

# KOMISIYO Y'IGIHUGU Y'UBURENGANZIRA BWA MUNTU



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## TUMENYE UBURENGANZIRA BWO KWISHYIRA HAMWE TUBUHARANIRE



### **I. Intangiriro**

Leta y'u Rwanda yemera ko uburenganzira bwo kwishyira hamwe ari ingenzi kandi ko ari imwe mu nzira z' iterambere rirambye no kuzana impinduka mu bukungu.

Kwishyira hamwe ni uburyo bwihariye butuma abishyize hamwe babasha guharanira uburenganzira n'inyungu byabo, bagafashanya kandi bagakusanyiriza hamwe ubushobozi n'ibitekerezo ngo babashe kwiteza imbere.

### **II. Ubusobanuro bw'uburenganzira bwo kwishyira hamwe**

**Uburenganzira bwo kwishyira hamwe** ni uburenganzira bwa buri muntu wese bwo kwishyira hamwe n'abandi ku bushake bwe no kugira uruhare mu bikorwa bimufitiye inyungu.

**Umuryango nyarwanda utari uwa Leta :** ni umuryango ugizwe n'abantu ku giti cyabo cyangwa imiryango yigenga yishyize hamwe ku bushake yitangira abandi, hagamijwe guteza imbere ubukungu, imibereho myiza n'umuco, ubuvugizi ku nyungu rusange z'icyiciro cy'abantu, abantu ku giti cyabo, imiryango cyangwa guteza imbere inyungu z'abanyamuryango bayo.

**Sendika ni** ishyirahamwe ry'abakozi ryigenga kandi rishingiye kuri demokarasi, rihuje abakozi bahuriye ku cyiciro cy'urwego rumwe rw'umurimo.

### **III. Akamaro ko kwishyira hamwe**

Kugira uburenganzira bwo kwishyira hamwe bifasha abishyize hamwe kurengera uburenganzira n'inyungu byabo (guhembwa umushahara ujyanye n'akazi yakoze, guhabwa ubwisungane mu kwivuza, guhabwa ikiruhuko cy'akazi, guteganyirizwa amafaranga y'izabukuru n'ibindi bimufasha kubaho neza), bikabafasha kugera ku mibereho myiza biteza imbere kandi barwanya ubukene bityo bakagera ku iterambere ryihuse.

### **Uburenganzira bwo kwishyira hamwe mu mategeko y'u Rwanda no mu Masezerano mpuzamahanga**

Mu mategeko y'u Rwanda, ubwo burenganzira buteganywa n'itegeko Nshinga rya Repubulika y'u Rwanda ryo mu 2003 ryavugururwe mu 2015 ivuga ko:

1. Uburenganzira bwo kwishyira hamwe buremewe kandi ntibubanza gusabirwa uruhushya. **(ingingo ya 39, igika cya a).**

2. Uburenganzira bwo guteranira mu nama z'ituze kandi nta ntwaro buremewe **(ingingo ya 40, igika cya a).**

Mu masezerano mpuzamahanga ubwo burenganzira buteganywa:

- Mu Masezerano mpuzamahanga yerekeye Uburenganzira mu by'imbenezamubano no mu bya politiki yo ku wa 16/12/1966.

Ayo masezerano yemera ko buri muntu afite uburenganzira bwo kwifatanya n'abandi nta nkomyi, ndetse no kurema ingaga no kuzinjiramo kugirango arengere inyungu ze. **(ingingo ya 22, igika cya 1).**

- Mu masezerano mpuzamahanga yerekeye uburenganzira mu by'ubukungu, imibereho myiza n'umuco yo ku wa 16/12/1966.

Ayo masezerano yemera ko buri muntu afite uburenganzira bwo gushinga ingaga afatanije n'abandi

n'ubwo kwinjira mu rugaga yihitiyemo, apfa gusa gukurikiza amategeko urugaga arimo rugenderaho, kugira ngo ateze imbere kandi yubahirize inyungu zarwo mu rwego rw'ubukungu n'imibereho myiza. **(ingingo ya 8, igika cya a).**

- Mu masezerano nyafurika yerekeye uburenganzira bwa Muntu n'ubw'abaturage yo ku wa 27/06/1981.

Ayo masezerano yemera ko buri muntu afite uburenganzira bwo kwishyira hamwe n'abandi mu mashyirahamwe, apfa gukurikiza ingingo z'amategeko zibigenga. Iyi ngingo kandi ivuga ko ntawe ugomba guhatirwa kujya mu ishyirahamwe. **(ingingo ya 10).**

Buri gihugu cyemeye aya masezerano cyiyemeje gushyiraho no gukurikiza politiki iboneye ishimangira ubwo burenganzira bwo kwishyira hamwe.

