REPUBLIKA Y'UBURUNDI

UNITE · TRAVAIL · PROGRES

IBIRO VY'UMUKURU W'IGIHUGU

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

Bujumbura, kuwa 01 Rusama 2008

- **Barundi, Barundikazi,**
- **Ncuti z'Uburundi,**
- **Bakoresha, Bakozi mwese**

Tubanje kubaramutsa amahoro y'Imana, amahoro adushikana ku gukomeza ibikorwa, n'umwumvikano hagati y'abakozi n'abakoresha.

1. Nkuko vyama bigenda, kw'igenekerezo rya mbere Rusama, uko umwaka utashe abakozi n'abakoresha bo kw'isi yose kandi bo mu bisata vyose, barahimbaza umusi mukuru wabo wahariwe akazi.
2. Twagomba rero kuboneraho akanya ko kwifuriza abarundi bose n'abanyamahanga bose barangurira imirimo yabo ngaha i wacu umusi mukuru mwiza, no kuroranirwa mu bikorwa vyabo no mu miryango yabo, bibateze imbere kandi biteze imbere igihugu.
3. Uyu musi mukuru tuwuhimbaza kuri iki civugo : « **DUKURE AMABOKO MU MPUZU, TUJE HAMWE, TWUBAKE IGIHUGU CACU** ».
4. Aha mu Burundi i wacu, abakozi benshi barangurira imirimo yabo mu gisata c'uburimyi n'ubworozi. Ugutunganya neza ibikorwa vyo muri ico gisata, vyerekanwa n'umwimbu mwinshi kandi mwiza uba wabonetse.

Ivyo navyo bishika iyo twijukiye isuka, tugakurikiza impanuro z'abarimu b'indimo, tukaronka imbuto nziza n'ibitabizo bikwiye, kandi n'ijuru rikagenda neza.

Ku vyerekeye ibitabizo, haraciye igihe ibiciro vyaraduze cane, biri hagati y'amafaranga igihmbi n'amajana atanu n'igihumbi n'amajana umunani (1500 F na 1800 F) ku kilo. Leta, ikoranye n'abayifasha yaciye ifata ico kibazo nka nkama, ishinga ibigega ntegabizoza vy'umwavu w'ikizungu, aho umurimyi aguriye mu Buyobozi bw' uburimyi n'ubworozi atanga amafaranga amajana icenda gusa (900 F) ku kilo c'uwitwa Deyape « DAP », n'amafaranga amajana indwi (700 F) ku kilo ku mwavu witwa « urée ».

Mu misi iri imbere, bishobotse, ico giciro gishobora gusubira kugabanuka.

Turashimiye rero cane abo bose bitaye ku rutare kugira ngo umwimbu ugwire.

Tuboneyeho akaryo ko gukeza abarimyi b'ikawa bamaze gutegera ko ico giterwa ari icabo, bakaja mu mashirahamwe bakaba bageze aho bishingira ibiciro bo nyene. Igiciro kikaba cavuye ku mafaranga amajana abiri (200F) ku kilo mu mwaka w'2006, gishika ku majana abiri na mirongo itanu (250 F) mu mwaka uheze. Mbere haragiyeko n'inyongera ya mirongo itanu (50F) ku kilo, bakaba bariko barayironswa.

Igiciro c'ikawa uyu mwaka kikaba kitazoja munsi y'amafaranga amajana atatu (300 F), mbere n'inyongera ikazoshobora kuboneka, bivuye ku kugene ikawa izoba yagurishijwe mu makungu.

Ku bijanye n'igiterwa c'icayi, nti bikiri agaseseshwa rumuri ko akanovera k'ico giterwa kiyongereye. Dusavye ko naho nyene umurimyi yoronka akarusho. Kandi Ubushikiranganji bw'intwaro ibereye bubikwirikiranire hagufi.

Tukaba duhimirije abarimyi b'icayi ko bofata akarorero k'abarimyi b'ikawa, bakagira amashirahamwe, kuko ariho boshobora gukurikirana neza ibiraba igiterwa cabo no kuronka akarusho.

5. Abandi twifuriza umusi mukuru mwiza ni abakozi b'amashirahamwe mpuzamakungu bafashije mu kuzamura abakene n'abari mu ngorane zitandukanye.
6. Abakozi ba Leta na bo nyene ntitwabibagiye. Turabashimiye ingene na bo nyene bitaho akazi naho hakiri utunenge two gutosora tujanye cane cane no kwubahiriza amasaha y'akazi no gukorana umwete mwinshi gusumba.

