

RAPORO

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

Kigali, kuwa 08/07/1999

no: 1566 / 20:02

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

IMPAMVU :

Kubagezaho Inyandiko-mvugo
z'amanama twagiranye n'abakozi
bo mu Buyobozi bunyuranye bwa Minisitiri.

Nyakubahwa Minisitiri,

Nejewe no kubandikira mbagezaho Inyandiko-
mvugo z'amanama twagiranye n'abakozi bo mu Buyobozi bunyuranye bwa Minisitiri
y'Urubyiruko, Siporo, n'Umuco.

Nyakubahwa Minisitiri, nkuko mubibona muri izi
nyandiko-mvugo, kuva taliki ya 25 kugeza kuya 27/05/1999, twasuye Ubuyobozi bwose bwa
MIJESPOC, tugirana inama n'abakozi bo muri buri buyobozi, batugezaho ibibazo bahura
nabyo mu mirimo bashinzwe, natwe tubagira inama . Hanyuma twongeye kugirana inama
n'abakozi bose ba Minisitiri taliki ya 3/6/1999, tuvugana ku migendekere y'akazi muri
rusange no ku byashoboye gukorwa nyuma y'inama yo kuwa 2/4/1999 twari twagiranye nabo.

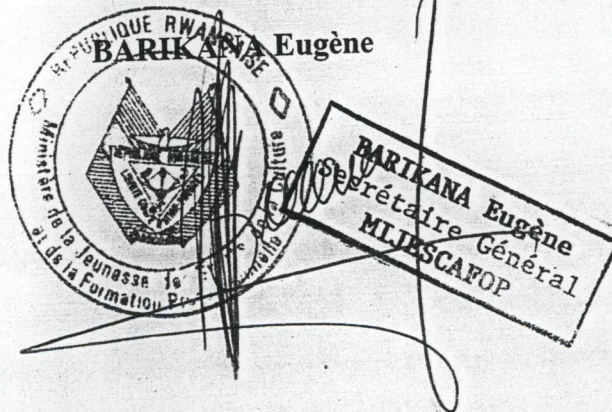
Mbifurije kubyakira neza.

Mugire amahoro.

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

BIMENYESHEJWE

Bwana Umuyobozi w'Imirimo
muri MIJESPOC (Bose)



INYANDIKO-MVUGO Z'INAMA UMUNYAMABANGA MUKURU
YAGIRANYE N'UBUYOBOZI BUNYURANYE BWO MURI MIJESPOC

Mu rwego rwo kureba ibikorwa bya buri Buyobozi, inshingano z'abakozi no kumenya ibibazo rusange n'ibyo buri Buyobozi bwihariye, Umunyamabanga Mukuru muri MIJESPOC yasuye abakozi bo mu Buyobozi bwose, agirana inama nabo.

Uko gahunda yari iteye :

• **Taliki ya 25/05/1999 :**

- Kuva saa mbiri n'igice kugeza saa tatu n'igice : Gusura Ubuyobozi bwo Kwigisha Imyuga Iciriritse;
- Kuva saa cyenda kugeza saa kumi : Gusura Ubuyobozi bwa Siporo

• **Taliki ya 26/05/1999 :**

Kuva saa cyenda kugeza saa kumi : Gusura Ubuyobozi bw'Imirimo Rusange

• **Taliki ya 27/05/1999 :**

Kuva saa tanu kugeza saa sita : Gusura Ubuyobozi bw'Umuco.

I. UBUYOBOZI BWO KWIGISHA IMYUGA ICIRIRITSE

Umuyobozi wo Kwigisha Imyuga Iciriritse, yatangiye atanga kandi anasobanura inshingano z'amashami agize ubwo buyobozi :

- Division Logistique : Ishami ryo Kubika ibikoreho. Iryo shami rishinzwe kureba ibikoreho bikenewe no kureba aho bikwiye gutangwa, ndetse no kubigenzura
- Division Programme : Ishami rishinzwe KUMENYA Inyigisho zitangwa muri buri filière, gutegura amahugurwa y'abarimu bakora muri za CFJ no kumenya imyuga yigishwa muri buri kigo.
- Division Administration : Ishami rishinzwe kugenzura no guhugura abayobozi b'ibigo, kureba imikorere y'ibigo n'imibanire yabyo na Minisiteri.

Umuyobozi wo Kwigisha Imyuga Iciriritse yakomeje avuga ku bibazo biri muri ubwo buyobozi no muri buri shami ryabwo : Yavuze ko ubwo Buyobozi bwavutse nyuma y'ubundi bwose buri muri Minisiteri. Ati twatangiye duhozagurika tutazi neza umurongo twakurikiza, ati ariko ubu twamaze kuwufata kandi turawukurikira neza.

Yavuze kandi ku kibazo cy'abakozi badahagije. Aha Umunyamabanga Mukuru yabajije umubare w'abakozi bose bari muri ubwo Buyobozi. Bamushubije ko hari

abakozi 20. Ariko muri iyo nama hari abakozi 9 gusa, 5 bari bafite impamvu zizwi, abandi bari basibye ku kazi. Umuyobozi wo Kwigisha Imyuga Iciriritse yakomeje avuga ko mw'ishami rishinzwe ibikoresho hasa nuko nta muntu uhakora, ko hacyenewe undi muntu.

