REPUBULIKA Y'UBURUNDI

IBIRO VY'UMUKURU W'IGIHUGU

IJAMBO NYENICUBAHIRO Petero NKURUNZIZA UMUKURU W'IGIHUGU

ASHIKIRIJE ABARUNDI

KU MUNSI MUKURU W'ABAKOZI.

GITEGA, igenekerezo rya 01 RUSAMA 2009.

Bakoresha, Bakozi mwese,

Barundi, Barundikazi,

Ncuti z'Uburundi,

1. Dutanguye gushimira Imana Mushoboravyose yo itugejeje kuri uyu munsi turamutse duhimbaza umusi mukuru w'abakozi.
2. Kuri iri genekerezo rya mbere Rusama, umwaka w'2009, twifadikanye n'abakozi n'abakoresha bose bo mu Burundi n'abo mu bindi bihugu, aho bibuka abakozi isinzi bo muri Amerika yo mu buraruko, na cane cane abo muri Chicago batangura imyiyerekano, basaba abakoresha ko bobagabaniriza amasaha y'akazi gushika ku masaha umunani ku musi, kuko bakora amasaha y'umurengera kandi mu buryo butoroshe. Hari kw'igenekerezo rya 01 Rusama, umwaka w'1886 nk'aya mango.
3. Twagomba rero mudukundire, tubifurize umunsi mukuru mwiza, ubabere muhire n'uwagahimbare, wongere utujijure tuje inama n'ingingo mu gutegura no mu gutunganya akazi, dushize imbere umwumvikano nkuko intumbero n'impanuro z'ishirahamwe mpuzamakungu rijejwe gutunganya akazi kw'isi zibitegekanya.
4. Icivugo c'uyu munsi ni : « **Twijukire ibikorwa kuko ari yo nzira irashe y'iterambere n'amahoro birama** ».

   Iki civugo kije gishimangira icivugo c'uwu mwaka gishimikiye ku bikorwa n'umutekano naco kikaba ari « **Twijukire ibikorwa, twiteho umutekano kuko ari yo nzira irashe ishikana kw'iterambere rirama** ».

Barundi, Barundikazi,

Ncuti z'Uburundi,

5. Muri aka kanya twagira duce ku mayange ingene tubona uko umwete n'umwumvikano vyagenze muri uyu mwaka.
6. **Ku vyerekeye kwijukira ibikorwa,** twokwemeza ko abarundi n'abarundikazi benshi bitayeho imirimo yabo bishimishije,ari co gituma umwimbu w'igihugu n'imiryango wisununuye, naho tutashitse ku rugero twipfuza.
7. Mu bisata vyinshi iyo mirimo yagenze neza kubera umwumvikano wari mwiza hagati y'abakoresha n'abakozi, canke hari umutekano mu karere iyo mirimo irangurirwamwo. Turashimiye rero abo bose bafashije kugira umwimbu wongerekane. Abo ni abagize ingendo y'ugushira imbere ya vyose inama, ingingo n'ibiganiro mu kurangura akazi no mu guharanira gukosora ibitagenda neza.
8. Iyo bishitse naho abakozi bakabona ko ari ngombwa ko bogira yegereyegere, hari ho amategeko bisunga. Mu nca make, makuru makuru kandi yama agora abakozi, ategekanya ibi bikurikira :
   - Abakozi bagira yegereyegere igihe inzira zose zo kuja mu biganiro n'abakoresha zasenzwe ;
   - Mu gihe c'amayegereyegere, amasezerano hagati y'umukoresha n'umukozi aca aba arabangiriye, no kuvyerekeye umushahara.

9. Turasubiriye rero gukebura abakozi bamwe bamwe bahonyanga n'impaka ayo mategeko, ihagarikwa ry'akazi rikaba kuri bo ifatiro ryo gushika ku vyo bifuza, aho gukoresha insiguro zerekana ishingiro n'ukuri ivyifuzo vyabo bishingiyeko, n'icemezo c'uko Leta ifise uburyo bwo kubashikira ku vyo baharanira ata bandi inize. Igitangaje rero, hari abubahuka bagasaba ko bohembwa kandi batakoze.

10. Ku bijanye n'abakora mu gisata c'amagara y'abantu, Leta turongoye irazi kandi iremera uruhara ruhambaye bafise mu buzima bw'igihugu, na cane cane mu gutuma abanyagihugu bagira amagara meza yotuma bagumana inguvu zo gukora imirimo yo kwiteza imbere.

