NSHUTI NDANGA
C/o INDAHEMUKA (Cultural troupe)
TEL : 85567
KIGALI.

Kigali, ku wa 18/10/2000

RECU le 25/10/00

A traiter par ....
Date entrée : 24/10/00
N° Classement : 2086/21

IMPAMVU : Gusaba akazi

25-10-2000
SG :
Twuzuzane ku dossier

Nyakubahwa Minisitiri,

Nejejwe no kubandikira mbasaba akazi mukigo cya Kimisagara. Nakoze muri Minisiteri muyobora kumara igihe kirekire kugeza ubwo habaye igabanya ry'abakozi nanjye ntiryansiga.

Maze igihe kinini cyane ntafite akazi kuburyo bingoye ku mibereho

Mugihe ngitegereje igisubizo cyanyu kiza, mbaye mbashimiye uko mubyakira.

NSHUTI NDANGA

Nshuti

REPUBULIKA Y'U RWANDA

MINISITERI Y'URUBYIRUKO,
SIPORO, UMUCO NO KWIGISHA
IMYUGA ICIRIRITSE
B.P. 1044 - KIGALI

Kigali, kuwa

N°

Bwana Minisitiri w'Imari n'Igena-Migambi
Kigali.

Impamvu :
Abakozi bakora amasaha y'ikirenga.

Bwana Minisitiri,

Nkurikije ibaruwa n° 151/11.19 ya Minisitiri w'abakozi ba Leta n'igena-migambi yo ~~ku wa~~ kuwa 18 Gashyantare 1997 yatumenyeshega icyemezo n° 1 cyo ~~ku wa~~ kuwa 28 Mutarama 1997 cyerekanye n'inyongera kubera amasaha y'ikirenga y'akazi ahoraho, mbohereje kumujyereka w'iyi baruwa amazina y'abakozi ba Minisiteri y'Urubyiruko, Umuco, Siporo no Kwigisha Imyuga Iciriritse bakora amasaha y'ikirenga.

Nkuko ingingo ya mbere ivuga ko umukozi wese ukora amasaha y'ikirenga abona inyongera y'amafaranga ihwanye n'ibihumbi cyenda (9.000 Frw) ku kwezi, ndabasaba ko abo bakozi bayihabwa uhereye igihe icyo cyemezo cyafatiwe.

Mugire amahoro.

Minisitiri w'Urubyiruko, Siporo
Umuco no Kwigisha Imyuga Iciriritse

Dr Yakobo BIHOZAGARA

Bimenyeshejwe :

- Nyakubahwa Perezida
  wa Repubulika.
- Nyakubahwa Visi-Perezida
  wa Repubulika.
- Minisitiri w'Abakozi
  ba Leta n'Umurimo.

REPUBULIKA Y'U RWANDA

MINISITERI Y'URUBYIRUKO,
SIPORO, UMUCO NO KWIGISHA
IMYUGA ICIRIRITSE
B.P. 1044 - KIGALI

Kigali, kuwa

N°

Kuri Bwana/Madamu Perefe wa Perefegitura
(Bose)

Binyujijwe kuri
Minisitiri w'Ubutegetsi bw'Igihugu,
Amajyambere ya Komini no Gutuza abantu
KIGALI

Impamvu :
Gusaba itangwa ry'amashimwe
y'umwaka w'1996 ~~y'abakozi~~ y'Abayobozi
b'urubyiruko, Siporo, Umuco
no kwigisha imyuga iciriritse

Bwana/Madamu,

Mbandikiye mbasaba ko mwaha amashimwe y'umwaka w'1996 Abayobozi b'Urubyiruko, Siporo, Umuco no kwigisha imyuga iciriritse bo muri Perefegitura muyobora.

Ku mugereka wiyi baruwa tubohereje urupapuro rwemeza uko umukozi yakoze tubasaba ko mwarutwuzuriza mukurikije uko buri Muyobozi yakoze kuva igihe yatangiriye akazi kugeza aho umwaka w'1996 urangiriye.

Mugire amahoro.