Mw'Ishami rishinzwe Administration, yavuze ko hari abakozi babiri ariko ko hazacyenerwa undi muntu. Ikindi kibazo cyari gihari ariko cyabonewe umuti nicyo umu Planton. Yanavuze ko nta chauffeur ubwo buyobozi bufite, ndetse ko nta na secrétaire.

Umunyamabanga Mukuru yabajije niba muri ubwo buyobozi hakorwa ama nama, Umuyobozi wo Kwigisha Imyuga Iciriritse asubiza ko adakorwa kenshi ariko ko buri wa gatanu, bahura n'abayobozi b'amashami, bagategura gahunda izatangwa kuwa mbere. Umunyamabanga Mukuru yamugiriye inama yo gukora inama n'abakozi bose barimo n'abakozi b'Imishinga bakorera muri ubwo buyobozi nibura rimwe mu mezi atatu.

Hanyuma, Umunyamabanga Mukuru yafashe ijambo, atangira asobanura impamvu yihaye gahunda yo gusura abakozi bo mu Buyobozi bunyuranye bwa Minisiteri. Yakomeje avuga ko yabonye ko muri ubwo buyobozi harimo irrégularité y'abakozi, kandi ko muri rusange abakozi nta nshingano na gahunda bafite. **Yabasabye ko buri muntu yamenya inshingano ze, agakora gahunda kandi agatanga raporo y'ibyo akora.**

Yasabye kandi ko kugirango bashobore kumenya imyifatire n'imikorere ya buri mukozi, nuko akunda akazi n'igihugu, ko buri wese agomba kuba afite farde irimo dosiye ye. Iyo dosiye ikazafasha kandi igihe cya cotation.

Yavuze kandi no ku kibazo cyo gusimbuka inzego. Yasabye ko buri mukozi yakubahiriza inzego ntihabe « insubordination ». Ati umukozi ufite ikibazo agomba kunyura kuri son chef direct mbere yo kujya kuri Directeur, akamwitabaza iyo byananiranye ku rwego rwo hasi. Yavuze ko we ku giti cye adashobora kwakira umukozi wasimbutse inzego, ko mbere abanza kubaza niba umuyobozi we abizi.

Yabajije niba muri ubwo buyobozi bagira igitabo cyo gusinyamo buri gitondo. Bamushubije ko gihari. Yabasabye ko buri munsu saa mbiri n'igice icyo gitabo kizajya kijyanwa muri Serétariat Général.

Umunyamabanga Mukuru nawe yashubije ikibazo yabajijwe cyerekeye aba Secrétaires be ngo baba bakanga abaturage babasubiza nabi. Yavuze ko uwo muco usa naho umaze gucika.

Bwana Gaspard, ushinze « Coordination des projets de Formation Professionnelle », yasabye Umunyamabanga Mukuru ko yafata na gahunda yo gusura abakozi bakora mu mishinga.

Mbere yo kurangiza, Umunyamabanga Mukuru yasabye abakozi bo mu Buyobozi bwo Kwigisha Imyuga Iciriritse ko bakwiriye gukora cyane kubera ubucyene bafite. Yababwiye ko nyuma yakazi bari bakwiye kwiyigira udushinga twabateza imbere kuko umushahara udashobora kumara ubucyene. Yavuze ko ikibabaje ari uko abantu basa naho ubwo bukene batabureba cyangwa ko basa naho ntacyo bubabwiye. Ati impamvu ibitera n'ingeso mbi abantu bafashe yo kudakunda gukora. Ati abantu aho gushakisha uko bakora ngo biteze imbere bahitamo kujya kwinywera inzoga. Yaboneyeho umwanya wo kwihanangiriza abakozi basinda mu masaha y'akazi ngo bareke iyo ngeso. Yavuze ko uwo bizabonekaho azahabwa ibihano.

Yarangije ashimira abakozi bo muri Buyobozi bwo Kwigisha Imyuga Iciriritse bitabiriye inama kandi abashishikariza gukomeza imibanire myiza iri muri ubwo Buyobozi.

Umuyobozi wo Kwigisha Imyuga Iciriritse, yashimiye cyane Umunyamabanga Mukuru, amusaba ko yakomeza kuza kubasura akajya abagira inama.

Inama yari iteganijwe kurangira saa tatu n'igice, yarangiye saa sita n'igice.

II. UBUYOBOZI BW'IMIRIMO RUSANGE :

Umunyamabanga Mukuru muri MIJESPOC yasuye abakozi bo Mubuyobozi bw'Imirimo Rusange taliki ya 26/06/199.
Ubwo buyobozi bugizwe n'amashami atatu :

- Division DAAF
- Division Action Sociale;
- Division Etude et Planification

Abakozi bamenyesheje Umunyamabanga Mukuru ko bakorana neza cyane n'Umuyobozi wabo, ko abagira inama kenshi kubyerekeye akazi ndetse n'imibanire. Ku byerekeye Discipline, buri muntu afite fiche kandi buri mukozi afite inshingano zisobanutse.

