8 WACU

FRIEDRICH EBERT STIFTUNG

8 WACU

BYAKOZWE NA:

**FRIEDRICH-EBERT-STIFTUNG
(FES RWANDA)**

INKURU YANDITSWE NA:

Jordi Michel MUSONI
Chris RUTAYISIRE

INKURU YASHUSHANYINJWE NA:

Chris RUTAYISIRE

KU BUFATANYE NA:

Jean-Claude MUHIRE (FES)
Marie Salvatrice MUSABYEYEZU (FES)
Walid NDARUHUTSE (FES)
Alain RODRIGUEZ (ITUC)
Diego Lopez GONZALEZ (ITUC)

YASEMUWE NA:

Jordi Michel MUSONI
Walid NDARUHUTSE

FRIEDRICH
EBERT
STIFTUNG

INTANGIRIRO

Musomyi wacu,

Uyu ni umunani! Umunani wacu

Twebwe twese, twifuza kugira umurimo uduhesha agaciro, duhabwa ibihembo bitubashisha kugira ubuzima bwiza ndetse n'imiryango yacu ikabaho neza. Umurimo uhesha agaciro uwukora uri mu bigize gahunda y'isi yose igeza mu mwaka 2030 igamije iterambere rirambye ritagira n'umwe riheza.

Iki gitabo ni umusanzu kuri iyo gahunda y'isi yose, kikaba cyibanda ku ntego ya 8 y'Intego z'iterambere rirambye (SDGs), Amasezerano Shingiro 8 y'Umuryango Mpuzamahanga wita ku murimo (ILO), n'ingingo 8 bifitanye isano z'Itegeko rigenga umurimo mu Rwanda. Niyo mpamvu iki gitabo cyiswe "Umunani Wacu"
Umurimo ukozwe mu buryo buhesha agaciro nyirawo, igihembo gituma buri mukozi abasha kwishyura ibyo we n'umuryango we bakeneye kandi agatera imbere mu bukungu. Ibi nibyo igitabo "Umunani Wacu"kigamije.

Umuryango FES Rwanda, yifashishije iki gitabo igamije gukora ubukangurambaga bw'Intego ya 8 mu ntego z'Iterambere rirambye, ubw'Amasezerano Shingiro 8 y'Umuryango Mpuzamahanga wita ku murimo, nubw 'ingingo 8 z'Itegeko rigenga umurimo mu Rwanda mu bafatanyabikorwa barimo amasendika, imiryango itegamiye kuri Leta, abanyapolitiki, abashakashatsi mu nzego z'uburezi ndetse n'abakozi bose muri rusange.

Ikindi kandi, iki gitabo kigamije gukora ubuvugizi bw'ibiganiro rusange hagati y'abakoresha, abakozi ndetse na Leta. Hifashishijwe iki gitabo, inkuru zirimo zisobanura neza Intego ya 8, y'Intego z'Iterambere rirambye, Amasezerano Shingiro 8 y'Umuryango Mpuzamahanga wita ku murimo, n'ingingo 8 bifitanye isano z'Itegeko rigenga umurimo mu Rwanda.

Kunoza imikorere mu buryo burambye, kwita ku ruhare rwa buri wese no gusangira byose mu buryo bukwiye hagati y'abakozi n'abakoresha bishobora kugerwaho binyuze mu mishyikirano igamije inyungu ku mpande zombi.

Iki gitabo gifata "Umunani" nk'ikimenyetso cy'ingenzi kandi gifite uruhare runini cyane ku mikorere inoze mu buryo burambye kandi ihesha agaciro umukozi mu kazi kose akora.

Mu nkuru y'impimbano- idashingiye ku byabayeho nyakuri- umubare"Umunani"ugarukamo inshuro nyinshi- ni ipfundo ry'Intego z'iterambere rirambye u Rwanda rwemeje ivuga Umurimo uhesha agaciro abawukora bose; kandi ni indorerwamo y'Amasezerano Shingiro 8 y'Umuryango Mpuzamahanga wita ku murimo, nayo yashyizweho Umukono n'u Rwanda. Abakinnyi b'inkuru ziri muri iki gitabo bakomeza guharanira ibyo bemererwa n'ingingo umunani zikubiye mu Itegeko rigenga umurimo mu Rwanda byerekeye imikorere inoze igamije umurimo uhesha agaciro uwukora.
Iki gitabo kigamije ko umubare "umunani" umenyekana.
Iyi nkuru ishobora kuryohera abayisoma, bakayiganira ndetse by'umwihariko baganira ku bakinnyi bayo b'imena bayigaragaramo.
Twagerageje gukoresha imvugo ikoreshwa mu buzima bwa buri munsi-kugira ngo buri musomyi, cyane cyane abayisoma mu Kinyarwanda, babashe kumva amagambo yakoreshejwe. Ibiganiro byasanishijwe n'imvugo ikoreshwa mu Gihugu. Turisegura ku hashobora kugaragara amakosa mu myandikire kandi tubasaba kutugezaho ibitekerezo byanyu.
Turizerako iki gitabo kizatanga umusanzu kugira ngo abakozi, abakoresha na Leta barusheho guteza imbere uburyo bunoze abakozi bo ku isi yose bakora akazi kabo.
Uburenganzira bwose kuri iki gitabo bufitwe na FES Rwanda, ariko bizadushimisha cyane iki gitabo nigisakara hose.
Mwifuza kutugezaho inama cyangwa ibitekerezo mwatwandikira kuri: info@fes-rwanda.org

Murakoze cyane.

Oliver Dalichau,
Umuyobozi wa FES Rwanda

Aho watwandikira:

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Byakozwe Na:
FRIEDRICH-EBERT-STIFTUNG RWANDA (FES Rwanda)

© Uburenganzira bwose kuri iyi nyandiko bufitwe na FES-Rwanda. Iki gitabo cyakoreshwa ku buntu. Gukoresha amashusho ndetse n'ibice bigize iki igitabo, bishobora gukoreshwa habanje kubiganiraho na FES Rwanda.

ABAKINNYI B'IMENA

KAGABO

- AFITE IMYAKA 29.
- NI UMUBAJI WABIGIZE UMWUGA.
- AKORA MU RUGANDA RW'IBIKORWA MU MBAHO.

ASSIYA

- AFITE IMYAKA 35.
- NI MUSHIKI WA KAGABO AKABA NA MAMA WA KEZA.
- AKORA AKAZI K'ISUKU MURI HOTEL.

MUTESI

- AFITE IMYAKA 30.
- NI UMUTURANYI WA KAGABO NDETSE BARIGANYE.
- NI UMUCUNGAMARI KU BITARO BYIGENGA

GASORE

- AFITE IMYAKA 19.
- NI UMUVANDIMWE WA KAGABO NA ASSIYA.
- AFITE IMPANO YO GUKINA UMUPIRA W'AMAGURU.
- YAKORESHEJWE IMIRIMO Y'AGAHATO.

KEZA

- AFITE IMYAKA 12.
- NI UMUKOBWA WA ASSIYA.
- YARANGIJE AMASHURI ABANZA YITEGURA KUJYA MU YISUMBUYE.
- YATABAWE AGIYE GUKORESHWA IMIRIMO IBUJIJWE ABANA.

ZANINKA

- AFITE IMYAKA 50.
- UMUSHORAMARI AKANAYOBORA IBITARO BYIGENGA.

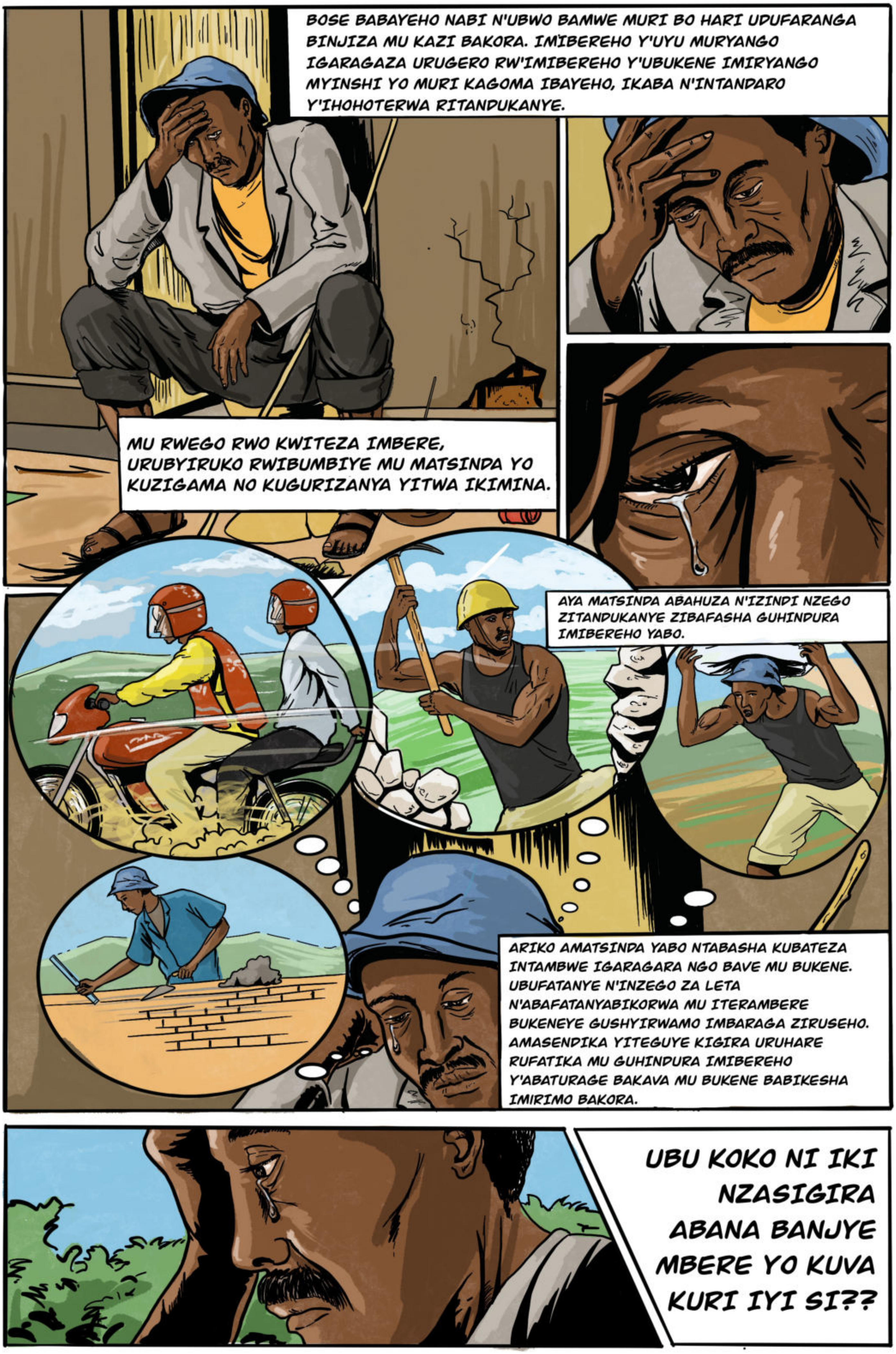
KANYANGE

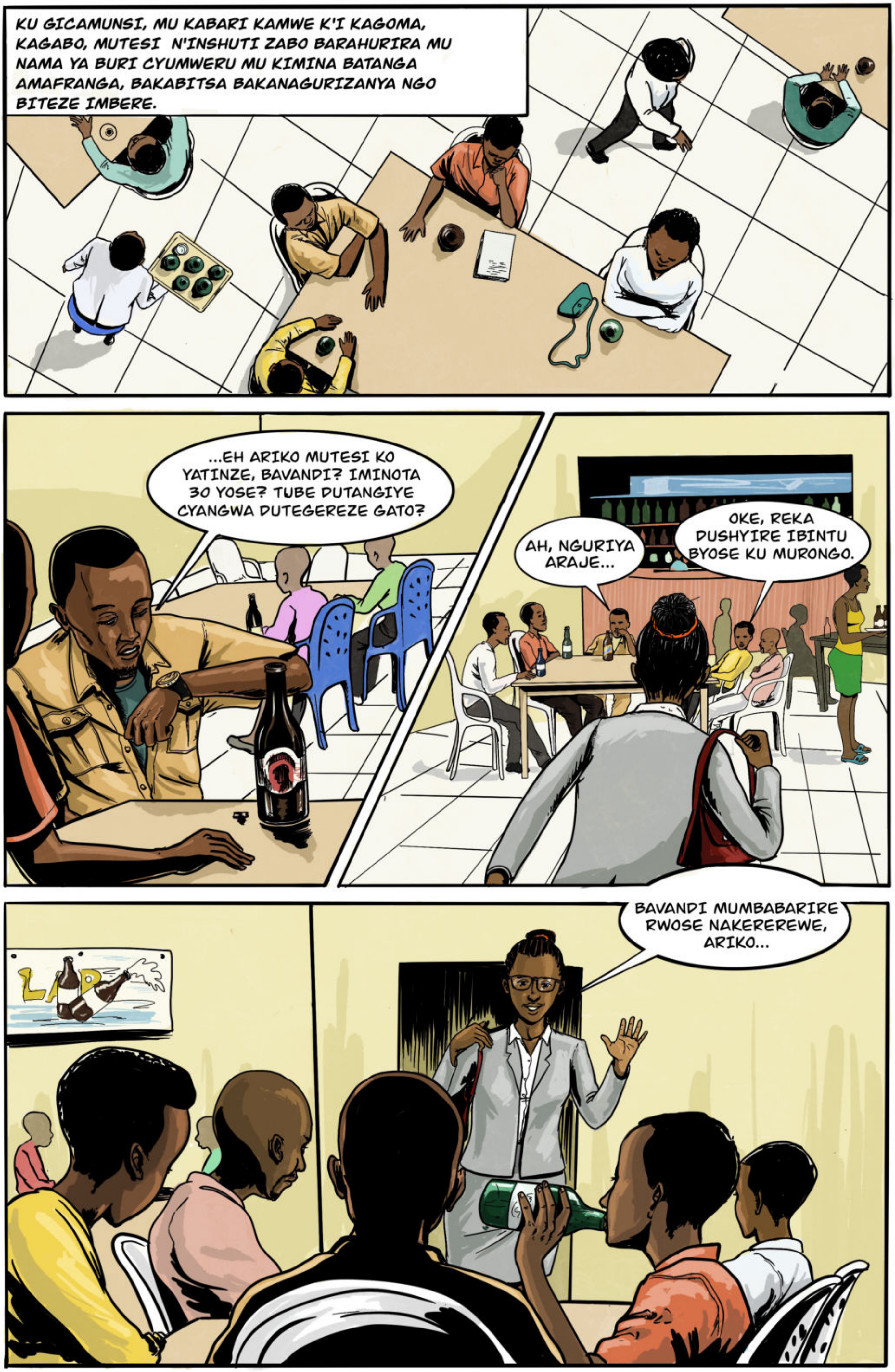
- AFITE IMYAKA 45.
- NI UMUGENZUZI W'UMURIRO W'AKARERE.

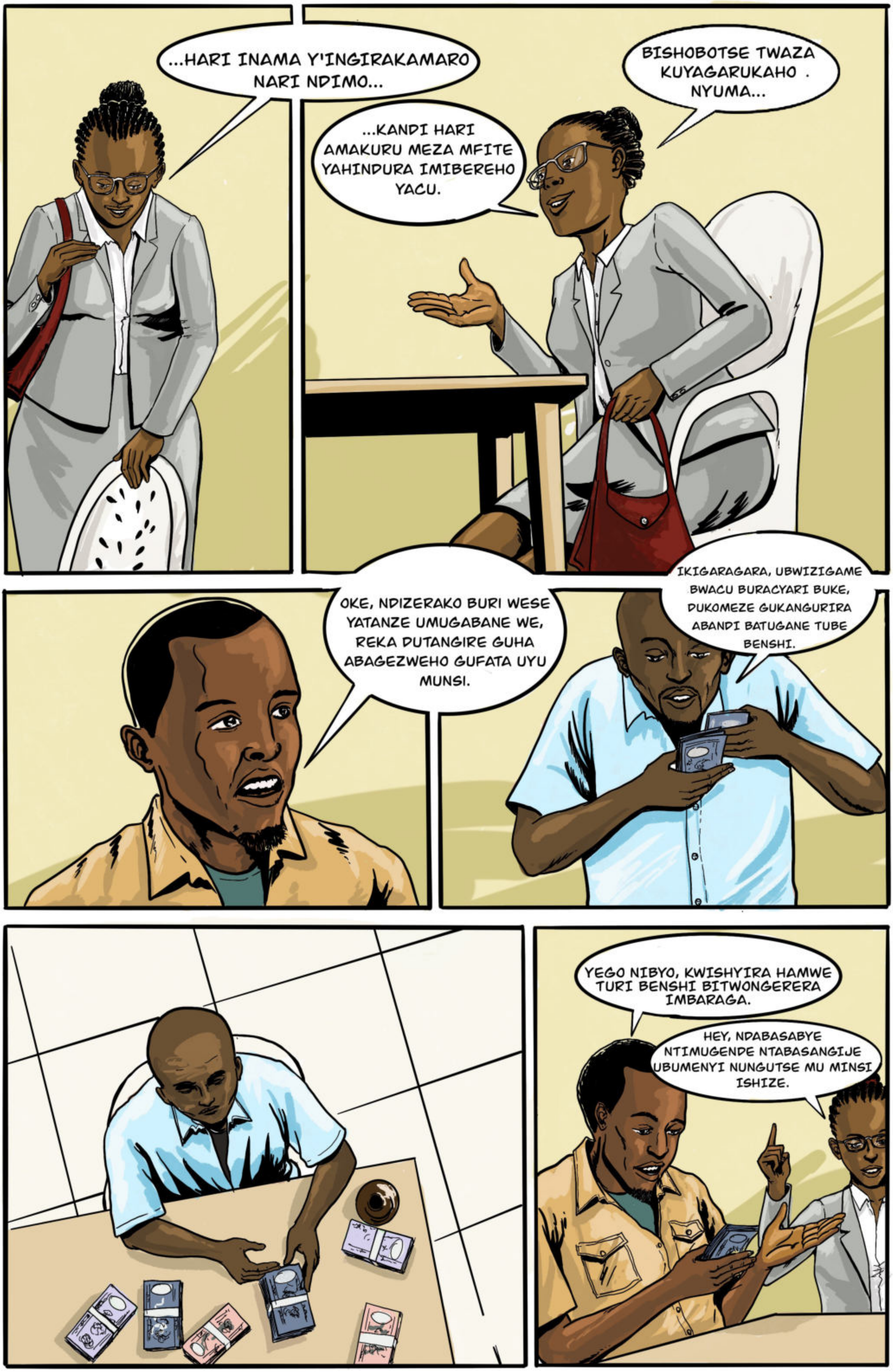
SHYAKA

- AFITE IMYAKA 13.
- AVA INDA IMWE NA KAGABO,ASSIA NA GASORE AKABA NA BUCURA MU MURYANGO WABO.
- YIGA MU MWAKA USOZA AMASHURI ABANZA.

