

INTERURO: POLITIKI Y'INGUFU MU GIHE KIRI IMBERE MURI AFURIKA Y'AMAJYEPFO: Sendika z'Abakozi zifite uruhe ruhare?

Yateguwe na Ivan Mbirimi



Interuro: Politiki y’Ingufu mu gihe kiri imbere muri Afurika y’Amajyepfo: Sendika z’Abakozi zifite uruhe ruhare?, yateguwe na Ivan Mbirimi

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Uwateguye iyi nyandiko n’uwayitangaje bakoze ibishoboka byose kugira ngo babone uruhushya kandi bemerewe gukoresha iyi nyandiko irengewe n’uburenganzira bw’umwanditsi. Ibibazo byose bishyikirizwa uwayitangaje. Ibitekerezo bivugwa muri iyi nyandiko ntibigaragaza byanze bikunze igitekerezo cy’uwayitangaje. Ikoreshwa ryose rigamije ubucuruzi bw’inyandiko zatangajwe na Friedrich-Ebert-Stiftung (FES) rirabujijwe igihe cyose FES itabyiyemereye mu nyandiko. Abazayisoma barashishikarizwa kandi kuyigaragaza mu zindi nyandiko cyangwa gukoporora ibikubiyemo bagamije kubitangaza ubwabo, igihe cyose batabikoze ku nyungu z’ubucuruzi. NK’ufite uburenganzira bw’umwanditsi, FES irasaba kubyemera no guhabwa kopi y’ ibitangazwa.

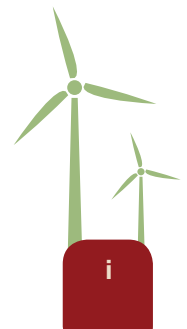
UMUSOGONGERO

Friedrich-Ebert-Stiftung (FES-Rwanda), Umuryango mpuzamahanga uteza imbere uburenganzira bw’abakozi ku bufatanye n’Urugaga rw’amasendika (CESTRAR) yishimiye kugeza ku basomyi b’ururimi rw’ikinyarwanda inyandiko ifite umutwe ugira uti “Politiki y’Ingufu mu gihe kiri imbere muri Afurika no mu RWANDA by’umwihariko: **Sendika z’Abakozi zifite uruhe ruhare?**”.

Iyi nyandiko yateguwe na Ivan Mbirimi, Umushakashatsi mu byerekeye ubukungu akaba n’Impuguke yigenga, ku nkunga y’Ikigo cya FES n’Ihuriro ry’abakora mu rwego rw’Ingufu muri Afurika y’Amajyepfo (SAEN) bigamije guteza imbere inyungu z’abakora mu rwego rw’ingufu mu karere ka SADC, gukora ubushakashatsi no kwegeranya ibitekerezo byakuwemo iyi nyandiko nyunguranabitekerezo. Inyandiko y’Umwimerere yanditswe mu rurimi rw’icyongereza, ishyingirwa mu Kinyarwanda kandi itangazwa na FES k’ubufatanye na CESTRAR.

Kuki sendika z’abakozi zikwiye kwinjira mu ruhando rwo kungurana ibitekerezo mu gutegura politiki y’ingufu mu gihe kiri imbere? Iyi nyandiko ifungura urubuga rw’ibitekerezo, itanga ibisubizo kuri iki kibazo, ikanahamagarira Sendika gukomeza kubaka urubuga rw’ibitekerezo kuri Politiki y’Ingufu mu gihe kiri imbere, n’uruhare rwa Sendika z’Abakozi muri Afurika no mu gihugu cy’u Rwanda by’umwihariko.

Nta gushidikanya ko gushakira ibisubizo impurirane y’ibibazo rusange aribyo imihindagurikire y’ikirere, ibiciro bihanitse by’ingufu, umutekano w’ingufu, gucunga neza ingufu n’ubuke bw’ingufu zikenewe byinjije Isi mu gihe cy’impinduramatwara mu kubona no gukoresha ingufu.

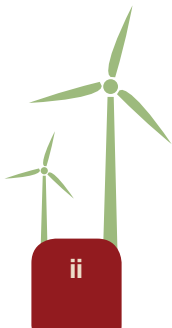


Ibihugu byinshi biri kuva mu buryo busanzwe bukoresha amashanyarazi akomoka ku ngufu zitisubira (nk'amakara, gazi n'amavuta bya kamere) bijya ku ikoranabuhanga ry'ingufu zisubira (nk'ingufu zikomoka ku mirasire y'izuba, umuyaga ndetse n'amashanyarazi atangwa n'ingomero). Iyi impinduramatwara ikeneye politiki ikwiye kandi iha abantu b'ingeri zose amahirwe yo kuyigiramo ijambo no kuyiha umurongo. Bishatse kuvugako impinduramatwara y'urwego rw'ingufu igomba kujyana n'impinduka mu buryo bwo gufata ibyemezo bya politiki.

Urubuga rwo gufatiramo ibyemezo bya politiki rwakunze kuba akarima kihariwe n'abanyapolitiki, abashoramari n'abatekinisiye b'abacurabwenge mu byerekeye ubuyobozi. Ahenshi usanga politiki z'ingufu zigendera ku bitekerezo by'intyoza mu kugena politiki mu buryo buhaha amatsinda y'ingirakamaro nka za sendika z'abakozi ndetse n'abagenerwabikorwa. Ingaruka zikaba ari ubusumbane mu ikwirakwizwa ry'amashanyarazi muri sosiyete no kubangamira umusaruro w'izo politiki kubera ubwiganye muri politiki no kwimakaza icyenewabo.

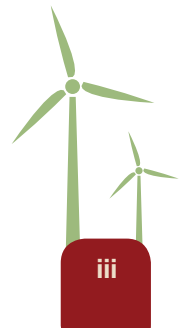
Dufatiye urugero ku Rwanda, Abanyarwanda bakoresha amashanyarazi ni 32% mu gihe igihugu kihaye intego yo kuzamura urwego rw'ingufu kugeza byibura kuri 60% mu mwaka wa 2025; iyi mibare yonyine igaragaza uburemere bw'ibibazo by'ingufu n'imbaraga zikenewe kugirango haboneke ibisubizo bihamye, byizewe kandi birambye mu mwaka wa 2025. Ese Sendika zifite uruhe ruhare? Ziteguye gute? Mu gukemura ikibazo cy'ingufu kireba abanyarwanda by'umwihariko abakozi!

Iyi nyandiko ya Ivan Mbirimi ikora isesengura ry'amavu n'amavuko y'ikibazo cy'ingufu, ibibazo n'ingamba byihariye, amahirwe y'ikoranabuhanga n'uburyo bushya bwo gukora politiki, uruhare rwa Sendika mu gekemura ikibazo cy'ingufu, amahame na gahunda Sendika zakwifashisha mu gutanga umusanzu wa zo mu mpindura matwara ikeneye.



Ivan Mbirimi, agaragaza ko sendika z’abakozi zikwiye kwagura inshingano zazo zisanzwe zerekeye imirimo n’uburenganzira by’abakozi, maze zikita ku gukemura ibibazo rusange by’imibereho y’abaturage na politiki byerekeye ibidukikije, ubukene n’ubusumbane. Kwagura inshingano biha sendika z’abakozi amahirwe yo guharanira ukwishyira hamwe kwagutse, n’imikoranye itanga uburyo bwa politiki butagira abo buheza kandi bukorera mu mucyo.

Turakangurira aba kamarade kubaka imitekerereze ishyigikiye impinduka mu gufata ibyemezo bikenewe mu mpinduramatwara y’ingufu, no gutanga umusanzu wabo mu kubaka urwego rw’ingufu zihamye, zihendutse, zizewe kandi ku buryo burambye hirindwa kwangiza ibidukikije.



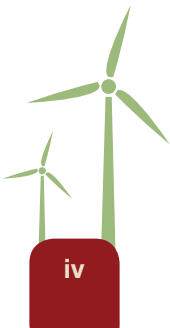
IRIBURIRO

Ihuriro ry'Ingufu muri Afurika y'Amajyepfo (SAEN) ni umuyoboro uhuza sendika z'abakozi zirenga icumi mu rwego rw'ingufu muri Afurika y'Amajyepfo. Imwe mu ntego za SEAN ni ukugenzura ko sendika z'abakozi zo mu rwego rw'ingufu zifite ubushobozi bwo kugira ijamba muri gahunda ya politiki y'ingufu mu karere k'Umuryango w'Ubukungu Uhuriweho n'Ibihugu byo muri Afurika y'Amajyepfo (SADC). Kugira ngo ibigereho, SEAN isaba kugira uruhare rwagutse mu nzego bireba za SADC zifite aho zihuriye na politiki y'ingufu. Kugirango igere ku nshingano zayo zo guhagararira inyungu z'abakozi bo mu rwego rw'ingufu n'iz'aturere twagutse duturukamo abatwagutse bari mu cyiciro cy'abakozi, SAEN yifashisha ubushakashatsi kugira ngo isobanukirwe mu buryo bwimbitse imiterere y'ingufu muri SADC. SEAN yisunga kandi ubutwemerane n'indi miryango ya sendika z'abakozi na sosiyete sivile kugira ngo hashyirweho umusingi ukomeye wo kugira uruhare muri politiki zerekeye ingufu muri SADC.

Ikigo cya FES cyo Kubaka Ubushobozi bwa Sendika z'Abakozi (TUCC) cyishimiye gukorana na SAEN mu guteza imbere inyungu z'abakozi mu rwego rw'ingufu mu karere ka SADC, no mu gutangiza ubushakashatsi mu rwego rwo kwegeranya ibitekerezo bizashyirwa muri iyi nyandiko yo kunguranaho ibitekerezo. Iyi nyandiko yateguwe na Ivan Mbirimi, Umushakashatsi mu byerekeye Ubukungu akaba n'Impuguke Yigenga. FES TUCC irifuza gushimira Ivan Mbirimi kuba yaratunganyije iyi nyandiko nyunguranabitekerezo, kandi nta gushidikanya ko izakoreshwa nk'umutungo w'ingirakamaro mu kungurana ibitekerezo no mu biganiro mpaka bigamije kubaka urwego rw'ingufu zirambye, zihendutse kandi zigezwa ku baturage bose bo muri Afurika y'Amajyepfo.

Bastian Schulz, Umuyobozi, FES TUCC

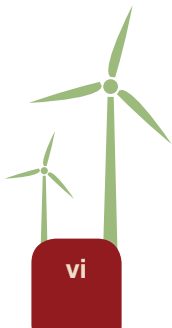
Johannesburg, September 2017





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IJAMBO RY'IBANZE:

Imihindagurikire y'Ikirere yavuzwe igihe kirekire n'abahanga mu bya siyansi ikomeje bidasubirwaho kuba isoko y'ibihe bibi bidasanzwe, birimo amapfa n'imyuzure, bigira ingaruka kuri bose muri Afurika y'Amajyepfo. Iyi mihindagurikire y'ikirere yabangamiye ikwirakwizwa ry'ingufu zisanzwe nubundi zidahagije muri Afurika y'Amajyepfo. Ikibazo cy'ibura ry'ingufu cyakomeje gukara mu myaka icumi ishize muri aka karere, aho cyaranzwe n'izamuka ry'ibiciro rikomatanyijwe n'ibura ry'ingufu rihoraho; guverinoma zikaba zarananiwe gukemura ibi bibazo. Kubera izo mpamvu, abaturage benshi cyane nta mashanyarazi abagezwaho ku buryo n'ireme ry'ubuzima babayemo ndetse n'ibyo bateganya gukora bikabangamirwa n'ibyo bibazo.