Nyuma y'ibyo, bagejeje k' Umunyamabanga Mukuru ibibazo bikurikira :

- Ikibazo cyaba plantons bacyeneye gants, brosses n'ibindi bijyanye no gukora isuku. Umunyamabanga Mukuru yabijeje ko icyo kibazo kizacyemurwa.
- Ikibazo kerekeye ibirarane by'abakozi. Bwana RUGAMBA Egide, yabahaye ibisobanuro bihagije kandi arangiza abizeza ko bizabonerwa umuti.
- Ikibazo cya dosiye z'abakozi bita aba sous contrats assimilés bategereje kuba aba sous statuts ziri muri MIFOTRA. Aha basabye serivisi ishinzwe personnel kubikurikirana.
- Ikibazo cya abonnement muri journal officiel : basabye serivisi ya planification gukurikirana icyo kibazo. Abari mu nama bifuje kandi ko ibitabo byose biza muri

Minisiteri byajya byoherezwa mw'ishami rya planification kuko ariho hari serivisi ishinze documentation.

- Ikibazo cyo gutera inkunga abakozi iyo bagize ibyago cyangwa bagize ubukwe. Aha bifuje ko iyo nkunga yajya ingana ku bakozi bese. Umunyamabanga Mukuru yaboneyeho umwanya wo gutanga ibisobanuro ku byerekeye itangwa ryiyo nkunga. Yasobanuye ko mu ngengo y'imali iyo nkunga idateganijwe kandi ko bitoroshye gukoresha amafaranga atateganijwe kuri budget. Ahubwo yabasabye gushishikariza abakozi gutanga cotisation y'amafaranga 200 bemeye kujya batanga buri kwezi. Ati ayo niyo azajya akoreshwa mu gufasha uwagize ibyago, uwagize ubukwe cyangwa guhamba uwabyaye.
- Ikibazo cya cotes y'umwaka wa 96 nuwa 97 abakozi batabonye. Umunyamabanga Mukuru yasabye gushaka izo dosiye aho ziri, maze izo cotes zigahabwa ba nyirazo.

Ibibazo birangiye, Umunyamabanga Mukuru yabasabye nabo ko buri mukozi yagira farde ikubiyemo ibyo umukozi atubahirije, ikazafasha mu gutanga cotes z'ubutaha. Yanabasabye kudacyererwa ku kazi, kudasimbuka inzego no kugira imyifatire myiza.

Umunyamabanga Mukuru yarangiye asaba abari mu nama gukunda akazi no gukora cyane. Yabagiriye inama yo kureba icyo bakora nyuma y'amasaha y'akazi kubera ko amafaranga bakorera adashobora kubatunga. Yanabagiriye indi nama yo gushaka uburyo banki bakorana zabaguriza bakabona uko bakwikorera udushinga tubyara inyungu. Kandi abizeza ko baramutse bakoze utwo dushinga, Minisiteri yabafasha kubona inguzanyo muri izo banki.

Hanyuma Umuyobozi w'Imirimo Rusange, yashoje inama ashimira Umunyamabanga Mukuru ku gitekerezo kiza yagize cyo kuza kubasura.

III. UBUYOBOZI BWA SIPORO

Nyuma yo kubasobanurira impamvu yafashe gahunda yo gusura buri Buyozi, Umunyamabanga Mukuru yahaye ijamba Umuyobozi wa Siporo. Yatangiye avuga amashami agize ubwo Buyozi, hanyuma asaba buri muyobozi w'ishami gusobanura inshingano za buri mukozi ukorera mw'Ishami ayobora, no kumenyeshya Umunyamabanga Mukuru ibibazo bahura nabyo mu kazi. Kubera ko Umuyobozi wa Siporo yiteguraga urugendo rwo kujya mu Budage, ntiyashoboye gukurikirana inama, yahise ajya gushaka ibyangombwa.

AMASHAMI (DIVISIONS) AGIZE UBUYOBOZI BWA SIPORO

- Division Sport scolaire et Universitaire;
- Division Infrastructures et Equipements
- Division Sport Civil.

Amashami yose yavuze umubare w'abakozi bayakoramo n'inshingano za buri mukozi. Hanyuma havuzwe ibibazo bahura nabyo. Ibyo akaba ari ibi bikurikira :

- Amadosiye asimbuka inzego. Kuri icyo kibazo, Umunyamabanga Mukuru yashubije ko ibyo bitazasubira kandi asaba buri wese kubyubahiriza.

1. Division Sport scolaire et Universitaire

Umuyobozi w'iryo shami yavuze ko rifite abakozi bane bakora mu ma sections 3 atandukanye:

- Siporo mu mashuri abanza
- Siporo mu mashuri yisumbuye
- Siporo mu mashuri Makuru

Inshingano : Iyi division ishinze gutegura no gukurikirana imikino mu mashuri. Yavuze kandi ko ubu muri buri perefegitura hari amashyirahamwe y'abakinyi ariko ataragira ubuzima gatozi.