Ni naco gituma Leta yemeye kwicarana na bo kugira irabire hamwe na bo akarusho kokwiyongera ku bwo yari imaze kubagezako.

Ariko, tubiibutsa ko nabo bakeneye ko ubundi buzi burangurwa ngo babeho n'ababo. None ni nde yokwirengagiza ko bakeneye umutekano, ubutungane, ko abana babo bigishwa, n'ibindi!!. None ivyo vyoba birangurwa n'abaganga nyene? Ni co gituma tubanza kuraba uko ikigega kirabwa n'abarundi bose cifashe kuko n'abarundi barayamaze bati : « **Umuntu yiyaga aho yihambije** »

Ku bwancu, twarakoze ibishoboka, turashika ku rugero rw'inyongera tubona ko ishimishije.

11. Turateye akamo rero abaganga bahagaritse akazi ngo bibuke indahiro bashikirije abarundi n'amakungu igihe baronka impapuro z'umutsindo (Serment d'Hippocrate), kandi bamenye ko ubwo bumenyi baburonse kubera Leta yabarihiye amafaranga menshi kuva mu mashure y'intango gushika muri kaminuza.

Ni bazirikane ko ayo mafaranga yavuye mu banyagihugu, hanyuma bikubite agashi, basubire ku mirimo, basubirize mu ndumane abanyagihugu kuko babakoreye vyinshi.

Turashimiye rero cane abasubiye n'abagumye ku kazi, kandi ni bo benshi. Kukaba nkako, izo yegereyegere zikaze mu bisagara bikuru nka Bujumbura, Gitega na Ngozi. Mu gihugu hagati, abaganga bakaba bari ku mirimo.

12. Ntibikiri agaseseshwarumuri, abanyagihugu benshi batanguye kugira amakenga bibaza ko abakozi mwene abo boba bavuga bati : « Reka duhagarike akazi, abanyagihugu bahora batwitura babure uko bagira, hanyuma badushigikire dusatire Leta, gushika idushikirize ivyo vyose dusaba ata kivuyeko ; inkwirikizi mbi zose abanyagihugu bazoronka zizoja ku gatwe ka Leta, bisigurwe ko Leta ititaho abenegihugu ».

Hari n'abibaza ko yoba ari ingendo yo kuburizamwo za ngingo nziza zo kuvura ku buntu abana n'abakenyezi bagiye kwibaruka. Bamwe muri abo baganga nabo basuka abandi ngo ntibavurire mu nyubakwa za Leta kugira ngo abarwaye babasange mu bitaro vyigenga ku mafaranga y'umurengera.

Banyagihugu, Leta ntizokwemera ko biguma uko. Tuzofata ingingo zose dushobozwa n'amategeko kugira ngo ingendo nk'iyo ntironke ikibanza.

Barundi, Barundikazi,

Ncuti z'Uburundi,

13. Ikibazo nyamukuru c'abakozi ba Leta turakizi, kuko turabana, turakorana, dufitaniye ubucuti mu miryango. Ico kibazo kijanye n'iringanizwa ku rugero rusa ry'imishahara yo mu bisata vyose.

14. Mw'ijambo twashikirije mu gutangura uyu mwaka turimwo, twariyemeje ko isubirwamwo ry'itunganywa ry'iyo mishahara hagati y'abakozi ba Leta turishize imbere.

Twashaka kumenyesha ko Leta, ibicishije ku Bushikiranganji bw'Intwaro ibereye, ubujejwe akazi n'abakozi no mu Nama y'igihugu ijejwe ivy'ubutunzi n'imibano imaze kuronka intumbero. **Ni co gituma tugiye gushinga umurwi muri uku kwezi nyene wiga ico kibazo kandi urimwo n'abakozi. Uzokwerekane neza iyo amafaranga azova n'icokorwa**. Abari mu mayegereyegere rero ni bareke kwikwegerako, barindire ingingo zerekeye bose.

15. Turanashimira amashirahamwe mpuzamakungu adufasha kugira inyigisho zerekeye kuja inama n'ingingo mu kazi zihabwe abaserukira Leta, abakoresha n'abakozi bari mu nama nkuru y'akazi (Conseil National du Travail).