Muri iki gihe, inyinshi mu ngufu dukoresha zikomoka ku bicanwa bituruka ku mborera, izo ni ingufu zituruka ku bibora biba munsu y'ubutaka, bisanzwe bigira uruhare mu kubungabunga umwuka n'ubuhereze bw'ibidukikije no kugabanya imyuka ihumanya. Impinduramatwara rusange mu gukoresha ingufu zisubira: ingomero z'amashanyarazi, imirasire y'izuba, ingufu z'umuyaga n'ingufu zikomoka ku bimera; isaba kunyura mu gihe cy'inzibacyuho mbere yo kugera ku bukungu bukoresha imyuka mike ya karuboni. Ubu buryo bw'ingufu buzagabanya imyuka ihumanya ku gipimo kingana na zeru kandi ntibuzangiza ibidukikije.

Ubusanzwe ingufu zisubira ni inkuru nziza ku duce twasigaye inyuma mu iterambere – cyane cyane abakene bo mu duce tw'icyaro n'abo mu miji ikennye - kubera ko zikwirakwizwa ahantu hanini. Sendika z'abakozi zigomba kugira uruhare mu mpinduramatwara igamije ikoreshwa ry'ingufu zisubira. Ibi bizafasha mu gukemura ikibazo cy'ibura ry'ingufu zikenewe no gukemura ikibazo cy'ubusumbane bigaragazwa n'amateka ko byakomeje kwaguka kubera ikusanyabukungu n'ikabyabubasha.





Muri iki gihe, hari amahirwe atangiye kugaragara ko sendika z’abakozi zakwinjira mu ruhando rwo kungurana ibitekerezo, maze zigafasha gutegura politiki tuzagenderaho mu gihe kiri imbere mu byerekeye ingufu kandi bigakorwa mu nyungu za bose. Sendika z’abakozi nizibasha kujyana n’iyi mpindura matwara ntizizirwanye, Sendika zizashobora kugera kuri ibi bikurikira:

Kubaka ubushobozi muri tekini ndetse n’ubunararibonye bya sendika ku bibazo byihariye bireba urwego rw’ingufu:

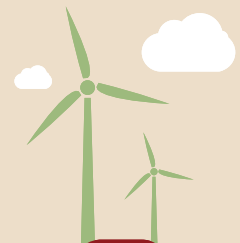
- Kwinjiza ibibazo by’iterambere muri gahunda za Sendika;
- Kwagura inshingano za Sendika zikarenga iz’abanyamuryango basanzwe;
- Guca umuco wo kwiharira ijambo waranze abafata ibyemezo mu rwego rw’ingufu;
- Kongera ubushake bwa politiki mu gushyira mu bikorwa politiki zerekeye ingufu zisubira;
- Kugira ijambo muri izo politiki binyuze mu ruhare rutaziguye zigira mu itegurwa rya politiki;
- Gufasha mu gutegura gahunda y’ingufu ihuriweho y’abaturage bose ba Afurika y’Amajyepfo;
- Gufasha mu buryo bwo gushyiraho amabwiriza ahanye mu igenzura ry’imikorere;
- Gufasha akarere ‘kugaruza igihe kataye’ kakitabira ikoranabuhanga rigezweho rizabanza kugirira inyungu abakene ndetse n’ibihugu bikagize;
- Kongerera ubumenyingiro abanyamuryango kugira ngo babyaze inyungu inzibacyuho iganisha ku ikoreshwa ry’ingufu zisubira;
- Kugira uruhare mu ikwirakwizwa ry’ingufu zisukuye binyuze mu makoperative no kumva ko iki gikorwa zikigize icyazo
- Gutera intambwe igana ku gutsura ubuziranenge n’inganda zo mu karere zikora ibikoresho bikenewe bikoresha ingufu zisubira.



Afurika y'Amajyepfo ifite inyungu ebyiri zifatika mu kwitabira ikoreshwa ry'ingufu zisubira – ubwinshi bw'umutungo kamere utaracukurwa kandi bigaragara ko utahashira, hamwe no kuba ifite ubushobozi bwo gutangira gukorera ku rubuga rusukuye (= clean slate). Muri iki gihe sendika z'abakozi zifite amahirwe y'akataraboneka yo kurenga ibibazo bya politiki z'igihe cyahise kugira ngo zibyaze inyungu amahirwe atagereranywa zifite bityo zirusheho gutanga serivisi nziza ku baturage bose bo mu karere. Umusaruro uzava muri uyu murimo ni wo ntambwe izaba itewe mu cyerekezo nyakuri kandi ugomba gukurikizwa n'umwete mwinshi ndetse n'ibikorwa bya Sendika z'abakozi zo muri Afurika y'Amajyepfo.

Joseph Mweneva Kamwendo

Perezida wa SAEN

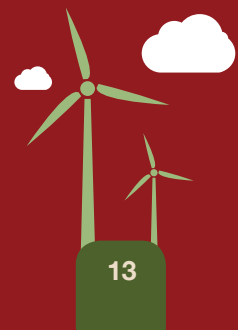


UBUTUMWA BW'INGENZI

- Urwego rw'ingufu ku isi ruhanganye n'ibibazo byinshi, birimo imihindagurikire y'ikirere, kwiyongera kw'ibiciro by'ingufu, Imikoreshereje n'imicungire y'ingufu. Ibi bibazo ni byo bizazana impinduka mu buryo ingufu ziboneka, zigezwa ku bantu kandi zigakoreshwa; kuberako urwego rw'ingufu mu gihe kizaza rugomba gutanga amashanyarazi no kuyakwirakwiza ku buryo aba yizewe, adahenze kandi atangiza ibidukikije.
- Ku bireba Afurika y'Amajyepfo, imbogamizi ziteye inkeke kurusha izindi ni imihindagurikire y'ikirere n'ubukene bw'ingufu zo gukoresha. Ubukene bw'ingufu zo gukoresha bivuze ko abatwaga bo mu duce tw'icyaro binjiza amafaranga make ndetse n'abashomeri baba mu duce tw'imijyi batagezwaho amashanyarazi, kabone n'iyi begereye umuyoboro w'amashanyarazi.
- gukemura ikibazo cy'ibura ry'ingufu zikenewe bisobanura:
 - kwagura umuyoboro w'igihugu ukagezwa mu duce tw'icyaro,
 - kwagura ahakomoka ingufu; no
 - gutanga amashanyarazi ashobora kugurwa n'abakene.
- Gukemura ikibazo cy'imihindagurikire y'ikirere bisobanura gutera intambwe uganu ku ikoreshwa rigezweho ry'imiyoboro y'amashanyarazi (ikomatanya ikoranabuhanga mu ngufu zisubira nk'ingufu zikomoka ku mirasire y'izuba ndetse n'izikomoka ku muyaga) no guhuza imashini zitanga umuriro w'amashanyarazi n'abakoresha umuriro w'amashanyarazi, hamwe n'uburyo buhamye bwo kugenzura imikorere.



- Ibihugu bigomba gutegura gahunda zihuriweho zerekeye ingufu zisa na gahunda Afurika y'Epfo yemeje mu 2011. Izo gahunda zishyiraho icyerekezo kizifashishwa mu kwagura itangwa ry'ingufu hamwe n'impinduka nziza mu buryo bwo kubona ingufu z'amashanyarazi.
- Imihindagurikire y'ikirere n'ikibazo cy'ingufu muri iki gihe mu karere biragaragaza icyizere cy'amahirwe yo gusuzuma no kongera gutegura politiki kugira ngo zirusheho kugira akamaro.
- Imyanzuro y'ingenzi kuri politiki n'umusaruro itanga akenshi bifatwaho icyemezo n'abari mu buyobozi hadashingiwe ku kungurana ibiterezo ku buryo bwagutse. Ni yo mpamvu uburyo bukurikizwa mu gushyiraho politiki bugomba gushimangirwa harebwa ko burushaho kudahaza kandi bigakorwa mu mucyo ndetse bikabonera umuti ibyo abaturage bakeneye.
- Sendika z'abakozi zigomba kwita ku kibazo cy'ingufu n'imihindagurikire y'ikirere nk'aho ari ibintu bituma habaho urubuga rugamiye impinduka muri politiki zitanga umusaruro ushimishije. Uburyo bwakora neza kurusha ubundi kugira ngo sendika z'abakozi zongere ijamba zifite mu gutegura no gushyiraho politiki, ni ugusobanukirwa ibibazo byagaragajwe ko ari byo bizana impinduka mu rwego rw'ingufu.





INTANGIRIRO

Uburyo bwo gukoresha ingufu hiryana no hino ku isi bugenda buhinduka ku buryo bugaragara. Ibibazo bitandukanye nk'imihindagurikire y'ikirere, ibiciro bihanitse by'ingufu, kwihaza mu bijyanye n'ingufu, gucunga neza ingufu n'ubuke bw'ingufu zikenewe gukoreshwa; ibi byose bikomatanyirizwa hamwe mu kuzana impinduka z'ibanze mu buryo ingufu zibonekamo, uko zitangwa n'uko zikoreshwa. Ibihugu byinshi byifuzaga kongera uruhare rw'ingufu zisubira mu ruvangitirane rw'ingufu, kubera ko byumvikana neza ko uburyo bw'ingufu zo mu gihe kiri imbere, bugomba kubyara no gukwirakwiza amashanyarazi yizewe, ahendutse kandi aboneka mu buryo busukuye kandi budahumanya ibidukikije.



Mu magambo arambuye, iyi miterere ituma habaho impinduka mu buryo bukoreshwa ku isi mu kubona ingufu hagamijwe kugabanya imyuka ya karuboni ikagera ku gipimo cya zeru mu kinyejana cya 21. Mu buryo bufatika, ibi bisobanuye kwinjiza muri gahunda yo gukwirakwiza ingufu, hagatangwa umubare ugenda wiyongera w'ingufu zisukuye kandi zisubira, umubare w'abageza ku bandi ingufu zikenewe ukuyongera ku rugero rwo hejuru, kandi hakiyongeraho no gukora amavugururwa yimbitse muri gahunda za politiki.







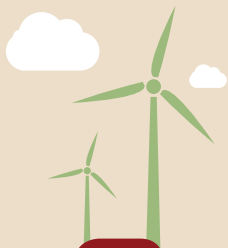
AMAVU N'AMAVUKO

Hashize imyaka irenga icumi (10) kuva aho ikibazo cy'ingufu muri Afurika y'amajyepfo gitangiriye gukaza umurego. Ndetse n'abaturage basanzwe bamaze kumenya ko za guverinoma zidafite ibikoresho bikwiriye byo guhangana n'ibibazo bigoranye, bigomba kubonerwa umuti kugira ngo hashyirweho uburyo burambye bwo kubona ingufu zikoreshwa. Abafata ibyemezo bya politiki bagomba gusobanukirwa impamvu uburyo bukoreshwa muri politiki muri iki gihe budatanga umusaruro, maze bagaharanira kwemeza no gutora politiki zirushaho gutanga umuti w'ibibazo biriho, kandi zitagira uwo zihaza ku buryo zinakorera mu mucyo.



Biragaragara ko hari intege nke cyane mu buryo bukurikizwa mu gutegura za politiki:

- Inyinshi muri politiki zigaragara ko ziza zisubiza cyangwa zigerageza kubonera umuti ikibazo cyerekereye ingufu z'amashanyarazi kiriho muri iki gihe; izi politiki ntabwo zihaza agaciro gakwiye ubundi buryo bwo gutanga ingufu mu gihe kiri imbere.
- Urubuga rwo gufatiramo ibyemezo bya politiki rwakunze kuba akarima kihariwe 'n'ababigiramo uruhare' b'abanyabubasha-abanyapolitiki, abashoramari n'abatekinisiye b'abacurabwenge mu byerekeye ubuyobozi. Ni yo mpamvu ibigo bishinzwe serivisi (nk'iz'ingufu) zifitiye igihugu akamaro, ibigo mpuzamahanga by'imari n'abaterankunga baturutse mu mahanga aribo bagize uruhare rw'ingenzi mu kugena isura politiki y'ingufu igomba kugira mu bihugu byinshi byo mu karere.
- Hagaragara ubusumbane no kugendera ku bitekerezo by'intyoza mu kugena politiki ku buryo buhaza amatsinda y'ingirakamaro nka za sendika z'abakozi ndetse n'abagenerwabikorwa.