Icavuye mu mwimbu barakibonye, ntitwokigarukako. Vyari gusumba iyo za yegereyegere z'urutavanako zitatuma dusubira inyuma.

7. Mu ntumbero naho yo gutunganya akazi ka Leta kugira gakorwe neza, harashinzwe umurwi witwa **Inama Nkuru y'Akazi (Conseil Supérieur de la Fonction Publique)**.

8. Twashaka kumenyesha icese ko twifatanije n'abakozi bahura n'ingorane bivuye ku kazi kabo. Aha twagomba turemeshe kandi dushigikire abigisha bo mu ntara zimwe zimwe bari bagize imisi batotezwa.

   Turahanuye abanyagihugu hamwe n'abanyeshure bataye umurongo, batarumva ko iterambere riva mw'ishure ko bokwikubita agashi bagaha iteka abigisha.

   Barundi, Barundikazi

   Ncuti z'Uburundi,

   Bakozi, Bakoresha,

9. Ntitworeka gukebura abakora mu mirimo yegamiye Leta boba bataranguye neza ivyo bari bajejwe. Tukaba dusubiriye kwemeza icese ko abononyi bo mu mpande zose bategerezwa guhanwa no guhashwa.

10. Mw'ijambo ryo ku musi mukuru w'akazi n'abakozi mu mwaka uheze, twari twasavye abakoresha ngo bagirishe inama abakozi babo n'imiburiburi rimwe mu mezi abiri. Turashimiye ababikwirikije.

Abatabikoze kubera ububegito, dusavye dushimitse ko bokwikebuka, bagirishe inama. Ata bibazo bihari, nta mutsi uba wishe ibere, gaca kaba akaryo ko kurabira hamwe ivyaranguwe no kuraba uko ibintu vyotera bigenda neza gusumba. Tukaba dusavye abakozi ngo batubere ijisho.

Ariko rero, twagomba gusubira kwibutsa abakozi ko mu mategeko agenga akazi, yegereyegere itunganywa iyo inzira zose zo gutorera inyishu ibibazo zasenzwe. Abaserukira abakozi barabizi kanatsinda barabironkeye inyigisho nyinshi. **Mbega akamaro ko guhagarika akazi koba akahe, bariko barabuza abandi kurwiza umwimbu, kandi babona neza ko ivyo basaba naho vyoba vyumvikana bidashobora kuronka inyishu ubwo nyene !!**

Mbega inyigisho zitangwa mu ntumbero yo gushira imbere ibiganiro ziriko zifasha iki ? Tumenye neza ko Uburundi ari igihugu kidasanzwe: camaze imyaka irenga cumi mu ntambara, kikaba kiza mu bihugu vyambere bikenye kw'isi.

Abaserukira abandi ni baje nyabuna imbere mu guhimiriza abo baserukira ngo barwize umwimbu, ahandi ho n'ivyo tugaya hari aho twobibura tugasigara twicuza.

Igihugu carasambutse, ubukene nabwo buti natanzwe; bizoturusha kugisanura no kugikura mu bukene.

Iyo tuba tubitahura kumwe, twokoze ijoro n'umutaga. Ntitwifate nk'igihugu gitunze , aha tuhagabire.

Barundi, Barundikazi,

Ncuti z'uburundi,

Bakoresha, Bakozi,

11. Mu nzira yo kugwiza akazi, Leta yarashinze umugambi wo kurwanya ubukene twita Cadre Stratégique de Lutte contre la Pauvreté **(CSLP)**, gurtyo akazi kakaboneka ku bwinshi, ubushomeri bukagabanuka.

Muri iyo nzira, Leta iriko irarangura ibikorwa vyo kwubaka no gusanura amabarabara ; amashure, amasentare, n'ibindi.

Ku biharuro dufise, turabona ko muri uyu mwaka ivyo bikorwa vyatumye haboneka akazi ku miryango irenga ibihumbi cumi na bitanu (15.000). Ni ivyo gukomeza rero, kandi turabona ko ivyatanguye bizorushirizaho.

Muri abo twifuriza kuronka akazi, ntitwokwibagira urwaruka na benewacu bariko barava mu mirimo yabo kubera imvo zitandukanye.

