RAPORO

MINISITERI Y'URUBYIRUKO
SIPORO N'UMUCO.
B.P.1044
KIGALI

Kigali, kuwa 11/11/1999
No: 2094/20:01

Kuri Nyakubahwa Minisitiri
w'Urubyiruko, Siporo
n'Umuco.

IMPAMVU :
Kohereza inyandiko-mvugo y'inama yo kuwa 15/10/1999 twagiranye n'abakozi ba Minisiteri.

Nyakubahwa Minisitiri,

Nejejwe no kubohereza kumugereka w'iyi baruwa inyandiko-mvugo y'inama twagiranye n'abakozi ba Minisiteri taliki ya 15 Ukwakira 1999.

Nkuko muri bubisange muri iyi nyandiko, muri iyo nama twarebeye hamwe n'abakozi ibyashoboye gukorwa mu byemezo byari byarafashwe mu nama yaherukaga yo kuwa 03/06/1999, twarebeye hamwe kandi uburyo abakozi batanga amafaranga biyemeje yo gufashanya, tunavuga ku kibazo cyo kwiyubakira amacumbi, turangiriza ku bintu n'ibindi.

Tubifurije kubyakira neza.

Umunyamabanga Mukuru muri Minisiteri
y'Urubyiruko, Siporo n'Umuco.

BARIKANA Eugène

BARIKANA Eugène
Secrétaire Général
MIJESPOC

BIMENYESHEJWE

- Abayobozi b'Imirimo (Directeurs)
- Abayobozi b'Amashami (Chefs des Divisions)
- Abakuru b'Imishinga.

INYANDIKO MVUGO Y'INAMA YAHUJE UMUNYAMABANGA MUKURU N'ABAKOZI BOSE BO MURI MIJESPOC TALIKI YA 15/10/1999

Inama yatangiye saa mbiri n'iminota makumyabiri, iyobowe n'Umunyamabanga Mukuru muri MIJESPOC.

Ku murongo w'ibyigwa hari :

- Kureba ibyashoboye gukorwa mu byemezo byari byafashwe mu nama iheruka yo kuwa 03/06/1999 ;
- Gufashanya ;
- Kubaka ;
- Ibintu n'ibindi.

I IBYASHOBOYE GUKORWA MU BYEMEZO BYARI BYARAFASHWE

Inyandiko-mvugo y'inama yo kuwa 03/06/1999 imaze gusomwa, Umunyamabanga Mukuru yafashe ijambo agira icyo avuga ku byemezo byari byarafashwe muri iyo nama.

1. Kubahiriza amasaha y'akazi

Umunyamabanga Muku yabwiye abari mu nama ko ikibazo cy'amasaha kikiri ingorabahizi. Ko hakiri benshi batubahiriza amasaha yategetswe. Naho kubyerekeye imodoka ONATRACOM yateganyaga ko zizajya zitwara abakozi, Umunyamabanga Mukuru yavuze ko ibyo ababisezeranije batigeze babyubahiriza.

2. Inshingano z'abakozi zidasobanutse

Abari mu nama bavuze ko inshingano bashobora kuba bazizi ariko ibikoresho bikabura. Bwana **Paterne, Umuyobozi wa Siporo,** yatanze urugero rwa ba Secrétaires (cyane cyane aba ma Divisions) batagira ordinateurs. Umunyamabanga Mukuru yashubije ko zihari ko bazazihabwa.

3. Gahunda ya buri munsi y'abakozi

Umunyamabanga Mukuru yavuze ko bitumvikana ko abantu batagira gahunda kandi buri wa Mbere w'icyumweru haba inama ya ba Directeurs na ba Chefs de Divisions yo gushyiraho gahunda y'icyumweru.
Aha Bwana **Kanamugire Louis** yashubije ko gahunda iba ihari ati ariko hari ubwo ibikoresho bibura. Umunyamabanga Mukuru, yasabye abari mu nama ko bazajya bakora iyo gahunda ya buri munsi hanyuma ibikoresho nibiramuka bibuze ati ibyo ntibizaba ari ikosa ryanyu, usibye ko bitajya bibura.

4. Amahugurwa yabakozi yarateganijwe

Umunyamabanga Mukuru yabwiye abari mu nama ko impamvu ayo mahugurwa atabaye aruko amafaranga Minisiteri yari yezeye kuzahabwa na MIFOTRA atabonetse. Bavuga ko ngo ari menshi. Ati ariko ubu turacyari muri négociations yo kureba ayo bashobora kubona, tukazakora amahugurwa dukurikije uko amafaranga bazaduha azaba angana.

5. Gukingura irembo rya Sitade.

Umunyamabanga Mukuru yababwiye ko uko babisezeranije abakozi ko rizajya rifungurwa guhera saa moya na mirongo ine n'itanu kugeza saa mbiri n'iminota cumi n'itanu byubahirijwe. Ati ariko icyagaragaye nuko ridafasha benshi kubera ko abahagerera igihe ari imbarwa. Ati icyakora ayo masaha twemeye ko rizajya rikingurwa azagumya yubahirizwe. Abari mu nama banasabye ko ryajya rikingurwa n'amasaha y'ikiruhuko. Umunyamabanga Mukuru nabyo yarabyemeye, asaba ko rizajya rikingurwa guhera saa sita n'igice kujyeza saa saba n'igice.

6. Misiyo zo mu mahanga.

Umunyamabanga Mukuru, yakosoye ingingo yari mu inyandiko-mvugo y'inama yo kuwa 03/06/1999 yavugaga ko nta muntu uzajya ujya mu mahanga kabiri yikurikiranije kandi hari abandi nabo babishoboye batarajyenda. Aha yasobanuye ko yari yavuze ko nta muntu uzajyenda kabiri yikurikiranije cyeretse hari impamvu zibiteye zisobanutse. Yatanze urugero ko nka Minisitiri ashobora gutumirwa, aramutse atabonetse ati birumvikana ko nta wundi ushobora kujyenda usibye Umunyamabanga Mukuru. Ati nawe aramutse atabonetse ntawundi mukozi wakoherezwa atari umwe mu ba Diregiteri, cyangwa abo mu mashami bitewe n'inama iyo ariyo. Ati naho ubundi nta bantu

babijyenewe bahari. Ati kandi ikibigaragaza nuko hamaze kujyenda benshi kandi banyuranye.