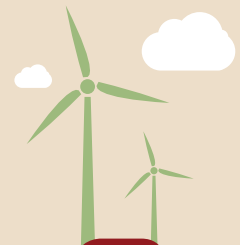


Raporo (aka gatabo gashingiraho) yakozwe kugira ngo ikangurire abantu ibibazo bikomoka ku miterere y'ingufu igenga ihindagurika ku rwego rw'isi nk'uko yasobanuwe mu ngingo zavuzwe hejuru¹. Iby'ingenzi bikubiye muri iyo nyandiko bigaragaza ko hakenewe:

- Gusobanukirwa imiterere y'ikibazo cya politiki y'ingufu Afurika y'Amajyepfo ihanganye na cyo no gutegura ibisubizo nyabyo byo kukibonera umuti;
- Gutegura uburyo bukurikizwa mu gutegura za politiki burushaho kutagira abo buheza kandi bukorera mu mucyo hitabwa ku kwagura umubare w'ababigiramo uruhare;
- Kumenya amahirwe azanwa n'imihindagurikire y'ikirere n'ikibazo gihoraho kijyanye n'ingufu; no
- Kugira ubunararibonye no gushimangira ubushobozi bwa tekiniki ku bibazo byabaye intandaro yo gutegura politiki yerekeye ingufu mu gihe kiri imbere.



1. Aka gatabo gashingiye ku nyandiko ndende cyane yateguwe ku busabe bw'Ikigo cya Friedrich Ebert Stiftung kigamije guteza imbere ubushobozi bwa Sendika z'Abakozi (TUCC) mu mwaka wa 2016, ifite interuro Iganisha kuri Gahunda Ihamye ya Politiki y'Ingufu yateguriwe Afurika y'Amajyepfo, ifite umutwe ugira uti 'Ni Uruhe Ruhare rwa Sendika z'Abakozi?'



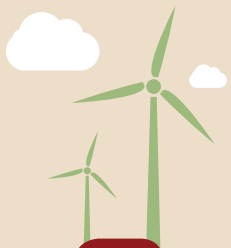


IBIBAZO BIRIHO MURI IKI GIHE

Gusobanukirwa ikibazo kiriho muri iki gihe mu karere bitangirana no gusuzuma impamvu zituma ibigamijwe muri politiki n'ingamba byateguriwe. Kuki akarere katabashije kwitegura umusaruro muke w'ubushobozi bwo kubyaza ingufu amashanyarazi bugaragara muri iki gihe, ni izihe mpamvu gukusanya amafaranga byagoranye ku buryo binanirana gukemura ikibazo kijyanye n'umutungo kamere w'ingufu akarere gakungahayeho? Ibisubizo bigaragaza ingaruka eshatu zo kuba iyi politiki nta musaruro yatanze:



- Hashize igihe kirekire igipimo cy'imari ishorwa mu bikorwaremezo by'ingufu gikomeza kuba inyuma y'igipimo cy'ubwiyongere bw'abaturage n'ubukungu. Ibi biterwa n'impamvu nyinshi zirimo ibiciro by'amashanyarazi biri hasi cyane ku buryo gushora imari muri uru rwego nta nyungu bitanga; ubumenyingingiro budahagije kandi busabwa mu rwego rwo kugena ingamba, gucunga no gushyira mu bikorwa imishinga minini y'amashanyarazi; na raporo itari nziza yerekana uko ibikorwaremezo by'ingufu bisanzweho byitabwaho.
- Ibibazo bya politiki no guhomba kw'imishinga byageze ku gipimo cyo hejuru cyane kugira ngo ishoramari ribashe gutanga inyungu. Impamvu imwe ni uko za guverinoma zisa n'aho zishyira imbere igenzura rikozwe n'igihugu ku mishinga y'ingufu ndetse n'imitungo aho kwita mbere na mbere ku nyungu z'imishinga y'ingufu yo mu karere. Igice kinini cya myinshi muri iyi mishinga na cyo giteza ibibazo – urugero: imwe mu mishinga minini y'ingomero z'amashanyarazi igomba gutanga icyizere ku masoko yo mu karere cyangwa yo hanze yako. Ibi bisobanura impamvu igipimo kinini cy'ibishobora kubyazwa ingufu zikomoka ku ngomero z'amazi mu karere bikomeje kutabyazwa umusaruro ku buryo bwagutse.



- Gahunda za politiki zisa n'izigaragaza intege nke, kuba zitajyanye n'igihe kandi zihariwe n'amasosiyete ya leta ashinzwe ibyerekeye amashanyarazi, kubera ko abayobozi bakuru bayo akenshi baba ari abanyapolitiki bashyizwe mu myanya na leta.



Izi ntege nke muri politiki zimaze kuvugwa zaguye icyuho mu rwego rw'ingufu:

- Icyuho mu ishoramari/no mu mutungo w'amafaranga;
- Icyuho mu bumenyigiro no mu bundi bumenyi;
- Icyuho mu bikoresho bitangwa ugereranyije n'ibikenewe – urugero icyuho hagati y'amashanyarazi ashobora kuboneka aturutse ku ngomero zo mu majyaruguru y'Umuryango w'Ubukungu uhuriweho n'Ibihugu byo mu Majyepfo ya Afurika (SADC) n'amasoko yo mu gice cy'amajyepfo y'ako karere;
- N'icyuho muri gahunda za politiki akenshi ziheza amatsinda y'ingenzi nka za sendika z'abakozi n'amatsinda y'abagenerwabikorwa.



Nyamara ariko, bigomba kumvikana ko akarere kagaragaje ku buryo busobanutse zimwe mu ntego za politii gafite, arizo: kugezwaho ingufu, kwihaza mu bijyanye n'ingufu, kwihanganira imihindagurikire y'ikirere no gushyiraho politiki y'ibidukikije ibasha kureshya abashoramari.





IMBOGAMIZI ZIRIHO

Mu guhangana n'ibibazo byugarije urwego rw'ingufu, abafata imyanzuro mu rwego rwa politiki bagomba gushyira politiki y'ingufu mu rwego rwagutse rw'iterambere. Afurika y'Amajyepfo yugarijwe n'ibibazo bifitanye isano n'ubusumbane bukomeza kwiyongera hagati y'abakire n'abakene, kandi imihindagurikire y'ikirere ni imwe mu mbogamizi nshya zikarishye kurusha izindi kandi zibangamiye urwego rw'ingufu. Ibi biratugeza ku mwanzuro uvuga ko politiki y'ingufu mu gihe kiri imbere ibereye akarere igomba kubonera igisubizo ibyo bibazo byombi.

Isano iri hagati y'ubusumbane mu kugezwaho ingufu n'ingaruka z'imihindagurikire y'ikirere irigaragaza cyane. Hari igitutu ko imihindagurikire y'ikirere izarushaho gutuma ibintu bizamba, hashingiwe ku bintu bishoboka bigaragaza ko abaturage bo mu cyaro bazarushaho gutindahara kubera amapfa akomeza kwiyongera ndetse n'izindi mpamvu z'imiterere y'ibihe zikomeje kubibasira. Umusaruro muke cyane w'abaturage bo mu cyaro utuma kandi barushaho kugirwaho ingaruka mbi zikomotse ku mihindagurikire y'ikirere. Ku byerekeye akarere nka Afurika y'Amajyepfo, karanzwe n'amateka yo guharanira kwivana mu busumbane bukabije mu mibereho y'abaturage n'ubukungu, uko iki kibazo giteye ntitwakwihanganira ko gikomeza kuzambya ibintu.

Hari impamvu ebyiri zigira uruhare mu busumbane mu kugezwaho ingufu kandi izo mpamvu ni imiterere ihuriweho y'urwego rw'ingufu rwo mu karere:

- Impamvu ya mbere ni uko hatitawe ku iterambere rigaragara ry'ibikorwaremezo by'ingufu mu duce tw'icyaro, ku buryo abenshi mu baturage bo mu cyaro batuye mu duce turi kure ya serivisi zo gutwara no gukwirakwiza ingufu z'amashanyarazi.





- Indi mpamvu ni uko, n'iyoye ibikorwaremezo by'ingufu byaguwemo bikagezwa mu duce dukennye, gushyirwa mu muyoboro bikomeza kuba ingorabahizi kubera ko amikoro make cyangwa adahagije atuma igikorwa cyo kubagezaho umuyoboro w'amashanyarazi gihenda cyane.

Ibi birerekana ko politiki na gahunda bigamije kongera umubare w'abakene bagezwaho amashanyarazi zitagomba gusa kwibanda ku kwagura ibikorwaremezo; ahubwo zigomba no gutanga inkunga y'amafaranga yo gutuma abakene babasha gushyirwa ku muyoboro w'amashanyarazi.



Hari impamvu ya gatatu igomba gusuzumwa: isoko y'ingufu zisubira ntabwo igomba kwangiza ibidukikije, mu bihugu biri munzira y'amajyambere, iyo bikomatanyijwe n'ikorabuhanga rigezweho, ingufu zishobora gusakazwa kugezwa ku rwego ruciye bugufi cyane ku buryo izo ngufu zirushaho guhendukira abaguzi. Ni yo mpamvu rero bishobora kuba atari ngombwa ko ibihugu bikiri mu nzira y'iterambere byubaka ibikorwaremezo byagutse by'ingufu mu rwego rwo kongera umubare w'abagezwaho ingufu. Ahubwo, ibyo bihugu bishobora kuzamura urwego rwabyo rushinzwe ingufu z'amashanyarazi byifashishije imiterere ishobora gucungwa neza, yizewe kandi igezwa kuri benshi. Ibi byamaze gukorwa ku ikorabuhanga rya telefoni ngendanwa, kuko kuba ryarasakaye henshi byagezweho bitabaye ngombwa kwagura ibikorwaremezo by'itumanaho byari bisanzweho.

Icyakora, ibi bishatse kuvuga ko za guverinoma zo mu karere zifite ubushobozi bwo gutsinda izo mbogamizi uko ari ebyiri, ni ukuvuga kuzamura ishoramari ry'ibanze risabwa mu rwego rwo gutangiza iterambere ry'ikorabuhanga ryifashisha ingufu zisubira no gushyiraho imiterere ya politiki ihamye kandi ituma abantu bayitabira.

Tugarutse ku mihindagurikire y'ikirere, hariho nibura impamvu eshatu zizagira ingaruka ku rwego rw'ingufu: gushyuha kw'isi; impinduka mu miterere y'ibihe byo mu karere; n'ibibazo biterwa n'imiterere mibi y'ibihe bidasanze. Mu myaka mike ishize, izi ngaruka zakomeje kwigaragaza mu karere. Imvura y'amahindu yaguye mu gihe cy'imvura mu mwaka wa 2016/2017, yabonetse nyuma y'imyaka myinshi yanzwe n'amapfa, yerekana ukwiyongera k'ubukana n'inshuro imiterere y'ibihe biteye inkeke abahanga mu byerekeye imiterere y'ibihe n'ikirere bari baravuzeho mbere y'uko biba.