Aha twovuga nk'abakozi basezererwa kubera amashirahamwe ya Leta bakoramwo ariko araja mu minwe y'abikorera utwabo ; abakozi bagabanywa kubera amahinguriro yabo ariko arinjiza ibikoresho bihanitse bishasha bisubirira abantu mu kazi ; abasirikare n'abapolisi basubizwa mu buzima busanzwe bivuye cane cane ku masezerano y'abarundi y'i Arusha, amasezerano yo guhagarika intambara, abadufasha, n'ibwirizwa nshingiro.

Twobamenyesha kandi ko umugambi wa Leta ujejwe gufasha abasubijwe mu buzima busanzwe (CNDRR), umaze gufasha amashirahamwe yabo atari make.

Turakeje abasubijwe mu buzima busanzwe bariko baba akarorero mw'iterambere no gukomeza amahoro. Leta n'abadufasha tukaba turiko turatunganya imigambi yo kubashigikira kurusha uko vyahora , kandi muzoshima. Tubasavye kuba maso gusa, mwime amatwi abasukanyi.

12. Tubicishije mu bushikiranganji bujejwe urwaruka kandi tubifashijwemwo n'ibiro vya BINUB, haramaze gutangura mu ntara zimwe zimwe imigambi yo gukoresha urwaruka mu bikorwa vy'iterambere.

13. Ariko ubukene bwugarije abanyagihugu ntibwokizwa n'amafaranga avuye mu mishahara gusa, abantu batijukiye ibikorwa vyosahiriza na cane cane uburimyi n'ubworozi, ndetse n'imyuga n'urudandaza.

Ni co gituma twama twasavye ko mu kurwanya inzara baba abakozi ba Leta, baba abikorera utwabo, abari mu ntwaro, n'indongozi mu bisata binyuranye vy'ubuzima bw'igihugu, eka abo bose usanga bajana amafaranga gusuma, ngo batange akarorero, mu vyerekeye uburimyi, ubworozi, n'ibindi. **Bantu mwize, mwijukire nyabuna mwese uburimyi n'ubworozi kandi mubikore nk'abikorera.**

Ni muri iyo nzira tuzoshobora kwimbura ibifungurwa vyinshi, ibiciro vyavyo bikagabanuka. Tuboneyeho akanya ko gushimira ababitanguye cane cane mu gisoda no mu gipolisi, eka abo bose bitaho ivyo bikorwa bituma haboneka umusesekara.

Barundi, Barundikazi,

Ncuti z'uburundi,

Bakoresha, Bakozi,

14. Twama twagarutse ku ngendo mbi kandi zitubahiriza igihugu cacu. Izo nazo ni harya usanga hirya no hino mu bushikiranganji bumwe bumwe no mu mashirahamwe amwe amwe abakozi hafi nka bose baturuka mu ntara imwe canke bagizwe n'ubwoko bumwe gusa.

Twasavye ko aho bikimeze gurtyo hose vyokosorwa, kugira ngo ntibihave biba inyendamuvano yo kudusubiza mw'ihumbi Biragaragara ko ahatari hake vyakosowe canke biriko birakosorwa. Ubumwe nyakuri ni ugusangira ikivi n'ivyiza bivamwo. Aha duteye akamo Inama Nkenguzamateka ko yodufasha gusuzuma abo babaye rurangiranwa mu macakubiri maze tubafatire ingingo.

15. Turashima ingene inzego z'umutekano ziriko zirakingira abanyagihugu.

Muri aya mezi atatu ya mbere y'uyu mwaka 2008, abajejwe umutekano bafashe **inkoho 191 na grenade 447** zitunzwe n'abanyagihugu batabifitiye uruhusha ; **inkoho 995 na grenade 1198** nazo zari zatanzwe na Leta mu ntumbero yo kwicungerera umutekano wabo zarasubijwe, zikaba zaregeranijwe ziva mu ntara.

Tuboneyeho akaryo ko gukeza kandi inzego z'umutekano ku bwira zihejeje kwerekana mu gusubiza inyuma ibitero vya FNL no kuburizamwo iyindi migambi y'uwo muhari yo kuraza rubunda abarundi.

Turashimiye n'amakomite y'umutekano kuko nayo nyene yabigizemwo uruhara ruhambaye.

Palipehutu-FNL nayo tuyisavye kwikubita agashi, ikagaruka muri wa murwi wo gushira mu ngiro amasezerano (MCVS), kandi twese turabarindiriye, nabo nyene baze twubake igihugu cacu, bazane inguvu zabo.

16. Twarashikirije abarundi ko tugiye kworohereza abipfuza kuzana imitahe yabo mu gihugu no kworohereza abagwizatunga tubicishije mu gushinga amategeko aborohereza (**Code des investissements**).