Abari mu nama baboneyeho umwanya wo kubaza impamvu hari abajya muri misiyo bagahabwa amafaranga y'urugendo uko ateganijwe abandi bagahabwa gusa udufaranga ducye two kwitwaza mu mufuka (argent de poche).

RUGAMBA yasobanuye ko impamvu ya mbere ituruka ku bihugu cyangwa imiryango yabatumiye : ati hari abadutumura bakanishingira kuzadutunga muri byose. Ati abajyiye rero muri misiyo nk'iyo tubashakira gusa udufaranga bitwaza k'umufuka. Bwana **KAYIJUKA Gaspard**, yavuze ko iyo umuntu agiye muri misiyo azaba pris en charge n'igihugu agiyemo, ko mu mategeko ya Leta agomba guhabwa 1/3 cy'amafaranga (frais de mission) yagombaga kubona. **RUGAMBA** yamushubije ko ibyo babikuyeho ahubwo ko ngo babara amafaranga abazabatunga bazakoresha, hanyuma bagatanga asigaye. Ati ariko nayo kugirango uyahabwe ugomba kuba ufite « ordre de mission » yasinywe na Peresida wa Repubulika cyangwa premier Ministre ati naho ubundi ntaburenganzira uba uyafiteho. Umunyamabanga Mukuru yongeyeho ko kugirango Perezida wa Repubulika asinye abanza kureba niba iyo misiyo ari ngombwa kandi ko ifitiye igihugu akamaro.

Umunyamabanga Mukuru yatanze urugero rw'itorero Urucyerereza riherutse muri Uganda ritumiwe n'itorero ryaho. Ati ntabwo ari igihugu cyari kibohereje, ati ariko nubwo ari Itorero ryari ritumiwe n'irindi, bikaba bitari ngombwa ko bahabwa amafaranga, ati twashakishije aho twakura udufaranga ducye bakwitwaza, tubarihira na « ticket » ariko ntibabyumva bagenda batishimye, ndetse nayo babonye bajyenda bayita « avance ».

Bwana Ignace yasabye ko ayo mategeko nayo abantu bakwiye kuyamenyeshwa. Yongera gusaba ko nibura utwo dufaranga (argent de poche) twajya tungana kuri bose. **RUGAMBA** yamushubije ko gushyiraho amafaranga angana bidashoboka kuko « situations » zidasa. Umunyamabanga Mukuru yongeyeho ko atari ukuyabima ko ahubwo aruko aba ari macye, ati kandi kugirango angane ntibishoboka kuko « missions » ziratandukanye, ahantu haratandukanye, ndetse n'abajyenda baratandukanye.

Bwana Ignace yongeyeho ikindi kibazo cy'uko utwo dufaranga batanga uretse ko ari ducye natwo tuboneka ku munota wa nyuma. Umunyamabanga Mukuru yamusobanuriye ko hari ubwo biterwa nigihe ubwo butumire bwaziye. Ati hari igihe butugeraho hasigaye igihe gito cyane.

7. Amategeko agenga abakozi ba Leta

Umunyamabanga Mukuru yavuze ko hashize amezi agera kuri abiri uwasabwe kuyategura ariwe **Bwana HATEGEKIMANA Emmanuel** ayarangije, ndetse akimara kuyarangiza, Umunyamabanga Mukuru yavuze ko yamusabye kwihutira kuyohereza muri za « Directions ». Ariko abayobozi bose bari mu nama bavuze ko ntayo bigeze babona. Hanyuma **MUKAKABEJA Anne**, Umunyamabanga mu Buyobozi bw'Imikino yaje guhamya ko we yayabonye. Ubwo abari mu nama bahise bumva ko ikibazo kitari kuwarushinzwe kuyategura ahubwo ko kiri ku banyamabanga bo muri za « Directions » bakira dosiye bakazibika ntibazigeze kubo zigomba kugeraho. Umunyamabanga Mukuru yahise asaba **TWAGIRAYEZU Innocent** washinzwe kuba ayobora « Secrétariat Central » gukorana inama na ba « secrétaires » kugirango batunganye imikorere yabo. Bwana **RUDAHUNGA Gédéon** yaboneyeho umwanya wo gusaba « Secrétariat Central » kutajya yibajyirwa « Direction » ya KAVUMU nk'uko bikunze kugaragara iyo hari dosiye ireba « Directions » zose. Aha Umunyamabanga Mukuru yongeyeho ko batagomba kujya bibajyirwa nabandi bakozi bari mu mishanga ikorera muri Minisiteri.

8. Dosiye z'abakozi.

Umunyamabanga Mukuru yibukije abari mu nama ko buri mukozi agomba kuba afite dosiye iranga imikorere ye kugirango izamufashe kwikosora kandi buri muntu azashobore guhabwa « cote » imukwiriye.

9. Kwitabira inama zo muri za selire na segiteri.

Umunyamabanga Mukuru yongeye kwibutsa abakozi ko bakwiriye kwitabira izo nama kugirango buri wese amenye uko igihugu cyacu kigenda. Yavuze ko igihugu cyacu kizaba uko dushaka ko kiba.

10. Raporo z'abajya mu butumwa

Umunyamabanga Mukuru yavuze ko kugeza ubu hariho abatazitanga vuba. Yaboneyeho kandi umwanya wo kubwira abari mu nama ko umuntu wese uzajya ajya mu butumwa hanze y'igihugu agomba kugira akantu k'ingira kamaro akurayo akazajya akajyeza ku bandi igihe k'inama nk'iyi.