Kubera ko urwego rw'ingufu ari rwo rutanga umusanzu munini mu myuka ya gazi ihumanya ibidukikije, ruzagirwaho ingaruka zigaragara na politiki zigamije kubahiriza intego yumvikanyweho mu nama yo ku rwego mpuzamahanga yo guhangana n'ubushyuhe bukabije ku isi – yashyizwe kuri dogere 2 n'Inama yabereye i Paris yigaga ku mihindagurikire y'Ikirere. Hari uburyo bwinshi butanga ikizere cy'ibyasezeranyijwe mu kugabanya imyuka ya gazi iva mu rwego rw'ingufu bwagaragajwe ku buryo bufatika. Ubwo buryo bukubiyemo ubukurikira:



- Gutanga amashanyarazi adacucumura imyuka ya karuboni no kongera ikoresha ry'ikoranabuhanga ryifashisha ingufu zisubira;
- Gushyira amashanyarazi mu nzu hagamijwe ubushyuhe n'ubwikorezi muri iki gihe usanga hifashishwa ubundi buryo bw'ibicanwa; no
- Kugabanya ingufu zikenerwa gukoreshwa bwa nyuma (imikoreshereze y'ingufu mu buryo burushaho kuzirondereza) ku byerekeye gutwara no gukwirakwiza ingufu z'amashanyarazi.





Ni ibintu bigaragara ko ingufu zikoreshwa muri iki gihe mu kugabanya imyuka ya gazi yangiza ibidukikije zagombye kongerwa ku buryo bugaragara kugira ngo intego y'igipimo mpuzandengo cy'ubushyuhe bwo ku isi cyemeranyijweho mu Nama yabereye i Paris yigaga ku Miterere y'Ikirere mu 2015.

Politiki za guverinoma zizaba ari ingirakamaro mu gushishikarira kuzana impinduka mu rwego rw'ingufu - by'umvihariko politiki zerekeye ishoramari mu bikorwa by'ikoranabuhanga byifashisha ingufu zisubira (cyane cyane kvanaho imbogamizi ku ishoramari); kubaka ubushobozi; no gutegura amategeko aboneye yatumye hatabaho ihindagurika ry'amabwiriza akurikizwa.



Akamaro k'izi ngamba ku ruhande rumwe kagaragazwa n'iterambere rya Gahunda y'Itangwa ry'Amasoko y'Abashoramari mu nganda zitanga amashanyarazi zigenga kandi zifashisha Ingufu zisubira zo muri Afurika y'Epfo (REIPP). Ibi birerekana ko ikoranabuhanga ryifashisha ingufu zisubira rigendera ku mategeko asobanutse kandi ahanye adakunze guhindagurika ku buryo bituma urwego rutera imbere, bityo bigatanga inkunga itaziguye kuri iryo koranabuhanga. Nyuma yo gutangiza ibiciro bizajya byubahirizwa nka kimwe mu bikoreho by'ingenzi by'iyi politiki, guverinoma yahinduye uburyo bwo gutanga amasoko no kuyapiganira, bikaba bigaragara ko iyi mpinduka yagenze neza bihagije ku bireba urwego rw'inganda kugira ngo zibashe kwagura ibikorwa byazo ku buryo bugaragara.

Icyakora, isomo Afurika y'Epfo yabikuyemo na ryo ryerekana ko kwagura ikoranabuhanga ryifashisha ingufu zisubira, bizazana ingorane zizarushaho kwiyongera mu bijyanye no kwinjiza uburyo bwo kubyaza ingufu amashanyarazi mu muyoboro uyatunganya kandi bikongera uruhare mu rwego rw'inganda, hamwe no kugenzura niba hazaboneka amahirwe yo guhanga imirimo igenewe abaturage bo mu gace umuyoboro uherereyemo.



Muri Afurika y'Amajyepfo, aho ingufu zisubira zituruka hagaragara amahirwe y'ibishobora gukorwa bigaragara mu kugabanya imyuka ya gazi yangiza ibidukikije, kandi kubera ko izo ngufu zitangiye kurushaho guhangana n'izindi ku isoko ugereranyije n'amashanyarazi atangwa n'imashini, bizatuma kuzikoresha birushaho kureshya benshi mu bazikoresha.

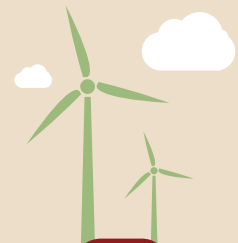
Muri iki gihe, amashanyarazi atangwa n'ingomero ni yo yonyine atanga umusanzu munini kurusha andi (21% mu 2015), ariko amashanyarazi akomoka ku mirasire y'izuba yari kuri (2.9% mu 2015), akomoka ku muyaga akaba kuri (4.4% mu 2015) mu gihe ingufu zikomoka ku bimera biteganyijwe ko arizo zizazamuka cyane kurusha izindi zose.

KWITANDUKANYA N'UBURYO BUSHAJE

Icyagombye kwitwa uburyo bwa politiki gakondo mu rwego rw'ingufu burangwa ahanini n'icyo Banki y'Isi, muri Raporo yayo ku Iterambere ku Isi iherutse gutangazwa (2017), isobanura ko ari ubusumbane mu ikwirakwizwa ry'amashanyarazi muri sosiyete. Ibi ni nabyo bivamo guheza amwe mu matsinda ku buryo atagira uruhare mu buryo bukurikizwa mu itegurwa rya politiki bikanabangamira umusaruro w'iyi politiki kubera ubwiganze muri politiki no kwimakaza icyenewabo².

Ubwiganze bisobanura ingufu zikoreshwa n'injijuke muri politiki cyangwa za guverinoma mu kugira ijamba muri politiki zishyira imbere inyungu zabo, bigaha urwaho abafite ububasha muri politiki mu kugira ijamba ku buryo burimo akarengane ku musaruro uteganyijwe kuzagerwaho n'iyi politiki.

2. Raporo ya Banki y'Isi ku Iterambere ry'Isi yo muri 2017.





Itonesha rijyanye no gukoresha ububasha bwa politiki mu buryo buzanira inyungu amatsinda atoneshwa (abatoni). Ibyo itonesha rikunze kugaragariramo ni igihe amashyaka ya politiki cyangwa za guverinoma bigenera amatsinda y'abakene cyangwa y'abatishoboye amahirwe amwe n'amwe nk'uburyo bwo kwigarurira amajwi yabo, bigamije gushimangira ingufu zabyo muri politiki.

Uburyo bukurikizwa mu ishoramari no gushyiraho ibiciro bwemejwe na za guverinoma zo mu karere bwerekana ingaruka mbi z'ibyo byombi ku rwego rw'ingufu. Urugero:



- Akenshi ibyemezo by'ishoramari byagiye bitinzwa n'injijuke zigerageza kwibonera ibikorwa by'ishoramari byibanda ku nyungu zabo bwite aho kuba ibyiza bigenerwa rubanda.
- Mu gihe inyinshi muri za guverinoma zo mu karere zashyizeho inzego zigenga mu kugenzura serivisi z'ingufu zigahabwa inshingano zo kugaragaza mu bwisanzure igipimo ibiciro by'amashanyarazi biriho, inzego ngenzuramikorere zigenga ni rimwe na rimwe zihabwa ubwisanzure busesuye. Ibi biterwa n'uko za guverinoma buri gihe zishingikiriza inzego ngenzuramikorere kugira ngo zigumishye ibiciro ku bipimo bigaragara ko bihendukiye abaturage bakennye, nk'uburyo bwo kwigarurira amajwi y'abo bakene (bafatwa nk'abakiriya), bityo zigashimangira ububasha bwa politiki bw'abo bari muri guverinoma.

Hanyuma se, ni iki byasaba kugira ngo za leta zitandukanye n'uburyo gakondo busanzwe bwo kwita kuri politiki yo mu rwego rw'ingufu?



Muri rusange, gutegura politiki zihamye bishingira ku mpamvu eshatu zifitanye isano:

- Mbere na mbere, politiki zihamye zigomba kuba zijyanye n’imyiteguro ya politiki n’iy’ibigo izo politiki zateguriwe. Kubera ko hariho uruvange rw’impamvu zijyanye n’amategeko ndetse n’ibigo bitandukanye, za politiki zigomba kuba zibereye ingamba za politiki n’iz’ibigo aho zizashyirwa mu bikorwa, niba zigomba kugira akamaro. Mu mvugo yumvikana kurushaho, ibikoresho byifashishwa mu gushyiraho politiki ntabwo bigira umusaruro ku rugero rungana ahantu hose politiki zishyirwa mu bikorwa.
- icya kabiri ni uko ari ingirakamaro gusobanukirwa ibyo politiki zigamije kandi zibandaho. Kuba ibigamijwe bidasobanutse neza ni imwe mu mpamvu zituma politiki nziza rimwe na rimwe zidatanga umusaruro. Ikindi kandi si ibintu bidasanzwe kubona intego zivuguruzanya muri gahunda ya politiki imwe. Mu gihe ibi bishobora rimwe na rimwe kuba biterwa na ‘politiki iriho’, mu zindi ngero zimwe na zimwe bigaragaza impamvu ituma abategura za politiki batarasesenguye neza ibyo politiki zabo zagombye kwitaho mbere y’ibindi.
- icya gatatu ni uko ari ingirakamaro gusobanukirwa neza imbogamizi zishobora gutuma bigorana kugira ngo intego za politiki zigerweho.





Muri izi mpamvu eshatu twakuramo imyanzuro ibiri ifatika:

Iya mbere ni uko ari ingirakamaro by'umwihariko gusobanukirwa uburyo politiki zo muri iki gihe zikora. Niba gushyiraho politiki ahanini bihabwa umurongo n'ibihe bihoraho byari bisanzwe biriho mu rwego rwa politiki n'inzego z'imirimo, imiterere n'ingufu by'imbaraga za politiki bigira uruhare mu rwego rwa politiki bigomba kumvikana neza. Izi mbaraga zishobora gutegerezwaho kugirira inyungu ingamba za politiki zisanzweho, akenshi zivamo ubunabwo no kuba imburamukoro.



Iya kabiri ni uko politiki zitanga umusaruro mu kigo kimwe atari ngombwa ko byanze bikunze zizatanga umusaruro mu kindi kigo. Mu bijyanye na politiki zo mu bihugu bikiri mu nzira y'amajyambere, ikibazo si uko injijuke arizo zigenzura uburyo politiki zikoreshwamo gusa; ahubwo impamvu ni uko ubushobozi bwa tekini n'ubunararibonye akenshi biba bifite intege nke cyane ku buryo bitabasha gukora isesengura no gushyira mu bikorwa politiki zisabwa.

Gahunda ya politiki igomba kuba ikwiranye n'ikigamijwe, isobanutse kandi ikora neza. Urugero, politiki igamije gushyiraho ibiciro bihuye n'ikiguzi ntibishobora gutegerezwaho gutuma ibiciro bihita bihendukira umuturage w'umukene utuye mu mugwi.