NYUMA Y'IGIHE ICYOREZO CYA COVID-19 KIRANGIYE. MU RWANDA, IGIHUGU KIRI MU BURASIRAZUBA BW'AFRIKA, HARI AGACE K'ICYARO KITWA KAGOMA, GATUWE N'URUBYIRUKO RWINSHI RUDAFITE AKAZI NDETSE HARI N'IMIRYANGO MYINSHI IKENNYE. ABENSHI BABAYEHO UBUZIMA BUBI KANDI NTIBIZEYE IMPINDUKA MU GIHE CYA VUBA.
MURI KAGOMA, HATUYE ABANTU B'INGERI ZINYURANYE. ARIKO ABENSHI NI URUBYIRUKO RUBAYEHO NABI MURI RUSANGE NDETSE NA BAKE BAFITE IMIRIMO BAKORA BABAYEHO MU BUKENE.
UMURYANGO W'UMUSAZA MUTABARUKA W'IMYAKA 59 NI UMWE MU BAHATUYE, UGIZWE NA WE, ASSIYA UFITE IMYAKA 35, KAGABO UFITE 29, GASORE UFITE 19, SHYAKA W'IMYAKA 13 N'UMWUZUKURU ARIWE MUKOBWA WA ASSIYA W'IMYAKA 12 WITWA KEZA.


BOSE BABAYEHO NABI N'UBWO BAMWE MURI BO HARI UDUFARANGA BINJIZA MU KAZI BAKORA. IMIBEREHO Y'UYU MURYANGO IGARAGAZA URUGERO RW'IMIBEREHO Y'UBUKENE IMIRYANGO MYINSHI YO MURI KAGOMA IBAYEHO, IKABA N'INTANDARO Y'IHOHOTERWA RITANDUKANYE.
MU RWEGO RWO KWITEZA IMBERE, URUBYIRUKO RWIBUMBIYE MU MATSINDA YO KUZIGAMA NO KUGURIZANYA YITWA IKIMINA.
AYA MATSINDA ABAHUZA N'IZINDI NZEGO ZITANDUKANYE ZIBAFASHA GUHINDURA IMIBEREHO YABO.
ARIKO AMATSINDA YABO NTABASHA KUBATEZA INTAMBWE IGARAGARA NGO BAVE MU BUKENE. UBUFATANYE N'INZEGO ZA LETA N'ABAFATANYABIKORWA MU ITERAMBERE BUKENEYE GUSHYIRWAMO IMBARAGA ZIRUSEHO. AMASENDIKA YITEGUYE KIGIRA URUHARE RUFATIKA MU GUHINDURA IMIBEREHO Y'ABATURAGE BAKAVA MU BUKENE BABIKESHA IMIRIMO BAKORA.
UBU KOKO NI IKI NZASIGIRA ABANA BANJYE MBERE YO KUVA KURI IYI SI??

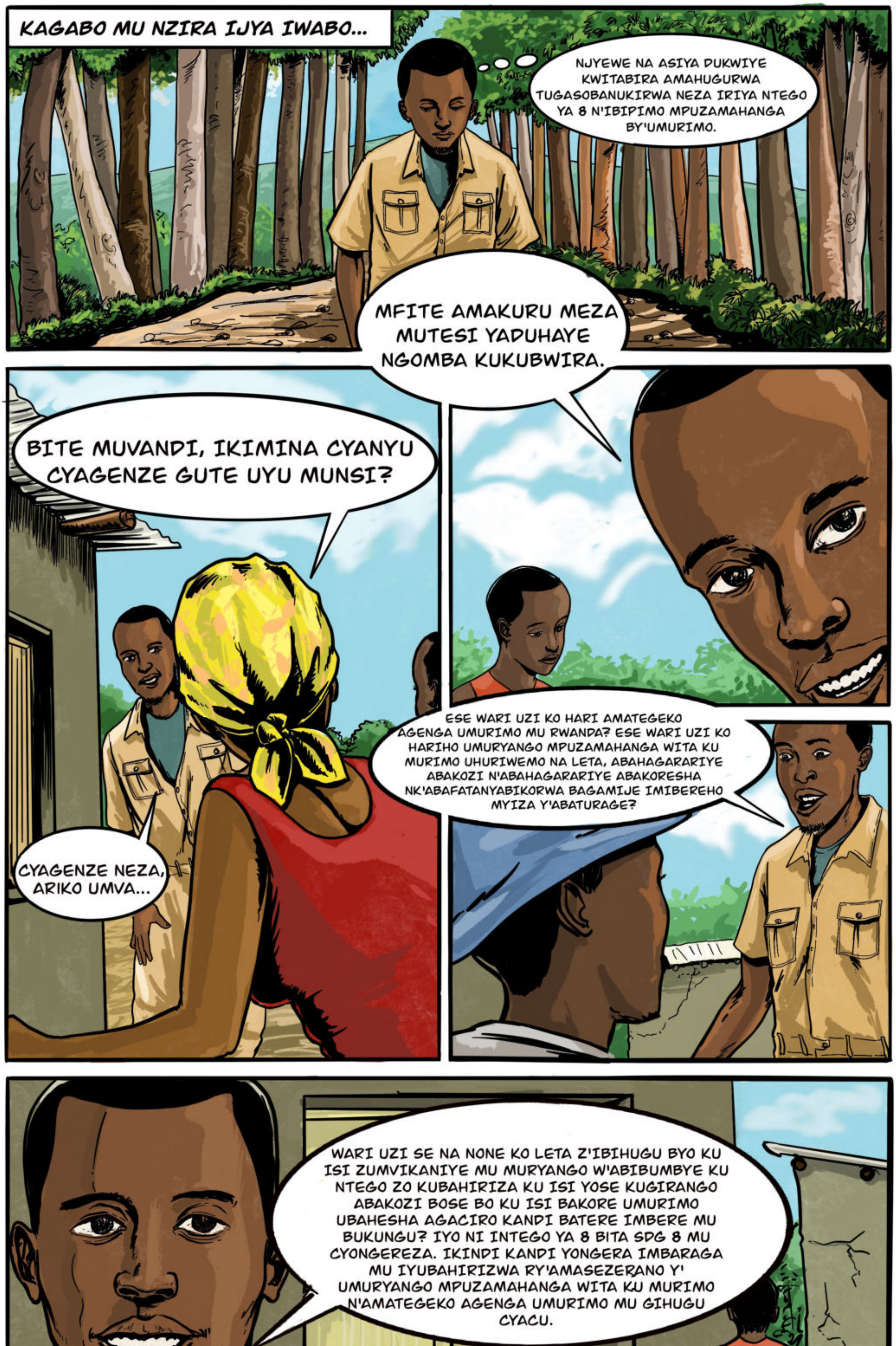

KU GICAMUNSI, MU KABARI KAMWE K'I KAGOMA, KAGABO, MUTESI N'INSHUTI ZABO BARAHURIRA MU NAMA YA BURI CYUMWERU MU KIMINA BATANGA AMAFRANGA, BAKABITSA BAKANAGURIZANYA NGO BITEZE IMBERE.
...EH ARIKO MUTESI KO YATINZE, BAVANDI? IMINOTA 30 YOSE? TUBE DUTANGIYE CYANGWA DUTEGEREZE GATO?
AH, NGURIYA ARAJE...
OKE, REKA DUSHYIRE IBINTU BYOSE KU MURONGO.
BAVANDI MUMBABARIRE RWOSE NAKEREREWE, ARIKO...


...HARI INAMA Y'INGIRAKAMARO NARI NDIMO...
...KANDI HARI AMAKURU MEZA MFITE YAHINDURA IMIBEREHO YACU.
BISHOBOTSE TWAZA KUYAGARUKAHO NYUMA...
OKE, NDIZERAKO BURI WESE YATANZE UMUGABANE WE, REKA DUTANGIRE GUHA ABAGEZWEHO GUFATA UYU MUNSI.
IKIGARAGARA, UBWIZIGAME BWACU BURACYARI BUKE, DUKOMEZE GUKANGURIRA ABANDI BATUGANE TUBE BENSHI.
YEGO NIBYO, KWISHYIRA HAMWE TURI BENSHI BITWONGERERA IMBARAGA.
HEY, NDABASABYE NTIMUGENDE NTABASANGIJE UBUMENYI NUNGUTSE MU MINSI ISHIZE.

NABAZANIRA ICYO KUNYWA?
YEGO, SODA IKONJE.
UBWO GAHUNDA ZACU ZISA N'IZISOJE, NSHAKA KUBABWIRA IBY'AMAHUGURWA NAGIYEMO MU MINSI ISHIZE.
AYO MAHUGURWA YATEGUWE N'ISHYIRAHAMWE RIHUZA AMA SENDIKA KU ISI YOSE RIFATANYIJE N'UMURYANGO MPUZAMAHANGA WITA KU MURIMO WITWA I.L.O MU MPINE Y'ICYONGEREZA.
NGAHO NIMUFORE, IBI BISOBANUYE IKI?
HAHAH SI INTOKI ZAWE SE? USHATSE KUVUGA IKI? 8 SE?
8 RISOBANURA BYINSHI MU KINYARWANDA. NI IRAGE CYANGWA UMUBARE UMUNTU YANDIKA YIHAGIYE AGACUPA HAHAHA...
OYA MUREKE TUVE MU MASHYENGO, ICYO NSHAKA KUVUGA...
HARI UWIGEZE YUMVA IBYEREKEYE INTEGO Z'ITERAMBERE RIRAMBYE? MUZI IBYO BITA SDGS MU CYONGEREZA?

NANJYE SINARI NZI ICYO BISOBANURA.
MFITE UDUPAPURO TWAMFASHA KUBIBASOBANURIRA NEZA MURI MAKE.
RWANDAN LABOUR LAWS
SDG 8
ILO CORE CONVENTIONS
IZI NI INTEGO ZIHARIYE ZIGAMIJE GUHINDURA ISI NO KUGENA AHAZAZA HEZA BIKAGERWAHO MBERE YA 2030. IBIHUGU BYOSE BYABYUMVIKANYEHO MU MURYANGO W'ABIBUMBYE MURI 2015.
BY'UMWIHARIKO, HARI INTEGO YA 8 NSHAKA KUBABWIRA MURI MAKE. IYI NTEGO IHA AMAHIRWE UMUKOZI WESE KUKO ITEGANYA IYUBAHIRIZWA RY'UBURENGANZIRA BW'UMUKOZI WESE IKANAHARANIRA IMIRIMO IHESHA AGACIRO UYIKORA BIGATERA ITERAMBERE RY' UBUKUNGU RIRAMBYE.
AMASEZERANO SHINGIRO YA I.L.O NIBYO BIPIMO MPUZAMAHANGA NGENDERWAHO BY'UMURIMO, SIBYO?
IYI NTEGO YA 8 NTA KABUZA NI URUFUNGUZO RW'IMIBEREHO MYIZA YACU N'ITERAMBERE RY'UBUKUNGU BW'IGIHUGU CYACU. KUGIRANGO IGERWEHO, BISABA KO LETA IKURIKIRANA ISHYIRWA MU BIKORWA RY'AMATEGEKO Y'UMURIMO N'IBIPIMO MPUZAMAHANGA BY'UMURIMO IBIHUGU BYUMVIKANYEHO MURI I.L.O.
SDG 8

OKE, MWAKOZE KUZA BAVANDI...
NDUMVA NIFUZA KO TWAKWIGA BYIMBITSE IBI BINTU...
SDG 8
TUMAZE IMYAKA MYINSHI DUKORA ARIKO IMIBEREHO YACU IDAHINDUKA.
MUREKE TUBIGERAGEZE, UKENEYE IBIRENZEHO YASOBANUZA MUTESI
YEGO RWOSE TUBIGERAGEZE TUREBE...
NI GUTE NANJYE NAZITABIRA AMAHUGURWA NK'AYO WAGIYEMO?
HARI ANDI AZABA MU GIHE CYA VUBA AHA, NZAKUBWIRA


KAGABO MU NZIRA IJYA IWABO...
NJYEWE NA ASIYA DUKWIYE KWITABIRA AMAHUGURWA TUGASOBANUKIRWA NEZA IRIYA NTEGO YA 8 N'IBIPIMO MPUZAMAHANGA BY'UMURIMO.
MFITE AMAKURU MEZA MUTESI YADUHAYE NGOMBA KUKUBWIRA.
BITE MUVANDI, IKIMINA CYANYU CYAGENZE GUTE UYU MUNSI?
CYAGENZE NEZA, ARIKO UMVA...
ESE WARI UZI KO HARI AMATEGEKO AGENGA UMURIMO MU RWANDA? ESE WARI UZI KO HARIHO UMURYANGO MPUZAMAHANGA WITA KU MURIMO UHURIWEMO NA LETA, ABAHAGARARIYE ABAKOZI N'ABAHAGARARIYE ABAKORESHA NK'ABAFATANYABIKORWA BAGAMIJE IMIBEREHO MYIZA Y'ABATURAGE?
WARI UZI SE NA NONE KO LETA Z'IBIHUGU BYO KU ISI ZUMVIKANIYE MU MURYANGO W'ABIBUMBYE KU NTEGO ZO KUBAHIRIZA KU ISI YOSE KUGIRANGO ABAKOZI BOSE BO KU ISI BAKORE UMURIMO UBAHESHA AGACIRO KANDI BATERE IMBERE MU BUKUNGU? IYO NI INTEGO YA 8 BITA SDG 8 MU CYONGEREZA. IKINDI KANDI YONGERA IMBARAGA MU IYUBAHIRIZWA RY'AMASEZERANO Y' UMURYANGO MPUZAMAHANGA WITA KU MURIMO N'AMATEGEKO AGENGA UMURIMO MU GIHUGU CYACU.

1. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Uburenganzira bwo Kwishyira hamwe n'imitunganyirize y'amashyirahamwe y'abakozi (sendika) n'ay'abakoresha.

1.1. Uburenganzira bwo kwishyira hamwe no Kurinda uburenganzira ku mitunganyirize y'amashyirahamwe y'abakozi(sendika)n'ay'abakoresha (Amasezerano ya ILO No.87, Umwaka 1948).

Amasezerano No. 87 ya ILO yitsa ku kamaro k'uburenganzira bwo kwishyira hamwe no kurinda uburenganzira ku mitunganyirize y'amashyirahamwe y'abakozi (sendika) n'ay'abakoresha (Ingingo ya 2: "Abakozi n'abakoresha, hatabayeho itandukaniro na rimwe, bafite uburenganzira bwo gushyiraho inzego zabo, kandi bakagengwa gusa n'amabwiriza yabo bishyiriyeho, kuba mu miryango bihitiyemo batabanje kugira uwo babisabira uburenganzira.")

1.2. Amategeko yo mu Rwanda

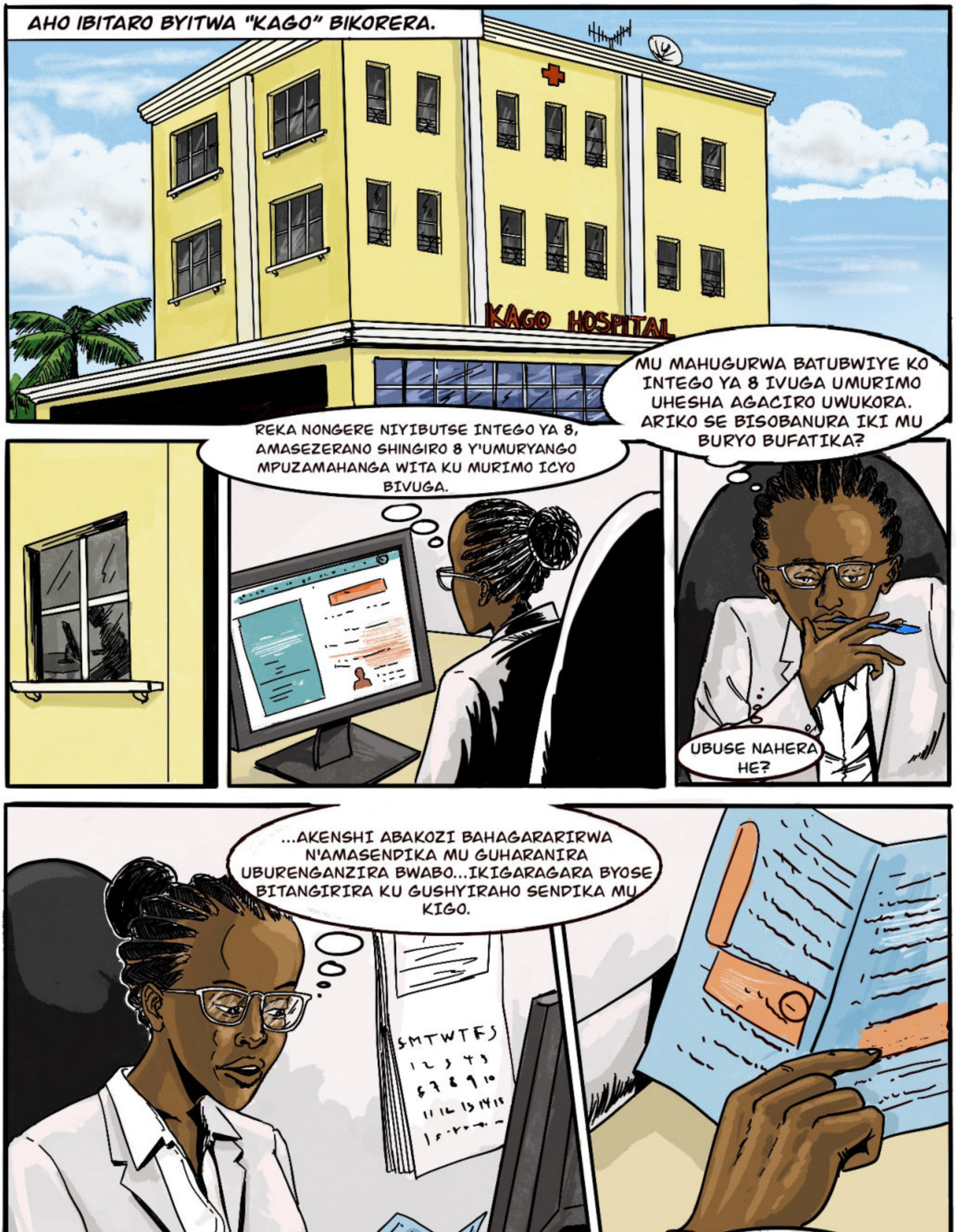
Amasezerano No. 87 ya ILO akubiyemo uburenganzira bw'ibanze bwo kwishyira hamwe n'imitunganyirize y' amashyirahamwe y'abakozi (sendika) n'ay'abakoresha ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane mu ngingo ya 31 n'iya 39 z'Itegeko Nshinga ry'u Rwanda ryo muri 2003 nk'uko ryavuguruwe muri 2015; n'ingingo ya 10, iya 83 n'iya 84 y'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga Umurimo mu Rwanda.