Impinyanyuro y'ayo mategeko rero ishitse ku ntambwe ishimishije kuko n'abahinga b'i Banki y'Isi yose baramaze kwihweza integuro yayo Leta yabashikirije, barayitangako ivyiyumviro, none ubu turiko turavyihweza kugira ngo mu minsi mike integuro ntabanduka ize ishikirizwe Inama Nshingamateka n'Inama Nkenguzamateka. Barundi, namwe haguruke mushire imitahe hamwe muteze imbere igihugu.

17. Muri iki gihe twinjiye mw'Ishirahamwe ry'Ubumwe bw'ibihugu vya Afrika y'Ubuseruko, Uburundi buramaze gufata ingingo zerekeye gufashanya n'ibihugu birigize mu vyerekeye amaduwani, aha rero abagwizatunga n'igihugu bakazoharonkera inyungu.

Barundi, Barundikazi,

Ncuti z'Uburundi,

Bakoresha, Bakozi,

18. Mu vyerekeye ubutunzi, tumenye ko Uburundi buza mu bihugu vya mbere bikenye kw'isi. Si agaseseshwa rumuri rero ubukene buriho mu gihugu, bikunyurwa n'iduzwa ry'ibiciro. Vyinshi ntibiva kuri twebwe, biva ku masoko mpuzamakungu aba yadugije ibiciro, vyaba ivy'ibitoro canke ibindi.

Ahandi bikava kw'ifaranga ryacu riba ryataye agaciro be no ku mwimbu muke w'ibifungurwa tuba twaronse, n'ibihe vy'intambara twaciyemwo.

Ariko kandi abajejwe kugendereza no kugenzura ibiciro murikanure, musubize ku murongo abagomba inyungu z'umurengera mu gusongera isibe.

Na twebwe twokwikebuka, aho kwama turiko turabogoza tugira amayegereyegere, dushire ahubwo inguvu hamwe, dukore imirimo itandukanye, turwanye nyabuna ubwo bukene, twisununure mu butunzi, ni ho hazogenda haraba ihinduka mu buzima bwacu uko bukeye uko bwije. Ntituzoze turihenda ngo tuzova mu bukene kubera ubunebwe canke amayegereyegere.

Turwize umwimbu rero mu vyo dushobora kwikorera, gurtyo ibidandazwa ni vyagwira, ibiciro bizogabanuka, dukoreshe amafaranga make mu kubigura.

Tuboneyeho akaryo ko gushimira no gukeza abanyagihugu bitabana umwete ibikorwa rusangi.

Ivyo na vyo bikaba vyatumye biyubakira amashure, uburaro bw'abarimu, ibibuga vy'inkino, ibiraro, ibigega vy'amazi y'imvura, kwubakira abakene no gukingira isi n'ibidukikije. Turanabakeje ku mugambi wo kwiyubakira amashure yisumbuye ya komine benshi baza baratanguye, kugira aze asahirize mu mwaka w'ishure buca utangura.

Ni bakomere ku muheto, natwe ahacu twongeye kubemerera kuzobafata mu mugongo mu vyo badashoboye, na cane cane ibisakazo n'isima, nkuko turiko turabikora.

19. Ni ko amafaranga yinjira mu kigega ca Leta yariyongeye. Ariko tworikanura mu gucungera ayinjira n'ikoreshwa ryayo, tumenye ko amayegereyegere n'abadakora bituma ico kigega kitabandanya kubomboka.

Ni co gituma twasavye ko amadosiye y'abantu bose bashinzwe gutunganya amabanga n'ibikorwa vya Leta bagashira imbere gusesagura, kunyuruza no guhombesha amatungo y'igihugu, guhemba abadakora, yokwigwa n'inzego zibijejwe, ata nkunzi canke mpinga yanje.

Ico gikorwa rero kikaba kiriko kirarangurwa n'Ubushikiranganji bw'Intwaro Ibereye n'inzego zabwo. Amwe mu madosiye ahambaye yarizwe, kandi aramaze gushikirizwa ubutungane.

Ku bijanye n'abahembwa kandi batabaho, rusansuma rw'abakozi ruriko ruraтegurwa, tubifashijwemwo n'ibanki y'isi yose ibicishije muri projet « PAGE ».

Ariko impinga iracari ndende, dusavye ko abajejwe ico gikorwa batodebukirwa, canke ngo badohoke ku nzira yo gucisha aho ukuri kuri, maze ubutungane bugafatira ku madosiye yizwe neza, n'imanza zigaca zinyaruka gucibwa.