Ingarane : Uburyo bucyeye.

2. Division Infrastructures et Equipements

Ifite abakozi 5 barimo umunyamabanga n'ushinzwe amashyamba. Bakaba kandi bacyeneye plombier umwe.

Inshingano :

- Kumenya umutungo wa za stades dufite mu Rwanda;
- Kwiga uburyo stades ziriho zisenyuka zasanwa (réhabilitation). Aha bacyeneye un bureau d'étude yo kubyiga.
- Gushakisha ibikoresho bya siporo bicyenewe.
- Kugira inama abantu bashakira kubaka ibibuga

Ingarane :

- Hari ikibazo cya entretien z'ibibuga. Ba Encadeurs bahora babivugaga mu ma raporo yabo ariko nta buryo buhari.
- Stade AMAHORO ubwayo, amafaranga yinjiza ni macye cyane ku buryo adahagije kuyikorera entretien. Umubare w'ibibuga biri mu ma perefegitura nama superefegitura ntuzwi neza, ariko bafite projet yo kujyayo nibabona uburyo;
- Budget igenewe ibikoresho bya siporo (imipira yo gukina, filets, maillots...) ni nto cyane (10.000.000 Frw), kandi bisabwa n'abantu benshi;
- Ikibazo cya cabine électrique yangiritse.
- Amadeni y'ibikoresho byemewe na Minisitiri BIHOZAGARA bitatangwa.
- Ikibazo cy'amadosiye atinda muri DAAF.

3. Division Sport civil : Ikoramo abantu 7.

Inshingano :

- Guteza imbere sport de masse;
- Guteza imbere sport d'élite;

- Guteza imbere sport traditionnel (Imikino gakondo)
- Guteza imbere imyidagaduro.

N.B.

- Sport civil ikorana na za fédérations. Izo fédérations zikora zikurikije politiki y'igihugu ku byerekeye siporo.
- Hakwiye abandi bantu bashingwa Sport féminin na Sport des handicapés.

Ingorane :

- Insubordination des Fédérations. Hakaba hari ikibazo cyo kuzikurikirana.
- Ibikoresho bicye
- Uburyo bucye bwo guhugura abantu.

N.B. Divisions zose zihuriye ku kibazo cy'imodoka n'icyo kutagira téléphone.

Umunyamabanga Mukuru yashimiye abari mu nama kubera ko muri rusange akazi kagenda neza, ariko asaba ko buri mukozi agira farde iranga imikorere ye, ikazafasha mu gutanga cote. Yashoje inama abasaba nabo gukora cyane nyuma y'akazi kuko ubuzima bukomeye kandi umushahara bahembwa ukaba ari muto.

IV. UBUYOBOZI BW'URUBYIRUKO : Taliki ya 27/05/1999

Taliki ya 27/05/1999, Umunyamabanga Mukuru muri MIJESPOC nibwo yasuye abakozi bo Mubuyobozi bw'urubyiruko, agirana inama nabo. Amaze kubasobanurira impamvu zatumye abasura, Umuyobozi w'Urubyiruko yafashe ijamba asobanura Amashami n'Imishinga bikorera muri ubwo Buyobozi. Yavuze ko muri ubwo buyobozi hari amashami (Divisions) 2 :

- Division Mobilisation et Encadrement des Jeunes.
- Division Production et Appui aux Groupements socio-économiques des jeunes

Yavuze ariko ko hari izindi servisi ebyiri zigiyeye kugirwa Divisions : Izo akaba ari :

- Division Coopération Nationale et Internationale des Jeunes;
- Division Santé des Jeunes.

Yakomeje avuga ko uretse ayo mashami, Ubuyobozi bw'urubyiruko bufite imishinga ibiri ikoreramo. Iyo akaba ari :

- SRA
- Youth Participation Development Programme.

Umuyobozi w'Urubyiruko yaboneyeho umwanya wo gutanga ibisobanuro byerekeye umushinga Ingando n'ibibazo by'abakozi bakora muri uwo mushinga. Yavuze ko uwo

mushinga wari ufite abakozi 18, nyuma bakaza gusezererwa, hagasigara abakozi 2 batari muri cadre organique ya Minisiteri, naho abawukoragamo basanzwe ari abakozi ba Minisiteri, basubiye mu myanya yabo.

Ingorane bahura nazo.

- Hari abakozi benshi badafite imyanya : Muri ubwo Buyobozi hari abakozi 49
- Abakozi badasobanukiwe neza akazi;
- Ikibazo cy'abakozi bakora mu mishinga.

Ibibazo byabajijwe Umunyamabanga Mukuru :

Ku kibazo cy'abakozi bakora mu mishinga kandi atari bo bayiteguye, ibyo bigatuma nta « suivi »ndetse nta na « continuité » bikorwa, Umunyamabanga Mukuru yashubije ko niba umuntu yize umushinga akawunononsora, hanyuma ugashyirwa mu bikorwa, akwiye no kujya awukorera « évaluation ». Ati rero hakwiye kwigwa uburyo bwiza bw'imikoranire hagati y'uwize uwo mushinga, n'abawukoramo. Yakomeje avuga ko hakwiriye kubaho imikoranire myiza hagati y'abakozi ba Minisiteri nab'imishinga.