AMAHIRWE... YO KUNGUKIRA MU IKORANABUHANGA RYIFASHISHA INGUFU ZISUBIRA

Aho ingufu zisubira zituruka (nk'ibisahani bikurura ingufu z'imirasire y'izuba (PV), ku muyaga no ku ngomero) ni bumwe mu buryo bukunzwe muri Afurika y'Amajyepfo kubera ko bugira ingaruka nke mu gusohora imyuka ya karuboni, gutanga akazi ku buryo buhoraho no kuba ibiciro byabwo bidakunze guhindagurika. Izo ngufu zizana inyungu nyinshi mu rwego rw'ubukungu mu burezi, ubuzima n'umurimo. Zitanga kandi amahitamo atuma abantu bazitabira kandi kuzikoresha bikoroha:

- Iterambere mu ikoranabuhanga ry'imiyoboro ikoresha uburyo bugezweho, yatumye bishoboka kurushaho kwinjiza umubare munini w'ingufu zitangwa ariko zishobora kuyoyoka, ndetse n'umubare munini w'abatanga ingufu mu muyoboro wo kuzikwirakwiza. Ibi bisobanuye ko guteza imbere umuyoboro uhuriweho wo mu gihugu cyangwa mu karere muri iki gihe byoroshye ko wubakwa. Iyo hashyizweho umuyoboro uhuriweho, birushaho koroshya igikorwa cyo kugabanya ikoresha ry'umuyoboro rusange no gutanga amashanyarazi y'ingoboka igihe izindi ngufu zabaye nke mu gihe amashanyarazi arimo gukoreshwa cyane.



- Ikoranabuhanga ry'umuyoboro ugezweho ni ikindi kintu gifasha mu ikoranabuhanga ryo gukwirakwiza amashanyarazi atangwa n'iyoy miyoboro (DG)³. Binyuze mu guteza imbere sitasiyo nto z'amashanyarazi zegerejwe abaturage, birashoboka kugeza ku rwego rw'ingo inganda nto zitanga amashanyarazi. Ibi bizafasha ingo ubwazo ndetse n'imijyi yo mu cyaro kugezwaho amashanyarazi, bitabaye ngombwa ko hatangwa amafaranga menshi ku mashanyarazi agezwa mu duce dutuwe n'abantu bake.
- Akarere gafite amahirwe yo kungukira mu ngamba zo kurondereza ingufu zikoreshwa - kandi byoroshywa n'ikoranabuhanga rigezweho ryo gukoresha umuyoboro. Kurondereza ingufu ni igikorwa cy'ingenzi mu iterambere rirambye kubera ko kugabanya amashanyarazi akoreshwa bisobanuye ko hazakenerwa ubushobozi buke bu gukwirakwiza ayo mashanyarazi.
- Hari amahirwe yo kwagura ishoramari mu rwego rw'ingufu. Mu gihe serivisi z'imirimu ifitiye igihugu akamaro bisanzwe bizwi ko ari zo zishinzwe kubaka inganda z'amashanyarazi igihe bikenewe, hifashishijwe imiyoboro yo kubyaza ingufu amashanyarazi no kuyakwirakwiza (DG), uwo ariwe wese – yaba umushoramari cyangwa ukoresha ingufu ku giti cyo – ashobora gushora umutungo we bwite mu bikorwa bibyara ingufu z'amashanyarazi.



Ku bigo bishinzwe serivisi z'imirimu ifitiye igihugu akamaro byo mu karere bigaragaza ubukene mu rwego rw'umutungo w'amafaranga, ubu buryo bugomba kwitabirwa. Inganda nto z'amashanyarazi zirabyoroshywa kubera ko zituma ibigo bishinzwe serivisi z'imirimu ifitiye igihugu akamaro bibasha gucunga no kugaburira ingufu inganda nyinshi kandi nto zicungwa

3. Ikoranabuhanga mu gukwirakwiza amashanyarazi abonetse (DG) rikoreshe ahantu hato, kandi n'ahakomoka amashanyarazi akoreshwa mu ngo, ubusanzwe haba ari umutungo w'abantu ku giti cyabo kandi bawukoresha, ubwo buryo bugaragaza ubwoko bw'umushinga w'ubucuruzi utandukanye ukoreshe mu mashanyarazi- bigafasha abaturage bo mu cyaro kugezwaho amashanyarazi bitabaye ngombwa ko bashyirwa ku muyoboro.





n'abantu ku giti cyabo ku buryo zihuzwa n'umuyoboro mugari w'amashanyarazi w'uruganda. Ingufu zisubira zakwirakwijwe, cyane cyane ibisahani bishyirwa hejuru y'ibisenge by'amazu bigakurura ingufu z'imirasire y'izuba, ni ikoranabuhanga ry'ingufu zisubira rifite umwihariko kubera icyizere ritanga mu karere.



Icyakora, birakwiye kugaragaza ko amahirwe ashobora gutandukana hagati y'igihugu n'ikindi. By'umwihariko, hari amatandukaniro amwe n'amwe hagati y'amahirwe ashobora kuzanira inyungu Afurika y'Epfo – ahabarizwa igicumbi cy'ubukungu bw'akarere - ariko biteganyijwe ko hari n'andi mahirwe ashobora kuba yagirira inyungu nyinshi kurushaho ibindi bihugu byo mu karere. Mu magambo arambuye, uburyo bw'ikoranabuhanga buzazanira inyungu Afurika y'Epfo burimo kurondereza ingufu zikoreshwa, umuyoboro ugezweho w'uruganda rw'amashanyarazi, mubazi ikoresha ikoranabuhanga, ingufu zakwirakwijwe n'ububiko bw'imyuka y'ubutabire ya Hydrogen. Ibindi bihugu bishobora kungukira mu ngamba zo kurondereza ingufu, ingufu zikwirakwizwa, no gushyira mu bikorwa inganda nto z'amashanyarazi.

Mu gihe kungukira muri aya mahirwe bizasaba gushora amafaranga menshi (ku byerekeye gushora imari mu ikoranabuhanga rigezweho no kwagura umuyoboro w'uruganda rw'amashanyarazi kugira ngo hinjizwemo ikoranabuhanga ryifashisha ingufu zisubira) aka karere, kimwe no mu bindi bihugu bikiri mu nzira y'amajyambere, bizatangira kugira nibura ikintu kimwe kiza. Uretse Afurika y'Epfo, ifite urwego rugaragara rw'ingufu z'amashanyarazi, ibindi bihugu bifite inzego z'ingufu z'amashanyarazi bigaragara ko zitaratera imbere. Ni yo mpamvu bamwe babona ko hari amahirwe menshi ku bihugu bikiri mu nzira y'amajyambere kugira ngo bibashe guhitamo kwitabira ikoresha ry'ikoranabuhanga rigezweho mu rwego rw'ingufu z'amashanyarazi.

AMAHIRWE ... YO GUHA UMURONGO UBURYO POLITIKI ITEGURWAMO

Uko bigaragara, akamaro ko kugira politiki nshya yerekeye ingufu, mu rwego rwo guhangana n'ikibazo cy'imihindagurikire y'ikirere n'ubusumbane bukomeje kwiyongera, bizana agahenge ko kubona amahirwe yo guhindura uburyo politiki zitegurwamo:

- Mbere na mbere, ikibazo gikomeje kubaho cy'ingufu muri Afurika y'Amajyepfo cyerekana ko uburyo politiki zitegurwamo nta cyo bwagezeho. Kubera ko ibintu biteye bityo, habonetse agahenge k'amahirwe yo kubasha guhindura uburyo politiki zitegurwamo. Usuzumye ubu buryo, ikibazo kiriho ni amahirwe yo guhindura imiterere ya politiki isanzweho - yakunze kurangwa no gushyira inyungu z'abanyabwenge b'abayobozi, inzego z'ubucukuzi bw'amabuye y'agaciro n'iz'inganda hejuru y'iz'undi muntu uwo ariwe wese⁴.
 - icya kabiri ni uko guhindura uva mu buryo busanzwe, bukoresha amashanyarazi akomoka ku ngufu zitisubira (nk'amakara, gazi n'amavuta bya kamere) ujya ku ikoranabuhanga ry'ingufu zisubira (nk'ingufu zikomoka ku mirasire y'izuba, umuyaga ndetse n'amashanyarazi atangwa n'ingomero) ntabwo ari ibintu bizikora ubwabyo; ahubwo hazakenerwa politiki zikwiriye kandi zishishikariza abantu gushyira imbere ubu buryo. Hakenewe kandi gushyiraho amahirwe yo kugira ijamba muri izo politiki cyangwa kuziha umurongo.
4. Imiterere ya politiki yifashishwa nk'uburyo bwa bugufi bwo gusobanura ikwirakwizwa ry'ubushobozi bwo kumvikana ku biciro no kugira ijamba mu rwego rw'ingufu – kandi iryo kwirakwizwa rigaragaza muri rusange ubusumbane mu bushobozi dusanga muri sosiyete.



- icya gatatu, kubera kwiyongera kw'abantu bemera ko ahazaza h'urwego rw'ingufu hashingiye ku ikoranabuhanga ry'ingufu zisubira, hari amahirwe yo kuzana impinduka mu buryo bwa gakondo busanzweho - abantu bakareka ubwiganze bw'ibigo bya leta, bigizwemo uruhare ruto cyangwa nta narwo n'andi matsinda (nk'aya sendika z'abakozi n'abagenerwabikorwa), bakitabira uburyo bukurikizwa muri politiki burushaho kutagira abo buheza kandi bugakorera mu mucyo.

Ibyagiye biba ku bantu byerekanye ko ikoranabuhanga ry'ingufu zisubira rigomba kongererwa ingufu mu byiciro bibanziriza igihe cyo kubasha guhiganwa n'ibitanga ingufu zitisubira bya gakondo. Ubusanzwe bisaba amafaranga yo gutangiza ahanitse ariko ikiguzi cyo kubikoresha kikaba kiri hasi kurusha ikoranabuhanga ry'uburyo bubyaza ingufu amashanyarazi bushingiye ku bicanwa bicukurwa mu butaka.

Ni yo mpamvu, nubwo mu gihe kirekire ikoranabuhanga ry'ingufu zisubira zizarushaho kuba zihendutse, mu ikubitiro hakenewe politiki zo guhanga udushya hagamijwe guteza imbere ishoramari mu ikoranabuhanga ry'ingufu zisubira. Ingero z'izo politiki zikubiyemo ibiciro by'ingufu, gutanga amasoko no kuyapiganira. Uburyo buvuzwe nyuma bwakoreshejwe muri Afurika y'Epfo mu kuzamura mu buryo bugaragara uruganda rw'ingufu zisubira.



URUBUGA RWA POLITIKI

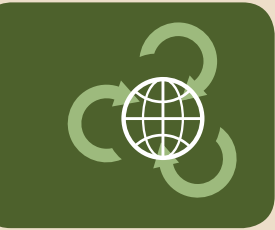
Kugira ngo umuntu asobanukirwe neza uko uburyo bwa politiki bukora, bisaba gutekereza ku buryo bukurikizwa muri politiki nk'aho ari ikintu kibera mu rubuga runaka (muri sitade). Mu rubuga nk'urwo, ikibazo cyo kumenya ugira uruhare n'utagira uruhare mu gutegura politiki ahanini kigaragazwa n'umuntu ufite ububasha ndetse n'ijambo muri sosiyete cyangwa urwego rw'ubukungu rurimo gukorerwa isuzuma.

Nk'uko twabisobanuye hejuru, ibyinshi mu bihugu byo muri Afurika y'Amajepfo, birimo ahanini abafatanyabikorwa batatu b'ingenzi: guverinoma - ikoresha ububasha bwayo bwa politiki ibinyujije mu bigo bigengwa na leta, Banki y'Isi n'ibihugu nterankunga byo mu Burengerazuba bw'isi. Sendika z'abakozi n'andi matsinda ntizihuzwa gusa muri ubu buryo, ahubwo zisa nk'aho nta na rimwe zigishwa inama.

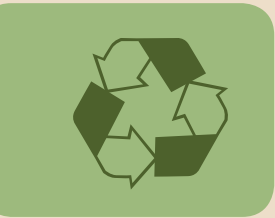
Ikibazo gihari: sendika z'abakozi (ndetse n'abandi batagira uruhare muri iki gihe mu itegurwa rya politiki), nta bubasha bwa politiki zifite, nta mutungo wo mu rwego rw'imari n'ubunararibonye bwa tenikiki zifite, ni gute zishobora kumvikanisha ubwazo ibitekerezo byazo mu buryo bukurikizwa muri politiki zishyirwaho?