II. GUFASHANYA.

Kuri iyi ngingo, Umunyamabanga Mukuru yatangiye abwira abari mu nama ko icyo bapfana bose cya mbere ari akazi ati ariko hakabaho no kubana bafashanya. Yibukije ko ku ngengo y'imali nta mafaranga yo gufasha abakozi ateganijwe. Ati niyo mpamvu twiyemeje ko tuzajya dutanga amafaranga magana abiri (200 Frw) ku mushahara wacu wa buri kwezi kugirango tujye dufashanya. Hanyuma yasomye raporo yatanzwe n'abashinzwe uwo mushinga wo gufashanya. Icyagaragaye muri iyo raporo nuko abantu benshi batazirikanye ibyo biyemeje. Ibyo bigaragazwa nuko hari benshi batijyeze bishyura n'ukwezi na kumwe nyuma y'amezi atanu uwo mushinga umaze ushyizweho.

Kuri icyo kibazo, Inama yemeje ko abafite ibirarane bose bazaba barangije kubyishyura bitarenze taliki ya 5/11/1999. Nyuma yiyo taliki hazaba inama, abazaba batarishyura bazasezerwa mu nama Rusange kubera ko buri wese yabyiyemeje kandi bikaba bigaragara ko ntawayabuze, ahubwo ko ari umwete muke.

Umunyamabanga Mukuru yibukije ko abahembwa amafaranga atubutse, nk'abakora mu mishinga, bajya batanga atubutse. Bwana **NDAYISABA Juvénal** yahise asaba ababishinzwe kuzaza akabaha ibihumbi makumyabiri **(20.000 Frw)**.

Bwana **RUGAMBA Egide**, yasabye ko twareba uko ayo mafaranga atangwa yakongerwa kuko ngo urebye ayo mafaranga atangwa ukuntu ari macye, n'ukuntu abayacyeneye ari benshi, ati ndabona twayongera bitashoboka tukabireka kuko yazaduteza ibibazo.

Kuri icyo kibazo, Umunyamabanga Mukuru yasabye ko twabanza tukava mu birarane dufite, ababinaniwe bakazasezererwa, hanyuma tukazareba niba twayongera.

Bwana **NDAYISABA Juvénal** yasabye ko Minisiteri yakora uko ishoboye, ayo tuzajya dutanga ku kwezi, ikajya iyakuba kabiri. Umunyamabanga Mukuru yamwibukije ko ku ngengo y'imali, Minisiteri ntaho ifite yayakura, ati icyakora tuzakora uko dushoboye, turebe uko twatera inkunga icyo kigega, ariko ntidushobora kuyabona buri kwezi.

III. KUBAKA.

Bwana **KAYOBOTSI Prote** yavuze ko ubu ibabanza byarangiye. Ku kibazo cy'abatarashoboye gutanga amafaranga ibihumbi bitanu (5.000 Frw) abandi batanze yo gusiza, Inama yabyizeho isanga barahawe igihe gihagije cyo kuyashaka, isanga kandi niba batarashoboye gutanga ibyo bihumbi bitanu (5.000 Frw) batazashobora gutanga arenze igihe bizaba ngombwa. Hanyuma inama yemeza ko bahita basimbuzwa abandi bari kuri lisiti y'agateganyo (kuko hari lisiti y'abantu 40 bategereje). Umunyamabanga Mukuru yavuze ko nabo batazatereranwa ko nibabishaka bazabafasha kubona ibibanza mu midugudu. Naho abazabasimbura nabo basabwe kuzaba batanze abyo bihumbi bitanu abandi batanze mbere y'italiki ya 05/11/1999.

ABIYINGOMA Ignace, yabajije niba abakozi bari kuri iyo lisiti y'agateganyo bikorera ku giti cyabo hano muri stade, nabo bazahabwa ibibanza. Inama yasanze « priorité » ari abakozi ba Minisiteri, ariko nabo kuko hariho ibyo bajya badufasha, inama yasanze nabo tudakwiriye kubibagirwa. Niyo mpamvu hemejwe ko abakozi ba Minisiteri bari kuri lisiti yagateganyo, bazahabwa ukwezi kugirango babe bishyuye ayo mafaranga yo gusiza, abatazabishobora bakazasimbuzwa abo bandi bikorera ku giti cyabo.

Umunyamabanga Mukuru yasabye ko buri muntu wese yakwerekwa ikibanza cye, ababishoboye bakishyirahamwe, ibikorwa bigatangira.

Bwana Paterne yabwiye abari mu nama ko « Caisse hypothécaire » ifite umushinga ifatanije na « Afrique du Sud » wo kubakira abantu bakajya bishyura. Abaza niba tutabifashisha. Inama yarabishimye, Bwana Prote asabwa gutegura ibaruwa ibasaba kubidufashamo, akazanababaza « conditions » zabo hanyuma tukazakora inama tukareba icyakorwa nuko uwo mushinga watangira, byananirana tukazimenya.

Umunyamabanga Mukuru yaboneyeho umwanya wo kumenyesha abari mu nama ko abari muri « comité » ikurikirana iyo mirimo yo kubaka bakwiriye guhabwa agashimwe kuko ibikorwa basabwa bagomba kubikora nyuma y'amasaha y'akazi. « Comité » yasabwe kubitekerezaho ikazatanga ibyifuzo byayo mu nama y'ubutaha.

IV. IBINTU N'IBINDI

Mu bintu n'ibindi havuzwe ibi bikurikira :

1. **Kwitanga :**

Umunyamabanga Mukuru yatangiye iyi ngingo avuga ko ubu hariho abantu bavuga ko igihe cyo kwitanga cyarangiye, nyamara wareba aho bageze ukahabura. Ati iyi Minisiteri yacu ntizakora ibitangaza niba tudahagurutse ngo dukore, ati rero twe kujenjeka, igihe umuntu yaje ku kazi yumve ko yaje gukora. Ati hariho abavunika, n'abandi badakora, ati ntitugakore nk'abacanshuro (mercenaires), ariko twumve ko dukorera igihugu cyacu, tugikorere n'umutima umwe. Yavuze ko hari abavuga ko nta nshingano bafite ngo abandi biharira akazi, ati ariko urwo n'urwitwazo.