#### **IV. Ibyagezweho mu rwego rwo guteza imbere uburenganzira bwo kwishyira hamwe mu Rwanda**

U Rwanda n'igihugu kirimo kwiyubaka cyane mu rwego rwo

kwiteza imbere. Nyuma ya Jenoside yakorewe Abatutsi mu 1994, u Rwanda rwatangiye urugamba rwo kwiyubaka, aho usanga imijyi myinshi igenda itera imbere, imirimo y'ubwubatsi, ubugeni n'ubukorikori ndetse n'ikorabuhanga igenda ishinga imizi mu bice byose by'Igihugu. Ni muri urwo rwego uburenganzira bwo kwishyira hamwe bwagiye butezwa imbere, kugirango abakozi mu nzego zitandukanye, ari iza Leta cyangwa abikorera babashe guharanira uburenganzira n'inyungu byabo.

U Rwanda rwashyizeho ikigo cy'Igihugu cy'amakoperative kigamije guteza imbere ibikorwa by'ubukungu, iby'imibereho myiza n'ibindi bigamije inyungu rusange, binyuze mu kwishyira hamwe.

U Rwanda kandi rwashyizeho ikigo cy'Igihugu cy'imiyoborere myiza, mu nshingano gifite harimo niyo gufasha abantu bashaka kwishyira hamwe haba imiryango nyarwanda itari iya Leta, haba imiryango nyarwanda ishingiye ku ma dini ndetse n'amashyirahamwe y'abanyamyuga cyangwa undi murimo bahuriyeho.

Hashyizweho kandi itegeko nomero 04/2012 ryo ku wa 17/02/2012 rigena imitunganyirize n'imikorere by'imiryango nyarwanda itari iya Leta. Iri tegeko by'umwihariko rigenga imiryango nyarwanda itari iya Leta iharanira inyungu rusange z'abanyamuryango. Iri tegeko risobanura ko ibikorwa bigamije inyungu ari ibikorwa by'abantu ku giti cyabo cyangwa imiryango ifite ubuzima gatozi bikorwa hashingiwe ku bumenyi cyangwa imirimo byabo bigamije guteza imbere imibereho myiza y'abaturage.

Iri tegeko riteganyanya kandi risobanura neza ko uku kwishyira hamwe gushobora gukorwa mu byiciro bitatu hakurikijwe intego yayo y'ibanze n'imiterere y'abanyamuryango.

Muri ibyo byiciro harimo imiryango igamije inyungu rusange, ifite inshingano yo guteza imbere abaturage muri rusange. Ikora ibikorwa byo guteza imbere sosiyete sivile, inzego z'ubukungu, imibereho myiza, umuco, ubumenyi n'uburenganzira bwa Muntu. Harimo kandi imiryango igamije inyungu z'abanyamuryango bayo, ikaba ikora ibikorwa byo guteza imbere abanyamuryango bayo mu rwego rwihariye, hakaba kandi na za fondasiyo

zifite intego yo gushyiraho ikigega cyangwa gukusanya umutungo, kuwucunga no kuwukoresha mu bikorwa byo gutera inkunga abo washyiriweho.

Abakozi ba Leta n'abakoresha nabo bemerewe kwibumbira muri za sendika z'abakozi kugirango barengere uburenganzira n'inyungu byabo.

Mu rwego rwo kurushaho guteza imbere uburenganzira bwo kwishyira hamwe, u Rwanda rwashyizeho **Komisiyo y'igihugu y'uburenganzira bwa Muntu**, ifite mu nshingano guteza imbere, kurinda no kurengera uburenganzira bwa Muntu. Mu rwego rwo guteza imbere ubu burenganzira, Komisiyo:

- Ishyigikira ingamba n'ibikorwa bigamije guteza imbere umuturage aharanira uburenganzira bwe n'inyungu bye;
- Ikangurira kandi ikigisha abaturage mu byiciro binyuranye, ibyerekeye kubahiriza uburenganzira bwa muntu, harimo n'uburenganzira bwo kwishyira hamwe;

- Ibisabwe cyangwa ibyibwirije ikora iperereza ku bikorwa bihungabanya uburenganzira bwo kwishyira hamwe ikanageza ku nzego bireba ibikwiye gukosorwa.

## V. Umwanzuro

Uburenganzira bwo kwishyira hamwe ni uburenganzira bwa buri wese, mu rwego arimo, kuko iyo abantu bishyize hamwe bahuza ibitekerezo, imbaraga n'ubushobozi bityo bikabafasha guharanira uburenganzira n'inyungu byabo kandi bikabafasha kugera ku iterambare ryihuse.

Hashingiwe ku kamaro ko kwishyira hamwe ndetse n'uruhare rwa za sindika, amashyirahamwe n'imiryango itandukanye mu iterambere rya muntu n'igihugu muri rusange, ni byiza ko uburenganzira bwo kwishyira hamwe bushyigikirwa kandi bugatezwa imbere.

**Kwishyira hamwe ni uburenganzira bwa buri wese**

**Kigali, Ukwakira 2021**