Iyo utekereje ku byerekeye uburyo bukoreshwa muri politiki nk'aho ari ikintu kibera mu rubuga runaka, biroroha kubona ko ubutegetsi bugira ijamba mu ishyirwaho rya politiki. icyakora, hari izindi mpamvu eshatu zibitera: imiyoborere; imiterere ya politiki y'ubwiganze; n'isano hagati y'abafatanyabikorwa n'imiyoboro bakoreramo.





- Mbere na mbere hari isano itaziguye hagati y’ububasha bw’abafatanyabikorwa mu rubuga rwa politiki n’imiterere y’imiyoborere yigaragaza. Ikindi ni uko imiterere y’imiyoborere na yo ihabwa umurongo n’imbaraga ziturutse hanze y’igihugu. Nk’urugero, ubwo abaturatione bagaragazaga inkeke (bihabanye no kuba nta cyo bitayeho) ku byerekeye guverinoma, byabahaye inzira y’uburyo bushya bw’imitekerereze ijyanye n’imirongo y’iterambere rirambye. Ibi ni nabyo biza guha umurongo ibiganiri bya politiki yerekeye ingufu.



- icya kabiri, uruhare rw’imiterere ya politiki (inkuru) zitanga amakuru ashingirwaho mu gutegura politiki akenshi ruhabwa agaciro kari munsu y’ako rukwiriye. Kandi, burya impamvu ituma politiki igira akamaro ni inkuru yindi iba yihishe inyuma y’iyo nkuru. Nk’urugero, mu buryo bwa gakondo butuma abantu bagezwaho amashanyarazi ku buryo bwagutse akenshi ni cyo gikorwa cyo hejuru kitabwaho mbere y’ibindi. Ibi biterwa n’uko za guverinoma zifuzaga kugenzura ko abantu benshi batuye mu duce tw’icyaro (kuko ari bo b’ingenzi batora bemeza politiki runaka) zishobora gushimishwa n’ibyiza by’amashanyarazi. Iyi mitekerereze iracyakora rwose, nubwo birimo kwigaragaza ko za guverinoma zidafite amafaranga ahagije yo kwagura umuyoboro w’amashanyarazi ku buryo agera no mu duce tw’icyaro.

- Ikibazo kinini kiriho ni uko amafaranga abo mu duce tw’icyaro binjiza ari make cyane ku buryo batabasha gushyirwa ku muyoboro w’amashanyarazi. Itangizwa ry’ikoranabuhanga ry’ingufu zisubira ni amahirwe yo gushyiraho imitekerereze mishya cyangwa inkuru nshya izaza gushyigikira za politiki ziteza imbere iri koranabuhanga. icyakora, muri iki gihe abagena za politiki ndetse n’abaturatione muri rusange bafite igitekerezo kidasobanutse neza cy’ibyiza bishobora kubyazwa iri koranabuhanga. Ntibari basobanukirwa ko ikoranabuhanga ryo kubyaza ingufu amashanyarazi yo gukwirakwizwa ritanga urubuga rwo kubaka inganda zitanga ingufu z’amashanyarazi ku rwego rw’ingo. Izo nganda nto zitanga ingufu z’amashanyarazi zizeweho kuzaba uburyo buhendutse cyane bwo kugeza amashanyarazi ku baturiyeye uduce tw’icyaro.



- Uko ibihe byagiye byicuma, abagira uruhare mu rwego rwa politiki (nubwo uburyo babona imiterere ya politiki bushobora kuba butandukanye) bashobora kubona ko biri mu nyungu zabo ko bakorera hamwe. Mu rwego rw'ingufu rwo muri Afurika y'Amajyepfo, hari isano ifite ingufu iba hagati y'abagira uruhare mu bikorwa na ba nyiri imiyoboro y'amashanyarazi – bagizwe n'ibigo bishamikiye kuri guverinoma (nka Minisiteri y'Imari), ibigo bishinzwe serivisi z'imirimo ifitiye igihugu akamaro bicungwa na leta, Banki y'Isi n'abaterankunga bo mu bihugu byo mu Burengerazuba bw'isi. Aba bafatanyabikorwa uko ari bane akenshi bahurira hamwe mu gufata ibyemezo byerekeye ishoramari mu mishinga minini y'ingufu z'amashanyarazi mu karere. Bivugwa ko guverinoma z'ibihugu bikiri mu nzira y'amajyambere bishyira hamwe kugira ngo bibone inkunga bigenera imishinga yabyo, mu gihe ku rundi ruhande Banki y'Isi n'abaterankunga bo mu Burengerazuba bw'Isi baba bifuza gushyiraho amahirwe yagutse mu mishinga yabo y'ubucuruzi. Uburyo butandukanye bwo gutekereza kuri aba bafatanyabikorwa ni ubwo kubafata nk'aho ari bo nzitizi zibuza kwinjira muri ubu buryo kandi ko bagomba kurushwa intege n'abo baheje mu buryo bukurikizwa mu kugena politiki. Ni yo mpamvu abo ngabo, kimwe na za sendika z'abakozi baba bashakisha kurushaho kugira uruhare runini mu buryo bukurikizwa mu kugena za politiki, bagomba kwibanda ku itegurwa ry'imiterere ya politiki ziboneye no gushimangira isano yabo bihariye ituma bagira ijamba mu mikoranire hagati y'abafatanyabikorwa na ba nyiri imiyoboro. Ibi birihutirwa ukurikije icyizere cy'amahirwe kigaragazwa n'ikibazo gihoraho cy'ingufu z'amashanyarazi, imihindagurikire y'ikirere n'ubusumbane mu bukungu bukomeza kwiyongera.

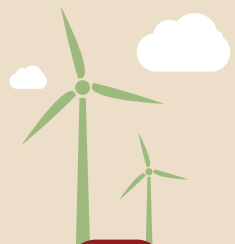




HANYUMA SE NI IKI SENDIKA Z'ABAKOZI ZISABWA GUKORA?

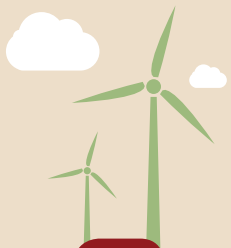
Sendika z'abakozi zihura n'imbogamizi z'ingenzi mu kugaragaza imiterere y'ikibazo cy'ingufu, bizagira ingaruka byanze bikunze ku imirimo ya Sendika n'uburyo bwo gukora. Uburyo bw'ikoranabuhanga bugiye gushyirwaho, kandi imitunganyirize y'urwego rw'ingufu na yo izagaragaramo impinduka. Birashoboka ko itangwa ry'amashanyarazi rizarushaho kwegerezwa abatwariye, ugereranyije n'uburyo bwo muri iki gihe bufite ibice bwibandaho ku rwego rwo hejuru mu kubyaza ingufu amashanyarazi, uburyo bwo kuyatwara no kuyakwirakwiza hirya no hino. Mu gihe hakiri imbogamizi nk'izi, ni iki sendika z'abakozi zishobora gukora kugira ngo zishyire imbere inyungu zazo? Urebye, zishobora kwinangira cyangwa se zigakurikiza impinduka zibayeho.

Kudashyigikira impinduka bisobanuye guhitamo uburyo bushyira imbere kurengera imirimo n'imiterere y'uburyo akazi gakorwamo ku bakozi basanzwe. Ubu buryo bushobora kudatanga inyungu z'igihe kirekire ku banyamuryango ba sendika z'abakozi. Ibimenyetso biva hirya no hino mu nzego z'ubukungu byerekana ko nta kamaro na gake byamarira abakozi kwinangira kwitabira impinduka zishingiye ku ikoranabuhanga. Uko byagenda kose, abanyamuryango ba sendika z'abakozi nabo bafite inyungu mu kubona imiyoboro y'ingufu yizewe, ihendutse kandi itanduza ibidukikije, biteganyijwe ko zizakomoka ku mpinduka zizabaho ku miyoboro y'ingufu zibyara amashanyarazi. Hari kandi ikibazo cy'uko kwibanda ku kurengera imirimo bishobora gutuma abantu batitabira kurushaho igikorwa cy'ingirakamaro cyo kugenzura ko ikiguzi cyo kubasha kujyanisha n'uburyo bw'ingufu busohora imyuka mike ya karuboni gisangirwa ntawe uharenganiye.



Ku rundi ruhande, **kwitabira impinduka** bisobanuye kurushaho kwibanda ku mahirwe azaturuka mu buryo bushya buzakoreshwa. Bugomba kuba burimo gushyira imbere uburezi no kongera guhugura abanyamuryango ba sendika z’abakozi ku buryo babasha kubyaza inyungu amahirwe y’umurimo azakomoka ku ikoranabuhanga ry’ingufu zisubira. Umuryango uhuriweho na za sendika z’abakozi nawo ugomba kureba ko ayo mahirwe abasha kwagura inshingano zawo ku buryo zirenga ibyerekeye gusa kurengera inyungu z’abanyamuryango bazo.

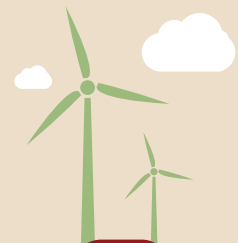
Ni ikibazo gihangayikishije cyane ko impinduka zirimo zikorwa mu rwego rw’ingufu zibaho mu miterere ya politiki ahanini iheza sendika z’abakozi n’amatsinda ya sosiyete sivile, nk’amatsinda ahagarariye abaguzi. Ibyo rwose bigomba guhinduka. Ikibazo kinini ni ukuntu imiterere nyayo y’uburyo bukoreshwa muri politiki ishobora guhindurwa mu rwego rwo guteza imbere umusaruro ushimishije ku masendika y’abakozi ndetse na sosiyete yagutse muri rusange. Ni yo mpamvu bikwiye byanze bikunze kumenya impamvu zibitera izo ari zo, na bamwe mu bagira uruhare mu byerekeye politiki abo ari bo kuko ari nabo bafite ububasha n’ijambo mu kugenzura izo mpamvu zibibatera.



UBURYO BWO GUKEMURA IKIBAZO

Mu rwego rwo gukomeza gutera intambwe, za sendika z’abakozi zigomba kwita by’umwihariko ku mbogamizi za politiki no ku miterere ya politiki mu by’ubukungu bw’imishinga y’ingufu cyangwa guteza imbere ingufu. Hari ibimenyetso bigaragaza neza ko:

- Abafite ububasha bwa politiki bashobora guteza imbere cyangwa bagatinza politiki zihariye zerekeye ingufu - kubera kugenzura ahakomoka amafaranga n’ibigo ngenzuramikorere, gutoranya abategura za politiki zerekeye ingufu maze bakabashyiraho igitutu, nk’uko byakunze kugaragara ku bireba ibigo bishinzwe serivisi z’imirimo ifitiye igihugu akamaro nk’amashanyarazi kuko bigengwa na leta muri kano karere. Urugero rwa hafi ni uburyo ibigo bishinzwe serivisi z’imirimo ifitiye igihugu akamaro bigengwa na leta akenshi byagiye bibuzwa gushyiraho ibiciro bihuje n’ikiguzi kiba cyatanzwe ku buryo byatuma gushora imari mu bikorwaremezo by’ingufu birushaho gukurura abashoramari.
- Ahakomoka amafaranga yo gukoresha hagenzurwa n’abafatanyabikorwa baturutse hanze nka Banki y’Isi n’ubuyobozi bwa za guverinoma zitanga inkunga biha ububasha bwishyamba cyane ndetse bikanagira ijamba mu bikorwa, ibi bigatuma bihitiramo imishinga bagenera inkunga mu mishinga itandukanye iba yatanze. Urugero ruhari ni uko Banki y’Isi yatanze inkunga yo kubaka inganda zitanga amashanyarazi akomoka ku makara acukurwa ikuzimu agatanga ingufu nyuma yo gucanirwa z’ahitwa Medupi na Kusile muri Afurika y’Epfo - ibi byakozwe ubwo Afurika y’Epfo yari imaze kwemeza gahunda z’igihe kirekire zo kugabanya uburyo igihugu cyacungiraga ku mashanyarazi abyazwa amakara acukurwa mu butaka.