Yavuze ko mu bihugu byateye imbere, atanga urugero rwa Canada aho aherutse kujya, ko usanga barangwa no gukunda akazi, nta mwanya bafite wo gupfusha ubusa. Mu rwego rwo kwerekana ko gukora ariko guteza abantu imbere, yatanze urugero rw'abaturage bo muri « Région » yitwa « ACADIE » muri « Nouveau-Brunswick » muri Canada, ngo bababwiye ko bigeze kugirirwa nabi cyane ngo bagahora barira, ariko ngo baza gutekereza basanga ibyo ntacyo bizabajyezaho, barabyibagirwa batangira gukora, none ubu ngo bajyeze kure cyane.

Yavuze kandi ku rubyiruko rwo muri Canada bita **« Jeunesse Canada-Monde »** ngo rufite kwitanga gutangaje : batangiye bitanga mu gihugu cyabo ariko ubu baritanga no mu mahanga. Ngo bajyaga baza no mu Rwanda bakahamara amezi nk'atatu, bakorana n'Urubyiruko rw'U Rwanda. Umunyamabanga Mukuru yavuze ko ngo yahise abasaba gushyira u Rwanda kuri lisiti bakazajya bafatanya.

Yarangije iyi ngingo yo kwitanga avuga ko kuba bakora batcyo atari ubugoryi ahubwo ari ugutera imbere.

2. **Inama mpuzamahanga y'Urubyiruko** :

Umunyamabanga Mukuru yamenyesheje abari mu nama ko Minisiteri iriho itegura Inama mpuzamahanga y'Urubyiruko izaba uyu mwaka kuva taliki ya 15 kugeza kuya 20 Ugushyingo. Yavuze icyakora ko Minisiteri itazafungwa kubera iyo nama ariko ko Abayobozi bo bagomba kuba bayirimo.

3. **Kuba Responsable mu kazi**:

Umunyamabanga Mukuru yatanze urugero rwabaherekeje itorero Urucyerereza batabaye « responsable » kuko bagiye babahaye amafaranga macye yabo nayitorero baherekeje, bakabasobanurira ko nta mafaranga ahari ariko bagerayo bakababwira ko ayo bahawe ari « avance » ko andi bazayahabwa batashye, ati ibyo byatumye itorero ryigaragambya bitewe nabo. Kandi iryo torero ryabareze ko ngo bagezeyo bakabata bakigira mu bindi. Umunyamabanga Mukuru yamenyesheje abari mu nama ko ibyo babihaniwe.

4. **Uburyo bwo kwitwara imbere y'ukuyubora.**

Umunyamabanga Mukuru yibukije abari mu nama ko hariho uburyo umuntu agomba kwitwara imbere y'umuyobora : Yavuze ko naho yateshuka akakubwira nabi ugomba kwirinda guhangana nawe. Ati ibyiza nuko wajya kumureba nyuma mukabivugana.

Kuri icyo kibazo, **Madamazela DOMINA** yasabye ijambo, avuga ko mu muco wa kinyarwanda, harimo kudahanira kumugaragaro cyane cyane umwana w'umukobwa. Umunyamabanga Mukuru yamushubije ko icyo ashyigikiye ari uko abantu bose bagomba kubahana, ati ariko hari igihe biba ngombwa ko ahanirwa kumugaragaro kugirango bifashe n'abandi.

Bwana Alphonse nawe yasabye ijambo kuri icyo kibazo, avuga ko hariho imvugo abayobozi bakoresha ibabaza. Yatanze urugero rw'ijambo Nyakubahwa Minisitiri ndetse n'Umunyamabanga Mukuru bakunda gukoresha basa n'abakabukira umuntu ngo **« wewe ».** Ati niyo umuntu acecetse kuko ariko bigomba kugenda imbere y'Umuyobozi, ati ariko umuntu aba ababaye.

Umunyamabanga Mukuru yavuze ko ikibazo atari iyo mvugo ko ahubwo ari imyitwarire iba itabaye myiza. Ati ariko, iyo mvugo tuzayireka niba aricyo kizatuma mukora neza. Yongeyeho kandi ko imiryango ikinguye ku muntu wese ufite icyo abanenga, cyangwa inama abagira. Ati ariko kujujura si byiza.

5. **Ibanga ry'akazi.**

Rugamba yavuze ko hari abayobozi n'aba « secrétaires » baha dosiye (ziriho commentaires) umuntu wo hanze ngo ayijyanire kandi izo « commentaires » ziba ziriho zigomba kuba ibanga ry'akazi.
Yongeyeho ko ngo hari abantu bajyenda bavuga nabi Minisiteri yacu, ati niba hari ikibazo, tugire inama abo kirora, nibinanirana tubivugire mu nama nk'iyi,

ati ariko hanze ntidukwiriye kugenda dusebya Minisiteri yacu kuko ubwo aritwe ubwacu tuba twisebya.

6. Amadeni

Abari mu nama bavuze ko ikintu gikunze kuvugwa hanze cyane ari amadeni Minisiteri ifitiye abantu. Umunyamabanga Mukuru yashubije ko amenshi amaze kwishyurwa usibye ko atararangira, ati turacyakomeza kuyishyura kandi twirinda gufata andi.