Minisitiri w'Urubyiruko, Siporo,
Umuco no Kwigisha Imyuga Iciriritse

Dr Yakobo BIHOZAGARA

1.2.1.2. MU RWEGO RW'IMIBEREHO N'UBUKUNGU

Ibikorwa ndangamuco byakoreshejwe igihe kirekire mu gushimagiza ubutegetsi, bishobora ubu kubyazwa umusaruro no kuvanwamo ubukungu. Ikindi kandi, ibihangano ndangamuco bishobora gusana injishi z'umuryango w'abanyarwanda zaciwe n'amarorerwa ya Jenoside.

1.2.2. MU RWEGO RW'AKARERE N'URWA MPUZAMAHANGA

Umuco w'u Rwanda ugomba kwagura amarembo ugasabana n'indi mico mu gihe iyo mishyikirano ikungahaza abanyarwanda, igatuma ibihugu birushaho kumvikana no kugira amahoro. Ibyo bigakorwa mu bwubahe bw'umwihariko wa buri muco, ubw'urusobe n'ubwuzuzanye by'imico.

2. INZIRA RUSANGE ZIKURIKIRWA

2.1. ICYEREKEZO 2020

Guverinoma y'u Rwanda iha umuco inshingano yo gufata iya mbere mw'iterambere ry'igihugu.
Nk'uko bigaragara mu cyerekezo 2020,

- Umuco, isangano rusange ry'imbaga nyarwanda, ufasha mu burere nyabantu kandi mboneragihugu bw'abaturage kandi ukagira uruhare mu myifatire n'imyitwarire y'umuntu ukwe n'iy'umuryango rusange. Umuco ucengeza mu batuye igihugu imigenzo myiza igihugu giha agaciro nk'ubutwari, ubuntu, gukunda igihugu, ibakwe, ubwangamugayo n'impagarike, gucisha mu ukuri, kudahemuka no gufatanya, kutita ku by'isi, kutikubira no kwanga indonke izo ari zo zose, … Ni uko bavuga ko umuco uruta umurage.
- Amahame gaciro y'umuco w'u Rwanda, wazahaye cyane mu kinyejana gishize, agomba kugarukirwa, agahuzwa n'igihe tugezemo, akongerwamo ibyiza twazaniwe n'amadini n'ubumenyi, agatezwa imbere kandi akigishwa mu bato n'ahandi hose. Umuco uzaboneza imibereho y'Abanyarwanda n'imyitwarire yabo muri politiki, imibereho myiza ndetse no mu bukungu bitewe no kongera kwigirira icyizere, kwibwiriza no kwiyemeza gukora.

Icyo gihe umuco uzaba ishingiro ry'imibereho myiza n'iremezo ry'impinduramatwara muri politiki no mu bukungu. Hazajyaho kandi inzego, urw'Akarere n'urw'Igihugu, zisa n'umutwe wa Sena, zizanoze

ahazaza ha Gacaca. Izo nzego zikagirwa n'abantu b'inyangamugayo bahora bitwararitse imihindukire ya ngombwa y'imibereho y'abantu kandi babungabunga amahame gaciro y'umuco.

- Ku ruhande rumwe, imihindukire y'imibereho y'abantu n'iy'amahame gaciro y'umuco izitabwaho kandi yerekezwe mu nzira yo kuwuteza imbere no guhanga imirimo, kugurura amarembo y'umuco, kwigirira icyizere, kugira akamenyero ko gufatana mu nda no gushyira hamwe; ku rundi ruhande, izaharanira kurwanya ingeso mbi zinjiye mu muco (ishyari, kutizerana, kubaho birenze ubushobozi bwawe, amatiku, umwiryane, …).
- Amahame gaciro y'umuco w'u Rwanda azatezwa imbere nko gukunda igihugu, ubwangamugayo no kurwanya ruswa, kuzigama no kutagira inda nini, kwiyemeza no guhanga imirimo, kugira umurava, kudahemuka n'ubumuntu, …
- Kubera ko ihererekanyamuco rishingiye ku mvugo yonyine ryatumye ubundi buryo bwo gutumanaho budindira, haba mu bucuruzi no mu buyobozi rusange, ni ngombwa guteza imbere ikoreshwa ry' ikoranabuhanga rishya mw'itangazamakuru n'itumanaho no kwikamakaza umuco wo gusoma.