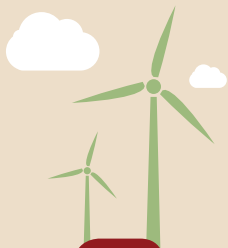
- Kugenzura ubumenyi n’amakuru ni uburyo bw’ingenzi bwo kugaragaza ububasha no kugira ijambo mu itegurwa rya politiki. Ubushobozi bwa tekiniki mu gutunganya, gusobanura no gukwirakwiza amakuru ntabwo bisakazwa ku buryo burimo uburinganire, cyane cyane mu bihugu bikiri mu nzira y’amajyambere aho abafatanyabikorwa mpuzamahanga bafite ububasha bwinshi kandi n’imiterere ya politiki bagenderaho yo kwikuza akenshi ikaba igenda isakara.

Uretse izo mpamvu uko ari eshatu, imiterere y’ubukungu na politiki by’urwego rw’ingufu na yo igomba kwitabwaho. Mu mpamvu zishyira imbere imiterere yihariye y’ubukungu muri politiki z’urwego rw’ingufu harimo:



- Imiterere igoranye kandi imara igihe kirekire mu kugeza amashanyarazi ku bayakeneye kandi no gufata ibyemezo bigaca mu nzira nyinshi bituma habaho amahirwe menshi ko abanyapolitiki na bo bahagoboka.
- Mu bukungu bw’ibihugu bikiri mu nzira y’amajyambere, urwego rw’ingufu ni rwo rutanga akazi ku bantu benshi - ibi bishobora kuvamo igitutu cya politiki cyo guhanga imirimo, no gusinya amasezerano no gutanga akazi ku bashyigikiye politiki ziriho.
- Ishoramari ni imishinga yagutse kandi imara igihe kirekire, igira amafaranga agenda ku mishinga akiri ku rwego ruhanitse. Iyi miterere, ikomatanyijwe n’uko amafaranga atangwa n’icyo abazwa bigoranye kubiteganya, bituma ishoramari rishobora kugira ingorane.

Ntibitunguranye ko gufata ibyemezo mu rwego rw’ingufu bisa n’ibihinyurwa cyane kandi ko bikorwa mu rwego rwa politiki.



AMWE MU MAHAME NGENDERWAHO

Hakurikijwe imiterere y’izi mbogamizi, ni iki kigomba gushingirwaho mu buryo sendika z’abakozi zifashisha mu gikorwa cyo kongera ijambo zigira mu buryo bukurikizwa mu gushyiraho za politiki? Hari amahame ane ateganyijwe kuba ibipimo ngenderwaho:



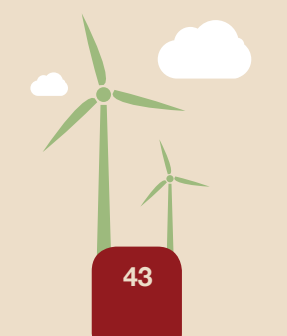
Kubaka umusingi ukomeye hashingiwe ku burezi no ku mikoranire

Muri iki gihe, sendika z’abakozi zibura ubushobozi bwa tekini, umutungo w’amafaranga n’ububasha bwa politiki kugira ngo ziganire kandi zihangane n’ibigo bya leta bishinzwe gucunga serivisi z’imirimo ifitiye igihugu akamaro n’abafatanyabikorwa babyo – ibigo mpuzamahanga by’imari na guverinoma z’ibihugu nterankunga. Ibi biragaragaza ko sendika z’abakozi zikeneye gushyira imbere kunguka ubumenyi muri izi nzego uko ari eshatu. By’umwihariko kongera ubushobozi bwa tekini bizongera ku buryo butaziguye ijambo zigira muri politiki. Kwegeranya inkunga igenewe gahunda ya politiki yazo – turibushyigikire mu ngingo zikurikira - bizongera ku buryo buziguye ijambo ryazo muri politiki kandi bishobora gutuma haboneka inkunga yo mu rwego rw’imari.



Guteza imbere imiterere ihamye ya politiki

Sendika z’abakozi zikenera umurungo usobanutse ku byerekeye imbogamizi zihura na zo. Ibi bigomba noneho guhindurwamo imiterere ya politiki ikora neza ishobora gukangura, guha urugero no gutuma habaho ibiganiri n’abanyamuryango bazo ndetse n’abaturage muri rusange. Bumwe mu buryo ibi bishobora kugerwaho ni ukubinyuza mu nama nyunguranabitekerezo - gusaba itsinda ritanditse ry’abanyamuryango ba sendika z’abakozi, abahanga mu iterambere, mu bukangurambaga (sosiyete sivile) kumara igihe runaka bari hamwe kugira ngo bategure kandi banoze imiterere ya politiki.





Gushyigikira impinduka zigenda zikorwa mu rwego rw'ingufu

Imiterere igenda yigaragaza y'urwego rw'ingufu ntigomba gusa kubonwa nk'isoko y'imbogamizi, kubera ko byanze bikunze hari n'amahirwe sendika z'abakozi zishobora kuhungukira. Nk'urugero, ikoranabuhanga ryo kubyaza ingufu amashanyarazi akwirakwizwa rituma habaho ubushobozi ku buryo abaturage bumva ko inganda zitanga amashanyarazi ari umutungo bafiteho uburenganzira. Mu buryo bunyuranye n'uko ibintu byifashe muri iki gihe, aho mu by'ukuri amashanyarazi yose atangwa n'inganda nini zicungwa n'ibigo bya leta kandi ubuyobozi bwazo bukaba bubarizwa mu butegetsi bwite bwa leta, ikoranabuhanga ryo kubyaza ingufu amashanyarazi akwirakwizwa rizatuma birushaho korohera n'abandi – amakoperative, imijyi mito, uduce two mu gihugu n'abantu ku giti cyabo - kubaka no gucunga inganda z'amashanyarazi zabo bwite.



Ubwo buryo bwo kwegerezwa uburenganzira ku mutungo buzwi na bamwe nka demokarasi mu byerekeye ubukungu - bugomba kwakizwa yombi na sendika z'abakozi, kubera ko bamwe mu banyamuryango bazo bashobora kuvamo ba nyiri izo nganda z'amashanyarazi (ari abanyamuryango b'amakoperative cyangwa abikorera ku giti cyabo), kabone n'iyi batakaza imirimo yabo kubera impinduka zikorwa mu rwego rw'ingufu.

Kurenga impungenge zisanzwe zibaho

Mu myaka icumi ishize, inyungu z'ikusanyabukungu zakomeje gukemangwa, nubwo ikusanyabukungu rishobora gutuma habaho uburumbuke bwinshi. Ibi biterwa ahanini n'uko inyungu z'ikusanyabukungu n'amafaranga arigendaho bitasaranganyijwe ku buryo bungana. Bisa n'ibisobanutse kandi ko ikusanyabukungu ryagize uruhare mu gutuma habaho imiterere y'iterambere itarambye. Imwe mu ngaruka yabyo ni inkurikizi iba ku miterere y'ibihe ku isi, yegereye igipimo cy'uko inkurikizi zikabije, zidashobora gukosorwa mu gihe zibasira abantu n'indiri y'urusobe rw'ibinyabuzima kandi zisa n'aho zidashobora kwirindwa.



Ni yo mpamvu gukemura ibibazo abaturage muri rusange bafite mu byerekeye imibereho myiza n'ubukungu, cyane cyane abakene, biri mu nyungu z'umuryango uhuriweho na za sendika z'abakozi. Hifujwe ko sendika z'abakozi zarenga impungenge zisanzwe ziriho mu byerekeye imirimo n'uburenganzira by'abakozi maze zikita ku gukemura ibibazo rusange by'imibereho y'abaturage na politiki byerekeye ibidukikije, ubukene n'ubusumbane. Gukomatanya ikibazo cy'ikusanyabukungu n'ikibazo cy'ingufu mu karere biha sendika z'abakozi amahirwe yo guharanira ukwishyira hamwe kwagutse n'imikoranye ituma habaho uburyo bwa politiki butagira abo buheza kandi bukorera mu mucyo.





GAHUNDA Y'IBIZAKORWA

Hanyuma se gahunda y'ibizakorwa yagombye kuba iteye ite?

1. Bizaba ngombwa gushyira imbere ibibazo no gushyiraho intego zisobanutse no kuzikurikiza uko ziri. Ibi biterwa n'uko hari umubare munini w'ibibazo bigomba kuganirwaho bidashobora gukemukira icyarimwe byose. Bizaba byiza kwibanda ku itsinda rito ry'ibibazo byihutirwa mbere y'ibindi, kumenya icyo umusaruro mwiza waba usa na cyo kuri buri kibazo, hanyuma bigashyirwa hamwe muri gahunda ya politiki ishobora kuba igamijwe mu biganiro bya politiki bizaba hagati ya guverinoma n'izindi mpande.
2. Porogaramu y'ubushakashatsi n'uburezi igomba kuba iri mu by'ibanze bigize gahunda y'ibizakorwa. Impamvu yoroshye ni uko ubumenyi n'ubunararibonye bya tekini ari byo soko y'ingufu no kugira ijamba mu kugira uruhare muri politiki. Ni yo mpamvu sendika z'abakozi zigomba gufata umwanya no gushora amafaranga mu kubaka imyumvire ikomeye ku bibazo by'ingenzi biha umurongo gahunda y'ingufu. Mu buryo butatu bushobora kuba isoko y'ububasha no kugira ijamba twagaragaje hejuru, mu bushobozi bwa tekini ni ho iterambere rishobora kwihuta kurusha ahandi.

Sendika z'abakozi zishobora guhita zifata icyemezo cyo gushimangira ubumenyi bwazo muri tekini n'ubunararibonye ku byerekeye:

- Ubukungu na politiki byo guteza imbere ingufu zisohora imyuka mike ya karuboni;
- Amafaranga bitwara n'inyungu ziri mu guhitamo imiyoboro y'ingufu zisohora imyuka mike ya karuboni n'uburyo amafaranga atangwa mu kubikora bishobora gusaranganywa nta wubangamiwe;



- Ibyiza n’ibibi by’ikoranabuhanga ry’ingufu zisubira, n’uburyo abanyamuryango ba sendika z’abakozi bashobora kungukira mu mahirwe ari mu ikoranabuhanga ry’ingufu zisubira, nko kubyaza ingufu amashanyarazi no kuyakwirakwiza
- Imbogamizi z’imihindagurikire y’ikirere n’ibisubizo byazo bituruka kuri politiki nk’urugero, ukwiyongera gushobora kubaho mu gukumira bumwe mu bucuruzi bukorwa.
- Ingamba zo guhangana n’ubukene bw’ingufu zo gukoresha.
- Ubundi buryo bw’uburenganzira ku mutungo mu rwego rw’ingufu, hashingiwe ku kamaro ko kugira ahakomoka ingufu henshi, no kumenya niba abantu benshi kurushaho – ku giti cyabo cyangwa mu matsinda – bashobora kwemererwa kwinjira ku masoko y’ingufu nka ba nyiri inganda cyangwa abubatsi b’inganda nto zitanga ingufu z’amashanyarazi mu duce batuyemo.
- Ubumenyi bwavuye mu bushakashatsi bushobora kunganirwa n’amakuru ahanahanwa na sendika z’abakozi zo mu bindi bihugu no mu turere. Ubu buryo bwatuma habaho umuryango uhuza sendika z’abakozi zifite amakuru ahagije ziteguye gusesengura imibare ya ngombwa, gutegura ingamba na politiki bisobanutse maze zikamenyesha ku mugaragaro abafatanyabikorwa n’abaturage muri rusange gahunda ya politiki zifite.

