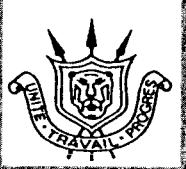


REPUBLIKA Y'UBURUNDI



Ibiro vy'Umukuru w'igihugu

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UMUKURU W'IGIHUGU ASHIKIRIJE KU MUSI
MPUZAMAKUNGU WAHARIRIWE ABANYAKAZI.*

BÜJUMBURA, ku wa 1 RUSAMA 2005.

- Nyakwubahwa Mukuru w'Inama Nshingamateka,
- Nyakwubahwa Mukuru w'Inama Nkenguzamateka,
- Nyakwubahwa Cegera c' Umukuru w'Igihugu,
- Banyakwubahwa Bashingamateka,
- Banyakwubahwa Bakenguzamateka,
- Banyakwubahwa Bashikiranganji,
- Nyakubahwa Mukuru w'Igisagara ca Bujumbura,
- Banyakwubahwa muserukira ibihugu vyanyu mu Burundi,
- Banyakwubahwa muserukira amashirahamwe mpuzamakungu mu Burundi,
- Bashingantahe, Bapfasoni murongoye ubuzi hano mu Burundi,
- Bakoresha namwe bakozi mwitavye uyu musi mukuru mu gihugu cose,
- Bashingantahe, Bapfasoni, Rwaruka,

Tugire amahoro, tugire amahoro, ubumwe, umutekano n'iterambere mu Burundi.

1. Kuri uno musi uri hejuru, twakoraniye ngaha ku murwa mukuru w'igihugu cacu i Bujumbura kugira ngo twifatanye n'amakungu mu kwigina umusi mukuru w'abanyakazi (fête du travail) kw'isi yose uhimbazwa imyaka yose italiki imwe rusama. Twebwe aha iwacu twashimye kuwuimbaza uyu musi kugira tworohereze abafise imirimo myinshi inyuranye yama iba ku musi w'lmana.

2. Iyo umuntu avuze umusi w'akazi, abantu benshi bumva abakozi gusa. Yamara uwo munsi ni uw'abakozi n'abakoresha, kuko bose ari magirirane mu kurangura akazi ako ariko kose. Ni naco gituma twiyumviriye yuko twoza turacishamwo n'abakoresha, bagashikiriza ijambo, bakatubwira imigambi bafise yo guteza imbere igihugu cose.
3. Uyu munsi lero, Turanezerewe cane kubona twaronse aka karyo ko guhimbariza hamwe uyu musi mukuru mpuzamakungu w'Abanyakazi. Ni umusi uhambaye kuko wahabuje abakozi, ukubahiriza abakoresha n'akazi. Kw'izina ry'Abarundi bose, kw'izina rya Leta turongoye no kw'izina ryacu nyene, Tubipfuriye mwebwe abakozi namwe bakoresha kuwuhimbaza mu rweze, mu mahoro n'umutekano.
4. Na twebwe turi abanyakazi, aribo bakozi n'abakoresha. Uwo wese afise ico akora, uwo wese atunzwe n'amaboko canke umutwe wiwe akagera n'igihe aha akazi abandi, ni umunyakazi : abarimi, aborozi, abarovy, ababaji, abubatsi, abanyabiro, abikorera utwabo canke abaronka umushahara, abakorera Leta canke amashirahamwe, twese dusangiye izina n'akaranga k'abanyakazi.
5. Uyu musi rero ni uwacu twese. Ni co gituma tubasavye ngo mudukundire twibukanye mu majambo makeyi ico dutegerezwa guharanira iki gihe mu bikorwa vyacu vyamisi yose, umwe wese aho akorera.