Mu ntumbero yo gukingira ubutunzi bw'igihugu , Leta yarategekanije gushinga amakomisariya icenda ya brigade irwanya ibiturire mu gihugu cose. Haheze umwaka komisariya y'i Bujumbura ari yo yonyene ikora. Ubu duhejeje gushinga izindi zitatu i Bururi, i Gitega no mu Kayanza. Komisariya zisigaye zizogenda zirashingwa uko uburyo buzoba bubonetse.

Dusavye abanyagihugu, abakozi bose guterera umuganda muri urwo rugamba rutoroshe.

Barundi, Barundikazi,

Ncuti z'uburundi,

Bakoresha, Bakozi,

20. Imbere yo gusozera iri jambo, twashaka tubashikirize ibi bikurikira :

- Abarudi bose, ndetse n'abanyamahanga baba aha i wacu, tubahamagariye gushiruka umwete mu bikorwa.
- Twashaka kandi kwibutsa abakozi ba Leta, n'abandi bantu bifise ngo bagire indahiro ya mvugo y'ibinebwe ngo « **Uwukize akira isuka** », tuyisezerere, kuko ubwo ni ubujuju mu bundi. Abize nyabuna babe aribo barima, borore neza gusumba abatize, habe ubudasa.
- Turakeje abakozi bategereye ko Nyamwigendako atarimira impeshi, bakaba bagiye hamwe mukurwiza umwimbu. Turasavye cane cane abadandaza ngo na bo nyene bakorere mu mashirahamwe, gurtyo bazoshobore guhiganwa n'abo hanze, naburya imihora y'Ishirahamwe ry'Ibihugu vyo muri Afirika yo mu Buseruko yugurutse.
- Nk'uko mubizi, Leta turongoye yariyemeje guha ijambo abanyagihugu, kugira ngo bashikirize iryo bagona ku biraba igihugu.

Ni co gituma tubasavye ngo mwitabire ibiganiro mwatunganirijwe, vyaba ivyo kuvuga aho muhagaze ku kugene igihugu corongorwa, haba kubijanye na rya shirahamwe rya politike ry'ibihugu vy'ishirahamwe vyo muri Afirika yo mu Buseruko, haba kuvuga ingene mubona Uburundi bwoba butunganijwe gushika mu mwaka w'i 2025 (**Vision 2025**), n'ibindi.

Vyongeye tumenye neza ko tuganira dukora kuko tutobeshwaho n'ivyiyumviro gusa.

Tuboneyeho akaryo ko gusaba **abagize Leta y'uburundi n'abarongoye Amashirahamwe yegamiye Leta** kugendera amaporovensi yose y'igihugu, kugira baganire n'abanyagihugu kuko twasanze benshi bafise ibibazo bakeneye gusigurirwa, hamwe no kumenyeshwa ibirangurirwa muri ivyo bisata.

- Turararitse abanyagihugu bose ngo baze bitabe rusansuma rw'abantu n'uburaro ruzoba muri Myandagaro uyu mwaka. Rufise akamaro ntangere kuko rutuma Leta itegura imigambi yayo neza n'abadufasha bikaborohera.
- Ku batunganirizwa n'itegeko rigenga abakozi ba Leta (**Le Statut Général des Fonctionnaires**), tubasavye kwizera ico twavuze.

Amafaranga y'ibirarane bijanye n'akarusho ku mushahara twemereye abakozi mu mwaka uheze, ariko araronderwa kandi intambwe dushitseko irashimishije, kuko igice ca mbere kigizwe n'amezi atatu kigiye gutorerwa inyishu mu misi ya vuba.

- Twongeye gusaba abakozi kwiyumvamwo no gushigikira ingingo twafashe zo kuvuza ku buntu abana batararenza imyaka itanu, abavyeyi baja kwibarukira kwa muganga no kwigisha ku buntu abana mu mashure mato mato.

Bamenye ko na bo izo ngingo ziborohereza mu buzima bwabo kuko abo bana n'abo bapfasoni harimwo ababo.

- Turangije rino jambo tubifuriza umusi mukuru mwiza, muwuhimbaze mu mahoro n'umutekano ntangere muzirikana icivugo c'uwu mwaka : « **DUKURE AMABOKO MU MPUZU, TUJE HAMWE, TWUBAKE IGIHUGU CACU** ».

IMANA IBAHEZAGIRE,

MURAKOZE.