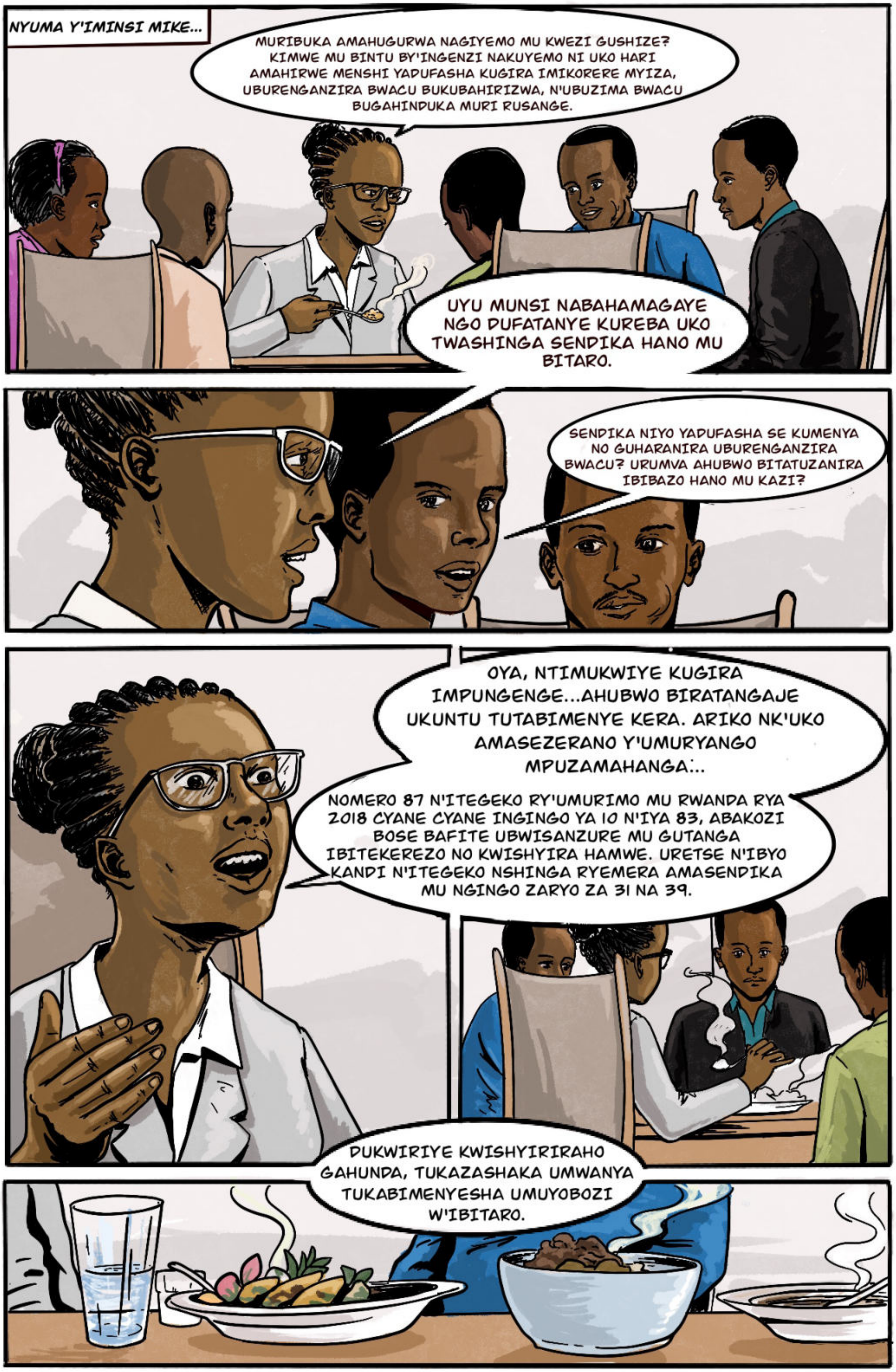
1.3. Ibyo Intego ya 8 (SDG 8) igamije

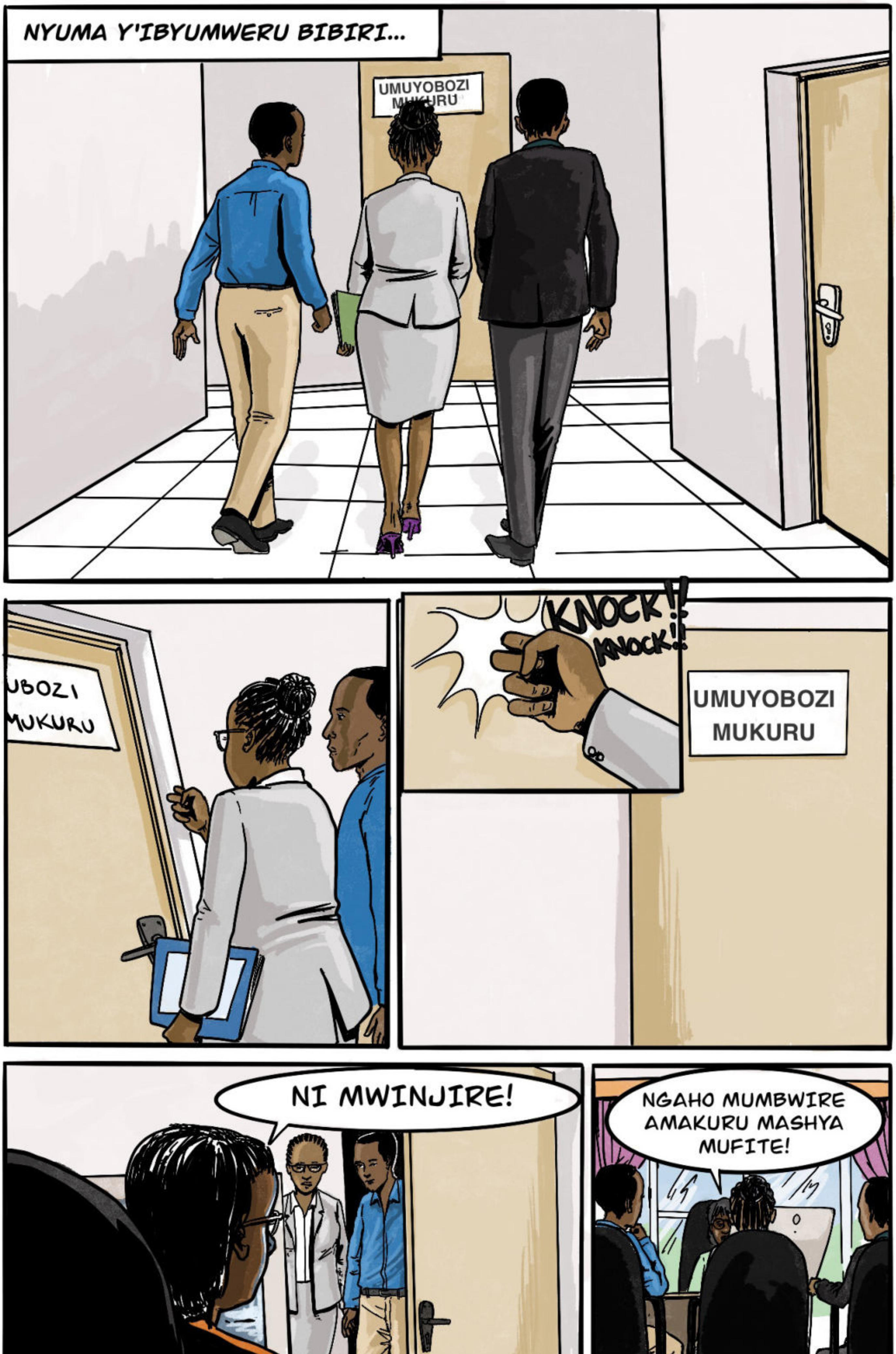
Bimwe mu by'ibanze Intego ya 8 (SDG8) igamije ni uguteza imbere iyubahirizwa ry'uburenganzira ku murimo kandi igashimangira akamaro k'imikoranire myiza hagati y'inzego zihagarariye Leta, iz'abakozi n'iz'abakoresha. Niyo mpamvu, uruhare rw'amasendika n'amashyirahamwe y'abakoresha yigenga kandi akorera muri demokarasi ari ingenzi cyane. Urugero, Ikintu cya 5 kigamijwe ni uko "Bitarenze Umwaka 2030, Hagomba kuboneka imirimo itanga umusaruro uhagije kandi ihesha abayikora agaciro, kuri bose: abagore, abagabo, urubyiruko, abafite ubumuga, kandi bagahabwa ibihembo bingana ku mirimo ifite agaciro kangana." Naho icya 8 kigamijwe ni "Kurinda uburenganzira ku murimo no guteza imbere uburyo abakozi bakora byubahirije isuku n'umutekano kuri bose, harimo n'abakozi b'abimukira, by'umwihariko abagore b'abimukira, n'abakora imirimo ya nyaka.

1.4. Ijambo risoza

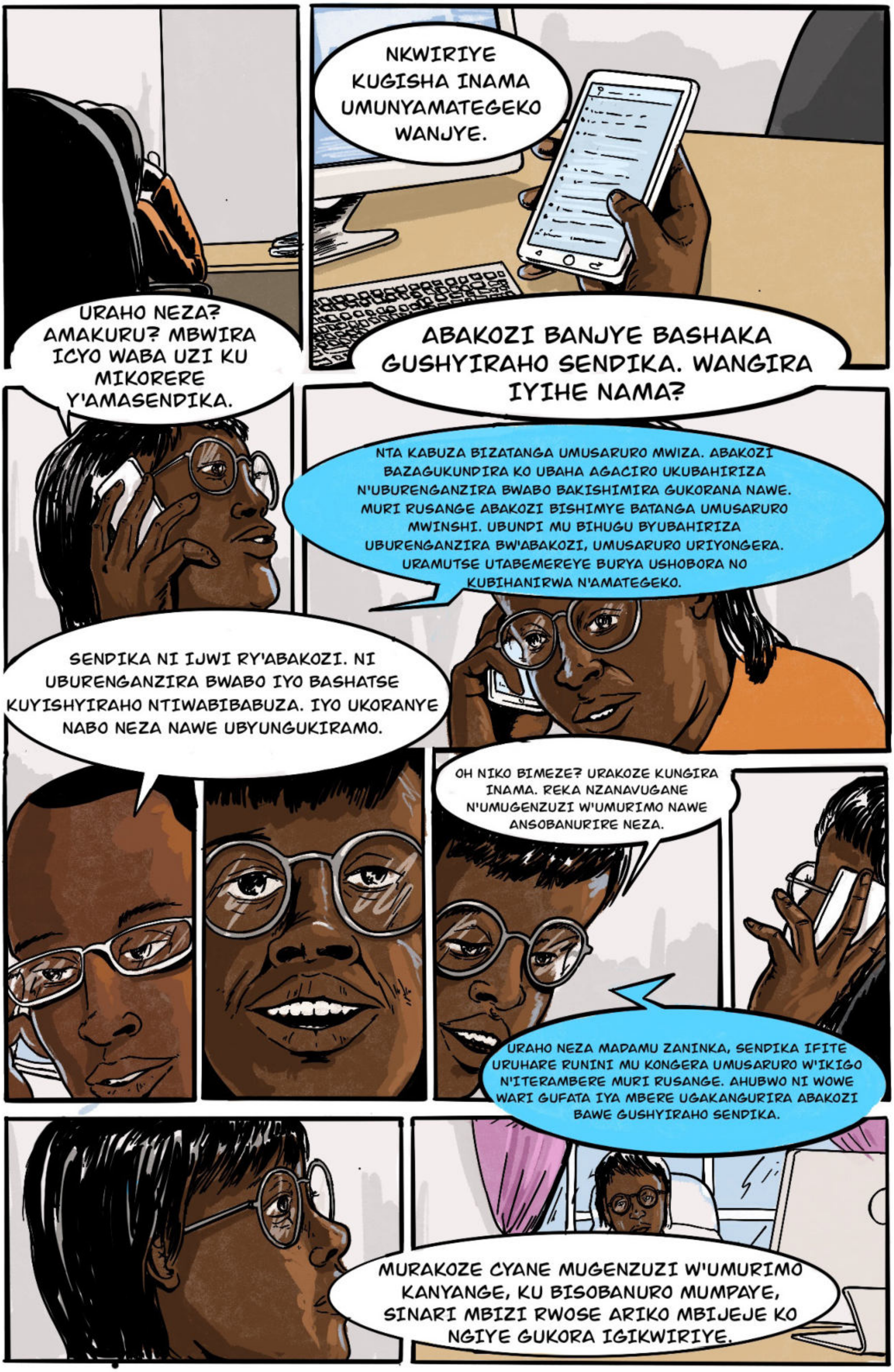
Ubufatanye n'imikoranire bisanzwe biriho hagati y'Abakoresha n'Amasendika mu Rwanda bikwiye kongerwamo imbaraga nyinshi bigizwemo uruhare na Leta kugirango bitume by'umwihariko abakozi bose ntawe usigaye inyuma, babona uburenganzira bw'ibanze bwerekeye kwishyira hamwe no gutunganya imikorere y'amashyirahamwe yabo kandi ku buryo burambye.


AHO IBITARO BYITWA "KAGO" BIKORERA.
KAGO HOSPITAL
REKA NONGERE NIYIBUTSE INTEGO YA 8, AMASEZERANO SHINGIRO 8 Y'UMURYANGO MPUZAMAHANGA WITA KU MURIMO ICYO BIVUGA.
MU MAHUGURWA BATUBWIYE KO INTEGO YA 8 IVUGA UMURIMO UHESHA AGACIRO UWUKORA. ARIKO SE BISOBANURA IKI MU BURYO BUFATIKA?
UBUSE NAHERA HE?
...AKENSHI ABAKOZI BAHAGARARIRWA N'AMASENDIKA MU GUHARANIRA UBURENGANZIRA BWABO...IKIGARAGARA BYOSE BITANGIRIRA KU GUSHYIRAHO SENDIKA MU KIGO.
KANDI NATWE NTA SENDIKA DUFITE HANO MU BITARO BYACU.
NKWIRIYE KUGANIRIZA ABO DUKORANA TUKAREBA UKO TWASHYIRAHO SENDIKA HANO MU BTARO.

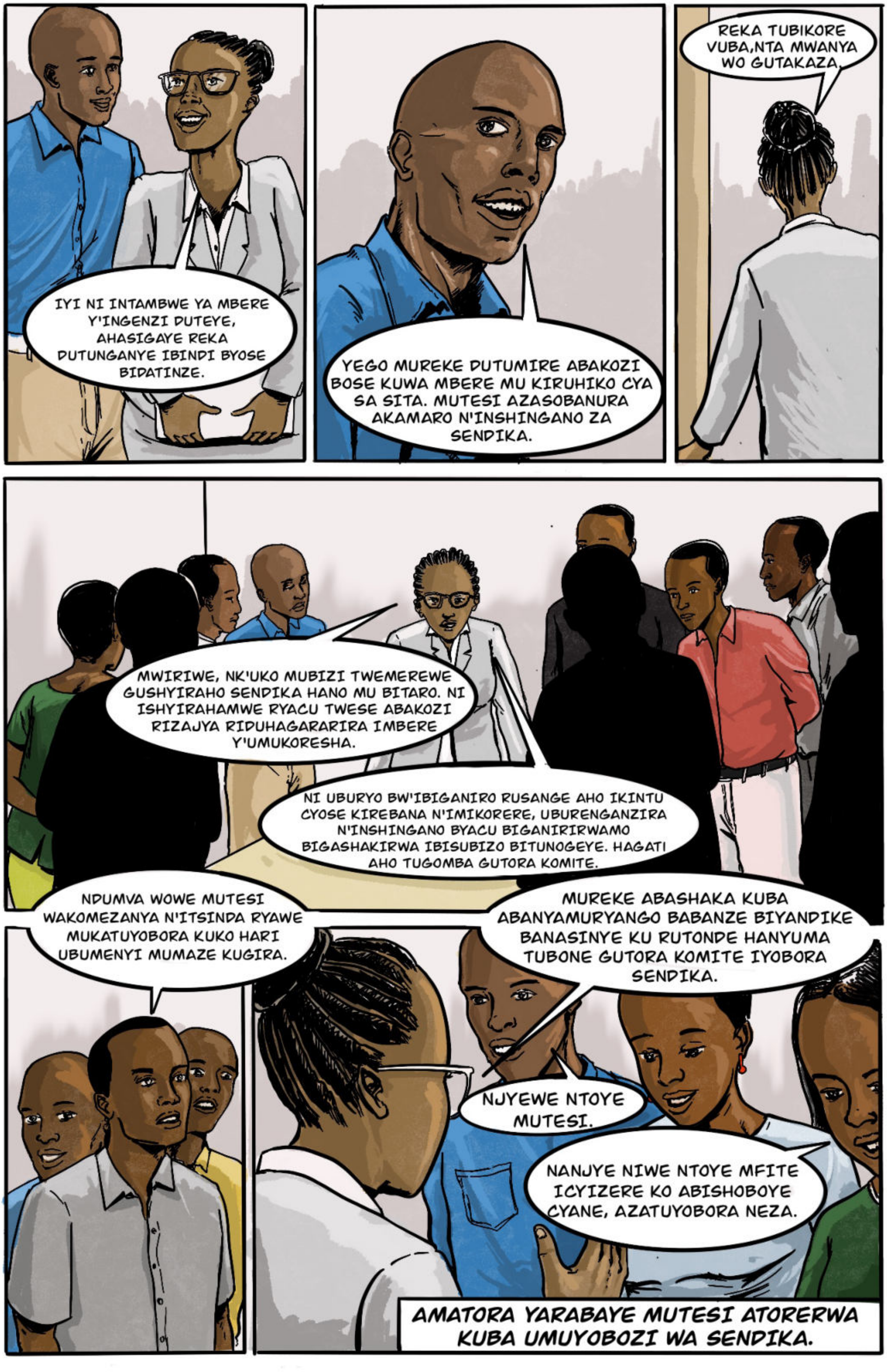

NYUMA Y'IMINSI MIKE...
MURIBUKA AMAHUGURWA NAGIYEMO MU KWEZI GUSHIZE? KIMWE MU BINTU BY'INGENZI NAKUYEMO NI UKO HARI AMAHIRWE MENSHI YADUFASHA KUGIRA IMIKORERE MYIZA, UBURENGANZIRA BWACU BUKUBAHIRIZWA, N'UBUZIMA BWACU BUGAHINDUKA MURI RUSANGE.
UYU MUNSI NABAHAMAGAYE NGO DUFATANYE KUREBA UKO TWASHINGA SENDIKA HANO MU BITARO.
SENDIKA NIYO YADUFASHA SE KUMENYA NO GUHARANIRA UBURENGANZIRA BWACU? URUMVA AHUBWO BITATUZANIRA IBIBAZO HANO MU KAZI?
OYA, NTIMUKWIYE KUGIRA IMPUNGENGE...AHUBWO BIRATANGAJE UKUNTU TUTABIMENYE KERA. ARIKO NK'UKO AMASEZERANO Y'UMURYANGO MPUZAMAHANGA...
NOMERO 87 N'ITEGEKO RY'UMURIMO MU RWANDA RYA 2018 CYANE CYANE INGINGO YA 10 N'IYA 83, ABAKOZI BOSE BAFITE UBWISANZURE MU GUTANGA IBITEKEREZO NO KWISHYIRA HAMWE. URETSE N'IBYO KANDI N'ITEGEKO NSHINGA RYEMERA AMASENDIKA MU NGINGO ZARYO ZA 31 NA 39.
DUKWIRIYE KWISHYIRIRAHO GAHUNDA, TUKAZASHAKA UMWANYA TUKABIMENYESHA UMUYOBOZI W'IBITARO.