7 Siporo y'abakozi ba MIJESPOC

Umunyamabanga Mukuru yibukije abari mu nama ko abakozi ba MIJESPOC biyemeje kuba intangarugero mu byo Minisiteri ishinzwe. Ati niba tuvuga ko Minisiteri yacu ari Minisiteri ya Siporo, tugomba kuba intanga rugero muri Siporo. Yibukije ko bigeze gusaba buri mukozi wese gutoranya umukino yifuza gukina, abaza aho byahereye. GASPARD, ati umenya abantu barabitinyiye ko bizajya bibarushya gutaha kubera ko buzaba bwije bakabura imodoka. Umunyamabanga Mukuru yamushubije ko ikibazo atari icyo kuko hari hemejwe ko iyo mikino yakorwa mu masaha yakazi (saa cyenda). Nyuma hafashwe icyemezo cyuko hazandikwa urwandiko ruvuga igihe iyo gahunda izatangira gushyirwa mu bikorwa, kandi buri mu kozi wese akazayubahiriza.

Bwana Kamy nawe yibukije amafaranga ibihumbi magana atanu (500.000 Frw) « Directeur Général » wa BNR yigeze kwemerera Minisiteri yacu ashimira abakinnyi bayo ko bitwaye neza mu mikino bigeze kugira hashize imyaka ibiri. Abaza aho ayo mafaranga yahereye.

Umuyobozi wa Siporo, yavuze ko nawe yabimenye hashize nk'umwaka, bayabaza muri BNR bakababwira ko batinze akaba atarateganijwe ku ngengo y'imali yabo, ko bizakorwa undi mwaka. Ati icyakora uyu mwaka turiho turategura undi munsi w'imikino nkuwo, ati ubwo tuzaboneraho umwanya wo kuyibutsa.

8. Ubukwe

Bwana Musemakweli Jean yabwiye abari mu nama ko italiki y'ubukwe bwe itahindutse nk'uko bamwe babitekerezaga kubera ibyago yaraherutse kugira. Avuga rero ko buzaba kw'itariki ya 30/10/1999 bukazabera muri Hall ya Stade Amahoro. Umunyamabanga Mukuru yabwiye abari mu nama ko atari we wenyine, ko ubu hariho benshi babutegura barimo **Innocent TWAGIRAYEZU**

akaba nawe azasezerana kw'italiki ya 11/12/1999. Yaboneyeho umwanya wo kubwira abari mu nama ko ubufatanye twavuze tugomba kubwerekana dufatanya no mu bukwe bwa bagenzi bacu.

Mbere yo kurangiza, Umunyamabanga Mukuru yongeye gusaba abantu gukunda akazi, bagakora nk'abikorera. Yagayiye abari mu nama abakozi ba Minisiteri bagiye mw'itorero Imparage hanze y'igihugu ubu bakaba bagiye kumara icyumweru baragarutse bataraza ku kazi. Usibye Bernardin wari utaraza kubera uburwayi, abandi nta mpamvu zizwi zababujije. Umunyamabanga Mukuru yongeye kandi gusaba abantu guhindura imikorere haba mu kazi ka Leta no ku giti cyabo bwite. Ati dukoreshe umutwe wacu, dutekereze icyo twakora cyatugirira akamaro nicyo umutwe tuwufitiye. Ati naho ubundi tuzahera mu bucyene.

Umunyamabanga Mukuru yarangije asaba abari mu nama ku gumya gukorana umutima mwiza kandi abizeza ko nta vangura, nta gutonesha, nta ruswa bizigera birangwa muri Minisiteri y'Urubyiruko, Siporo n'Umuco.

Inama yarangiye saa sita n'iminota irindwi (12h 07').

UMWANDITSI

TWAGIRAYEZU Innocent

UMUYOBOZI W'INAMA

UMUNYAMABANGA MUKURU
MURI MIJESPOC

BARIKANA Eugène

ABARI MU NAMA

AMAZINA	SERVISI BAKORAMO
1- RWIGEMA Paterne	Directeur des Sports
2-RUGAMBA Egide	DAAF
3-.TWAGIRAYEZU Innocent	Chef de Division coordination des services décentralisés
4- UWERA Christine	Secrétaire (Planification)
5- KABANYANA Teddy	Cabinet
6- RWAGATARE Alphonse	D.F.P
7- BAKUNDA Odette	Direction Jeunesse
8- RUTAGWENDAKA Fidèle	PAE
9-NDASHYIKIRWA Eugène	Gestionnaire/camps de solidarité des Jeunes
10- NKUSI L.P.	D.sports
11- NKURANGA Joseph	Infrastructures et Equipement
12- RUGOMWA Clément	Mémorial
13- MUBILIGI Guido	Chef de division action sociale
14-MWISENEZA Domina	Secrétaire (DAAF)
15- HARERIMANA Oscar	Div. Patrimoine cult.
16-NZEYIMANA Astérie	Gestionnaire du stock

17-GAHONGAYIRE Josée	Secrétaire Direction de Sports
18- RUGIMBANA A.	Dir. KAVUMU
19- KUBWIMANA Gertrude	D.S
20-RUMENGE Victor	Coordinateur Mouvements de la de la Jeunesse
21-BUTOTO Jean	Chef de Division Patrimoine Culturel
22-SHUMBUSHO Balthazar	Chauffeur
23-MUKANDORI Diane	Gestionnaire
24-MUTUMWINKA M. Rose	Division Infrastructures et Equipements
25-NIYONZIMA Marthe	Standardiste
26-KANTARAMA Espérance	Planton Département des Sports
27-BASINGA Anna	Y.S.P.
28-MUKAKABEJA Anne	Secrétaire Direction Sports
29-KAYOBOZI Prote	Direction Formation Professionnelle
30-MUTAMBA Générose	Planton du Mémorial du génocide
31-RWAMUJUGA Libérata	Magasinier Direction Jeunesse
32-ZUUBA Espérance	D.S.
33-GAKIRE Jean Paul	Direction des Sports

