REPUBLIKA Y'UBURUNDI

IBIRO VY'UMUKURU W'IGIHUGU

IJAMBO RISHIKIRIJWE NA NYENICUBAHIRO UMUKURU W'IGIHUGU KU MUSI MPUZAMAKUNGU WAHARIWE ABAKOZI N'AKAZI

Ngozi, ku wa 30 ndamukiza 2007

Bakoresha, Bakozi mwese,

Barundi, Barundikazi,

Ncuti z'Uburundi,

Tugire amahoro, umwete mu kazi n'umwumvikano hagati y'abakoresha n'abakozi.

1. Dutanguye gushimira Imana Mushobora vyose yo itugejeje kuri iri genekerezo rya mbere rusama 2007 aho dushobora guhimbaza umusi mukuru w'abakozi.

2. Dushimiye kandi abarundi mwese na cane cane abitaho ibikorwa n'ineza y'igihugu.

3. Kw'igenekerezo rya mbere Rusama, uko umwaka utashe, kw'isi yose, amakungu arahimbaza umusi wahariwe akazi n'abakozi. Mu Burundi naho nyene, tukaba tubigenza gurtyo. Ariko imbere ya vyose, dukwiye kuzirikana neza insiguro y'uwo musi n'akamaro kawo.

4. Ni ukumenya ko abantu batungwa n'ibikorwa kandi ko iterambere ry'igihugu riva mu bikorwa. Ibi navyo bigasaba ishaka, umwete n'ubwira kugira ngo haboneke ivyo abantu bakenera kugira babeho, kandi bagire agateka kabereye ikiremwa muntu.

5. Ijambo rya mbere dushikirije abakozi bose bo mu Burundi, baba abari mu vyerekeye intwaro, baba abakorera mu

mashirahamwe atandukanye, baba abarimyi, aborozi, abigisha, abanyeshure, abadadanji, abamenyeshamakuru, abavuzi, abubatsi, abakora ibikorwa vyo munzu eka n'abo bose bikorera utwabo ku giti cabo mu bisata bitandukanye ni iri rikurikira : « **Turwanye ubunebwe maze twijukire ibikorwa n'umwete mwinshi, kugira dushobore kwubaka igihugu cacu** ».

6. Turasavye Imana Rugira vyose ngo ituronse amahoro mu gihugu cose, iduhe kugira umwete ku kazi, kandi idufashe kugira hame hari umwumvikano ukwiye hagati y'abakozi n'abakoresha kugira ngo imirimo yacu ishobore gushika ku mwimbu ushemeye kandi uhesha iteka abarundi.

Barundi, Barundikazi,

7. Turazi ko uwo musi ata muntu n'umwe wibagira, si umusi mukuru w'abakozi ba Leta gusa, ni uwacu twese, abakora mu ma biro, mu mashirahamwe atandukanye, abarimyi, aborozi, abikorera utwabo n'abandi. Tubipfurije rero kuwuhimbaza mu kanyamuneza no mu mutekano ntangere, ubabere umusi mukuru muhire, ubakaburire ishaka n'umutima wo gukunda ibikorwa, wongere ubahe ingonga zo kubirangura mwivuye inyuma.

8. Uyu musi ushitse mu gihe amahoro n'umutekano biriko biratsimbatara mu gihugu cacu. Ariko rero ntawokwirengagiza canke ngo yiyobagize ko kuvyerekeye akazi, hakiriho ingorane nyinshi, zituruka ku ngaruka mbi zatewe n'amagume twahitiyemwo.

9. Twarabivuze, twarabisubiriye, ntaworinda gusubira kubigarukako, intambara yadutse hagati y'abavukagihugu, yarazimanganije imigambi myinshi, haba ku ruhande rw'intwaro, haba ku ruhande rw'amashirahamwe ya Leta canke iy'abikorera utwabo, eka mbere n'imigambi y'abanyagihugu ku giti c'umwe umwe. Ivyo vyatumye **ubushomeri** mu gihugu buguma bwiyongera gushika ku rugero rutagira uko ruvugwa.