6. Igihugu twipfaza, ni igihugu c'Abarundi bashize hamwe, igihugu c'Abarundi barangwa n'umutima kuja inama n'ingingo, gusabikanya n'ugusangira twose; twipfaza igihugu c'abanyakazi b'umwete, bakunda ibikorwa bakama baja inama n'abo basangiye ikivi, abakozi n'abakoresha. Ntidushigikiye nintete ba NYAMWIGENDAKO.
7. Icivugo c'uno musi gushika ku musi mukuru nk'uyu mu mwaka utaha kiratomoye kandi kijanye n'ibihe vy'ubutunzi tugezemwo. Naco ni iki :
« Bakozi, bakoresha, twunge urunani mu gihugu cose kugira tugwize umwimbu kandi turwanye ikiza ruhonyanganda SIDA. »
8. Ubu biraboneka rwose yuko intambara iriko irarangira. Aho kubandanya twiyumvira icorikesha gusa, harageze aho umwe wese araba ingene yoja hamwe n'abandi mu kugwiza umwimbu, tukaronka ivyo turya n'ivyo turaza, tugashora, tukarushirizaho gusanura ivyasambutse n'ukwiteza imbere.
9. Ubiravye neza usanga kugera ubu twitungiwe n'ikirere ahanini, aho tugendera ku miyaga n'imvura igwira aho ishakiye. Harageze yuko abahinga badutorera uburyo bwo gutera no gusoroma naho yoba yataze hakiri kare.
10. Dushaka twese gufatana mu nda ngo turonderere hamwe uburaro n'uburamuko kuri bose, amagara meza kuri bose, indero runtu kuri bose, ugusonera n'ukwubahiriza agateka ka zina muntu kuri bose.

11. Ariko lero mu gihe tutovira hasi rimwe ngo turwanye ca kiza ruhonyanganda SIDA, iyo migambi myiza yacu yose yodushirana nk'ifu y'imijira.
12. Hari abasigaye bivugira ngo SIDA yarabaye akananirabahinga. Ivo twovyita ugutanga imihoho, kandi ntawovyemera. SIDA tuzoyirwanya, kandi tuzoyitsinda. Tuzoyirwanya mu kwipimisha, tuyirwanye mu kuyîrînda, tuyirwanye mu gushikiriza abanduye imiti yo gupfupfahaza. Tuzoyirwanya cane rwose mu gukingira abana bakiri mu nda no mu gihe co kuvuka.
13. Ariko ico tutokwirengagiza, ni uko gushika ubu ico kiza kitaziye umwe, kandi kitagira umuti uvura canke urucanco. Abahinga barapfupfahaza gusa, umuntu bakamwongereza imisi y'ukubaho n'ukutajanirana.
14. Ni ngombwa rero yuko igihugu cose kivira hasi rimwe tugakenyerera uwo mwansi wa twese ; kuko ata magara meza, nta mwimbu, nta terambere.
15. Leta izobandanya ikora uko ishobora ngo agateka k'abarwaye SIDA kagume kubahirizwa. Imiti yo gupfupfahaza yaragabanjwe ibiciro yongera irakwiragizwa mu gihugu, abakoresha nabo basabwa kudafata nabi canke gukarira birenze abasinzikajwe n'yo ndwara.
16. Umusi mukuru w'Abanyakazi, ni umusi mukuru w'abantu bose : abakozi n'abakoresha, uri abarwaye n'abakomeye,

abakire n'abakene, abatama n'abana. Ntihagire nk'ibimuga canke abari ku musego bibaza ngo umusi mukuru ni uw'abakomeye gusa. Oya bose bari mu banyakakazi.

17. Umugenzo bahererekanye kw'isi yose, usaba yuko abantu basubiza amaso inyuma, bakihweza ivyo baranguye, kugirango bategure neza imigambi y'ikiringo gishasha batāngúye , ni ukuvuga gushika ku wundi mwaka nk'aya mango. Baraheza bagasuzumira hamwe ukuntu umwimbu wagonze, bakaraba ingene wokwiyyongera n'ingene impembo n'ingero vyogendera ku rugero rumwe.

Banyakwubahwa, Bashingantahe, Bapfasoni, Rwaruka,

18. Ni ukuri, nta muntu ayobewe ingene ubuzima bwa none busigaye bugoye. Amazu birirwa baradugiriza ku bapanze ngo bomoke haze abifise kuruta, imiti n'abadandaza bayo ntawukimenya ico bayirangurako n'ico barekuriwe kwunguka ; ibiciro vy'ibitoro n'ibindi bisumwa mvamakungu bitugwako nk'amama adateguza, ugasanga mbere n'ivyo bahingurira aha i wacu nk'ibinyobwa canke isukari biradukanuza amaso. Aho ni aho tutavuze ibifungurwa.
19. Nta muntu n'umwe ayobewe yuko agashahara umukozi ahembwa katagishobora kumushikana ku ntango y'ukundi kwezi, ari na ho haturutse ka kageso k'uguta akazi ngo baroye kwiyungunganya kazohava katugora kurandura.