NYUMA Y'IBYUMWERU BIBIRI...
UMUYOBOZI MUKURU
UBOZI MUKURU
KNOCK!! KNOCK!!
UMUYOBOZI MUKURU
NI MWINJIRE!
NGAHO MUMBWIRE AMAKURU MASHYA MUFITE!

TUJE KUBAMENYESHA KO TUGIYE GUSHYIRAHO SENDIKA Y'ABAKOZI BO MU BITARO, TUKABA TUBASABA KUTWOROHEREZA TUGAKORESHA ICYUMBA CY'INAMA IGIHE DUKENEYE GUHURA.
SENDIKA HANO MU BITARO BYANJYE? NTIBISHOBOKA.
IBI BITARO NI IBYANJYE...
MUZI KO NSHOBORA KUBIRUKANA MWESE NONAHA?
RWOSE NTIMUNYUMVE NABI, DUSHAKA GUSHYIRAHO SENDIKA IZAFASHA KONGERA UMUSARURO NA SERIVISI NZIZA ITANGWA MU BITARO.
MUZI N'IKINDI? MUNSOHOKERE MU BIRO NONAHA...
IBI NI IBIKI KOKO? NGOMBA KUMENYA IKIBYIHISHE INYUMA...


NKWIRIYE KUGISHA INAMA UMUNYAMATEGEKO WANJYE.
URAHO NEZA? AMAKURU? MBWIRA ICYO WABA UZI KU MIKORERE Y'AMASENDIKA.
ABAKOZI BANJYE BASHAKA GUSHYIRAHO SENDIKA. WANGIRA IYIHE NAMA?
NTA KABUZA BIZATANGA UMUSARURO MWIZA. ABAKOZI BAZAGUKUNDIRA KO UBAHA AGACIRO UKUBAHIRIZA N'UBURENGANZIRA BWABO BAKISHIMIRA GUKORANA NAWE. MURI RUSANGE ABAKOZI BISHIMYE BATANGA UMUSARURO MWINSHI. UBUNDI MU BIHUGU BYUBAHIRIZA UBURENGANZIRA BW'ABAKOZI, UMUSARURO URIYONGERA. URAMUTSE UTABEMEREYE BURYA USHOBORA NO KUBIHANIRWA N'AMATEGEKO.
SENDIKA NI IJWI RY'ABAKOZI. NI UBURENGANZIRA BWABO IYO BASHATSE KUYISHYIRAHO NTIWABIBABUZA. IYO UKORANYE NABO NEZA NAWE UBYUNGUKIRAMO.
OH NIKO BIMEZE? URAKOZE KUNGIRA INAMA. REKA NZANAVUGANE N'UMUGENZUZI W'UMURIMO NAWE ANSOBANURIRE NEZA.
URAHO NEZA MADAMU ZANINKA, SENDIKA IFITE URUHARE RUNINI MU KONGERA UMUSARURO W'IKIGO N'ITERAMBERE MURI RUSANGE. AHUBWO NI WOWE WARI GUFATA IYA MBERE UGAKANGURIRA ABAKOZI BAWE GUSHYIRAHO SENDIKA.
MURAKOZE CYANE MUGENZUZI W'UMURIMO KANYANGE, KU BISOBANURO MUMPAYE, SINARI MBIZI RWOSE ARIKO MBIJEJE KO NGIYE GUKORA IGIKWIRIYE.

WARAMUTSE MUTESI, AKAZI KAMEZE GATE?
MWARAMUTSE MUYOBOZI, MURI IKI CYUMWERU, TURI GUTUNGANYA RAPORO Y'IBARURAMARI.
NDASHAKA KO WOWE NA BAGENZI BAWE MUNSANGA MU BIRO NYUMA Y'ISAHA IMWE.
TURABITABYE MUYOBOZI.
NDASHAKA KUGARUKA KU NAMA YADUHUJE UBUSHIZE, MU BY'UKURI NTA BYINSHI NARI NZI KU MA SENDIKA N'INSHINGANO ZAYO.
UBU RERO NDABEMEREYE MUGENDE MUYISHYIREHO. ARIKO MURAMENYE NTIMUZANZANIRE IBIBAZO HANO. NDASHAKA KUBONA URUHARE RWANYU MU ITERAMBERE RY'IBITARO BYANJYE. BIRUMVIKANYE?
MURAKOZE CYANE, TURABIZEZA KO MUTAZICUCA ICYEMEZO MUFASHE.


IYI NI INTAMBWE YA MBERE Y'INGENZI DUTEYE, AHASIGAYE REKA DUTUNGANYE IBINDI BYOSE BIDATINZE.
YEGO MUREKE DUTUMIRE ABAKOZI BOSE KUWA MBERE MU KIRUHIKO CYA SA SITA. MUTESI AZASOBANURA AKAMARO N'INSHINGANO ZA SENDIKA.
REKA TUBIKORE VUBA,NTA MWANYA WO GUTAKAZA.
MWIRIWE, NK'UKO MUBIZI TWEMEREWE GUSHYIRAHO SENDIKA HANO MU BITARO. NI ISHYIRAHAMWE RYACU TWESE ABAKOZI RIZAJYA RIDUHAGARARIRA IMBERE Y'UMUKORESHA.
NI UBURYO BW'IBIGANIRO RUSANGE AHO IKINTU CYOSE KIREBANA N'IMIKORERE, UBURENGANZIRA N'INSHINGANO BYACU BIGANIRIRWAMO BIGASHAKIRWA IBISUBIZO BITUNOGEYE. HAGATI AHO TUGOMBA GUTORA KOMITE.
NDUMVA WOWE MUTESI WAKOMEZANYA N'ITSINDA RYAWE MUKATUYOBORA KUKO HARI UBUMENYI MUMAZE KUGIRA.
MUREKE ABASHAKA KUBA ABANYAMURYANGO BABANZE BIYANDIKE BANASINYE KU RUTONDE HANYUMA TUBONE GUTORA KOMITE IYOBORA SENDIKA.
NJYEWE NTOYE MUTESI.
NANJYE NIWE NTOYE MFITE ICYIZERE KO ABISHOBOYE CYANE, AZATUYOBORA NEZA.
AMATORA YARABAYE MUTESI ATORERWA KUBA UMUYOBOZI WA SENDIKA.

2. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Imitunganyirize y'Amasendika n'imishyikirano rusange.

2.1. Uburenganzira bw' imitunganyirize y'amasendika n'imishyikirano rusange
(Amasezerano ya ILO No.98, Umwaka 1949).

Amasezerano No.98 ya ILO yitsa ku kamaro k'uburenganzira bw'imitunganyirize y'amasendika no gukora imishyikirano rusange. (Ingingo ya 4: "Hashingiwe ku migenzereze ya buri gihugu, hagomba gufatwa ingamba zikwiriye, uko biri kose, zigamije gukangurira no guteza mbere ishyirwaho ry'uburyo bwo kugirana ibiganiro mu bwisanzure hagati y'abakoresha cyangwa amashyirahamwe yabo n'amasendika ahagarariye abakozi, kugira ngo bumvikane ku byerekeye imiyoborere irebana n'umurimo hifashishijwe amasezerano rusange."

2.2. Amategeko yo mu Rwanda

Amasezerano No. 98 ya ILO akubiyemo uburenganzira bw'ibanze ku mitunganyirize y'amasendika no gukora imishyikirano rusange, ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane mu ngingo ya 32 y'Itegeko Nshinga ryo muri 2003 nk'uko ryavuguruwe muri 2015; n'ingingo ya 4 no kuva kuya 91 kugeza kuya 99 y'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga umurimo mu Rwanda.

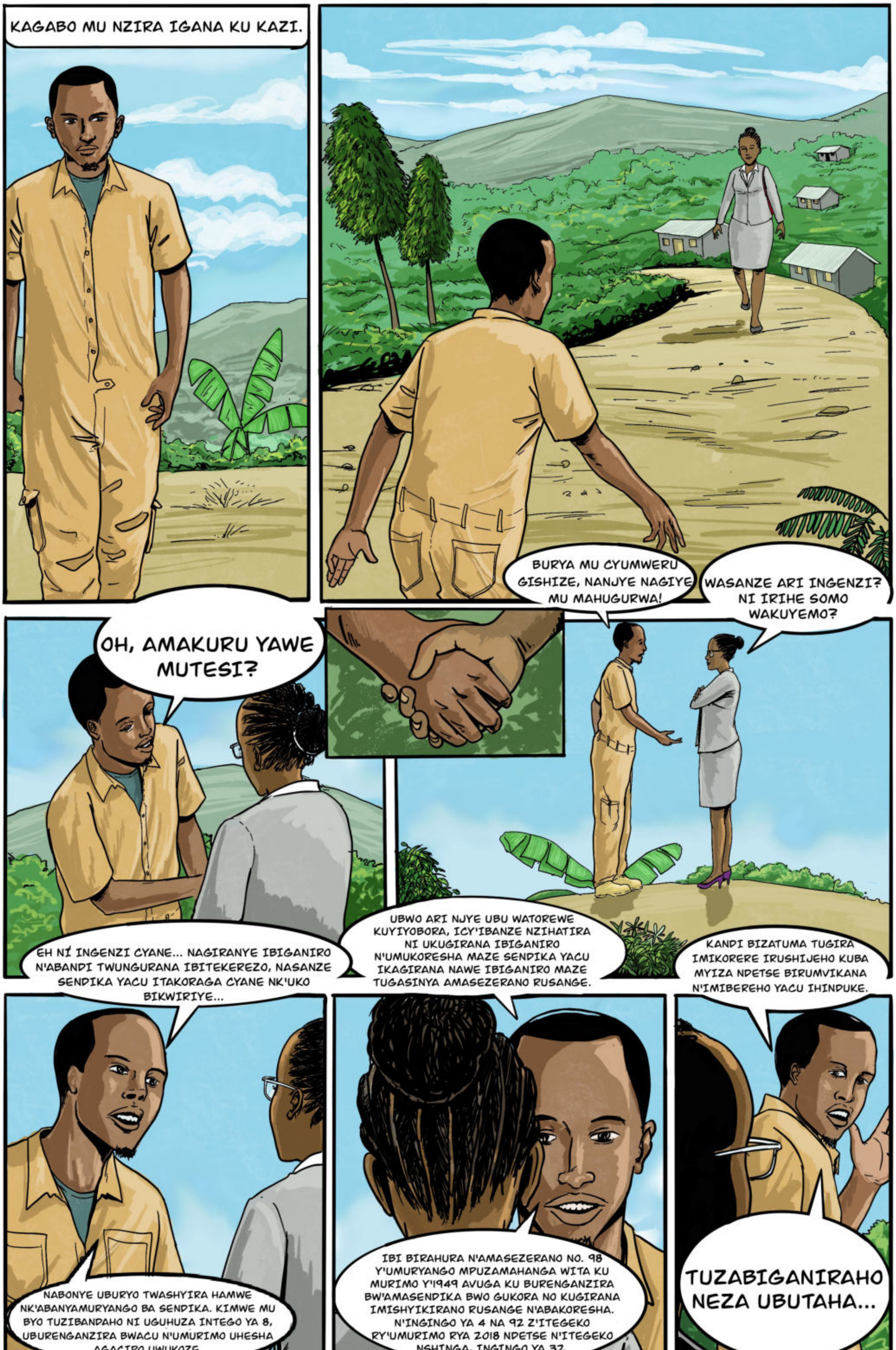
2.3. Ibyo Intego ya 8 (SDG 8) igamije

Bimwe mu bintu intego ya 8 (SDG) igamije No.5 na No.8, bigaragaza by'umwihariko uruhare rw'umurimo uhesha agaciro uwukora n'iyubahirizwa ry'uburenganzira bushingiye ku murimo, kugirango iterambere rirambye rigerweho. Muri ibyo kandi hakubiyemo uburenganzira bw'imitunganyirize y'amasendika no gukora imishyikirano rusange.

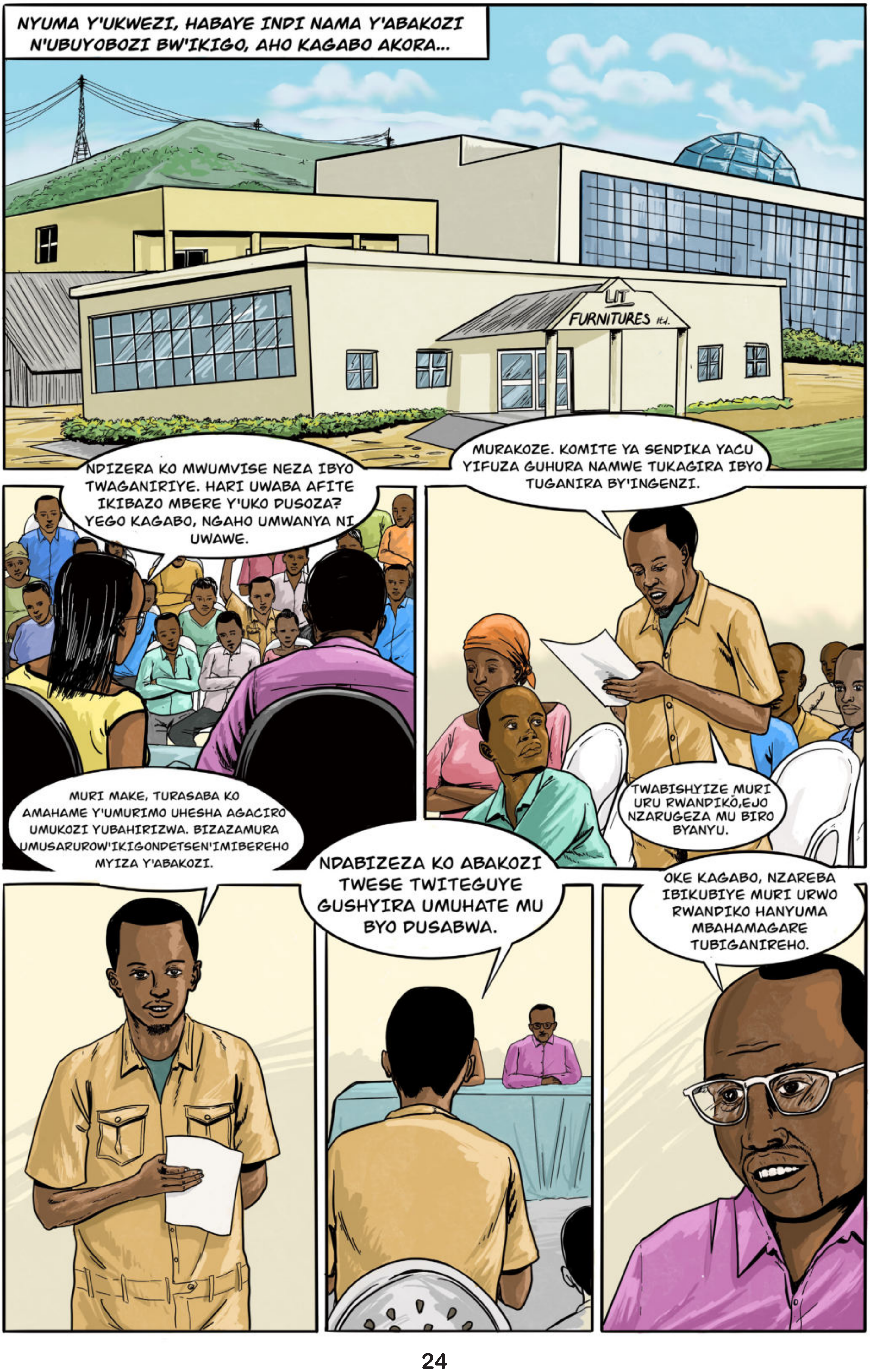
Urugero, Ikintu cya 5 kigamijwe ni uko "Bitarenze Umwaka 2030, hagomba kuboneka imirimo itanga umusaruro uhagije kandi ihesha abayikora agaciro, kuri bose: abagore, abagabo, urubyiruko, abafite ubumuga, kandi bagahabwa ibihembo bingana ku mirimo ifite agaciro kangana." Naho icya 8 kigamijwe ni "Kurinda uburenganzira ku murimo no guteza imbere uburyo abakozi bakora byubahirije isuku n'umutekano kuri bose, harimo n'abakozi b'abimukira, by'umwihariko abagore b'abimukira, n'abakora imirimo ya nyakabyizi."