Barundi, barundikazi,

10. Ni ko, intambara yaragisibije mu mpande zose. Ariko, atari uwoba ashaka kwihuma amaso, twese turazi ko ivyo vyose vyunyuwe **n'inyifato y'ubunebwe** yiyerekanye mu bakozi bamwe bamwe, ndetse hakaba haribonekeje abakozi bikwegerako amatungo, bakayagira ayabo yategerezwa gusangirwa n'abanyagihugu bose. Hariho n'abari bashinzwe gutunganya amabanga n'ibikorwa vya Leta **bashize imbere gusesagura, kunyuruza no guhombesha amatungo y'igihugu.**

11. Aha mbere twotanga uturorero dufatiye ku vyerekeye akazi : Mwese mwarumvise abihaye kunyuruza amafaranga ya Leta, biciye mu gushira ku rutonde rw'abakozi ba Leta abantu batari ku kazi, canke batabaho. Hari abagiye baratanga amasoko ya Leta bidaciye mu mategeko, mu nzira zo kunyuruza ubutunzi bw'igihugu. Hariho abadandaza babaye karuhariwe mu kunyuruza amatungo y'igihugu, abandi nabo bakimonogoza mu kuzimba abaguzi, ivyo navyo bigasongera isibe mu banyagihugu basanzwe basagirijwe n'ubukene.

12. Turashimiye abakozi bamaze gutahura neza akamaro ko kurangura neza imirimo bajejwe, badacererwa mu gutonda ku kazi kabo canke ngo bate ikivi, maze bigire gukora utundi tundi tutazwi iyo batagiye mu bihuha ngo bari muri bisumbikivi. Twese dukwiye kuvavanura n'ingeso yo kwonsa isuka mu gihe turi ku kivi, kandi tumenye ko ubunembwe ari indwara mbi. Ba sokuru barayamaze bati : « **Inzu y'umunebwe ntihera amavano** ».

13. Dusavye rero umurundi wese ndetse n'umunyamahanga duhaye indaro, aho aherereye hose, mu vyo ajejwe canke yishinze, yigire inama yo gukunda ibikorwa kandi abikundishe abandi mu gutanga akarorero keza we nyene.

14. Ingeso y'ugucererwa ku kazi canke kuja kwiterera inkuru akazi nako kariko karahagarara ni ukuvavanura nayo

burundu. Abo bose bakigendera ubunebwe canke ubwibone, aho kurangurana umwete ivyo bajejwe, bamenye ko bariko barasigwa n'ibihe. Ijambo ry'Imana rivuga ngo : « **Ubwibone no kwishira hejuru bikurikirwa no gucishwa bugufi no guteterwa** ».

15. Ubutegetsi buriko burakora uko bushoboye mu ntumbero nyamukuru yo gutunganya, imbere ya vyose, ibikorwa vyihutirwa vyo kurwanya ubukene n'inzara vyugarije Uburundi. Ivyo bikorwa vyaremewe n'ikigega mpuzamakungu be n'ibanki y'isi yose, kandi turizeye ko bishobora gufasha mu kugwiza akazi n'umwimbu. Aha twovuga cane cane nko mu bikorwa vyerekeye kwubaka amabarabara mu bisagara no hagati mu gihugu, gushigikira uburimyi, ubworozi, uburovyi, no mu bijanye no gushigikira abanyamitahe bashinga amashirahamwe n'amahinguriro agwiza akazi n'ibindi.

16. Mu kurwanya kandi ico kiza c'inzara, turasavye abakozi bose baba abo muri Leta canke abikorera utwabo, eka mbere guhera k'Umukuru w'igihugu, Abashingamateka, Abakenguzamateka, abari mu ntwaro, intwazangabo, Indongozi mu bisata binyuranye vy'ubuzima bw'igihugu, ngo bijukire gutanga akarorero mu vyerekeye uburimyi iyo bavuka canke ahandi. Ivyo bizoheza bifashe abandi banyagihugu kumenya ukugene borima bakorora

kijambere, maze tugwize umwimbu, ya nzara tuyisezerere ubutakigaruka.