Ku kibazo cy'Umushinga JSD, wakoreraga muri MIJESPOC, ubu ukaba warimuriwe muyindi Minisiteri, ukajyenda udashubije ibikoresho watijwe, inama yemeje ko bikwiye gukurikiranwa, ariko hakigwa uburyo bwiza bwo kubisubizwa.

Havuzwe n'ikibazo cyo gusimbuka inzego. Aha Umunyamabanga Mukuru yasabye ko haba « communication » hagati y'Umuyobozi w'Imirimo n'abakuru b'Amashami. Yavuze ko nta kintu kigomba gukorwa kitanyuze mu nama y'Umuyobozi, abakuru b'Amashami nab'imishinga, nyuma bikabona kugera k' Umunyamabanga Mukuru na Minisitiri.

Bamubajije niba abakozi bari mu mushinga, iyo urangiye bemerewe gusubira mu myanya yabo. Bati ariko se niba byemerewe, hagati aho uwo mwanya uba urimo nde? Bati cyangwa se umuntu aba afite imyanya ibiri kuburyo umushinga nurangira azakomeza umwanya we wo muri Minisiteri.

Umunyamabanga Mukuru yasobanuye ko nkuko nta mukozi ukwiye guhembwa habiri, nta nukwiye kugira imyanya ibiri. Ati iyo umuntu ahiseho gukora mu mushinga aba ahagaritse amasezerano yagiranye na Minisiteri, agakorana amasezerano n'uwo mushinga agiye gukoramo. Umushinga warangira, asaba gusubizwa mu mwanya we. Ariko, asanze uwo mwanya warahawe undi, ashobora kuwusubiramo cyangwa agashakirwa undi mwanya uramutse uhari.

Umunyamabanga Mukuru yaboneyeho umwanya wo kumara impungenge abari mu nama ababwira ko n'abakozi bakoraga mu mushinga Ingando basezerewe, nubwo batari basanzwe ari abakozi ba Minisiteri, bakwiye gushakirwamo imyanya niba bujuje ibisabwa aho kujya gufata abandi hanze.

Umunyamabanga Mukuru yabajije umubare w'abakozi bakorera m'Ubuyobozi bw'Urubiruko. Umuyobozi w'Urubiruko yashubije ko hari abakozi 49 harimo n'abakozi b'Ingando, ati ariko hasigaye 40 havuyemo abo b'Ingando.

Umunyamabanga Mukuru yabajije aho abandi bari kuko abari mu nama bari 20 gusa. Byagaragaraga ko benshi bataje mu kazi. Umunyamabanga Mukuru yaboneyeho umwanya wo kwibutsa abayobozi ko buri mukuzi agomba kugira farde yerekana amabwiriza atubahirije. Ibyo bikazatuma ahabwa cote imukwiriye.

Umunyamabanga Mukuru yarangije agira inama abari muriyo nama ko bakwiriye gukora cyane, bagashakisha udushinga twabafasha kuko amafaranga bahembwa adashobora gucyemura ibibazo byose bafite.

Hanyuma Umuyobozi w'Urubiruko, yashimiye cyane Umunyamabanga Mukuru kubera igitekerezo cyiza yagize cyo kubasura kuko bituma imikorere irushaho kuba myiza.

V. UBUYOBOZI BW'UMUCO : Taliki ya 27/05/1999

Uwo muni benshi mu bakozi bari mu mahugurwa y'inze z'Ubuyobozi bw'Ibanze.

Ubwobuyobozi bugizwe n'amashami 4 :

- Division Patrimoine culturel;
- Division Folklore;
- Division Mémorial du génocide;
- Division des Arts, de l'Écrit et du Droit d'Auteur

Umunyamabanga Mukuru amaze kubasobanurira impamvu yafashe gahunda yo kubasura, abari mu nama bahawe ijamba, maze bibanda cyane ku bibazo bafite. Muri ibyo bibazo harimo :

- Ko budget bagenerwa idahagije.

Umunyamabanga Mukuru yemeje ko ibyo bavuga ari ukuri, ko budget itangwa usanga idahagije ariko yababwiye ko azagerageza kubisobanura muri révision budgétaire.

- Ishami rya Mémorial du génocide ryatanze ikibazo kihariye cyo kuba bakorera ahantu hatagira za grillages, ndetse n'ibindi bintu nka za prises nabyo birahacyenewe. Umunyamabanga Mukuru yashubije ko atari ibyo gusa, ahubwo ko we asanga hanacyenewe icyumba cyihariye cyaba kirimo ibitabo byerekeye itsembabwoko n'itsembatsemba, abantu bakanareberamo films ziryo tsembabwoko n'itsembatsemba kugirango twirinde icyatuma rizibagirana.

- Ikibazo cya emplacement y'amashami : aratatanye, bigatuma communication n'Ubuyobozi igorana. Basabye ko bazareba uko icyo kibazo cyabonerwa umuti.