2.4.Ijambo risoza

Leta ikwiriye kunoza amahame ateza imbere imishyikirano rusange kugira ngo hiyongere umubare w'amasezerano rusange asinywa hagati y'abahagarariye abakozi, yaba ari amasendika cyangwa intumwa z'abakozi n'abakoresha cyangwa amashyirahamwe y'abakoresha. Ibi bizagira inyungu kuri bose, hazamurwa umusaruro mu bigo ndetse n'imibereho y'abakozi irushaho kuba myiza.

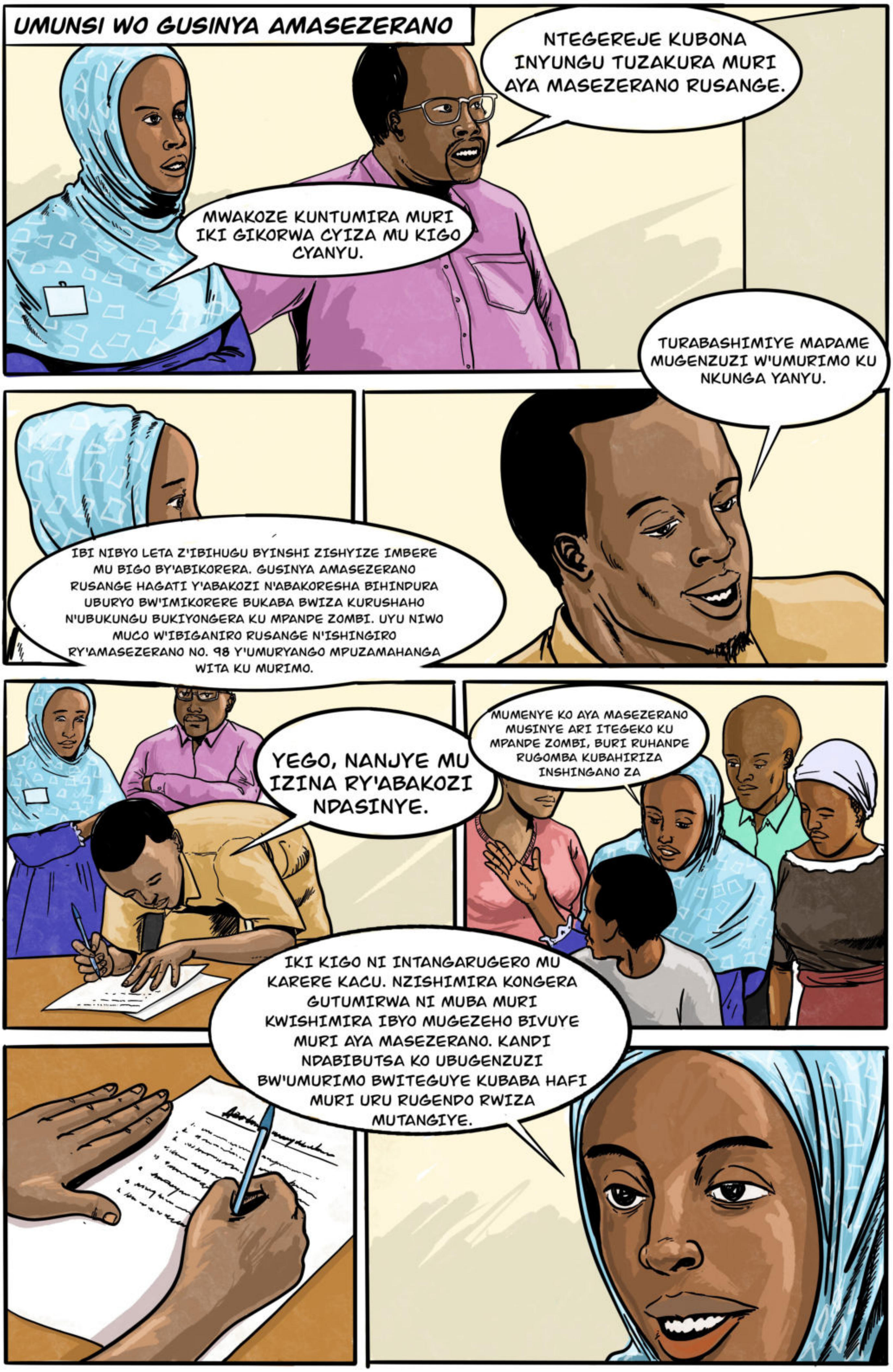


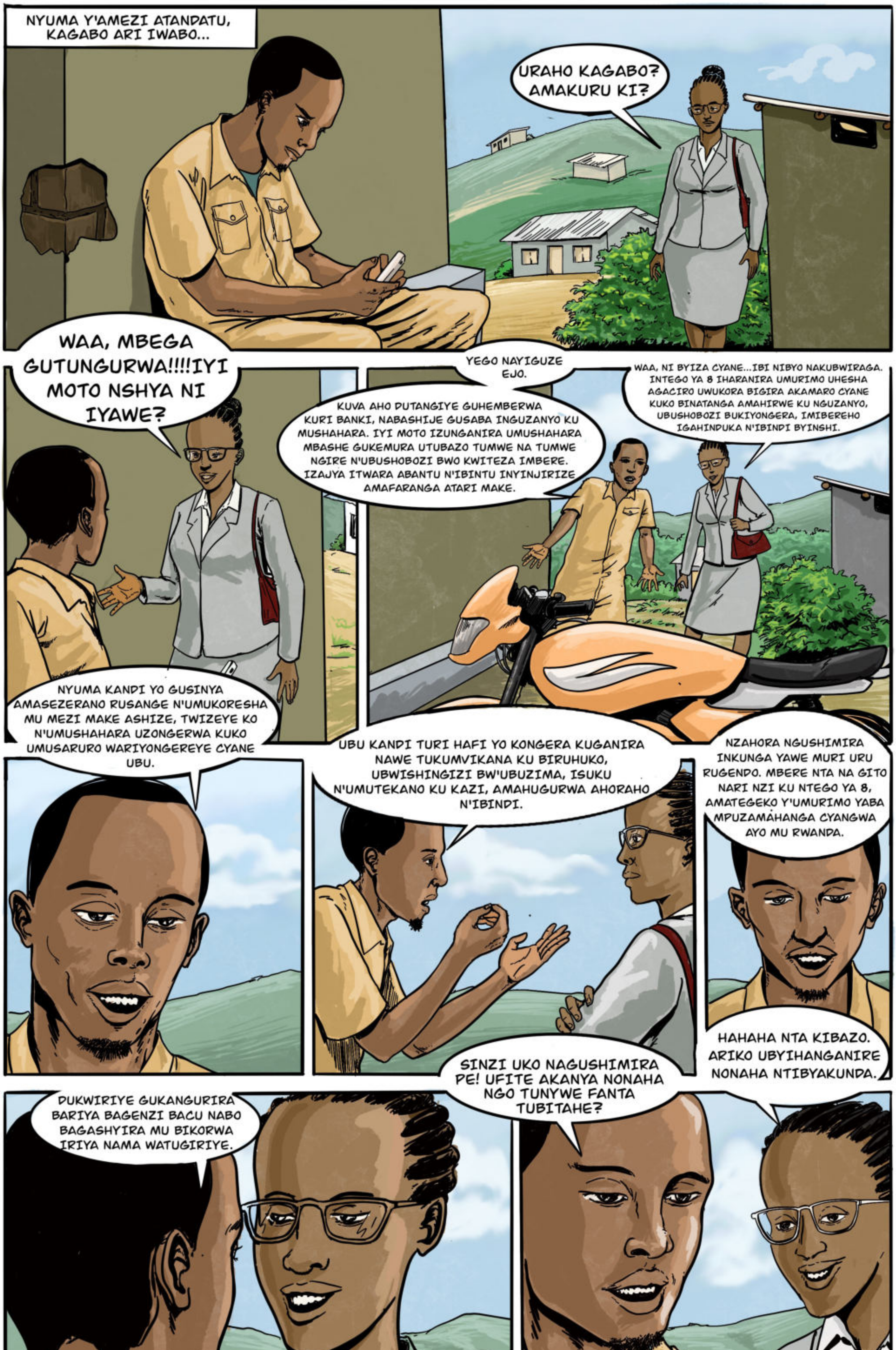
KAGABO MU NZIRA IGANA KU KAZI.
OH, AMAKURU YAWE MUTESI?
BURYA MU CYUMWERU GISHIZE, NANJYE NAGIYE MU MAHUGURWA!
WASANZE ARI INGENZI? NI IRIHE SOMO WAKUYEMO?
EH NÍ INGENZI CYANE... NAGIRANYE IBIGANIRO N'ABANDI TWUNGURANA IBITEKEREZO, NASANZE SENDIKA YACU ITAKORAGA CYANE NK'UKO BIKWIRIYE...
UBWO ARI NJYE UBU WATOREWE KUYIYOBORA, ICY'IBANZE NZIHATIRA NI UKUGIRANA IBIGANIRO N'UMUKORESHA MAZE SENDIKA YACU IKAGIRANA NAWE IBIGANIRO MAZE TUGASINYA AMASEZERANO RUSANGE.
KANDI BIZATUMA TUGIRA IMIKORERE IRUSHIJEHO KUBA MYIZA NDETSE BIRUMVIKANA N'IMIBEREHO YACU IHINDUKE.
NABONYE UBURYO TWASHYIRA HAMWE NK'ABANYAMURYANGO BA SENDIKA. KIMWE MU BYO TUZIBANDAHO NI UGUHUZA INTEGO YA 8, UBURENGANZIRA BWACU N'UMURIMO UHESHA AGACIRO UWUKOZE.
IBI BIRAHURA N'AMASEZERANO NO. 98 Y'UMURYANGO MPUZAMAHANGA WITA KU MURIMO Y'I1949 AVUGA KU BURENGANZIRA BW'AMASENDIKA BWO GUKORA NO KUGIRANA IMISHYIKIRANO RUSANGE N'ABAKORESHA. N'INGINGO YA 4 NA 92 Z'ITEGEKO RY'UMURIMO RYA 2018 NDETSE N'ITEGEKO NSHINGA, INGINGO YA 32.
TUZABIGANIRAHO NEZA UBUTAHA...


NYUMA Y'UKWEZI, HABAYE INDI NAMA Y'ABAKOZI N'UBUYOBOZI BW'IKIGO, AHO KAGABO AKORA...
LIT FURNITURES ltd.
NDIZERA KO MWUMVISE NEZA IBYO TWAGANIRIYE. HARI UWABA AFITE IKIBAZO MBERE Y'UKO DUSOZA? YEGO KAGABO, NGAHO UMWANYA NI UWAWE.
MURAKOZE. KOMITE YA SENDIKA YACU YIFUZA GUHURA NAMWE TUKAGIRA IBYO TUGANIRA BY'INGENZI.
MURI MAKE, TURASABA KO AMAHAME Y'UMURIMO UHESHA AGACIRO UMUKOZI YUBAHIRIZWA. BIZAZAMURA UMUSARUROW'IKIGONDETSEN'IMIBEREHO MYIZA Y'ABAKOZI.
TWABISHYIZE MURI URU RWANDIKO,EJO NZARUGEZA MU BIRO BYANYU.
NDABIZEZA KO ABAKOZI TWESE TWITEGUYE GUSHYIRA UMUHATE MU BYO DUSABWA.
OKE KAGABO, NZAREBA IBIKUBIYE MURI URWO RWANDIKO HANYUMA MBAHAMAGARE TUBIGANIREHO.

NYUMA Y'IMINSI MIKE...
UMUYOBOZI YADUTUMIYE MU NAMA EJO. ESE TWITEGUYE DUTE? HARI UBWO ATATWEMERERA IBYO TWASABYE BYOSE MU RWANDIKO...
DUKWIRIYE KUBYITONDERA TUGASHIKAMA KU BYO TWASABYE. CYANE CYANE IBYEREKEYE UMUSHAHARA UKWIYE.
IBINDI MWUMVA TUZASHIKAMA HO NI IBIKI? IBIRUHUKO? UBWISHINGIZI BW'INDWARA? AMASAHA Y'AKAZI? IBINDI MURUMVA ARI NK'IBIHE?
IMISHAHARA IGOMBA KUNYURA KURI KONTI ZACU MURI BANKI, TUKABONA UKO DUSABA INGUZANYO KU MUSHAHARA.
TUGOMBA NA NONE GUSHIKAMA KU KIBAZO CY'ISUKU N'UMUTEKANO MU KAZI, DUKENEYE UBWIRINZI BUKWIRIYE.
NGAHO MWINJIRE MWICARE HARIYA, MUNSOBANURIRE. NASOMYE URWANDIKO RWANYU RURERURE.
MURAKOZE MUYOBOZI, TUJE KUBASOBANURIRA IBYO TWABANDIKIYE.

ARIKO UBUNDI UMURIMO UHESHA AGACIRO UWUKORA BISHATSE KUVUGA IKI? SIMBISOBANUKIWE.
NSOBANURIRA IYI MVUGO.
MURI MAKE, DUSHINGIYE KU BISOBANURO BY'UMURYANGO MPUZAMAHANGA WITA KU MURIMO, UMURIMO UHESHA AGACIRO UWUKORA, USHINGIYE KU NKINGI ENYE: 1. GUHANGA IMIRIMO 2. UBURENGANZIRA BUSHINGIYE KU MURIMO 3. IMISHYIKIRANO RUSANGE 4. KUBUNGABUNGA IMIBEREHO MYIZA.
AYA MAHAME MUYEMEYE BYATERA ABAKOZI KONGERA UMUSARURO N'UBUDAHEMUKA KU KIGO BAKORERA. MURI MAKE TWESE TWABYUNGUKIRAMO.
OKE, TUMAZE UMWANYA TUVUGA BYINSHI, MU NSHAMAKE IBYO MUSABA BYOSE NTI BYASHOBOKA AKA KANYA. TUGIYE GUFATANYA TWONGERE UMUSARURO HANYUMA MUZONGERERWA 5% KU MUSHAHARA.
KANDI NDIZERA KO UBUKUNGU BUZIYONGERA HABA KU KIGO HABA NO KU BAKOZI.
IKINDI, NEMEYE KO MUZAJYA MUHEMBERWA KURI BANKI, IBINDI TUZAGENDA TUBIGANIRA BUHORO BUHORO. TURUMVIKANYE?
TURABIKWIJEJE MUYOBOZI, MBERE YO KWANDIKA, TWARABIGANIRIYE N'ABAKOZI BOSE DUHAGARARIYE, TURI KUMWE.
REKA TWANDIKE NEZA AYA MASEZERANO RUSANGE HANYUMA AZASINYWE IMBERE Y'ABAKOZI BOSE KUWA GATANU MBERE YA SA SITA.
DUKWIRIYE NO GUTUMIRA KANYANGE UMUGENZUZI W'UMURIMO W'AKARERE.


UMUNSI WO GUSINYA AMASEZERANO
NTEGEREJE KUBONA INYUNGU TUZAKURA MURI AYA MASEZERANO RUSANGE.
MWAKOZE KUNTUMIRA MURI IKI GIKORWA CYIZA MU KIGO CYANYU.
TURABASHIMIYE MADAME MUGENZUZI W'UMURIMO KU NKUNGA YANYU.
IBI NIBYO LETA Z'IBIHUGU BYINSHI ZISHYIZE IMBERE MU BIGO BY'ABIKORERA. GUSINYA AMASEZERANO RUSANGE HAGATI Y'ABAKOZI N'ABAKORESHA BIHINDURA UBURYO BW'IMIKORERE BUKABA BWIZA KURUSHAHO N'UBUKUNGU BUKIYONGERA KU MPANDE ZOMBI. UYU NIWO MUCO W'IBIGANIRO RUSANGE N'ISHINGIRO RY'AMASEZERANO NO. 98 Y'UMURYANGO MPUZAMAHANGA WITA KU MURIMO.
YEGO, NANJYE MU IZINA RY'ABAKOZI NDASINYE.
MUMENYE KO AYA MASEZERANO MUSINYE ARI ITEGEKO KU MPANDE ZOMBI, BURI RUHANDE RUGOMBA KUBAHIRIZA INSHINGANO ZA
IKI KIGO NI INTANGARUGERO MU KARERE KACU. NZISHIMIRA KONGERA GUTUMIRWA NI MUBA MURI KWISHIMIRA IBYO MUGEZEHO BIVUYE MURI AYA MASEZERANO. KANDI NDABIBUTSA KO UBUGENZUZI BW'UMURIMO BWITEGUYE KUBABA HAFI MURI URU RUGENDO RWIZA MUTANGIYE.


NYUMA Y'AMEZI ATANDATU, KAGABO ARI IWABO...
URAHO KAGABO? AMAKURU KI?
WAA, MBEGA GUTUNGURWA!!!!IYI MOTO NSHYA NI IYAWE?
YEGO NAYIGUZE EJO.
KUVA AHO DUTANGIYE GUHEMBERWA KURI BANKI, NABASHIJE GUSABA INGUZANYO KU MUSHAHARA. IYI MOTO IZUNGANIRA UMUSHAHARA MBASHE GUKEMURA UTUBAZO TUMWE NA TUMWE NGIRE N'UBUSHOBOZI BWO KWITEZA IMBERE. IZAJYA ITWARA ABANTU N'IBINTU INYINJIRIZE AMAFARANGA ATARI MAKE.
WAA, NI BYIZA CYANE...IBI NIBYO NAKUBWIRAGA. INTEGO YA 8 IHARANIRA UMURIMO UHESHA AGACIRO UWUKORA BIGIRA AKAMARO CYANE KUKO BINATANGA AMAHIRWE KU NGUZANYO, UBUSHOBOZI BUKIYONGERA, IMIBEREHO IGAHINDUKA N'IBINDI BYINSHI.
NYUMA KANDI YO GUSINYA AMASEZERANO RUSANGE N'UMUKORESHA MU MEZI MAKE ASHIZE, TWIZEYE KO N'UMUSHAHARA UZONGERWA KUKO UMUSARURO WARIYONGEREYE CYANE UBU.
UBU KANDI TURI HAFI YO KONGERA KUGANIRA NAWE TUKUMVIKANA KU BIRUHUKO, UBWISHINGIZI BW'UBUZIMA, ISUKU N'UMUTEKANO KU KAZI, AMAHUGURWA AHORAHO N'IBINDI.
NZAHORA NGUSHIMIRA INKUNGA YAWE MURI URU RUGENDO. MBERE NTA NA GITO NARI NZI KU NTEGO YA 8, AMATEGEKO Y'UMURIMO YABA MPUZAMAHANGA CYANGWA AYO MU RWANDA.
HAHAHA NTA KIBAZO. ARIKO UBYIHANGANIRE NONAHA NTIBYAKUNDA.
SINZI UKO NAGUSHIMIRA PE! UFITE AKANYA NONAHA NGO TUNYWE FANTA TUBITAHE?
DUKWIRIYE GUKANGURIRA BARIYA BAGENZI BACU NABO BAGASHYIRA MU BIKORWA IRIYA NAMA WATUGIRIYE.

3. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Imirimo y'agahato.

3.1. Imirimo y'agahato (Amasezerano No. 29, Umwaka 1930 na Porotokore yayo ya 2014)

Amasezerano No.29 ya ILO yitsa ku kamaro ko kurandura imirimo yose y'agahato (ingingo 25: "Igikorwa kibujijwe n'amategeko kiganisha ku mirimo y'agahato gihanwa n'amategeko ahana ibyaha, kandi ni inshingano z'igihugu cyose cyasinye aya masezerano zo gukurikirana ko ibihano biteganijwe bifite uburemere bukwiriye kandi ko bishyirwa mu bikorwa.")

3.2. Amategeko yo mu Rwanda

Amasezerano No. 29 ya ILO akubiyemo uburenganzira bw'ibanze ku kurindwa imirimo y'agahato, ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane mu ingingo ya 13 na 14 z'Itegeko Nshinga ryo muri 2003 nk'uko ryavuguruwe muri 2015; n'ingingo ya 7 y'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga Umurimo mu Rwanda.

3.3. Ibyo intego ya 8 (SDG 8) igamije

Ikintu kigamijwe kugerwaho cya 7 kigaragaza ko intego ya 8 (SDG 8) igamije kurandura ubwoko bwose bw'imirimo y'agahato, hakubiyemo n'imirimo ibujijwe ku bana. Ibi birasaba imikoranire ihamye hagati ya Leta, abakoresha n'abakozi, bafatanya kurwanya ibibangamira uburenganzira bw'ikiremwa muntu.

Ikintu cya 7 kivuga ngo "Gushyiraho ingamba zihamye zigamije kurandura imirimo y'agahato, kurangiza ubucakara bugezweho n'icuruzwa ry'abantu, kandi hagakorwa ku buryo imirimo mibi cyane ibujijwe abana irandurwa, harimo no gukoresha abana mu gisirikare, kandi imirimo yose ibujjwe abana ikarandurwa bitarenze 2025".

3.4. Ijambo risoza

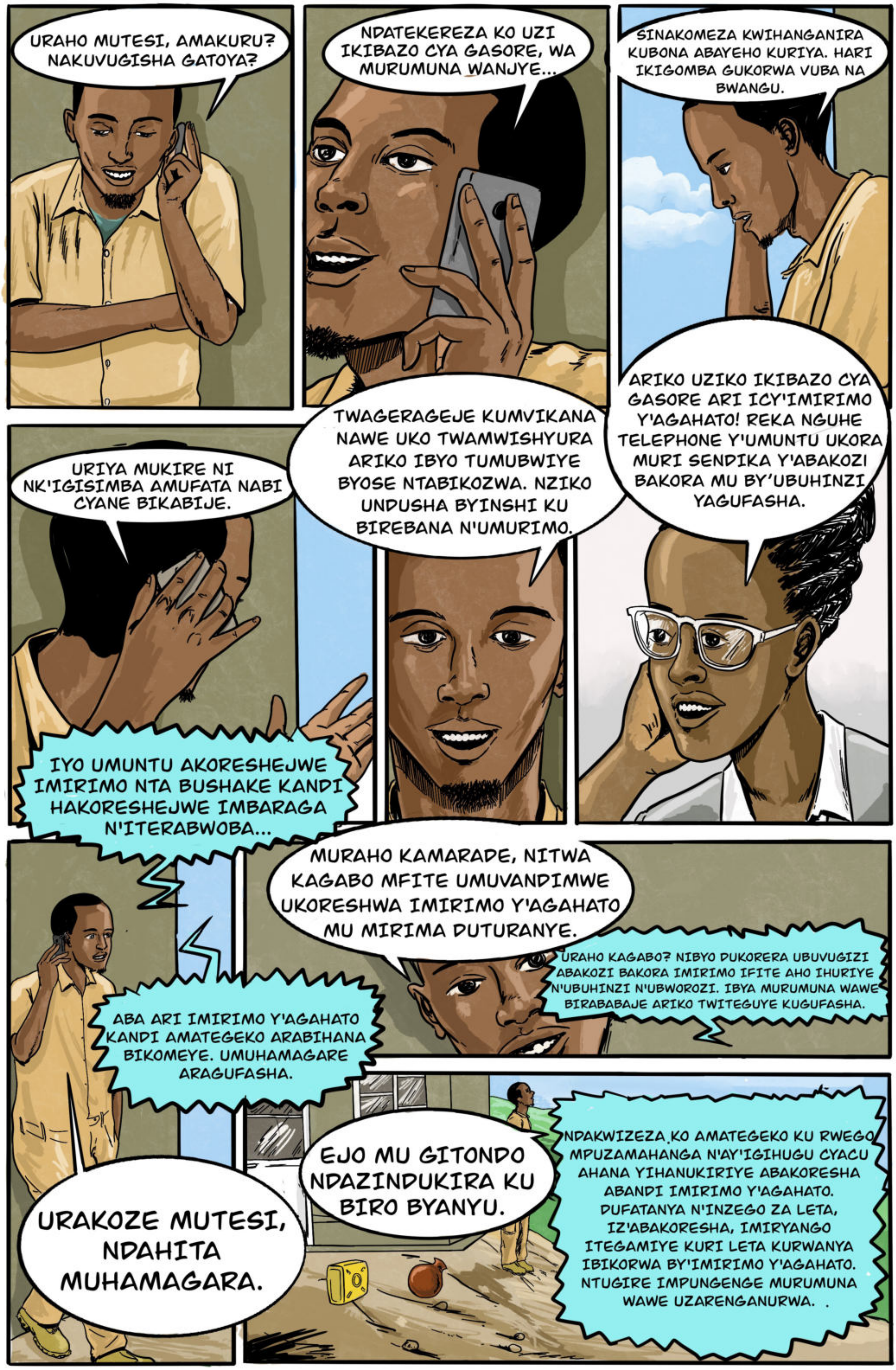
Leta ifatanije n'abafatanyabikorwa bayo cyane cyane amasendika n'amashyirahamwe y'abakoresha, imiryango itegamiye kuri Leta, inzego z'umutekano n'abaturage bose muri rusange bakwiye kunoza imikoranire kugira ngo bakumire, ndetse bageze mu butabera abakoresha abandi imirimo y'agahato kandi bahanwe by'intangarugero.

UMURYANGO WA MUTABARUKA WANANIWE KWISHYURA UMWENDA WAHAWE N'UMUHERWE BATURANYE, BITUMA UMWANA WABO ATEGEKWA GUKORA IMIRIMO Y'AGAHATO YISHYURA UWO MWENDA.
GASORE YATEGETSWE GUKORA ADAHEMBWA KUGEZA IGIHE UMWENDA UZARANGIRIRA.
UBUZIMA YARI ABAYEHO MU MURIMA BWARI BUGOYE KANDI BUBABAJE.

MAZE KURAMBIRWA IYI MIBEREHO.
EEE, URAKORA IKI HANO?
MUMBABARIRE, UMUTWE URI KUNDYA, NDUMVA NKENEYE KURUHUKA.

NGO IKI? URUHUKA? UZANYE IBY'UBUNEBWE BWAWE? NINDE UKORA AKAZI WARI GUKORA?
GENDA NONAHAA...REBA INKA ZANJYE, UZAHIRIRE HANYUMA UTUNGANYE UBUSITANI...
REKA IBYO WIGIRA UJYE MU KAZI VUBAAA...
NUDAKORA CYANE UYU MUNSI NTA N'IBYO KURYA UBONA.

NIBA IBI BIDAHINDUTSE, NTA HAZAZA HANJYE MBONA PE! NIFUZAGA KUZABA UMUKINNYI W'UMUPIRA W'AMAGURU UKOMEYE!
EEE, WIBAGIWE INKA ZANJYE? GIRA VUBA...
HAGATI AHO KAGABO AHANGAYIKISHIJWE NA MURUMUNA WE.
NDABIZI KO GASORE ABAYEHO NABI CYANE... ARIKO UWABAZA MUTESI AKANGIRA INAMA!


URAHO MUTESI, AMAKURU? NAKUVUGISHA GATOYA?
NDATEKEREZA KO UZI IKIBAZO CYA GASORE, WA MURUMUNA WANJYE...
SINAKOMEZA KWIHANGANIRA KUBONA ABAYEHO KURIYA. HARI IKIGOMBA GUKORWA VUBA NA BWANGU.
URIYA MUKIRE NI NK'IGISIMBA AMUFATA NABI CYANE BIKABIJE.
TWAGERAGEJE KUMVIKANA NAWE UKO TWAMWISHYURA ARIKO IBYO TUMUBWIYE BYOSE NTABIKOZWA. NZIKO UNDUSHA BYINSHI KU BIREBANA N'UMURIMO.
ARIKO UZIKO IKIBAZO CYA GASORE ARI ICY'IMIRIMO Y'AGAHATO! REKA NGUHE TELEPHONE Y'UMUNTU UKORA MURI SENDIKA Y'ABAKOZI BAKORA MU BY'UBUHINZI YAGUFASHA.
IYO UMUNTU AKORESHEJWE IMIRIMO NTA BUSHAKE KANDI HAKORESHEJWE IMBARAGA N'ITERABWOBA...
ABA ARI IMIRIMO Y'AGAHATO KANDI AMATEGEKO ARABIHANA BIKOMEYE. UMUHAMAGARE ARAGUFASHA.
MURAHO KAMARADE, NITWA KAGABO MFITE UMUVANDIMWE UKORESHWA IMIRIMO Y'AGAHATO MU MIRIMA DUTURANYE.
URAHO KAGABO? NIBYO DUKORERA UBUVUGIZI ABAKOZI BAKORA IMIRIMO IFITE AHO IHURIYE N'UBUHINZI N'UBWOROZI. IBYA MURUMUNA WAWE BIRABABAJE ARIKO TWITEGUYE KUGUFASHA.
URAKOZE MUTESI, NDAHITA MUHAMAGARA.
EJO MU GITONDO NDAZINDUKIRA KU BIRO BYANYU.
NDAKWIZEZA KO AMATEGEKO KU RWEGO MPUZAMAHANGA N'AY'IGIHUGU CYACU AHANA YIHANUKIRIYE ABAKORESHA ABANDI IMIRIMO Y'AGAHATO. DUFATANYA N'INZEGO ZA LETA, IZ'ABAKORESHA, IMIRYANGO ITEGAMIYE KURI LETA KURWANYA IBIKORWA BY'IMIRIMO Y'AGAHATO. NTUGIRE IMPUNGENGE MURUMUNA WAWE UZARENGANURWA.

KAGABO YASOBANURIYE UMURYANGO WE GAHUNDA YO KURENGANURA GASORE. ICYUMWERU GIKURIKIYEHO AJYANAYO N'UMUKOZI WA SENDIKA Y'UBUHINZI.
MWARAMUTSE ABA HANO?
EEE KAGABOOO, NI KALIBU.
HARI HASHIZE IGIHE MUVANDI. UMEREWE UTE GASO? MU RUGO BARAGUKUMBUYE BOSE, BARAGUSUHUZA.
NARI NGUKUMBUYE PE.
NDABONA WARAKUBITITSE, ARIKO HUMURA BIRAKEMUKA VUBA UGARUKE MU RUGO.
ESE SHOBUJA ARAHARI? DUSHAKA KUVUGANA NAWE. UYU NI INSHUTI YO MURI SENDIKA Y'ABAKOZI BO MU BUHINZI, ARABIDUFASHAMO.
NDUMVA ARI BYIZA... YEGO ARI MU NZU.

AKO KANYA...
URWO RUSAKU NI URW'IKI?
NARI NGARUTSE KUKUREBA, UYU MUDAMU AKORA MURI SENDIKA Y'ABAKOZI BO MU BUHINZI. BAHARANIRA UBURENGANZIRA BW'ABAKOZI. TWIFUZA KUMVIKANA UKO TWAKWISHYURA UMWENDA ARIKO GASORE TUKAJYANA MU RUGO
NIYEMEJE KUKWISHYURA RWOSE MU BICE BICE ARIKO NKAJYANA GASORE, ARACYARI MUTO, EJO HAZAZA HE HARANGIRIKA. UBUSE ABANA NKAWE BOSE BAFASHWE GUTYA, NINDE WAZATEZA IMBERE IGIHUGU?
AKENEYE KUJYA KWIGA UBUMENYI NGIRO HAKIRI KARE
NK'UKO KAGABO YAKUBWIYE, IBYO UKORA URI KWICA AMATEGEKO Y'UMURIMO. NDAKUMENYESHA KO UYU MWANA URI KUMUKORESHA IMIRIMO Y'AGAHATO KANDI NI ICYAHA GIHANWA N'AMATEGEKO
HAHAHA NTIBISHOBOKA... NAKUBWIYE KO NSHAKA AMAFRANGA YANJYE YOSE, BITABA IBYO ARAGUMA HANO ANKORERA...
URI KWICA INGINGO YA 7 Y'ITEGEKO RY'UMURIMO RYA 2018. KANDI NIBA UTISUBIYEHO NGO MWUMVIKANE, TURABIMENYESHA UBUGENZUZI BW'UMURIMO
EEE MUJE KUNTERA UBWOBA IWANJYE? MUBWIRE UWO MUSHAKA WESE. NTIMUNKANGISHE AMATEGEKO!!! NTA BWOBA MFITE NAMBA. AHUBWO MUMVIRE MU RUGO NONAHA...
NTA KUNDI, REKA TUGENDE ARIKO UZABONA INGARUKA ZABYO VUBA AHA.

4. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Ibuzwa ry'imirimo y'agahato.

4.1. Ibuzwa ry'imirimo y'agahato (Amasezerano No. 105 ya ILO, umwaka 1957)

Amasezerano No. 105 ya ILO yitsa ku nshingano z'ibihugu bigize ILO zo kurandura imirimo y'agahato mu buryo butanu bwihariye. (Ingingo ya 1: "Buri gihugu kigize Umuryango Mpuzamahanga wita ku Murimo cyashyize umukono kuri aya masezerano kigomba gukuraho no kudakoresha ubwoko ubwo aribwo bwose bw'imirimo y'agahato-

(a)nk'igikoresho cy'agahato cyangwa inyigisho bya politiki cyangwa igihano ku muntu ufite imyumvire n'ibikorwa bya politiki binyuranye n'ingengabitekerezo ya politiki, imibereho myiza n'ubukungu yashyizweho n'ubutegetsi buriho;

(b)nk'uburyo bwo gukusanya abaturage bagakoreshwa imirimo igamije iterambere ry'ubukungu;

(c)nk'uburyo bw'imirimo ikorwa nk'igihano;

(d)nk'igihano gihabwa abagize uruhare mu myigaragambyo;

(e)nk'uburyo bw'ivangura rishingiye ku bwoko, imibereho, ubwenegihugu cyangwa idini."

4.2. Amategeko yo mu Rwanda

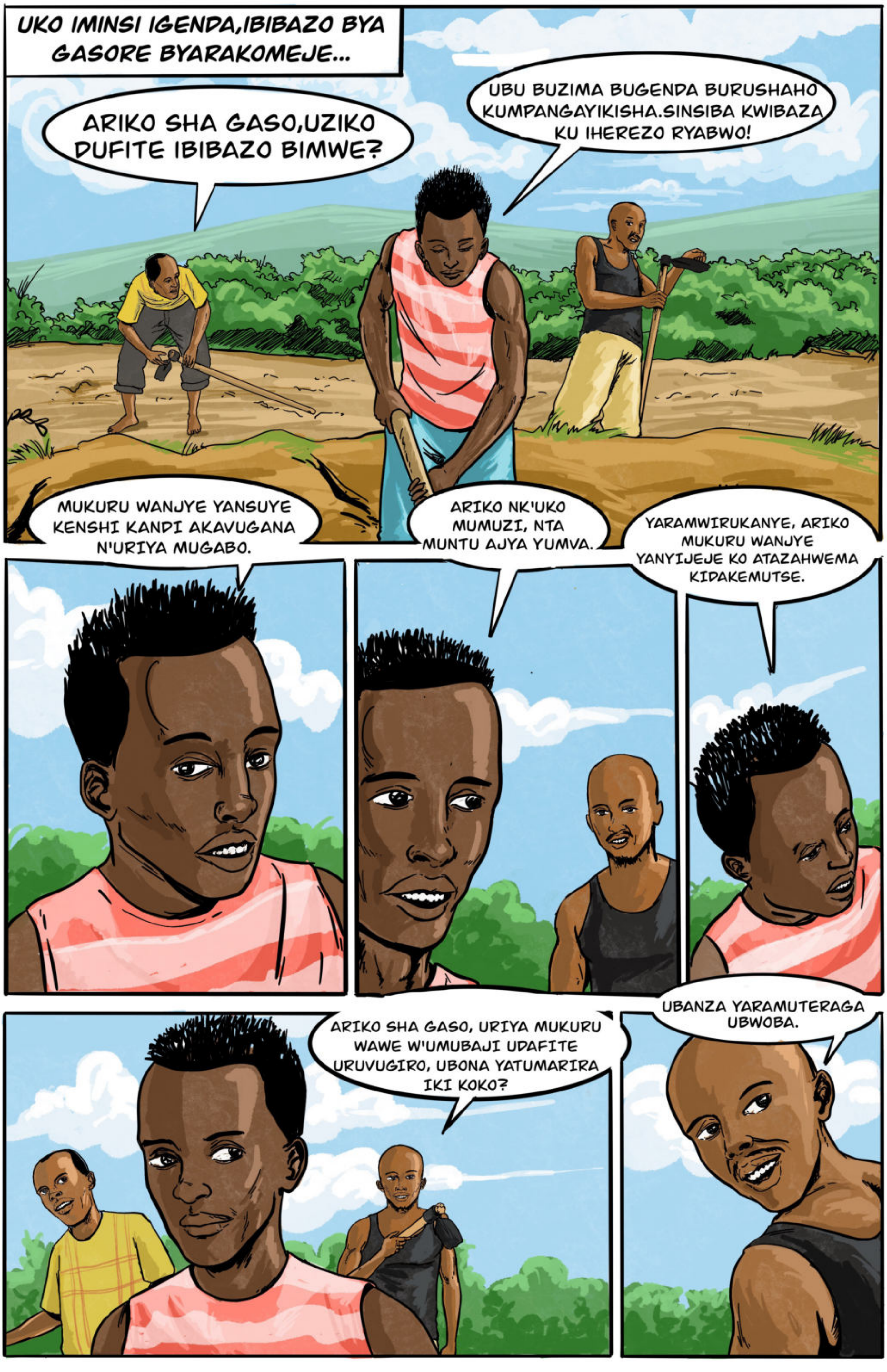
Amasezerano No. 105 ya ILO akubiyemo uburenganzira bw'ibanze ku kurindwa na Leta imirimo y'agahato, ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane mu ingingo ya 13 n'iya 14 z'Itegeko Nshinga ryo muri 2003 nk'uko ryavuguruwe muri 2015; n'ingingo ya 7 y'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga Umurimo mu Rwanda.