17. Tuboneyeho akaryo ko gutera akamo urwaruka ngo rwitwararike kazoza karwo mu kwitaho ibikorwa no kuvavanura n'ingendo mbi zose zarumugaje. Abavyeyi namwe mukaba musabwe gukora uko mushoboye mukwitaho indero y'ibibondo mukubiraga imico myiza n'umutima ukunda ibikorwa, kanatsinda musanzwe muzi ko bavuga bati : **« Iziza guhona zihera mu ruhongore ».** Turazi ko ivyo kurera birusha, ariko ni igikorwa Imana yaduhaye kandi dutegerezwa kurangurana umwete. Ni twisunge rwa ruririmbo ruhayagiza igihugu cacu : « Burundi bwacu, nkora mutima kuri twese, tugutuye amaboko, umutima n'ubuzima, Imana yakuduhaye ikudutungire ». Guhera ubu ni duhiganwe ku kivi.

Barundi, Barundikazi,

18. Muri rusangi turashimiye abakozi bose, baba abo muri Leta, baba abo mu mashirahamwe y'abikorera utwabo kuko twarabonye ko mu bijanye n'umwimbu mu mwaka w'2006 habaye akarusho turavye umwimbu wo mu 2005. Ariko kandi twari gushobora kwimbura kurusha iyo hamwe hamwe tutishinga amayegereyegere dusaba rimwe na rimwe ivy'umurengera canke ibidashoboka kandi tuzi neza uko ubutunzi bw'igihugu bwifashe. Niko turazi ko

agashahara mu Burundi atako kifashe hafi ku bakòzi bose, ariko kandi ako nako ntigashobora kuduzwa mu gihe ata mwimbu uriko uraboneka. Ni ikibazo dutegerezwa gutegera twese, hanyuma tukaza turahanahana ivyiyumvuro kugira ngo tugitorere umuti. Ariko iciyumviro ciza ca mbere ni **ugukora, ugukora, ugukora** twivuye inyuma kandi tudahengeshanya. Niko muraza kunyishura muti : Hakora mu nda. None mu nda wohashirayo iki mu gihe ataco wakoze ngo ugire ico uronka ? Uriye canke uhembwe utakoze uba wivye, uba kandi uri igisuma.

19. Naho bimeze gurtyo kandi dushima ivyaranguwe, haracariho utunenge n'ingendo zimwe zimwe zataye igihe kandi zitubahiriza igihugu cacu usanga hirya no hino mu bushikiranganji bumwe bumwe no mu mashirahamwe amwe amwe, aho usanga abakozi hafi bose baturuka mu ntara imwe canke bagizwe n'ubwoko bumwe gusa. Ivyo rero ntibihumuriza na gato kandi ntibitera namba iteka igihugu cacu. Twipfuza ko aho bimeze gurtyo hokwihwezwa inzira yo kubikosora kugira ntibidusubize mw'ihumbi, dusangire ikivi no kwimbura.

20. Ku bitwerekeye, tubamenyesheje ko Ubutegetsi bwiyemeje kwubahiriza ubwigenge bw'amasendika, ariko nayo tukayasaba ko yokwama akora yisunze amategeko n'ineza y'igihugu n'abanyagihugu.

21. Ubutegetsi burashigikiye kandi itunganywa ry'ibiganiro n'umwumvikano hagati y'abakoresha n'abakozi barondera ineza y'amashirahamwe yabo hamwe no gushiraho ingingo zibereye. Nico gituma dusavye icese ko Abashikiranganji bokwama bagirana inama n'abo barongoye n'imiburiburi rimwe mu mezi abiri kandi tukabironkera raporo.

Barundi, Barundikazi,

22. Tubiri tuvurana ubupfu, kandi imiti ikora ikoranye. Turasubiye gusaba abarimyi n'aborozi kurushiriza gukora uko mwahora mu kwijukira cane cane gukorera mu mashirahamwe no kwiga ubundi buhinga bushobora kubafasha, kugira ngo umwimbu wiyongere. Kanatsinda murabona ko ibihe biza birahindagurika, amatongo nayo agatera yaga. Ibi navyo bisaba ko haboneka ivyiyumviro n'ubuhinga bushasha mu kugene twari dusanzwe turima canke tworora. Turasaba abafundi b'indimo aho bamaze kuboneka gukora igikorwa bajejwe mu kwungura ubuhinga abanyagihugu kugira ngo ntibame hahandi. Muri Leta, twiyemeje kwongereza uburyo bimwe biboneka muri ivyo bisata.