**INYANDIKO MVUGO Y'INAMA YAHUJE
UMUNYAMABANGA MUKURU N'ABAKOZI BOSE BO MURI
MURI MIJESPOC TALIKI YA 3/6/1999**

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

Ku murongo w'ibyigwa hari :

- Kureba imigendekere y'akazi
- Kureba ibyashoboye gukorwa mu byemezo byari byafashwe mu nama iheruka yo kuwa 2/4/1999.
- Ibintu n'ibindi.

I Kureba imigendekere y'akazi

Umunyamabanga Mukuru yatangiye avuga ku byerekeye akazi. Yavuze ko yashoboye gusura Ubuyobozi bwose (Directions) bwa Minisiteri. Muri rusange akaba yarasanze :

- Abakozi batubahiriza amasaha y'akazi ;
- Inshingano za buri mukozi zidasobanutse ;
- Nta gahunda ya buri muni abakozi bafite ;
- Nta Programme ihamye usanga ihari.

Umunyamabanga Mukuru yatangiye atanga ibisobanuro biranga imigendekere myiza y'akazi . Ati kugira ngo akazi gatungane kandi kagende neza, hari ibintu bigomba gukurikizwa. Ibyo bikaba aribi bikurikira :

- a) Kugira programme ihamye y'ibikorwa.
- b) Kubahiriza amasaha y'akazi no kuguma ku kazi iyo wakagezeho
- c) Gusobanura neza inshingano za buri mukozi
- d) Gukunda akazi ukaba unagasobanukiwe

a) Kugira Programme ihamye y'ibikorwa.

Umunyamabanga Mukuru yavuze ko iyo umukozi nta gahunda afite akazi kadashobora gukorwa neza kuko usanga akora mu kajagari. Yakomeje avuga ko abakozi benshi nta Programme usanga bafite ndetse ko usanga batazi n'inshingano zabo.

Yasobanuye akamaro ko gukora gahunda kuko usanga umuntu aba yiteguye buri muni nta huti huti ihari. Yatanze ingero ya za ordre s de mission zisinywa kuri huti huti (urgence).

Yakomeje amenyeshya abari mu nama ko abakozi bacyeneye amahugurwa kandi ko Minisiteri iriho iyategura ikazabifashwamo na MIFOTRA. Yaboneyeho umwanya wo gusaba abakozi bese kujya bitabira amahugurwa nubwo haba nta Perdiem irimo kuko bahungukira ubumenyi.

b) Kubahiriza amasaha y'akazi no kuguma mu ku kazi (La régularité et la stabilité)

Umunyamabanga Mukuru yavuze ko muri rusange abakozi batubahiriza amasaha y'akazi.. Yavuze ko kubahiriza akazi biri mu bintu bituma akazi kagenda neza. Yihanangirije abakozi bese kutarenza saa mbiri za mugitondo bataragera ku kazi, no kudataha mbere y'isaha akazi karangiriraho ariyo saa cumi nimwe za nimugoroba. Umunyamabanga Mukuru yahise asaba ko irembo rya Stade rizajya rikingwa nyuma ya saa mbiri. Abakererwa bagasobanura impamvu zibibatera. Aha yaboneyeho umwanya wo kumenyeshya abakozi ko ONATRACOM iteganya kujya itwara abakozi, bityo ikibazo cyo kubura imodoka kikaba kibonewe umuti.

c). Kumenya inshingano za buri mukuzi no kugira gahunda y'ibikorwa

Umunyamabanga Mukuru yavuze ko buri mukuzi akwiye kumenya inshingano ze. Yavuze ko abakozi bamwe batazi inshingano zabo, atanga urugero ko hari abakozi ushobora kubaza impamvu batari ku kazi bakagusubiza ko nta kazi bafite. Ibyo bikaba biterwa nuko nta nshingano na gahunda baba bagira. Yakomeje avuga ko hariho hakorwa Cadre Organique kugira ngo inshingano za buri wese zisobanuke.

Bwana RUGAMBA Egide (DAAF) yatanze izindi mpamvu zituma akazi katagenda neza : Izo zikaba ari izi zikurikira :

- Ukuntu abakozi bahawe akazi mu myaka ishize n'ibintu bitakozwe neza. Ati umuntu yahawe akazi batarebye icyo ashoboye gukora ;
- Imigabanire y'akazi ntimeze neza kuko usanga abantu bamwe biha akazi kenshi abandi bakabura icyo bakora (Concentration des activités).
- Abayobozi b'Imirimo (ba Directeurs) n'abayobozi b'amashami ntibakoresha abandi bakozi.

Ati rero iyo umukuzi abuze icyo akora, ahitamo gutaha cyangwa akiyicarira mu biro gusa.

- Abayobozi b'Imirimo (ba Directeurs) n'abayobozi b'amashami ntibakoresha abandi bakozi.
Ati rero iyo umukozi abuze icyo akora, ahitamo gutaha cyangwa akiyicarira mu biro gusa.