2.2. INGAMBA Z'IGIHUGU ZO KURWANYA UBUKENE (SRP) N'INGAMBA Z'IGIHUGU Z'ISHORAMARI (S N I)

Mu rwego rwo kurwanya ubukene, umuco uzaba ingirakamaro mu mizamukire y'uburyo abaturage babaho kubera ko uzinjizwa mu iterambere ry'imibereho myiza n'ubukungu : ubumenyi gakondo n'ahantu hanyuranye umuco ugaragarira (indirimbo, iyandikiro n'igurisha ry'ibihangano, ibishushanyo, ...) bizatezwa imbere bigere ku rwego rw'ibihangano by'ikoranabuhanga n'urw'inganda ndangamuco. Ubukerarugendo ndangamuco na bwo buzatezwa imbere maze bigaragarire mu cyitegererezo mbumbe cy'umusaruro wa buri muturage hahujwe indengo (PNB).

Urwego rw'umuco, nka kimwe mu bitera guhanga, kugwiza umusaruro, gutanga akazi no kuzamura imibereho y'abahanzi, ruzaba isoko ireshya abashoramari b'Abanyarwanda n'ab'Abanyamahanga.

2.3. GAHUNDA Y'IMYAKA IRINDWI YA GUVERINOMA

Muri iyi myaka irindwi (2003-2010), politiki y'igihugu y'umuco ishingiye ku bikorwa byinshi bitandukanye bigomba gutunganyirizwa mu nzego zinyuranye:

- Mu burezi bwigisha, Guverinoma irashaka gushyiraho ishuri ry'ubugeni, kwigisha abakangurambaga b'umuco, kongera ubwoko bw'inyigisho z'ubugeni, gukora za gahunda zo kwigisha n'imfanyagisho ziberanye n'ibyiciro binyuranye by'abaturage.
- Mu gukangurira Abanyarwanda umuco, ababyeyi n'abarezi bazahamagarirwa kurushaho gutoza urubyiruko umuco wa kinyarwanda hakoreshejwe uburyo bwinshi cyane nko kwandika no kuganira. Abaturarwanda n'inzego z'imirimo rusange bazashishikarizwa kubungabunga inzibutso z'amateka n'inzibutso ndangamuco. Abashoramari bazaterwa inkunga mw'ishyirwaho ry'amakorero ndangamuco n'ikomezwa ry'ibikorwa bisanzweho. Abanyarwanda b'ingeri zose, by'umwihariko urubyiruko, bazakangurirwa agaciro k'igenabikorwa n'ako kubahiriza igihe.
- Mu rwego rw'ibigo byo kubungabunga umurage ndangamuco, hateganijwe kubaka Inkoranyabitabo n'Ishyinguranyandiko by'Igihugu, bigahabwa ibikoresho bigezweho by'ikoranabuhanga (ICT).
- Mw'ishingwa ry'inzego za Leta, Guverinoma igamije gushyiraho Inteko Nyarwanda y'Ururimi n'Umuco.

2.4. INTEGO Z'ITERAMBERE MPUZAMAHANGA (NEPAD, UNESCO)

Umuco ni kimwe mu byo NEPAD ishyira mbere. Icyakora, NEPAD yemeza ko inzira ikiri ndende kugira ngo umuco ugire umwanya uwukwiye nk'ishingiro ry'iterambere n'intandaro y'ibikorwa bitanga inyungu n'umurimo.

NEPAD yemera umuco nk'inkomoko y'amahoro, imiyoborere myiza na demokarasi; iwemera kandi nka kimwe mu bimenyetso biranga umuntu cyangwa byerekana aho aturuka, nk'uko ari kimwe mu bituma urunyurane rw'imico ruhabwa agaciro ku buryo, mu gihe bifatanije n'ubumenyi gakondo, biba isoko y'iterambere ry'ibihugu.

Mu ruhando rw'amahanga, NEPAD isaba ko umuntu yinjira mu bigezweho adataye umuco we kuko umuntu atarebye neza, uburyo bwo kubaho, ubumenyi n'ubuhanga gakondo bishobora kuzimizwa n'ingufu z'imico n'amadini biva mu mahanga.

UNESCO yo, isanga umuco ukubiyemo umurage w'ibyo abantu baha agaciro, ubumenyi bunyuranye n'ubushobozi, bikaba ishingiro ry'ibiranga abantu. UNESCO ibona kandi umuco nk'impamvu y'ubuzima buhanga n'ingufu zituma abantu bakungahara, bakanavugurura ibyo byose bibaranga hagamijwe amahoro n'iterambere, binyuze mu bikorwa magiririrane hagati y'imico inyuranye.