23. Abagwizatunga, murabona kuva mu kwezi kwa Mukakaro tuzoba twinjiye mw'ishirahamwe ry'ibihugu vya Afrika

y'Ubuseruko. Ivyo bizokenera ko abadandaza n'abandi bagwizatunga bamenya gushira hamwe uburyo bafise kugira ngo bashobore guhiganwa n'abandi bagwizatunga bo mu bihugu vy'iryo shirahamwe. Kugira Uburundi bugire akarusho bukuye muri iryo shirahamwe, ni uko abagwizatunga bokerebuka, bakarondera imitahe ikwiye kandi bagakora bashimitse mu runani, bakavanura no kuba ba nyamwigendako.

24. Ku bajejwe amagara y'abantu n'indero, baba abaganga, abaforoma n'abandi bafashanya muri ico gikorwa, harafashwe ingingo zijanye no kuvura k'ubuntu abana batarakwiza imyaka itanu, n'ukwakira k'ubuntu abavyeyi bibarukiye mu mavuriro ya Leta, kugira ngo Ubutegetsi bufashe abanyagihugu muri kino gihe ubukene bwugarije abarundi. Turabasavye gukorana umwete n'umutima ugororotse ico gikorwa ciza Imana yabahaye. Ni ko hariho ivyo abakorera muri ico gisata basaba, none bizova hehe mu gihe tudafise abakozi bafise amagara meza yo kubirondera ?

No mu gisata c'indero dusaba ko bokora nk'uko bikenewe bagasubiza indero ku murongo kugira ngo haboneke urwaruka ruciye ubwenge kandi rukerebutse mu bikorwa. Aho niho hazova akarusho bipfuza kandi twese tubipfuriza.

25. Kuri abo bose bahora ku rugamba baheruka kusubizwa mu buzima busanzwe, ntibaje ngaho ngo bicare, ni barabe ivyo bokora aho baherereye, bagire amashirahamwe, bongere bungurane uburyo n'ubumenyi. Leta nayo ntaco itazokora kugira ibafate mu mugongo.

26. Ku bamenyeshamakuru, abakozi b'Imana n'abo bose barangura imyuga itandukanye, igihugu kibazeye ko vyinshi. Ibikorwa vyanyu ni mubirangure ishaka n'umwete mwinshi. Umwe wese mu vyo arangura, agire intambwe ateje igihugu imbere mu nzira y'iterambere.

27. Kubajejwe umutekano, tubasavye kubandanya muhagararira amahoro n'umutekano vy'abanyagihugu. Tubasavye kandi kuguma mugize urunani rw'intamenwa nk'uko mwavyerekanye mugufata iya mbere mu mugambi w'amahoro. Ubutwari mwerekanye bubahesha icubahiro mu Burundi no mu makungu. Natwe tukaba tubibashimiye cane. Abato nibayoboke abakuru babo, abakuru nabo bitwararike abo batwara.

28. Kubijanye n'ubutunzi bw'igihugu, tugiye kworohereza abipfuza kuzana imitahe yabo mu gihugu no kworohereza abagwizatunga bose tubicishije mugushinga amategeko aborohereza (Code des investissements). Turashima cane ingene muri bino bihe amafaranga yinjira mukigega ca

Leta yiyongereye tugereranije n'ibihe vyaheze. Mu mpera z'umwaka w'2006, turavye ayo twari twategekanije kwinjiza mu kigega ca Leta, hinjiye ibice 96 %. Ariko mu mwaka w'2005, hinjiye ibice 88 %. Kubera amakungu yasubiriye kwizera uburundi bimwe biboneka, za mfashanyo zidasubizwa (dons) zariyongereye incuro gatatu. Zavuye ku Miliyalidi mirong'ine (40 000 000 000 Fbu) mu mwaka w'2005, zija ku Miliyalidi ijana na mirongibiri n'umunani (128 000 000 000 FBU) mu mwaka w'2006.