Tubasavye rero kuba imboneza koko. Amabanga yo guserukira abandi ni co asigura.

Natwe tugiye gushiraho inzego zikenewe kugira bategure kandi bategekanye inzira zokurikizwa mu kwiga no mu gushira mu ngiro ingingo zizoba zafashwe ku vyerekeye akazi.

Barundi, Barundikazi,

Ncuti z'Uburundi,

16. Twashaka kwibutsa imigambi n'ibikorwa biriko birategugwa na Leta, ifadikanije n'amashirahamwe aserukira abakozi, abakoresha hamwe n'abakunzi b'Uburundi mu ntumbero yo gushigikira imishahara kugira ubuzima mu kazi bube bwiza gusumba.

Ubwa mbere : Umugambi wo gushinga politike, integuro n'inzego zo gutegekaniriza kazoza keza abakozi, haba kuvyerekeye amagara, ugukukuruka, impanuka n'indwara zitewe canke zivuye ku kazi. Ivyigwa vyinshi vyarakozwe birongera birasubirwamwo, ibindi biriko biraherahezwa muri iyo ntumbero.

Ubwa kabiri : Ku bijanye no kworohereza abarundi n'abarundikazi benshi badafise uburyo bukwiye, Leta igiye gushinga umurwi wiga vuba ingene bokwivuza batarinze kuvunika mu kuriha, mu gusubiza agaciro ka gakarata ko kwivurizako, hisunzwe ibihe tugezemwo n'uburyo Leta ifise.

Turasavye ubushikiranganji bw'amagara y'abantu kuduha mu maguru masha integuro y'ifatiro.

Ubwa gatatu : Iruhande y'iyo migambi ijanye n'amagara y'abakozi, hariho imigambi dufadikanije n'ishirahamwe Mpuzamakungu OIT hamwe n'urunani rw'ibihugu vya Afrika, ishingiye ku gutegura politike ijanye no kugwiza akazi kuri benshi, dushimikiye ku rwaruka rwize canke rutize.

17. Twashaka gusubira gusaba abarundi bose, abakozi barimwo ko bobandanya gufasha Leta kurwanya ruswa, kuko rugabanya amatagisi n'amakori yokwinjiye mu kigega ca Leta, uburyo bwo kuduza imishahara y'abakozi bugaca bukeha.

Twabasavye kandi kudomako urutoki abahembwa badakora canke batabaho, abahemberwa amapete atari yo, kuko ayo yose ari amafaranga aba ariko aja mu mifuko ya bamwe bamwe kandi ari yo Leta yokwikozeko mu gutorera inyishu ibibazo bimwe bimwe biraje ishinga igihugu n'abakozi.

18. Nimuze ahubwo tuve hasi, twijukire ibikorwa, turwize umwimbu, ibiciro bigabanuke. Gurtyo agaciro k'umushahara kabonekere ku bubasha bwo gushobora kugura utu na turiya. Twiyungunganye rero tutivye, tudakubise « ikiwani » canke tutarahiye nabi. Wa mugani wataye igihe ngo **« Uwutarahiye nabi ntasumira umwana »,** tuwusezerere.

19. Tuboneyeho gukeza abo bose bakunda, bagashigikira kandi bagakora ibikorwa rusangi. Ivyo vyatumye hasukurwa hongera harasharizwa ibisagara bitari bike, ubu bikaba biteye igomwe.

Muri ivyo bikorwa rusangi nyene, murazi ko hatewe ibiti vy'ivyamwa **imiriyoni cumi n'indwi mu mezi ane gusa**, ibindi tukaba tuzobitera ku mutasuro .

Si ivyo gusa, murazi ko hubatswe **amashure n'amavuriro atari make, mbere n'ubu tukiriko**.

Igihimbaye rero cane, ni uko ubu abanyagihugu bamaze gutegera ko iterambere ari iryabo, kandi ko ritegerezwa **gukomoka kuri bo rikongera rikabagarukako.**

Abarundi rero tunyurwe no kutama tuzera inze, na burya muzi ko hari igihuhusi mu vy'ubutunzi kibangamiye abasanzwe badufasha. Twibuke rero ko « **Akimuhana kaza imvura ihise** ». Kandi twikebuke kuko hamwe twobandanya ingeso mbi z'ubunebwe no guta akazi, ni vyo bike twobibura nkuko tubibona mu bihugu bimwe bimwe aho abakozi ba Leta bamara amezi n'amezi badahembwa.