34-MUREKATETE Bernadette	Secrétaire Direction de la Culture et des Arts
35-UWAMARIYA Clémentine	Planton/Jeunesse
36- MBABAZI Mary	Secrétaire du S.G
37-MUKANDILIMA Valentine	Division Planification (Documentation)
38- MUHOZA Christophe	DCA/Commission Mémorial chargé du traitement a conservation
39- NKUSI François	Chef de section à la Division Production et Appui aux GSE
40- NTAZINDA Richard	DAAF
41- GAKIRE Innocent	Section Personnel
42- MUKAREMERA Liberata	Division Programme de la F.P
43- NYIRABASHYITSI Harriet	Secrétaire à la Direction de la Jeunesse
44- MUSABYEYEZU Sarah	Secrétaire à la Direction Services Généraux
45- BORA Eléonore	Secrétaire à la D.C.A
46- UWAMAHORO Jacqueline	Planton
47- KANKESHA Immaculée	Secrétariat Particulier
48- N. HATEGEKIMANA Pétronilla	Action Sociale
49- UWIMANA Dorothée	Service du Personnel

50- MUNGANYINKA Eugènie	Secrétariat central (Archives)
51- RUGANJI Daniella	Secrétariat central (Archives)
52- HABIYAMBERE Béatrice	Encadrement et Mobilisation de la Jeunesse
53- NYIRATUNGA Anitha	Secrétariat central
54- UMUTESI BERAHINO Chantal	Secrétaire Sport Civi
55- BITWENGE Isaac	Chef de Division Etudes, Planification et Informatique
56- KANYAMIBWA Simon	Chef de Charroi
57- UMULISA Francine	Div. Folklore et Ballet
58- MUKAMUSONI Immaculée	Secrétaire Projet /KAVUMU-NYANZA
59- NSHIMAYEZU Israél	Division Infrastructure et équipement
60- HAKUZWEYEZU Marie	D.F.P
61-GATABAZI Aloys	Division Etudes Planification et Informatique.
62- MUSEMAKWELI Jean	Division Promotion de l'Education sur la santé des jeunes.
63- RUTEGA Bossa	Direction de la Jeunesse
64- MUTARUGERA Egide	DFP/Div. Programme
65- KABERA Joseph	Chauffeur
66- MUSIME J. Bosco	Chauffeur

67- IRIVUZUMUGABO F. Xavier	Div. Administration et Gestion des CFJ
68- DUSINGIZE M. Pauline	Div. Etude, Planification et Informatique
69- MUREKATETE Jeannette	D.F.P.
70- NYIRANEZA Blandine	Planton Cabinet
71- RUBERANZIZA Eugène	Programme IEC/Santé des Jeunes
72- MUKANTABANA Jeanne d'Arc	Secrétaire C.Olympique
73- MURAGWA Kamy	Chargé des Livraisons et Stocks
74- NDAYIZEYE Théodore	Div. Promotion des arts et de l'Ecrit
75- MUJAWAMARIYA Agnès	Direction Jeunesse
76-. NSENGIYUNVA Emmanuel	Div. Archives Nationales
77- MUNYAZIKWIYE Théogène	PAE
78- MUTUGARUGAMBA Anaclet	Commission Mémorial du Génocide.
79- KANAMUGIRE Louis	Mémorial du Génocide
80- BAYINGANA Bonfils	S/Communication
81- RUTAGENGWA Filbert	S/Communication
82- MUKAMFIZI Vestine	Direction de la Jeunesse
83-.MUKABATSINDA Christine	D.S G
84- NYIRABASIRIMU Phoëbé	Archives Nationales

85- KAYIGI Théodomir	Div. Folklore et Ballets
86- UGIRASHEBUJA Evode	Div. Sport Civil
87- RUYONZA Arlette	Commission Mémorial du Génocide.
88- UWERA M. Lactitia	Direction de la Jeunesse
89- BAHATI Jacques	D.F.P
90- KARAMBIZI William's	
91- UWAMARIYA Karema	
92- KAVUTSE Franco	Y.P.D
93- RUDAHUNGA Gédéon	Directeur KAVUMU
94- ZINDA Victor	Div. Production
95- RANGIRA Joseph	Dir.Sports
96- HATEGEKIMANA Augustin	Div.Archives Nationales
97- NDAYISABA Juvénal	Coord.des projets
98- ABIYINGOMA Ignace	Dir.des Sports
99- GASANA Vincent	D.P.P
100- KAYIJUKA Gaspard	Coord. projet F.P
101- UWANTEGE Louise	Div. Folklore et Bllet
102- NTAWUGAYA Josbert	D.F.P
103- RUTAYISIRE	Chauffeur
104- NSENGIYUMVA	Chauffeur
105- MUKANGEMANYI Thérèsie	DAAF
106- NGUTETE Primitiva	Culture

RAPORO

INYANDIKO-MVUGO Y'INAMA YO KUWA 08/11/1999 YAHUJE MINISITIRI W'URUBYIRUKO, SIPORO N'UMUCO, ABAYOBOZI BAKURU, ABAYOBOZI B'AMASHAMI N'ABAKURU B'IMISHINGA

Inama yatangiye isa ine n'iminota cumi n'itanu iyoborwa na Nyakubahwa Minisitiri w'Urubyiruko, Siporo n'Umuco.

Minisitiri yabanje kubaza abantu impamvu zabateye kutaboneka ku cyumweru taliki ya 07/11/1999, kandi bari bazi neza ko Nyakubahwa Visi Perezida wa Repubulika yagombaga kubonana n'abaturage b'umugi wa Kigali. Abataje bamaze kuvuga impamvu zabateye kutahaboneka, Nyakubahwa Minisitiri yavuze ko nta mpamvu nimwe yagombaga gutuma abantu bataza kandi iyo nama yararebaga abantu bose. Nyuma yo guhwitura abari mu nama abumvisha ko bagomba kujya bahagurukira ibireba abaturage byose, inama yakomeje uko bisanzwe.

Ku murongo w'ibyigwa hari :

- Gusoma no gukosora inyandiko-mvugo y'inama yo kuwa 02/11/99;
- Kureba ibyakozwe mu cyumweru cyashize;
- Gahunda y'icyumweru;
- Ibintu n'ibindi.