29. Twihweje rero ivyo vyose twashikirije, dufashe ingingo zikurikira :

a) Hariho abakozi buca duha icese agashimwe ku kugene bigenjenje neza mu kurangura imirimo bashinzwe.

b) Nk'uko twabishikirije, turavye intumbero yaho tugeze uyu mwaka no mu mwaka urangiye muvyerekeye ivyo kwegeranya amafaranga ya Leta, haba mugisata ca douane canke mugisata c'amakori, canke munfashanyo turonka, biragaragara ko ikigega ca Leta cisununuye tugereranije n'imyaka iheze. Kubatunganirizwa n'itegeko rigenga abakozi ba Leta (Statut Général des Fonctionnaires), **kuva mu kwezi kwa mukakaro w'2007, agashahara kabo (salaire**

net) kazoshobora kwiyongera muri rusangi kuva ku bice 34 %, ariko kazokwiyongera kuri umwe umwe, bivanye n'umurwi arimwo hamwe n'amabanga ajejwe.

Dusavye Umushikiranganji ajejwe akazi n'abakozi hamwe n'Uwikigega ca Reta bace baja hamwe baharurire ako karusho twemereye abakozi babicishije mukuduza bimwe biboneka uburusho bukwirikira :

- Akarusho kajanye n'uburaro (indemnité de logement) ;
- Akarusho kerekeye gufasha imiryango (allocation familiale);
- Akarusho kajanye n'ukwiyunguruza (indemnité de déplacement). Murazi ko umukozi mutoyi atahora aronka ako karusho. Ubu rero kagiye kuduzwa bimwe biboneka, yaba muto yaba mukuru baronke akarusho kamwe.

c) Turasubiye gukebura abakozi bacigira sindabibazwa, bagakwega amaboko mu gukora, tubasaba kwisubirako. Nibamenye ko Abarundi twese dukwiye gukura amaboko mu mpuzu tugakora tutanebwa. Ni ukwibuka kandi ko basokuru bayamaze bati : « **Urima itiro ukimbura ingonera** ».

d) Hagiye gushingwa umurwi w'igihugu wo gutohoza abafata amafaranga y'abakozi batabaho kandi uzogenzura mu bisata vyose, mu bakozi ba Leta, mu gisirikare no mu gipolisi.

e) Hazokwirwa kandi ukugene itunganywa ry'akazi ka Leta ryosubirwamwo kugira ngo akazi gakorwe neza (Réforme ou modernisation de la Fonction Publique). Ivyo bikazojana no kwiga ingene akazi kogwizwa. Tukaba dusaba ko abasanzwe bafasha Uburundi boduterera ivyo bashoboye muri ico cirwa.

f) Turasubiriye gutera akamo abakozi mbere tugatera n'Abarundi bose, ngo bitabe ibikorwa rusangi ata guhigimanga, kuko ni ku neza ya twese n'igihugu cacu. Nta muntu n'umwe cane cane umukozi azi ibintu n'ibindi yosigura ko ataco bimaze. Murazi uruzuba aho rwatugejeje, ivyo bikorwa bidufasha gutera ibiti vyinshi, kandi muri ivyo bikorwa nyene dushobora guca imikobeko kugira ngo turwanye inkukura, gurtyo dukingire isi yacu, iyo imvura ibaye umurengera ; bikanadufasha kandi kugira isuku ry'ibisagara tubayemwo.

g) Hari abantu bakomeye biyerereza mu mabarabara basega, n'abandi birirwa bicaye ku marigara kandi batabuze ivyo bokora. Nibareke iyo ngendo mbi

igayitse, itigeze ihesha agaciro umurundi atari ukumukurako agahuzu.

h) Abakozi ba Leta tubasavye kwubahiriza amasaha y'akazi kugira ngo ababakeneye bababone nabo baheze babatunganirize ibibagoye. Aho niho bazoba bateye iteka Uburundi kandi nabo baryiteye. Mu misi ya vuba hagiye gushirwako umukono kw'itegeko risezerera mu kazi ka Leta abanebwe barya imitsi abandi kuko ni ibisuma.