20. Mwarabonye mu misi iheze ukuntu abakozi batari bake, na canecane abari mu « masendika » yo mu bushikiranganji butandukanye, bahagaritse imirimo yabo ngo basunike Leta ibahe akarusho.
21. Icibonekeje ku bakozi bafashe iyo nzira, ni uko bose bakwirikije ingendo ya « cana nibone », vya vyiyumviro na za ngeso nziza zahora ziranga Abarundi nk'umutima w'ikigongwe, ukwitaho mugenzawe, ugukunda igihugu, ukucitangira, vyose vyabaye nk'amajambo, amajambo batagicisha no mu kanwa.
22. Tutirengagije ingorane z'abakozi, iyo nyifato ntiyatunezereje na gato. Kuko ingaruka mbi zahitanye abanyagihugu batagira ayo bacira n'ayo bamira bazira ubukene bw'igihugu, bazira ko Leta itaronse uburyo bwo kubongera imishahara.
23. Muri mwese, ntawuyobewe ingaruka mbi z'iyi ntambara duhitiyemwo. Imigambi mikuru mikuru Leta yategerezwa kurangura twagiye turayisigura imisi itari mike. Umugambi nyamukuru wari uwo guhagarika ingwano, ugakwirikirwa n'ugusanura ivyasambutse n'ugutunganya amatora, tugashaka n'uburyo ubutunzi bw'igihugu bwokwisununura.
24. Aho tugeza kandi dushoboye, ivyo bikorwa twarabiranguye neza kandi twibaza ko abarundi bose bibashimisha.
25. Umutekano uhari ubu urashimishije, kiretse ivyambuzi n'ibisuma bivanze n'abicanyi vyigize ndanse. Ariko mu misi

iri mbere turizigiye ko igipolisi c'igihugu kimaze gushingwa kizobihasha bigafatwa.

26. Ubu turafise Ibwirizwa Shingiro ritugenga, itegeko risumba ayandi kandi umurundi wese eka n'umunyamahanga atagerezwa kumenya no kwubahiriza kuko ari iry'abarundi bitoreye. Si iryo guhonyangwa lero uko wishakiye.
27. Ikkirangamisi c'amatora caraye gishikirijwe abanyepolitike na wa mugwi wigenga ujejwe gutunganya amatora. Abashaka kwitoza ngo baze bagarukire igihugu cacu lero ntibitinye. Abakenyezi badasigaye inyuma.
28. Iterambere rizoterwa n'ingene tuzokwifata mu kwijukira ibikorwa vy'iterambere.

Bashingantahe, Bapfasoni, Rwaruka,

29. Naho twakoze ibishoboka, ntihabuze aboba bariko baribaza ngo none ivyo vyatumariye iki ko twishwe n'ubukene . Abo lero bobabihenda.
30. Kuko iyo ivyo bikorwa bitarangurwa nta murimyi, nta mu nyamwuga, nta wikorera utwiwe aba aronka aho akorera. Nta mukozi wa Leta aba akironka n'ako gashahara k'intica ntikize. Ivyo nibaza ko atawobiharira. Dushime rero ivyo tumaze gushikako hanyuma tubikomeze twese dutegure kazoza.

31. Nico gituma twihutira kurangiza amatora yimirije nk'uko ikirangamisi cemejwe n'umugwi ujejwe gutunganya amatora kibitegekanya. Dusavye kandi ko abarundi bose bakora ku buryo tucubahiriza, kandi ko twova mu mpari zidahera.
32. Muri iki gihe lero c'amatora kivanze n'ubukene, dusavye abarundi kwigumya, ntimuhababuke, ntimute ikivi. Muritonda muze mutoranye icatsi n'ururo, ntimuze mwibuke kuyora mwasheshe.