I. GUSOMA NO GUKOSORA INYANDIKO-MVUGO Y'INAMA YO KUWA 02/11/1999.

Inyandiko-mvugo imaze gusomwa, ushinzwe ishami rya Archives Nationales yavuze ko bari bafite gahunda yo gukomeza umurimo wo gusura ibigo n'inzego zinyuranye bareba uko inyandiko zifashwe, ariko ko bitagaragara mu Nyandiko. Umuyobozi w'Inama yasabye ko babyongeramo. Ikindi cyari kibagiranye muri iyo nyandiko, n'igikorwa cyari giteganijwe n'Ubuyobozi bwo Kwigisha Imyuga Iciriritse cyo gutegura ibikoresho bya Agri- élevage by'i GAKONI. Kandi muri iyo nyandiko, imwe muri za C.F.J 5 bahisemo kugirango bazihereho mu gushyiraho ingamaba z'uburyo zashobora kuzakora neza, yari yanditswe nabi : Umuyobozi wo Kwigisha Imyuga Iciriritse yakosoye avuga ko atari C.F.J NTYAZO, ahubwo ko ari C.F.J. TYAZO Yi CYANGUGU. Naho ibindi, abari mu nama babyemeje uko byari byanditse.

II. IBYAKOZWE MU CYUMWERU CYASHIZE

UBUYOBOZI BW'URUBYIRUKO

- Bakomeje gutegura Inama mpuzamahanga y'Urubyiruko bakurikirana amafaranga muri za ONG na Minisiteri y'Imari, nayemewe na PNUD;
- Bakomeje gutegura amahugurwa y'inzego z'Urubyiruko z'ama Komini;

- Bakomeje gutegura FESTIVAL y'Urubyiruko bafatanije na Minisiteri zikorana n'Inzego z'Ubuyobozi bw'ibanze, Iterambera ry'Abanyarwandakazi : Bakoze inama imwe ariko Document yayo ntirarangira.

UBUYOBOZI BW'IMIKINO

- Bakomeje gutegura Séminaire y'imitunganirize y'imikino n'imyidagaduro mu Rwanda;
- Bafatanyije n'abazategura FESTIVAL y'Urubyiruko kugirango barebe imikino yashyirwa kuri gahunda yiyo FESTIVAL : Iyo mikino yaremejwe.
- Bakurikiranye ibikorwa by'isuku muri Stade.

UBUYOBOZI BW'UMUCO

- Bahuye na komisiyo y'Ubumwe n'Ubwiyunge kugirango bafatanye gutegura umunsi mpuzamahanga w'Ubworoherane wo kuwa 16/11/1999. Bamaze gutegura ikiganiro kikaba cyari giteganijwe kunyura kuri radio muri icyo cyumweru;
- Ntibashoboye kwimura Archives zose ziri i Kacyiru, nkuko byari biteganijwe, ariko bimuyemo nkeya ntibazirangiza kubera kubura umwanya (kubera ko bariho bafasha Ubuyobozi bw'Urubyiruko gutegura « conférence internationale »;
- « cassette vidéo » ya FESPAD yagombaga kujya muri UNESCO yarananonsowe kandi yaragiye.

MEMORIAL DU GENOCIDE

- Kurebera Artiste Bruce CLARKE, aho azubaka urwibutso bise « Jardin de la Mémoire » : Ntibabonanye nawe, ariko uwo bashoboye kubonana ni « Conservateur du domaine foncier » muri P.V.K, bumvikana ko bazajyana i Rebero, ariko ntibyaje gushoboka.
- Gukurikirana amafaranga yo kwishyura imyenda : Byarakozwe, ariko ntibirarangira;
- Gukurikirana imirimo aho igeze muri za komini zasabye gushyingura mu cyubahiro : Gashora, Kanombe, Runyinya na Kayenzi : Bashoboye kubonera shitingi komini KAYENZI NA NYABISINDU;
- Gufasha P.V.K gutegura imirimo yo gushyingura ku Gisozi : Ntibyakozwe, Perefe ntiyabonetse;
- Bagiranye inama na « Tender Board », yo kwiga uko bakwishyura imirimo yakorewe i BISESERO, bashyiraho abantu babiri (KAGAHE Athanase na KAREMERA Romuald) bo kwiga neza ibisigaye gukorwa n'amafaranga bizatwara.

ARCHIVES NATIONALES

Bakomeje gahunda yo kugenda bareba uko inyandiko zifashwe mu Gihugu

UBUYOBOZI BWO KWIGISHA IMYUGA ICIRIRITSE

- Gutegurana na ba nya Canada ateliers zizahuza aba Directeurs ba za C.F.J n'abantu bateganywa kuzajya muri za Conseils d'Administrations kugirango bashyireho ingamba z'uburyo C.F.J 5 (iyi KIGALI NGALI, KIBALI, GISENYI, RWABUYE na TYAZO) bahisemo zizashobora gukora neza;
- Gusura C.F.J yi GAKONI niyi MAYANGE;
- Gutegura ibikoresho bya « Agri-Elevage » byi GAKONI.

Byose byarakozwe, usibye kujya i MAYANGE.

PROJET KAVUMU

Kugirana inama nabazabatera inkunga : Inama yarabaye, babemerera kubategurira « projet »no kubaha umu « Formateur ». Kandi PNUD yabemereye kubashakira imodoka zitari izabarusiya.

GAHUNDA Y'ICYUMWERU

UBUYOBOZI BW'URUBYIRUKO

Gukomeza gutegura Inama mpuzamahanga y'Urubyiruko izatangira taliki ya 15/11/1999.

UBUYOBOZI BW'IMIKINO

- Gusura umudugudu wi NYAGATARE W'ABAMUGAYE bashaka gushinga ishyirahamwe ry'imyidagaduro n'imikino;
- Kugirana inama na GV yerekeye gutegura amarushanwa ngororamubiri y'ingabo azaba taliki ya 27 na 28/11/1999;
- Gushimira ababateye inkunga kugirango ikipe y'igihuhugu ijye guhugurwa mu BUDAGE;
- Minisitiri yabasabye gukoresha imikino n'imyidagaduro mu rubyiruko rwa segiteri Remera;
- Gukomeza ibikorwa by'isuku muri stade.