i) Dusavye abajejwe umutekano guhasha bikomeye ibisuma n'abambuzi. Imirimo mujejwe ni yo gukingira Abarundi hamwe n'ivyabo. Ni mukore rero bigaragare niho Abarundi bazobashimira namwe muheze mwishimirize.

j) Kugira ngo abarimyi b'ikawa bijukire ico giterwa, kandi kugira ngo Leta n'igihugu bibandanye bikura inyungu mw'ikawa, dusubiye kwemeza ko ikawa ari iy'abanyagihugu bayirimye. Tukabasaba rero ko biyungunganya bagahurikira mu mashirahamwe akomeye (Union des Coopératives).

Vyongeye kandi ikawa izogurishwa mu masoko yo hanze n'ayo mashirahamwe y'abarimyi b'ikawa. Turasaba yuko ayo mashirahamwe yofata imitahe mu

ma SOGESTALs, bagakorera hamwe n'ayo ma sociétés mukurangura ibikorwa vyose bikenewe kugira ngo akanovera k'ikawa y'Uburundi kagume ari rurangiranwa mu masoko yo hanze. Nta kintu na kimwe kibuza y'uko amashirahamwe yo mu mahanga n'ayo mu Burundi abishaka yorima ikawa kandi yozana imitahe mu mashirahamwe ayihingura.

Twarumvikanye n'abahinga mu vy'ikawa, eka n'ababijejwe, ko igiciro cayo muri uyu mwaka kizohabwa umurimyi w'ico giterwa kizokwongerekana ibice bingana canke birenga 25 kw'ijana (25%). Bisigura yuko abanyagihugu bazoronka ibice mirongo irindwi na bibiri kw'ijana (72%) vy'igiciro c'ikawa izogurishwa uyu mwaka bakaba bahora baronka ibice mirongo ine kw'ijana (40%) gusa vy'igiciro c'ikawa yagurishijwe ; ibindi bice mirongo itandatu kw'ijana (60%) bigatwagwa n'abatayibiriye akuya. Ivyo rero bizotuma abahora bayigurisha hanze mu kinyegero babihagarika.

k) Kugira ngo turwanye twivuye inyuma ubushomeri cane cane mu rwaruka, tugiye gushinga umugambi ukomeye uzofasha urwaruka kuva muri ubwo bushomeri. Abari muri uwo mugambi (Service Civique Volontaire) bazoshobora kuronka agashirukabute,

bongere bigishwe ukugene botera imbere mu buryo butandukanye, kandi bige n'uburyo boshobora kwiyungunganya mu gushinga amashirahamwe yabo yigenga kugira ngo ntibaze bame baja gusaba akazi muri leta canke ahandi. (Auto-emploi).

Muri ico gihe bazoba bariko bariga, bazoheza bafashe igihugu n'abanyagihugu mu bikorwa bitandukanye nko mukurwanya inkukura, gutera ibiti, kwigisha gusoma no kwandika, kwubaka amazu ya bantahonikora n'ibindi. Uwo mugambi uzokwinjiramwo ababishaka; nta gahato kazoba karimwo.

Uwundi mugambi wo kurwanya ubushomeri, ni uko tugiye kuza turahanahana abakozi n'ibihugu ducuditse. Abarundi babishatse kandi babishoboye, Leta izobafasha kuja gukorera mu bindi bihugu babakeneye, kandi igume ibakingira yongera ibubahiriza. Gurtyo igice kimwe c'amafaranga y'agaciro bazohembwa agaruke mu gihugu cacu gufasha imiryango yabo, n'igihugu kiharonkere akarusho.

Bakozi, Bakoresha,

Barundi, Barundikazi, Ncuti z'Uburundi,

30. Turangije tubipfuriza mwese umusi mukuru mwiza w'akazi, twongera tubasaba gukorana umwete ibikorwa mujejwe, murwanye ubunebwe bimwe biboneka, maze umurundi wese arangwe n'ugukunda akazi n'ibikorwa.

Imana ibahezagire, yongere ibaje imbere mu mirimo yanyu mwese.

Murakoze !

NB : Ijambo rirangiye : Gushimira abakoze neza