Abanyepolitike namwe tubasavye kugendera ingendo mwumvikanye nayo ikaba igizwe na bimwe bikwirikira :

- Kwubaha no gukwirikiza amategeko canecane Ibwirizwa Shingiro, irigenga imigambwe, n'irigenga amatora.
- Kubungabunga amahoro, umwumvikano mu bantu n'ubumwe mu gihugu, mu kwemera iviyumviro binyuranye muri politike, no kwanka gutosekazanya mu buryo ubwo ari bwo bwose.
- Kwubahana, kwubaha n'ukwubahiriza ivy'abandi ; kwirinda amajambo, inyifato n'imigenzo mibi idasonera iviyumviro vy'abandi.
- Kwubaha abategetsi, umutekano w'abanyagihugu no kugira ingendo igororotse.

- Kubuza abanywanyi imigenzo yose y'ugutyoza, gutukana, n'iyindi icuvya agateka ka zina muntu canke ibantu nya murundi, haba mu manama canke mu binyamakuru.
- Kwubahana nko mu kudakoresha iterabwoba , ibitutsi, ukubesheranira, kubiba amacakubiri n'ibindi. Ni mushire imbere imigabo n'imigambi mu biganiro vyo kwiyamamaza, mukuvuga ico ushoboye utarinze gutyoza abo muhiganwa ;
- Kwubaha ivyivugo vy'umwumwe, kutivanga canke kurwanya amanama y'abo muhiganwa, n'ibindi.

Mu ncamake, ni mukurikize amasezerano mwagiranye yerekeye ingendo y'imigambwe mu gihe c'amatora.

33. Iyo ngendo imigambwe yarayiyemereje irayishirako umukono ata numwe uvuyemwo, irayishigikira. Ni co gituma dusavye dushimitse yuko tutosubira kwumva induru aha canke hariya ngo umugambwe kanaka urashamiranye n'uyu canke uriya, ngo kanaka yararwanye n'uwindi bapfa imigambwe, canke abigisha ubugarariji ku butegetsi, n'ibindi.
34. Dusavye abarongoye abandi kuva k'umukuru w'umutumba gushika hejuru kutihanganira ingendo izoza isubiza inyuma ugusubiza hamwe kw'abarundi, biciye mu kwiyamamaza. Uwuzobirengako azohanwa n'amategeko. Ntuze wibaze ngo Musitanteri, Bulamatari canke Umukuru w'igihugu

musangiye umugambwe, kwirikiza amategeko naho igihugu kizokira.

35. Tumaze imyaka itari mike turiko turarondera inzira igororotse twocamwo ngo twogorore, kandi turabona ko tuyigenze. Turabasagasagiye ngo muhabere inkerebutsi, muhabere intatirimuka ku kuri no ku ngingo, muhabere abagabo n'abapfasoni bakunda igihugu cabibarutse. Impera y'umwana ni yo ipfa mu magodoka : kanatsinda, nta wurya inzoka ngo ananirwe n'umurizo.
36. Ikindi tutegerezwa kurangura kijanye n'icivugo c'uyu musi, ni ukugwiza umwimbu uzotuma abarundi bose (abaryi, abikorera utwabo n'abandi eka n'abakozi ba Leta) bahatorera akoyoko. Kugira ivyo bishoboke, twaratanguye kuganira n'abahora bafasha Uburundi ngo bagaruke bunganire Uburundi, ariko tugiye kurushirizaho.
37. Tugiye gukomeza gushira mu ngiro ivyo twumvikanye n'ikigega c'isi yose hamwe n'ibanki y'isi yose, kugira igihugu cacu kije muri wa murwi w'ibihugu bikenye cane. Tumaze kuhashika, Uburundi buzoheberwa amadeni atari makeya. Ico gihe, amahera twahora dukoresha mu kuriha ayo madeni azofasha mw'iterambere ry'abarundi.
38. Ngira ngo ni ico gihe ubutegetsi buzoshobora kwiyumvira kwongera agashashuro k'abakozi ba Leta. Vyongeye, hategerezwa gukosorwa ubusumbasumbane bw'agashiruka-bute ku bakozi bakora bimwe. Inama y'abashikiranganji yarashize ku rutonde rw'uku kwezi kwa

gatanu kwiga ingingo nshasha iringaniza ingero n'udushirukabute duhabwa abakozi ba Leta.