Ibi bikorwa rusangi vyaratumye kandi abantu bashobora kubonana, ubwoko bwose, abakuru n'abato, abarangura imirimo inyuranye. Gurtyo basangira ikivi, bibafasha no gusubiza hamwe. Ni muze rero dukomeze **kwijukira ibikorwa, kuko ari yo nzira irashe ishikana kw'iterambere n'amahoro birama**.

Barundi, Barundikazi,

Ncuti z'Uburundi,

20. Abarundi twese twokwiruhutsa kuko intambara hagati ya Leta na FNL yahora idusamaza yarangiye. Igikorwa co kwinjiza abahora ari abarwanyi ba FNL mu nzego z'umutekano hamwe no gusubiza mu buzima busanzwe abandi kiriko kirarangurwa.

21. Ariko naho ingwano iheze, ntitwoca twijajara, kuko abagizi ba nabi bobo baracariho. Duhamagariwe kubatuza, tukitwararika twese umutekano ijoro n'umurango.

22. Dusavye kandi ko ababijejwe botangura kwiga mu maguru masha ingene abakozi ba Leta ari ikirenga mu bisagara bokwiragizwa aho hose bikenewe mu gihugu hagati, kuko imvo z'umutekano muke bamwe bahora bitwaza mu kwanka kuja gukorera aha canke hariya zirangiye. Duteye akamo cane cane Ubushikiranganji bw'inyigisho mu mashure mato mato n'ayisumbuye, Ubw'Ubutungane n'Ubwamagara y'abantu ngo bwicarire ico gikorwa.

23. Abarwizatunga nabo tubasavye gukorera mu mashirahamwe kugira ngo umutahe wabo wisununure, bashobore gutera imbere, bahiganwe n'abazoba bazanye imitahe ivuye hanze na burya imbibe zigiye kwugururwa kurusha.

Bokwijukira kandi n'ibikorwa bifasha igihugu mw'iterambere ry'abanyagihugu, nko mu kwubaka uburaro bw'abakozi canke bw'abanyeshure, mu guterera mu kwubaka amavuriro, amashure, mu gufasha abakene n'ibindi, kuko baba bariko barategura abanywanyi babo muri kazoza canke abakiriya beza. Turakeje abamaze kubishikako.

Barundi , Barundikazi,

Ncuti z'Uburundi,

24. Twimirije ikiringo gihambaye mu buzima bw'igihugu kijanye n'amatora yo mu mwaka uza. Mu kuyitegurira, dusavye abanyepolitike ko ubu koba akaryo ko guharira no guhanahana ivyiyumviro ku nteguro yayo, ariko bashira imbere ineza y'igihugu, no kwitaho ibikorwa bajejwe kugira tugume turonka umwimbu uzotubeshaho.

25. Turaremesheje kandi turakebuye abarundi ngo bagume ku bikorwa, kuko amatora ntaragera kandi naho azogera azoha bake, kanatsinda arangiye, benshi baguma batungwa n'ivyo bahorako. Ni ivyo mumaze kwibonera.

26. Imbere yo gusozera iri jambo, twashaka kumenyesha abanyagihugu ko Leta, ifashijwe n'abakunzi b'Uburundi iguma yitwararitse amagara yanyu.

Kanatsinda, amagara meza ni yo atuma mugira inguvu zo kurangura imigambi yo kwiteza imbere.

Ni naco gituma, kugira dutuze ikiza ca malariya kibangamiye abanyagihugu benshi, ya **miti y'intango yo kuvura iyo ndwara, ariyo artezinate na amodiyakine mwahora muriha amafaranga, mugiye kuyironswa ku buntu kuva muri uku kwezi kwa gatanu nyene.**

27. Mu kurangiza, turasubiye kwifuriza umunsi mukuru mwiza abakozi bose no kubashimira ku kugene bitayeho kurangura imirimo n'amabanga bashinzwe, tugashimira rwose abo bose bitanze kurusha abandi, twongera guhamagarira abakozi, abakoresha n'abarundi bose **kwijukira ibikorwa, kuko ari yo nzira irashe y'iterambere n'amahoro birama.**

Imana ibahezagire,

Murakoze.