Bwana GASANA Vincent nawe yongeyeho ko ikibazo cy'amamodoka nacyo arindi mpamvu ituma akazi katagenda neza, kuko abakozi bamwe bafite akazi kuri terrain ariko kenshi babura uko bajyayo bitewe no kubura imodoka, gahunda baba bihaye ikaba ipfuye, umukozi nawe bigatuma yiyicarira. Umunyamabanga Mukuru yasHubije ko imodoka zihari zihagije ariko ko icyabuze ari ukuzicunga neza, kuko imodoka nyinshi ziri muri garage, ati kandi n'izihari, usanga bitunanira kuzisaranganya bitewe no kutiha gahunda.

Bwana NKURANGA Joseph nawe yatanze indi mpamvu itera abakozi gucika intege mu gutunganya imirimo bashinzwe : Kudasaranganya misiyo zo hanze y'igihugu. Ati usanga umuntu munganya amashuri ariko akaba ariwe uhora yigira muri misiyo ngo kuko utagize amahirwe nkawe yo kugera mu rwego arimo, nyamara ntakindi akurusha. Ati ibyo bituma acika intege mu kazi, ntagakore neza cyangwa akagakora atishimye. Umunyamabanga Mukuru yamushubije amwizeza ko nta muntu numwe uwariwe wese uzongera kujya muri misiyo kabiri yikurikiranije, abandi bataragenda, ati nibiramuka bibaye, muzaze mubimbaze.

II. Kureba ibyashoboye gukorwa mu byemezo byari byafashwe mu nama iheruka yo kuwa 2/4/1999.

Inyandiko-mvugo y'inama yo yo kuwa 2/4/1999, imaze gusomwa, inama yasanze ibyinshi mu byemezo byari byarafashwe, byarakozwe, ibyari bitarakorwa nabyo, Umunyamabanga Mukuru yasabye ko byashyirwa mu bikorwa ku buryo bwihutirwa.

III. IBINTU N'IBINDI :

Mu bintu n'ibindi havuzwe ibi bikurikira :

1. Ikibazo cyo Gusimbuka inzego. Aha ngaha Umunyamabanga Mukuru yongeye kwibutsa abari mu nama ko nta kibazo na kimwe kigomba gusimbuka inzego ;

2. Gusobanurira abakozi amategeko abagenga. Umunyamabanga Mukuru yasabye Bwana Emmanuel HATEGEKIMANA gutegura iyo dosiye, abakozi bakazasobanurirwa amategeko abagenga ;
3. Buri muyobozi yongeye gusabwa kugira dosiye y'abakozi ayobora kugira ngo bizamufashe igihe cyo gutanga za cotations.
4. Umushinga wa kubaka amazu y'abakozi. Bavuze ko BCR yameye ko yayubaka ariko bagatanga urwandiko
5. Hasabye ko mu manama abera mu maselire no mu muma Segiteri abakozi ba Minisiteri bakwiye kuyitabira.
6. Gutegura umunsi wo kwibohora ``Liberation day``: Akozi bose bategetswe kuzawitabira ;
7. Umunyamabanga Mukuru yongeye kandi kwibutsa abantu bajya mu butumwa kwihutira gutanga raporo igihe babuvuyemo.

ABARI MU NAMA

AMAZINA

- 1- RUTAZIBWA Bernardin
- 2-RUGAMBA Egide
- 3-NYANSHAIJA David
- 4- NTIDENDEREZA William
- 5- UWERA Christine
- 7-RURANGIRWA Aron
- 8-TWAGIRAYEZU Innocent
- 9-NDASHYIKIRWA Eugène

SERVISI BAKORAMO

- DCA (Folklore & Ballets)
- DAAF
- Directeur de la Jeunesse
- Directeur de la Formation Professionnelle
- Secrétaire (Planification)
- Chef de Division Sport Scolaire
- Chef de Division coordination des services décentralisés
- Gestionnaire/camps de solidarité des Jeunes

10-BAKANURIYE François

Inspection division
programme

11- NKURANGA Joseph

Infrastructures et Equipement

12- NGABOYISONGA Vincent

Chef de division Programme
(Formation Professionnelle)

13- MUBILIGI Guido

Chef de division action
sociale

14-MWISENEZA Domina

Secrétaire (DAAF)

15-HATEGEKIMANA Emmanuel

DSG a.i

16-NZEYIMANA Astérie
17-GAHONGAYIRE Josée

Gestionnaire du stock
Secrétaire Direction de Sports

18-UWIMANA Léonie

Secrétaire du S.G

19-NSENGA D.H

Chef de Division Production
et Appui aux G.S.E

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-KOBUSINGYE Joy	IGA
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-Manassé MWENEDATA	Direction des Sports
33-GAKIRE Jean Paul	Direction des Sports
34-MUREKATETE Bernadette	Secrétaire Direction de la Culture et des Arts
35-UWAMARIYA Clémentine	Planton/Jeunesse
36-Soleil Joy	Direction des Sports
37- MBABAZI Mary	Secrétaire du S.G
38-MUKANDILIMA Valentine	Division Planification (Documentation)
39-UWIRAGIYE Charles	Assistant coordinateur
40-MUHOZA Christophe	DCA/Commission Mémorial chargé du traitement a conservation
41-DUSANZIMANA Jeanne D'arc	Cabinet
42-NKUSI François	Chef de section à la Division Production et Appui aux GSE