39. Ku vyerekeye abarimyi, aborozi n'abandi barundi batobato bikorera utwabo, Leta yiyemeje kurondera no gushigikira imigambi yoza ibuzuriza. Imwe imwe mbere yaratanguye nka PRASAB, PREBU eka n'iyindi. Muri iki gihe ikirere caduhindutse dusavye Ubushikiranganji bw'uburimyi n'ubworozi kunonosora no gutangura gushira mu ngiro umugambi wofasha abarimyi kwimbura n'aho ijuru ryogenda nabi. Aho mvuga uburyo bwo kuvomera indimo no kubika amazi.
40. Ku rundi ruhande, naho amategeko y'ighugu arekurira abakozi kugira imiyiyerekano y'akababaro mu guhagarika akazi,hari amabanga amwe amwe botegerejwe kubanza gushira mu gaciro baravye ingaruka z'iyo ngingo. Dusavye dushimitse ko boraba ko ineza ya bose iri imere. Nayo ubundi tuzoza kuyora ayasanzaye tutakibishobora.
41. Abakoresha namwe, muba abo muri abo muri Leta canke abigenga, tubasavye kwumviriza abakozi banyu canke mujejwe. Mukoreshe amanama, mubonereho gutorera inyishu ibibazo bijanye n'akazi mu mpande zose. Na kare ngo ibigiye inama bigira imana. Muhere ahubwo kuri uno musi, igihe muzoba muriko murinegura canke mwivuna umusase.
42. Mu migenderanire y'abakozi n'abakoresha, ni mwisunge amategeko ku mpande zose, kuko umwe umwe arafise

ivyo afitiye uburenganzira (les droits) n'ivyo ategerezwa kwubahiriza (devoirs). Nta kamaro ko guterana amajambo no gushaka kwumvishanya, ahubwo ni vyiza ko iyo migenderanire yorangwa no kwubahana.

Dusavye ko impagarara tumaze iminsi twumva muri za ISTEPU, BANCOBU, COTEBU n'ahandi zohagarara vuba biciye muri iyo nzira, kandi birashoboka.

43. Ku vyerekeye abagwizatunga muri rusange, dusavye ababanki yo ngaha iwacu yofashanya na Leta mu kurondera amabanki yo hanze canke amashirahamwe, naho hose twokura imitahe yotuma inyungu mu madeni batanga agabanuka cane.
44. Twipfuza gufashanya na mwebwe abagwizatunga mu gushishita abagwizatunga bo hanze canke amashirahamwe ngo azane imitahe yabo aha mu Burundi, kugira umwimbu wiyoungere, tutibagiye umugambi nyamukuru wo kwubaka amazu ahagije abakozi bogura kw'ideni canke bopanga ku giciro ciza.
45. Mu ncamake, twovuga ko guhera ubu, abagwizatunga mutegerezwa guhaguruka mu kwiyumvira imigambiirashe yotuma Uburundi bwisununura. Kugira ngo bigirire akamaro Uburundi, ni ngomwa ko abakozi n'abakoresha bakorana neza kugira ngo akazi karangurwe neza, ku neza ya bose.

46. Ikindi gikorwa iyi Leta igiye kubandanya ni ukurwanya ikiza ruhonyanganda SIDA nk'uko twabivuze mu ntango; kuko ata magara meza, nta bikorwa, nta mwimbu.

**Banyakubahwa, Bashingantahe, Bapfasoni, Rwaruka,
Banyakazi mwese,**

47. Mu kurangiza Twagira Dusubire Tubashimire kubera ko mwitavye uyu musi mukuru nakare ni uwacu n'uwanyu. Muwuhimbaze neza, mugendere impanuro muronse muri ibi bihe bigoye mwongere mukomeze kwhangana. Kubera twabatwaye agakonji k'uyu musi, umusi wa mbere uzoba ariw"akaruhuko.

**Tugire amahoro, ibikorwa, iterambere n'umutekano
ku bakozi bose. Imana ihezagire Uburundi
n'ababubamwo.**

MURAKOZE.