Hari urugero rusanzweho rw’ubu buryo muri aka karere, mu buryo bwatoranyijwe na Sendika yo ku rwego rw’igihugu ihuza abakozi bo mu Nganda zicura Ibyuma yo muri Afurika y’Epfo (NUMSA) bwo kungurana ibitekerezo ku igabanywa ry’imyuka ya karuboni y’urwego rw’ingufu muri Afurika y’Epfo.

3. Hejuru yo kubona ubunararibonye bwa tekini, bizaba ngombwa ko sendika z’abakozi zivugurura porogaramu zazo z’uburezi n’amahugurwa kugira ngo zirusheho kubonera umuti ibyo abanyamuryango bazo bakeneye uko urwego rw’inganda rugenda rutera imbere. Kuri iyi ngingo, zishobora gukorana n’amashuri makuru na za kaminuza byigisha amasomo ya



tekiniki mu gutegura porogaramu z'amahugurwa yibanda ku byo inganda zigenda zizana impinduka ziba zikeneye. Imiyoboro y'ingufu z'amashanyarazi zisohora imyuka mike ya karuboni isaba ubumenyiringiro bwa tekiniki bwihariye, budakunze kuboneka mu karere muri iki gihe. Imikoreshereze y'ikoranabuhanga rigezweho isaba ko hashyirwaho utumashini dukoresha ubuhanga buhanitse dushobora gukoreshwa gusa n'abantu ku giti cyabo bafite ubumenyiringiro mu ikoranabuhanga rigezweho no mu micungire y'amakuru. Amasomo azigirwamo buri bwoko bw'ubumenyiringiro muri iki gihe ntabwo aboneka muri aka karere.

4. Guhindura uburyo bwakoreshwaga kugira ngo abantu bitabire ingufu zisohora imyuka mike ya karuboni bizatwara amafaranga yo kubikosora. Kuri iyi ngingo, hari ibibazo byinshi bikenera kubonerwa ibisubizo: Ese umubare w'amafaranga yakoreshwa ushobora kuba ungana ute, ni gute ayo mafaranga azagabagabanwa hagati y'abafatanyabikorwa mu rwego rw'ingufu? Ese imiterere y'umurimo mu gihe kizaza mu rwego rw'ingufu yaba iteye ite? Ese hari gahunda y'uko abakozi bari mu kazi muri iki gihe bazongera guhugurwa ku buryo babasha gupiganira imirimo mishya izaba yahanzwe mu rwego rw'ingufu zisubira?
5. icyo sendika z'abakozi zifuza kandi zishobora gutangamo umusanzu muri politiki y'ingufu ku rwego rw'akarere, kigomba gusuzumanwa ubwitonzi kikabona gusobanurwa neza. Nubwo SADC yemeje imishinga myinshi ya politiki, nta byinshi biragerwaho kubera ko imyinshi ikiri ku rutonde rw'iteganyijwe. Ibi bisobanuye ko hari ikigomba gukorwa kugira ngo ibyifuzo bishyirwe mu ngiro. Ndetse no gushaka uburyo bwo guhagararirwa mu nzego za SADC bireba, ku buryo sendika z'abakozi zagombye gukora ubuvugizi muri za guverinoma kugira ngo zishyireho ingamba zihamye zo gukurikirana no guhuza ibikorwa ku rwego rw'akarere, urw'igihugu no ku rwego rwa teritwari.



Hari ibibazo byinshi bikeneye cyane uburyo bw'ihuzabikorwa no kujyanishwa n'ibisabwa:

- Igenamigambi ry'ishoramari: Nubwo hariho intego imaze igihe kirekire igamije gukorera hamwe mu guteza imbere umutungo kamere mwinshi akarere gakungahayeho ushobora kubyazwa ingufu, kwita ku nyungu za buri gihugu akenshi biracyaza imbere y'urwego rw'akarere ku buryo ingaruka iba ko umutungo akarere gakungahayeho ushobora kubyazwa ingufu ahanini ntubazwa umusaruro.
- Kwihaza mu rwego rw'ingufu: Guverinoma nyinshi zifata umurongo wo ku rwego rw'igihugu, zigashyira imbere kwihaza kw'igihugu mu byerekeye ingufu mbere y'ukwihaza mu ngufu ku rwego rw'akarere. icyakora, gukomezanya n'iyi myumvire ishaje kwihaza mu rwego rw'ingufu, bibangamira ubutwererane mu karere kandi bikadindiza iterambere ry'urwego rw'ingufu mu karere.
- Ikoranabuhanga ry'ingufu zisubira: Haracyari ibimenyetso bike byerekana ko za guverinoma zisobanukiwe neza ubushobozi bwazo, tutiriwe tuvuga akamaro ko gukoresha amahugurwa ya ngombwa no gutanga amasomo mu burezi. Sendika z'abakozi zigomba guteganya ayo masomo nka kimwe mu bikorwa byo kwibandwaho mbere y'ibindi.
- Gushyiraho amabwiriza y'ubuziranenge bw'ibikoresho n'ibyuma bisimbura ibishaje n'izindi mashini zikoresha ingufu zisubira: Guhuza amabwiriza y'ubuziranenge bw'ibikoresho nk'imashini nto zitanga amashanyarazi, ibisahani bikurura imirasire y'izuba, insinga zitwara amashanyarazi, ibyuma byongera, biringaniza cyangwa bigabanya ingufu z'amashanyarazi ni ingirakamaro mu gushyiraho umusingi wo kwifashishwa mu nganda zikora ibyo byuma muri aka karere.



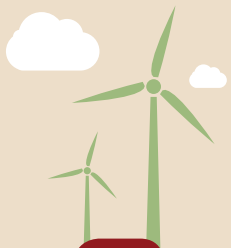
6. Kubera imbogamizi z'uko za guverinoma zidafite ubushobozi buhagije bwo gushyira mu bikorwa imishinga na za gahunda, umushinga wa sendika y'abakozi utuma akarere kibanda kandi kakita ku mikorere nyakuri yo gukurikirana, guhuza ibikorwa no gutahiriza umugozi umwe, bishobora kuba uburyo butanga umusaruro ufatika wo kugira ijamba muri politiki zishyirwaho.
- Guhindura uburyo bukoreshwa hagamijwe kugabanya imyuka ya karuboni mu gihe kiri imbere ku buryo hakoreshwa ingufu zisubira ziri ku gipimo gihanitse, bizasaba gushora imari nyinshi mu ikoranabuhanga ubwaryo no mu bikorwaremezo bikorana n'iryo koranabuhanga. Igice kinini cy'iryo shoramari ni ikoranabuhanga rigezweho risabwa kugira ngo hubakwe imiyoboro y'ingufu ihurijwe hamwe kandi yoroshya imikoreshereze. Niba no gutangiza ibiganiri ku byiza bishobora kuba biri mu miyoboro migari ikoresha ikoranabuhanga rigezweho mu karere bigorana, ni urugamba rukomeye kugira ngo ubu buryo buzashyirweho ku rwego rw'akarere.

Mu byiza iri koranabuhanga rifite harimo:

- Koroshya iringaniza ry'ingufu nyinshi ziri ku muyoboro mugari no kuri serivisi zikoresha mu ikwirakwizwa ry'ingufu, bifasha mu gutuma amashanyarazi akomeza kurushaho gutambuka no gutanga integuza igihe hari ibura ry'umuriro;
- Amahirwe ashobora kuboneka yo guhita umuntu ajya mu buryo bw'imiyoboro ikoresha ikoranabuhanga rigezweho;



- Kwinjiza ikoranabuhanga ry'ingufu zisubira mu muyoboro mugari w'igihugu. Ikintu cy'ingirakamaro cyane ni uko ingufu z'amashanyarazi zisubira zikenera imiyoboro ikoresha ikoranabuhanga rigezweho kubera ko zikenera gucunga uburyo bwo kuba ingufu zigenda zakuranwa – kubera ko izuba n'umuyaga biboneka gusa mu masaha amwe n'amwe kandi n'amashanyarazi akomoka ku ngomero akaba ashobora kugirwaho ingaruka n'amapfa.





UMWANZURO

Mu ncamake, sendika z’abakozi zigomba kwibanda ku bikurikira:

- Gushyigikira aho kurwanya impinduka zigomba kubaho byanze bikunze mu rwego rw’ingufu, kuko bizaha ingufu aho guca intege ibitekerezo zishyira imbere;
- Kongerera ingufu ubushobozi bwazo bwa tekini n’ubunararibonye ku byerekeye ibibazo by’ingenzi no kubikoresha nk’urubuga rwo kugira ijambo muri politiki zishyirwaho. Ku byerekeye ibyihutirwa kurusha ibindi, dore bimwe mu bikeneye gukorwa mbere kandi vuba;
- Kwagura gahunda yazo kugira ngo yite ku bibazo by’iterambere ryagutse (nko kugabanya ubusumbane) kugira ngo birushaho kwemerwa mu bishyirwa kuri gahunda – n’uburyo bukurikizwa mu gushyiraho politiki burushaho kutagira abo buhaha kandi bukorera mu mucyo;
- Gufata ikibazo cy’ingufu gikomeje kubaho muri iki gihe n’icy’imihindagurikire y’ikirere nk’amahirwe yo kugira ngo habeho impinduka muri politiki; no
- Kumvisha za guverinoma ko zitagomba gusa kuzemerera kugira uruhare mu biganiro byiga kuri za politiki mu karere, ahubwo zigomba gushyiraho ingamba zo gukurikirana no guhuza ibikorwa mu rwego rwo kugenzura ko ku nzego zose hakurikizwa politiki nziza kandi ziboneye.

Ku rutonde rurerure rw’imbogamizi ziri mu rwego rw’ingufu harimo nibura aha komoka ingufu habiri hakomeje kugira uburemere: umutungo kamere wabyazwa ingufu zisubira akarere gakungahayeho; n’ubwisanzure bugaragara aho kugendera ku ikoranabuhanga kubera ko inzego z’ingufu muri Afurika y’Amajyepfo zisa n’aho zitaratera imbere.



AMAKURU YEREKEYE UWATEGUYE IYI POLITIKI

Ivan Mbirimi ni impunguke akaba n’umushakashatsi wigenga wakoze imirimo myinshi mu bushakashatsi no gutegura inyandiko zifashishwa ku byerekeye imiterere y’ingufu muri Afurika y’Amajyepfo no muri gahunda y’urwego rw’ingufu yo mu muryango wa SADC. Inyigo yakoreye FES TUCC na SAEN yavuyemo inyandiko yateguriwe kandi ikifashishwa n’inama ya SAEN yabaye mu mwaka wa 2016. Iyi nyandiko yarashimagijwe cyane kandi inemerwa kuba ikubiyemo amakuru y’ingirakamaro kuri za sendika z’abakozi mu rwego rw’ingufu mu karere k’Umuryango wa SADC, uhujwe ibihugu byinshi bidasobanukiwe ku buryo bw’ibanze cyangwa bwimbitse ibibazo bya politiki bigaragara mu rwego rw’ingufu.





AHO TUBARIZWA

Friedrich-Ebert-Stiftung

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