43-NTAZINDA Richard	DAAF
44-GAKIRE Innocent	Section Personnel
45-MUKAREMERA Liberata	Division Programme de la F.P
46-NYIRABASHYITSI Harriet	Secrétaire à la Direction de la Jeunesse
47-MUSABYEYEZU Sarah	Secrétaire à la Direction Services Généraux
48-BORA Eléonore	Secrétaire à la D.C.A
49-UWAMAHORO Jacqueline	Planton
50-SEKUBUMBA Séverin	Patrimoine Cultuel
51-KANKESHA Immaculée	Secrétariat Particulier
52-N. HATEGEKIMANA Pétronilla	Action Sociale
53- UWIMANA Dorothée	Service du Personnel
54-MUNGANYINKA Eugène	Secrétariat central (Archives)
55-RUGANJI Daniella	Secrétariat central (Archives)
56-HABIYAMBERE Béatrice	Encadrement et Mobilisation de la Jeunesse
57-UWIZEYIMANA Dieudonné	Chauffeur
58-NYIRATUNGA Anitha	Secrétariat central
59-HITIMANA Cyridie	Secrétaire/Permanent/ de l'ARBA
60-BITWENGE Isaac	Chef de Division Etudes, Planification et Informatique

61-KANYAMIBWA Simon	Chef de Charroi
63-RUTAYISIRE Théoneste	Chauffeur
64-MBABAZI Marie Louise	Animatrice/Projet Camps de solidarité des jeunes
65-MUKAMUSONI Immaculée	Secrétaire Projet /KAVUMU-NYANZA
66-NSHIMAYEZU Israël	Division Infrastructure et équipement
67-SAYINZOGA Alphonse	Chauffeur
68-NDAGIJIMANA Epimaque	Direction de la Jeunesse : coordinateur du projet Santé Reproductive des Adolescents
69- KAYITESI Olive	Projet Santé Reproductive des Adolescents
70-ZIMURINDA Henriette	Projet Santé Reproductive des Adolescents
71-GATABAZI Aloys	Division Etudes Planification et Informatique.
72- MUNYANDAMUTSA J.Paul	Coordinateur Projet Camps de solidarité des jeunes.
73. MUSEMAKWELI Jean	Division Promotion de l'Education sur la santé des jeunes.
74. RUTEGA Bossa	Direction de la Jeunesse
75. MUTARUGERA Egide	DFP/Div. Programme

76. MUJAWAMARIYA Lydie	D.S.G.
77. KABERA Joseph	Chauffeur
78. RUSIMBI John	Div. Coopération des jeunes
79. MUSIME J. Bosco	Chauffeur
80. IRIVUZUMUGABO F. Xavier	Div. Administration et Gestion des CFJ
81. DUSINGIZE M. Pauline	Div. Etude, Planification et Informatique
82. GASIMBA Emmanuel	Div. Logistique et Equipement (D.F.P)
83. NYIRANEZA Blandine	Planton Cabinet
84. RUBERANZIZA Eugène	Programme IEC/Santé des Jeunes
85. KAMBAYIRE Valentine	Div. Etude, Planification et Informatique
86. MURAGWA Kamy	Chargé des Livraisons et Stocks
87. NDAYIZEYE Théodore	Div. Promotion des arts et de l'Ecrit
88. MUJAWAMARIYA Agnès	Direction Jeunesse
89. NSENGIYUNVA Emmanuel	Div. Archives Nationales
90. MUNYAZIKWIYE Théogène	PAE
91. MUTUGARUGAMBA Anaclet	Commission Mémorial du Génocide.

92. MURAYIRE Protais	DFP
93. GAJU Flavie	Commission Mémorial du Génocide.
94. BAYINGANA Bonfils	S/Communication
95. RUTAGENGWA Filbert	S/Communication
96. SALAM J.M.V	Div. Encadrement et Mobilisation de la Jeunesse
97. MUKAMFIZI Vestine	Direction de la Jeunesse
98. RUTAYISIRE Auréa	Div. Folklore et Ballets
99. MUKABATSINDA Christine	D.S G
100. MUBERANYANA Jeanne	Y.P.D.P
101. NSABIMANA Nicolette	Div. S G
102. KANAMUGIRA Aloys	Sport Civil
103. KAYIGI Théodomir	Div. Folklore et Ballets
104. ZIMULINDA Solange	Secrétaire Div. Equipement et Logistique (D.F.P)
105. UGIRASHEBUJA Evode	Div. Sport Civil
106. RUYONZA Arlette	Commission Mémorial du Génocide.
107. UWERA M. Lactitia	Direction de la Jeunesse
108. KAYITESI Espérance	Direction de la Jeunesse
109. MUKAMABANO Floride	Projet APTACS
110. UWAMARIYA Karema	