Ikurikije raporo za Komisiyo y'Isi y'Umuco n'Iterambere (1996), initayeho Igenabikorwa ryemejwe n'Inama Mpuzamaguverinoma kuri Politiki z'Umuco zigamije Iterambere (Stockholm, 1998), n'Itangazo Mpuzamahanga k'Urusobe rw'Imico (2001), UNESCO ivuga ko uruhare runini rugomba guhabwa umuco mu ngamba z'iterambere ry'ibihugu n'iz'iry'iterambere mpuzamahanga.

3. UKO URWEGO RW'UMUCO RUTEYE

Kuva mu myaka ishize, Abanyapolitiki ntibigeze, ari mu mvugo ari no mu ngiro, bafata amahame gaciro y'umuco n'ibiwuranga nk'ishingiro ry'ubuzima bwa buri muntu n'ubw'imbaga; ntabwo kandi bashoboye kwerekana ko umuco ari wo moteri ituma abantu batera imbere mu bukungu no mw'ikoranabuhanga: bityo, urwego rw'umuco ntirwashoboye kuzuza inshingano yarwo yo kuba igicumbi cy'amajyambere y'igihugu.

3.1. IBIBAZO BY'URWEGO RW'UMUCO

3.1.1. ABAKOZI BADAHAGIJE KUBERA UBUKE N'UBUSHOBOZI BUKE

Kubera ko urwego rw'umuco rutigeze rwitabwaho, ntabwo abakozi bateguriwe imirimo iwerekeye. Iki kibazo kibangamiye bikomeye iterambere ry'urwego rw'umuco. Ikigaragara muri iki gihe ni uko hari inzobere nkeya mu bijyanye no gutunganya, kubika no gucunga umutungo waba ufatika cyangwa udafatika.

Ikindi, kubera abakozi badahagije, ibiteganywa ngo urwego rw'umuco rutere imbere ntibikorwa byose. Icyo cyuho ni imwe mu mpamvu zisobanura ukuntu nta mibare y'ibikorwa muri uru rwego igaragara.

3.1.2. UBUKE BW'IBIKORWA REMEZO, UBW'INZEGO N'UBW'IBIKORESHO NDANGAMUCO

Urwego rw'umuco ntirugira ibikorwa remezo, inzego n'ibikoresho bijyanye na rwo bihagije: ibi biterwa nuko rugenerwa ingengo y'imari idahagije .

3.1.3. KUBA NTA SHORAMARI RYARI RYABAHO MU NGANDA NDANGAMUCO

Kubera ko nta politiki y'umuco yabagaho, inganda ndangamuco ziracyataguza: abagerageza kubyaza umuco umusaruro, cyane cyane abo mu gihugu imbere, ntibarashobora kubona inyungu ziherako ziza. Ikindi ni uko inkunga y'abanywanyi b'abanyamahanga ari intica ntikize.

3.1.4. KUBA NTA RWEGO RUBAHO RWIGISHA NGO RUNASHISHIKARIZE ABANTU ISHYAKA MU MUCO

Kutabaho k'urwego rw'uburezi mu by'umuco mu bigo byigisha, bituma:

- Hatabaho ibikorwa by'ubwanditsi n'iby'ubugeni bihagije mu mashuri.
- Habura abigisha bazobereye mu bijyanye n'umuco.
- Mu mashuri, abana badakangurirwa gusoma.
- Habura ubukangurambaga mu matorero y'ubwanditsi n'ubugeni mu mashuri.
- Nta mwanya abanditsi b'Abanyarwanda bahabwa mu nteganyanyigisho z'amashuri.

Ikindi kandi, kutabaho k'uburyo bwo gushishikariza abantu ishyaka mu muco, byatumye:

- Amatorero y'imbyino atagira bishya yiyungura (hagahoraho imbyino zimwe).
- Imikino inyuranye y'uturere tw'iguhugu itamenyekana.
- Amatorero ndangamuco atitabwaho.
- Itorero ry'Igihugu ridahabwa agaciro rikwiye, n'ibindi.