi. Yabibukije ko ibyo bidahuje n'Amatwara ya Muvoma Yacu asaba kandi abakozi bose kubigendera kure kuko biri mubihungabanya discipline.

Abakozi bagomba kumenya guhuriza hamwe imirimo n'ibitekerezo. Ibyo byagombye kubaho kenshi no mukazi gasanzwe. Hari umurimo uba ukeneye inkunga y'abantu benshi, umwe ntabe yawiharira kugeza ubwo yawukora ku buryo butunganye. Buri mukozi agomba gukurikira ibikorwa byose mu rwego rw'akazi ke.
Nk'umukozi ugiye mu butumwa agomba kumenya amadosiye yose yabanje yerekeranye n'ubwo butumwa. Ibyo byatuma akazi kamwe kadasubirwamo buri gihe kubera kutamenya uko katangiye n'aho kageze.
Ministri yongeye kwibutsa Ijambo Umukuru w'Igihugu yavugiye mu nama ya Guverinema rihumuriza abakozi ba Leta bari bishyizemo ko bagomba kwirukanwa ari benshi. Yabwiye abakozi ba Ministeri ayobora ko abakeka ko bazirukanwa akenshi ari abiyiziho ko ntacyo bakora koko. Ntaterabwoba rigomba kubaho ariko abantu badakora akazi kabo ni ngombwa ko babisa abandi bagashaka kandi bagashoboye.

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Ishimwe ry'abakozi

Higeze gutangwa ikifuzo, igihe Prezida wa Repubulika yabonanaga n'abakozi ba Leta, cy'uko Umukozi yajya ashimwa cyangwa agawa bakoresheje amanota, ibyo abashinzwe kubyiga baracyabinononsora.
Hali abantu badakora kubera ko ubwenge bwabo ari uko bungana cyangwa ari abaswa, abo si ikosa ryabo, ikosa ni iry'uwamuhaye ako kazi.
Hari abadakora kubera ko batazi uko bagomba gukora, abo bafite ikosa kuko baba badashaka kwiga akazi.
Hari n'abadakora kubera ko ababayobora batabaha akazi cyangwa ntibabereke uko bagomba gukora, abo nabo si ikosa ryabo.
Kugirango hatagira abikoma abayobozi babo cyangwa ngo biharirwe Ministri gusa cyangwa Umunyamabanga Mukuru muri Ministeri, Ministri yasanze ari ngombwa ko habaho Komisiyo izajya ikora iby'imishimire y'abakozi, amanota akerekana koko uko umuntu akora.

Ikindi ni uko igihe Umukozi ananiwe n'akazi haba muri Ministeri, Prefegitura cyangwa mu Bigo by'Urubyiruko, ntitugomba kumuhungishiriza mu kandi kazi tugomba kumusimbuza undi ugashoboye. Abanyunyuza imitsi y'abandi bagomba gusezererwa hakili kare.

Umuganda n'Animasiyo

Kubera ko abakozi bamwe bali bamaze kudohoka mu gukora Umuganda, Ministri yasabye abashinzwe kuwukoresha kujya bagenera abakozi ba buri service igipande bagomba gukora hakurikijwe umubare wabo. Buri muyobozi mukuru w'imirimo cyangwa umuhagarariye akamenya abakozi be basibye n'abadashishikarira gukora akababaza impamvu zibibatera. Ariko Umukozi wasibye Umuganda agomba kubisinyira ku munsi w'akazi ukurikiyeho kugirango ushinzwe Umuganda muri Komite ya Selire abone uko akora igenzura neza.

Abakozi bigize indakoreka haba mu muganda cyangwa animasiyo Ministri yababwiye ubwa nyuma ko azabafatira ibyemezo bidakuka kimwe n'abapalanto badakora akazi kabo cyangwa batubaha abakuru b'imirimo, bagomba kumenya ko abo bose babategeka.
Abanyezamu nabo ntibakora akazi kabo neza usanga akenshi bagataye, ntumenye n'aho wabashakira.

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Abo bakozi badohotse bakwiye kwiminjiramo agafu, ntibigire ba nyiranzakaha.
Ministri yarangije inama yibutsa ko uyu mwaka w'1988 uzakorwamo ibikorwa by'ingenzi muri Polikiki y'Igihugu kuko tuzatora Prezida wa Repubulika n'Abadepite.
Kubera ko Igihugu kigomba byinshi, Prezida Wacu,yasabye abakozi kuzazirikana Umukuru w'Igihugu cyacu bagakomeza kumushyigikira cyane cyane muri iryo tora kuko aliwe dukesha ibyo tumaze kugeraho.
Yongeye kwifuriza abakozi umwaka mwiza, umwaka tuzakoramo ibyiza byinshi mu rwego rwa Ministeri no mungo zacu, abashimira uko bakorana nawe kugeza ubu ariko abasaba kurushaho kandi mu mugambi wo gukora neza, gukora ibyiza byinshi twikorerera kandi dukorera n'abandi.

<u>Umwanditsi w'Inama</u> :
MUGEMANGANGO Andereya.

<u>Umuyobozi w'Inama</u> :
Ministri w'Urubyiruko
no Gutsura za Koperative
NDINDILIYIMANA Agusitini
Lt Col BEM.