UBUYOBOZI BW'UMUCO

- Gutegura ikiganiro cyerekeye umunsi mpuzamahanga w'Ubworoherane wo kuwa 16/11/1999 kizaca kuri radio Rwanda kuwa kane taliki ya 11/11/1999, bafatanije na komisiyo y'Ubumwe n'Ubwiyunge;
- Gutegura « Discours » ya Minisitiri azavuga taliki ya 16/11/1999 (umunsi mpuzamahanga w'Ubworoherane).

MEMORIAL DU GENOCIDE

- Gushaka ahazubakwa « Jardin de la Mémoire »;
- Gukomeza gukurikirana amafaranga muri « Finances » yo kwishyura imyenda;
- Gufasha P.V.K gutegura imirimo yo gushyingura ku Gisozi;

ARCHIVES NATIONALES

Kujya i GITARAMA ni BUTARE kureba uko inyandiko zishyinguwe.

BIBLIOTHEQUE NATIONALE

Gushaka « Dépôt légal » kugirango « Bibliothèque Nationale » ijye ihabwa « exemplaire » ya buri kintu cyanditwe mu Rwanda.

UBUYOBOZI BWO KWIGISHA IMYUGA ICIRIRITSE

- Kubarura ibikoresho biri mu bigo byahoze ari ibya APTACS, bahasanga iby'ikirenga bakabitiza C.F.J yi GAKONI;
- Kujya i GAKONI gushaka lisiti y'abana banditswe;
- Gusubiza abanditse basaba kwemererwa gukingura ibigo.

IBINTU N'IBINDI

- Nyakubahwa Minisitiri yamenyesheje abari mu nama ko kubera ko za « Ambassades » ari nyinshi kandi amikoro y'igihugu akaba ari macye, ko Guverinoma yafashe icyemezo cyo kuzigabanya;
- Yabamenyesheje kandi ko byagaragaye ko Minisiteri ari nyinshi, bituma Guverinoma ifata icyemezo cyo kwimura inshingano za Minisiteri zimwe na zimwe zikajya mu zindi Minisiteri;
- Ikindi yamenyesheje abari mu nama nuko kubera ubucyene bw'igihugu, Inama ya Guverinoma yameje ko aba Minisitiri bahabwa imodoka zibakwiriye ariko zidahenze;
- Nyakubahwa Minisitiri yibukije i icyemezo cya Guverinoma cyuko abakozi ba Leta bose bahabwa amafaranga yi cumbi ku mishahara yabo kandi bacumbitse mu mazu ya Leta, bagomba kuyishyura cyangwa bakayavamo;
- Nyakubahwa Minisitiri yibukije kandi abakozi ko ntawemerewe gutahana imodoka ya Leta iwe, ko zose zigomba kujya zirara kuri Minisiteri;
- Ikindi Nyakubahwa Minisitiri yamenyesheje abakozi, nuko Leta yemeje ko abakozi ba Leta nabo bagomba gukatwa amafanga ya « taxes sur les revenus » nk'abandi. Ariko, ifata icyo cyemezo, Nyakubahwa Minisitiri yavuze ko Leta itirengagije ubucye bw'umushahara wabo, ikaba yarasabye Minisiteri ibishinzwe kwiga ukuntu iyo mishahara yakongerwa ku buryo ayo mafaranga nibayakata, bitazagira icyo bigabanya ku mishahara bahembwaga.

Inama yarangiye saa sita n'igice.

Umwanditsi w'Inama

TWAGIRAYEZU Innocent

Umuyobozi w'Inama

Minisitiri w'Urubyiruko,
Siporo n'Umuco.

Faransisko NGARAMBE

ABAJE MU NAMA

1.	NGABOYISONGA Vincent	D.F.P
2.	KIZARI Elias	Division Archives Nationales
3.	J. M. Vianney SALAAM	Div. Mobilisation et Enc. de la Jeunesse
4.	MUNYAZIKWIYE Théogène	PAE
5.	NSENGAG D.H	Direction Jeunesse
6.	TWAGIRAYEZU Innocent	Div. Coord. des Services Décentralisés
7.	BAYINGANA Bon Fils	S/ Communication
8.	Joseph RANGIRA	Div. Sport Civil
9.	BITWENGE Isaac	Div. Etudes et Planification
10.	MUBILIGI Guido	Services Généraux

11	NYANSHAYIJA David	D J
12.	RURANGIRWA Aron	DIV. Sport Scolaire et Universitaire
13.	MUHOZA Christophe	Div. Com. Mémorial du génocide
14.	Col. Charles MUSITU	
15.	KANIMBA MISAGO	M.N.R
16.	SEKUBUMBA Séverin	Bibl. Nationale
17.	RUGAMBA Egide	D.S.G
18.	NTIDENDEREZA William	D.F.P
19.	Alphonse RWAGATARE	Div. Logistique
20.	RUTAZIBWA Bernardin	Div. Folklore & Ballets

ABATAJE MU NAMA

1. RUGAMBA Egide	D.S.G.
3. KAYIJUKA Gaspard	C.P.A.F.P
4. MUSEMAKWELI Jean	Santé des Jeunes
5. RUTAGENGWA Philibert	S/Communication
6. RWIGEMA Paterne	D.S.
7. GASANA Vincent	Div.Adm. & G. CFJ
8. BUTOTO Jean	Div.Patrimoine Cult.
9. Gédéon RUDAHUNGA	D/C.F.J KAVUMU
10. KANAMUGIRE Louis	Mémorial du Génocide et des Massacres
11. NDAGIJIMANA Epimaque	S.R.A
12. RUTAGWENDEKA Fidèle	PAE
13. RUSIMBI John	Div. Coop. Jeunes