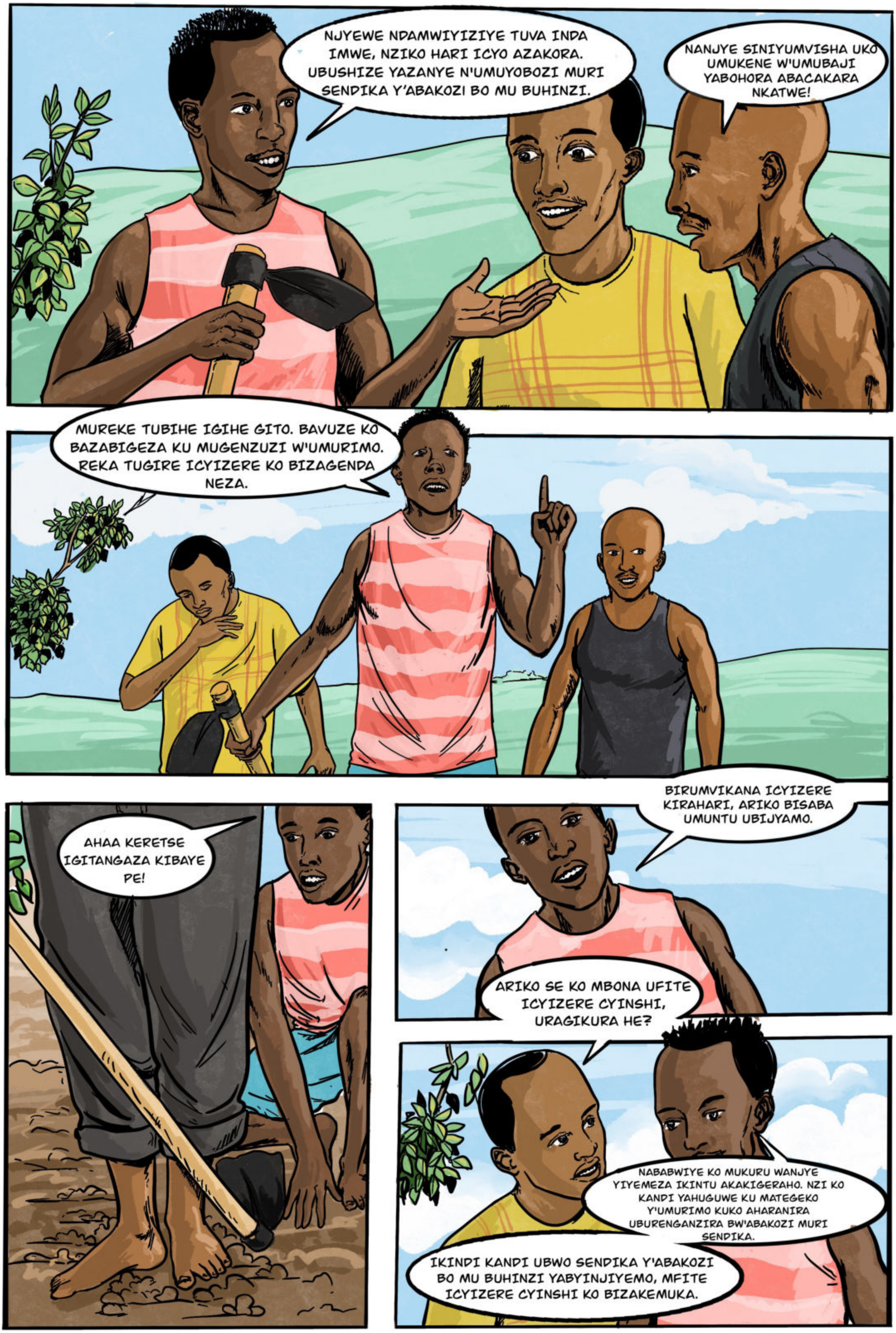
4.3. Ibyo intego ya 8 (SDG 8) igamije

Ikintu kigamijwe kugerwaho cya 7 kigaragaza ko intego ya 8 (SDG 8) igamije kurandura ubwoko bwose bw'imirimo y'agahato, hakubiyemo n'imirimo ibujijwe ku bana. Ibi birasaba imikoranire ihamye hagati ya Leta, abakoresha n'abakozi, bafatanya kurwanya ibibangamira uburenganzira bw'ikiremwa muntu. Urugero: Ikintu cya 7 kivuga ngo "Gushyiraho ingamba zihamye zigamije kurandura imirimo y'agahato, kurangiza ubucakara bugezweho n'icuruzwa ry'abantu, kandi hagakorwa ku buryo imirimo mibi cyane ibujijwe abana irandurwa, harimo no gukoresha abana mu gisirikare, kandi imirimo yose ibujjwe abana ikarandurwa bitarenze 2025".

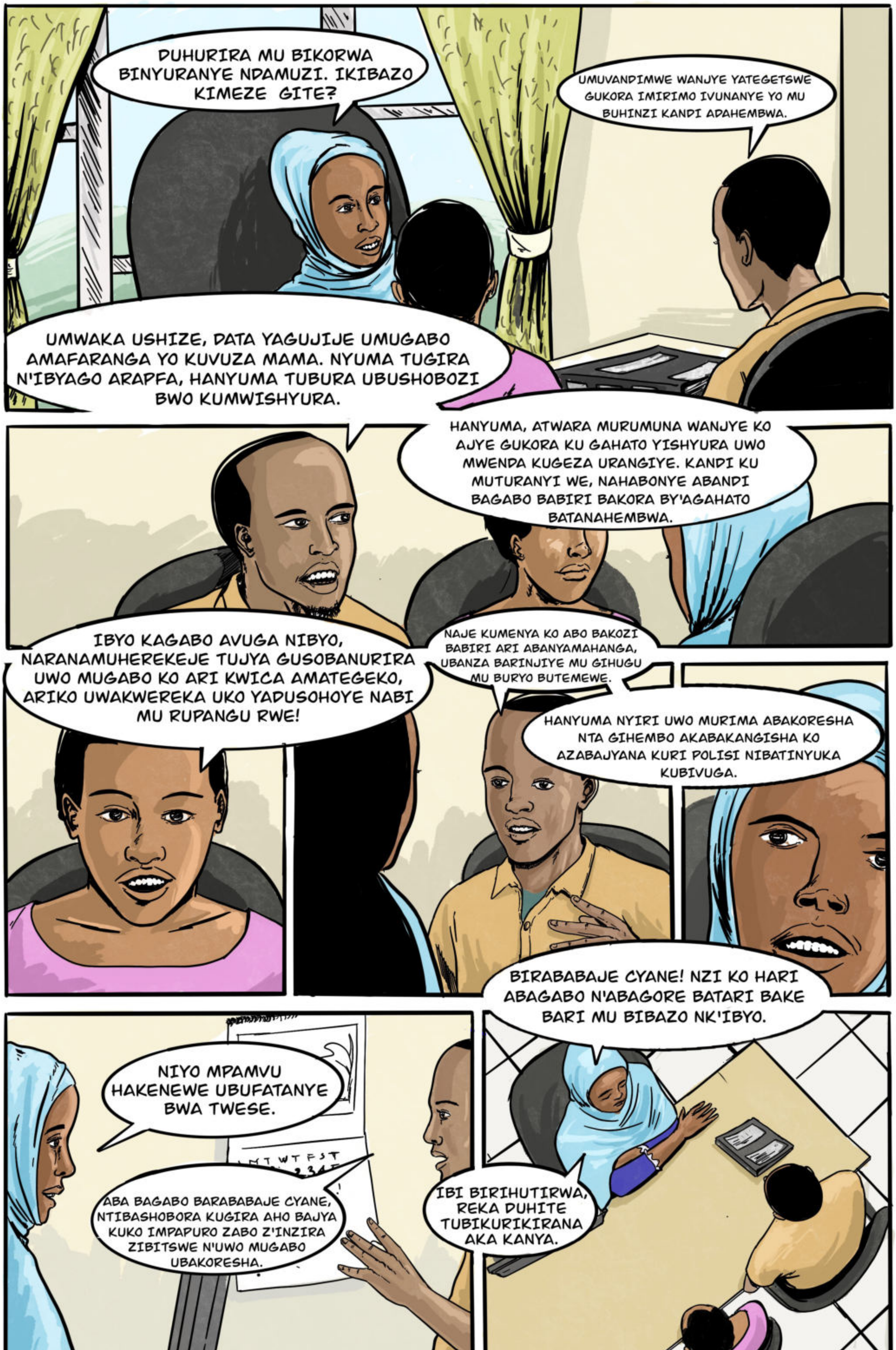
4.4. Ijambo risoza

Leta ifite inshingano zo gutanga urugero rwiza kandi igashyiraho uburyo bwose butuma politiki n'imikorere byose bishimangira ibuzwa ry'imirimo y'agahato ku buryo buhamye.


UKO IMINSI IGENDA,IBIBAZO BYA GASORE BYARAKOMEJE...
ARIKO SHA GASO,UZIKO DUFITE IBIBAZO BIMWE?
UBU BUZIMA BUGENDA BURUSHAHO KUMPANGAYIKISHA.SINSIBA KWIBAZA KU IHEREZO RYABWO!
MUKURU WANJYE YANSUYE KENSHI KANDI AKAVUGANA N'URIYA MUGABO.
ARIKO NK'UKO MUMUZI, NTA MUNTU AJYA YUMVA.
YARAMWIRUKANYE, ARIKO MUKURU WANJYE YANYIJEJE KO ATAZAHWEMA KIDAKEMUTSE.
ARIKO SHA GASO, URIYA MUKURU WAWE W'UMUBAJI UDAFITE URUVUGIRO, UBONA YATUMARIRA IKI KOKO?
UBANZA YARAMUTERAGA UBWOBA.


NJYEWE NDAMWIYIZIYE TUVA INDA IMWE, NZIKO HARI ICYO AZAKORA. UBUSHIZE YAZANYE N'UMUYOBOZI MURI SENDIKA Y'ABAKOZI BO MU BUHINZI.
NANJYE SINIYUMVISHA UKO UMUKENE W'UMUBAJI YABOHORA ABACAKARA NKATWE!
MUREKE TUBIHE IGIHE GITO. BAVUZE KO BAZABIGEZA KU MUGENZUZI W'UMURIMO. REKA TUGIRE ICYIZERE KO BIZAGENDA NEZA.
AHAA KERETSE IGITANGAZA KIBAYE PE!
BIRUMVIKANA ICYIZERE KIRAHARI, ARIKO BISABA UMUNTU UBIJYAMO.
ARIKO SE KO MBONA UFITE ICYIZERE CYINSHI, URAGIKURA HE?
NABABWIYE KO MUKURU WANJYE YIYEMEZA IKINTU AKAKIGERAHO. NZI KO KANDI YAHUGUWE KU MATEGEKO Y'UMURIMO KUKO AHARANIRA UBURENGANZIRA BW'ABAKOZI MURI SENDIKA.
IKINDI KANDI UBWO SENDIKA Y'ABAKOZI BO MU BUHINZI YABYINJIYEMO, MFITE ICYIZERE CYINSHI KO BIZAKEMUKA.

KAGABO N'UMUYOBOZI MURI SENDIKA Y'ABAKOZI BO MU BUHINZI BAGIYE KUREBA UMUGENZUZI W'UMURIMO KU BIRO BY'AKARERE.
YEGO MWINJIRE...
UMUGENZUZI W'UMURIMO
KNOCK! KNOCK!!
NGAHO NIMWICARE, TUBAFASHE IKI?
MURAHO NEZA MUYOBOZI, NITWA KAGABO, NJE KUBABWIRA IKIBAZO CYA MURUMUNA WANJYE GASORE. UYU MUDAMU TURI KUMWE NI UMUYOBOZI MURI SENDIKA Y'ABAKOZI BO MU BUHINZI.


DUHURIRA MU BIKORWA BINYURANYE NDAMUZI. IKIBAZO KIMEZE GITE?
UMUVANDIMWE WANJYE YATEGETSWE GUKORA IMIRIMO IVUNANYE YO MU BUHINZI KANDI ADAHEMBWA.
UMWAKA USHIZE, DATA YAGUJIJE UMUGABO AMAFARANGA YO KUVUZA MAMA. NYUMA TUGIRA N'IBYAGO ARAPFA, HANYUMA TUBURA UBUSHOBOZI BWO KUMWISHYURA.
HANYUMA, ATWARA MURUMUNA WANJYE KO AJYE GUKORA KU GAHATO YISHYURA UWO MWENDA KUGEZA URANGIYE. KANDI KU MUTURANYI WE, NAHABONYE ABANDI BAGABO BABIRI BAKORA BY'AGAHATO BATANAHEMBWA.
IBYO KAGABO AVUGA NIBYO, NARANAMUHEREKEJE TUJYA GUSOBANURIRA UWO MUGABO KO ARI KWICA AMATEGEKO, ARIKO UWAKWEREKA UKO YADUSOHOYE NABI MU RUPANGU RWE!
NAJE KUMENYA KO ABO BAKOZI BABIRI ARI ABANYAMAHANGA, UBANZA BARINJIYE MU GIHUGU MU BURYO BUTEMEWE.
HANYUMA NYIRI UWO MURIMA ABAKORESHA NTA GIHEMBO AKABAKANGISHA KO AZABAJYANA KURI POLISI NIBATINYUKA KUBIVUGA.
BIRABABAJE CYANE! NZI KO HARI ABAGABO N'ABAGORE BATARI BAKE BARI MU BIBAZO NK'IBYO.
NIYO MPAMVU HAKENEWE UBUFATANYE BWA TWESE.
ABA BAGABO BARABABAJE CYANE, NTIBASHOBORA KUGIRA AHO BAJYA KUKO IMPAPURO ZABO Z'INZIRA ZIBITSWE N'UWO MUGABO UBAKORESHA.
IBI BIRIHUTIRWA, REKA DUHITE TUBIKURIKIRANA AKA KANYA.

MUREKE TUJYANE YO, TUGOMBA KUBIKEMURA NONAHA.
MUTEKEREZA KO TWAKWITWAZA POLISI ITURINDIRE UMUTEKANO?
NDUMVA ATARI NGOMBWA.
AHO NI AHAGANA HE TWABASANGA?
TURABASANGA MU MURIMA BAKORA AMASAHA YOSE.
MUREKE TWIHUTE...
NDIZERA KO N'UWO MUGABO TUHAMUSANGA.

NYUMA 'IMINOTA 20 Y'URUGENDO...
IYI NIYO MIRIMA WAVUGAGA?
YEGO, AHUBWO NGURIYA TURAHAMUSANZE. REBA UKUNTU ARI UMUNYAMAHANE!
MAZE KURAMBIRWA UBWO BUNEBWE...
IBI NI IBIKI?????
UMVA, REKERA AHO.

UMVA, REKERA AHO.
NITWA KANYANGE, UMUGENZUZI W'UMURIMO W'AKARERE. NI WOWE UKORESHA UYU MUSORE? NKENEYE AKA KANYA KO UNYEREKA IBIKUBIYE MU MASEZERANO Y'UMURIMO MUFITANYE.
URUMVA, RWOSE ABA BANTU NARABAFASHIJE MBAGURIZA AMAFARANGA ARIKO BARANYAMBURA! GASORE NAMUFASHE NGO AYISHYURE. IBYO SE HARI ICYO BITWAYE MUYOBOZI?
NINDE WAGUHAYE UBURENGANZIRA BWO GUHATIRA UMUNTU IMIRIMO Y'AGAHATO? IBYO WAKOZE BIHANWA N'AMATEGEKO AHANA IBYAHA, UGOMBA KUBIHANIRWA.
MADAMU MUYOBOZI, RWOSE MUMBABARIRE SINARI NZI KO ARI ICYAHA! RWOSE NDAHITA MUREKURA ATAHE.
UGOMBA KUZA KU BIRO KUBAZWA N'UMUSHINJACYAHA KU BYO WAKOZE, ICYAHA NIKIGUHAMA UGOMBA KUBIHANIRWA.

EE UBIGEZEHO MUVANDI, URAKOZE CYANE.
UBU URISHYIRA WIZANE RWOSE...
NARI NIZEYE KO UZASOHOZA ISEZERANO WAMPAYE. NDAGUSHIMYE CYANEEE.
UBU NONEHO UGOMBA GUHITAMO UMWUGA WIFUZA UKAWUKURIKIRA.
MWESE BATURAGE MURI HANO BIBABERE ISOMO. IBI BIKORWA BINYURANYIJE N'AMATEGEKO. MUZIKO KU ISI YOSE N'U RWANDA RURIMO HARI AMAMILIYONI MENSHI Y'ABANTU BAKORESHWA UBURETWA, ABACURUZWA N'ABAKORESHWA UBUCAKARA?
IBI BIGARAGARA CYANE MU BUHINZI, UBWUBATSI, AMABUYE Y'AGACIRO N'IMIRIMO YO MU RUGO. NIBA LETA UBWAYO IBAHA URUGERO RWIZA RWO KUDAKORESHA ABATURAGE IMIRIMO Y'AGAHATO, NAMWE MUGOMBA KUBIREBERAHO. UBUCAKARA N'ICURUZWA RY'ABANTU BIRABUJIJWE YABA MU RWANDA NDETSE NO KU ISI YOSE.
NIBA UKORESHA UMUNTU UGOMBA KUMUHEMBA UKO MWABYUMVIKANYE. IMIRIMO Y'AGAHATO N'UBUCAKARA IRAHANWA N'AMATEGEKO Y'U RWANDA. NDABAKANGURIRA KWIRINDA IBYO BIKORWA KANDI AHO MUBIBONYE MUKABIMENYESHA UBUYOBOZI BUBEGEREYE.
NDABASHISHIKARIZA GUKORANA NA ZA SENDIKA MU BYICIRO MUKORERAMO NDETSE NATWE MUTUGANE KU BIRO BY'AKARERE TUBUNGABUNGE UBURENGANZIRA BW'ABAKOZI. NIDUFATANYA GUTEZA IMBERE UMURIMO UHESHA AGACIRO UWUKORA BIZADUTEZA IMBERE TWESE HAMWE.

5. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Imyaka fatizo yo gutangira gukora.

5.1. Imyaka fatizo (Amasezerano No.138 ya ILO, umwaka 1973)

Amasezerano No. 138 ya ILO yitsa ku kamaro ko gushyiraho imyaka fatizo yo gutangira gukora akazi. (Ingingo ya 1: "Buri gihugu cyashyize aya masezerano mu bikorwa, kigomba gushyiraho politiki y'igihugu igamije gukuraho bidasubirwaho imirimo ibujijwe ku bana, ndetse no kugenda hazamurwa buhoro buhoro imyaka fatizo yo gutangira gukora akazi ku gipimo gihwanye ubukure bw'umubiri n'imitegekereze y'abakozi bakiri bato.")

5.2. Amategeko yo mu Rwanda

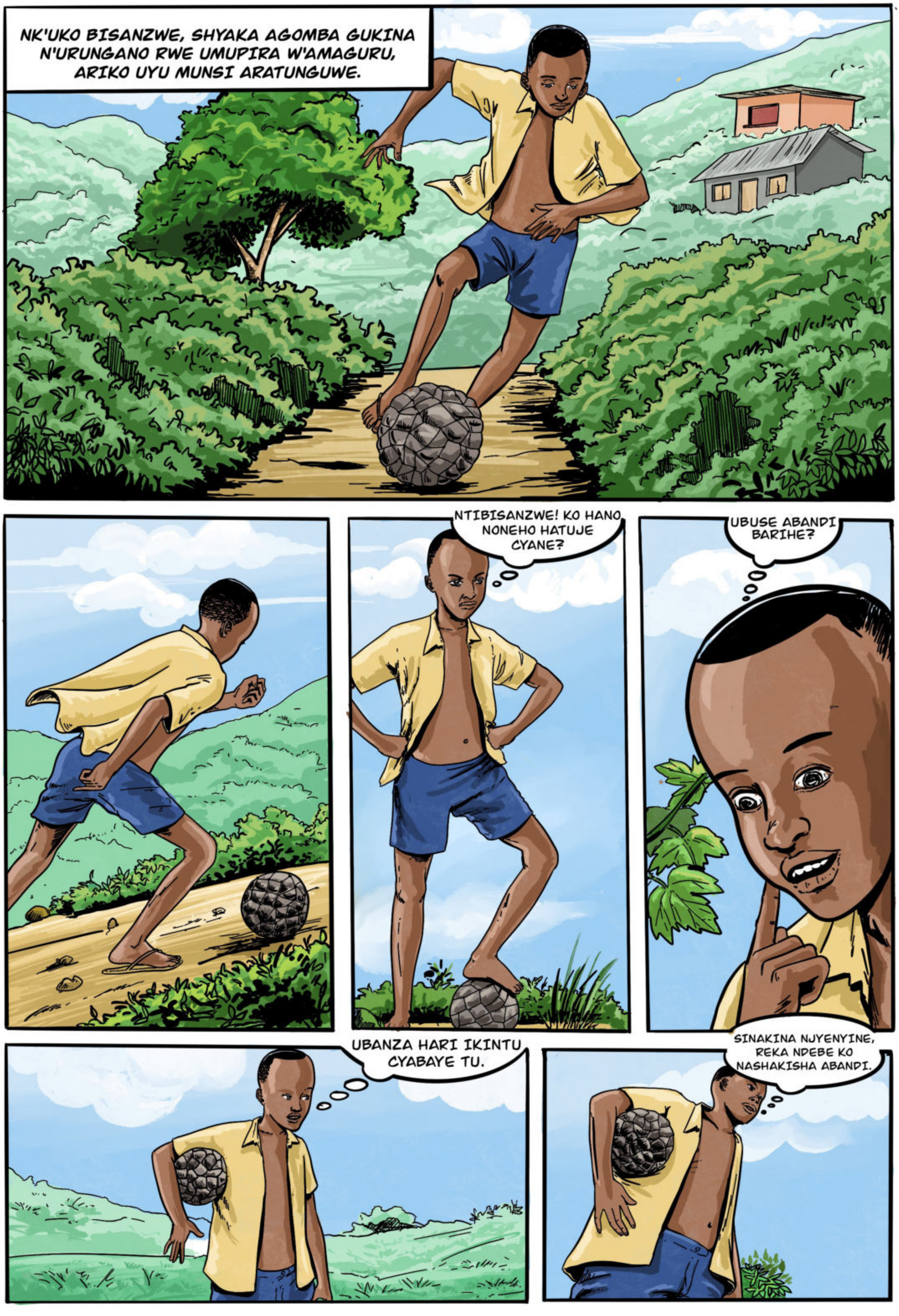
Amasezerano No. 138 ya ILO akubiyemo uburenganzira bw'ibanze ku kurindwa imirimo ivunanye ku bana, ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane ingingo ya 5 y'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga Umurimo mu Rwanda.

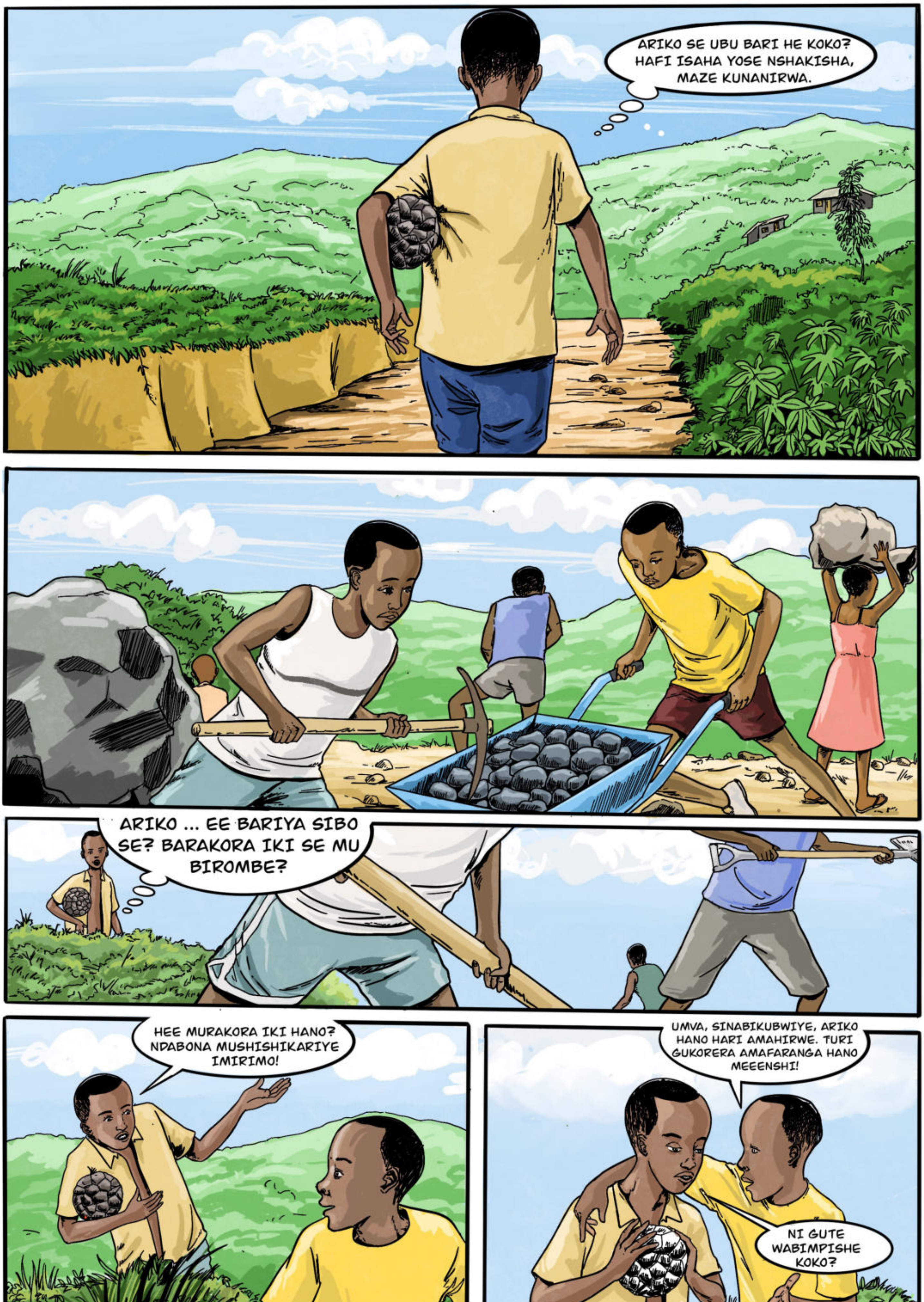
5.3. Ibyo intego ya 8 (SDG 8) igamije

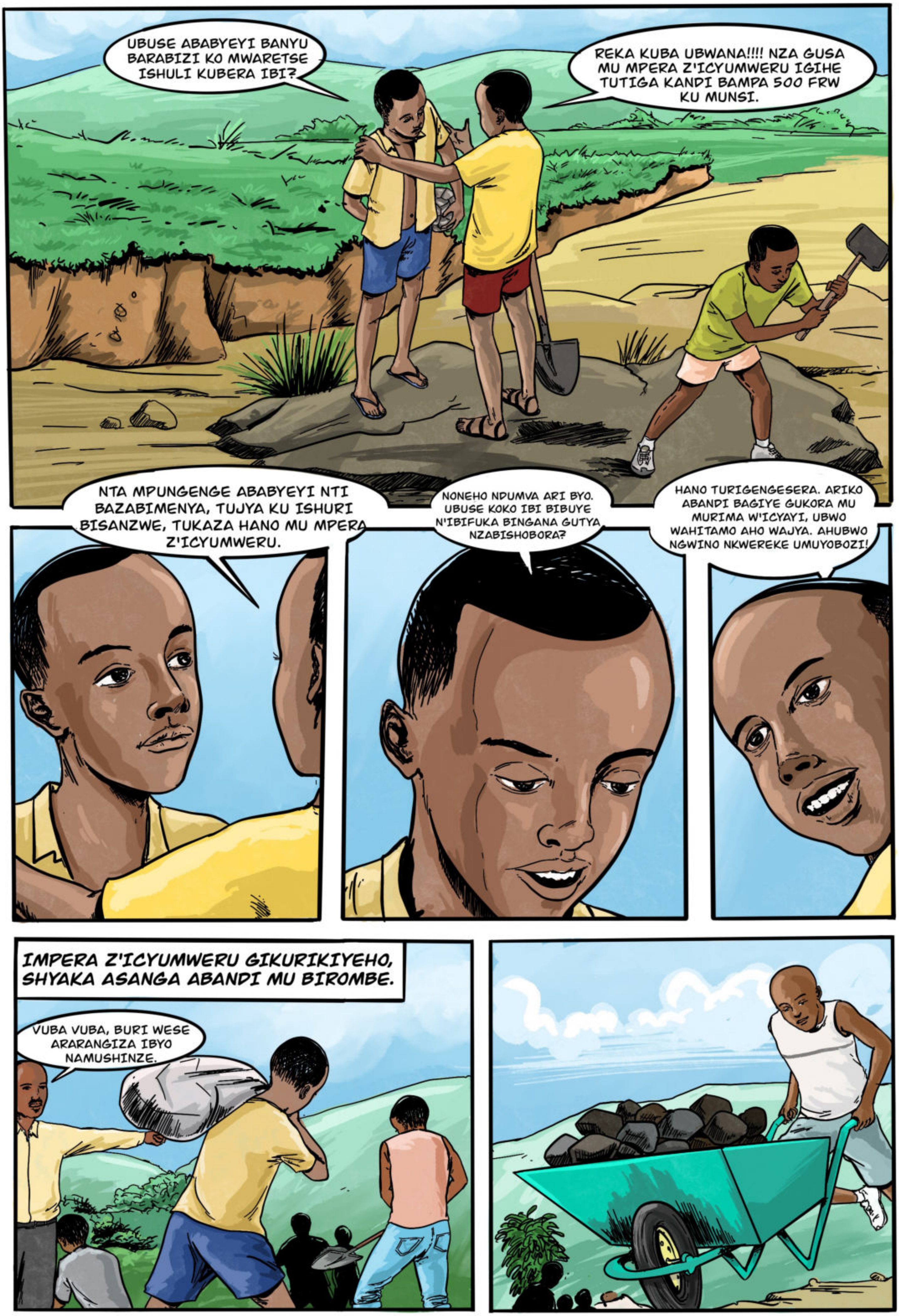
Hashingiwe ku kintu cya 7 n'icya 8 bigamijwe kugerwaho, bigaragara ko intego ya 8 (SDG 8) igamije kurinda abana ubwoko bwose bw'imirimo ibujijwe no kurinda abafite imyaka ibemerera gukora bakiri bato, imirimo n'ahantu byakwangiza umubiri n'imitekerereze byabo. Niyo mpamvu, Leta, abakoresha n'amasendika bakwiye gukoresha aya mahirwe y'intego ya 8 (SDG 8) bagahuza imbaraga kugira ngo barinde uburenganzira bw'abana n'ubw'abakozi bakiri bato mu buryo buhamye.
Ikintu cya 7 kivuga ngo "Gushyiraho ingamba zihamye zigamije kurandura imirimo y'agahato, kurangiza ubucakara bugezweho n'icuruzwa ry'abantu, kandi hagakorwa ku buryo imirimo mibi cyane ibujijwe abana irandurwa, harimo no gukoresha abana mu gisirikare, kandi imirimo yose ibujjwe abana ikarandurwa bitarenze 2025". Naho icya 8 "Kurinda uburenganzira ku murimo no gutezimbere uburyo abakozi bakora byubahirije isuku n'umutekano kuri bose, harimo n'abakozi b'abimukira, by'umwihariko abagore b'abimukira, n'abakora imirimo ya nyakabyizi."

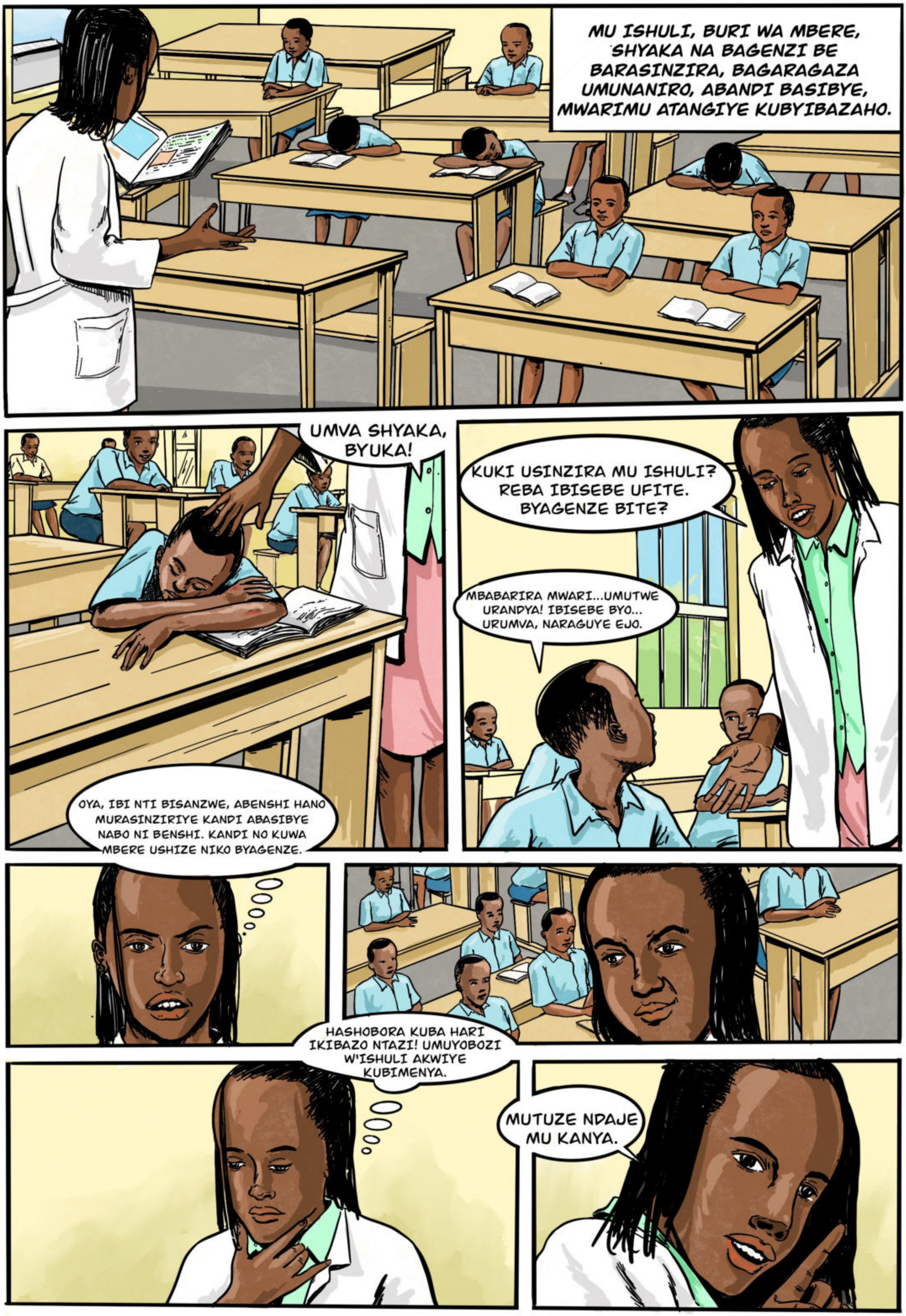
5.4. Ijambo risoza

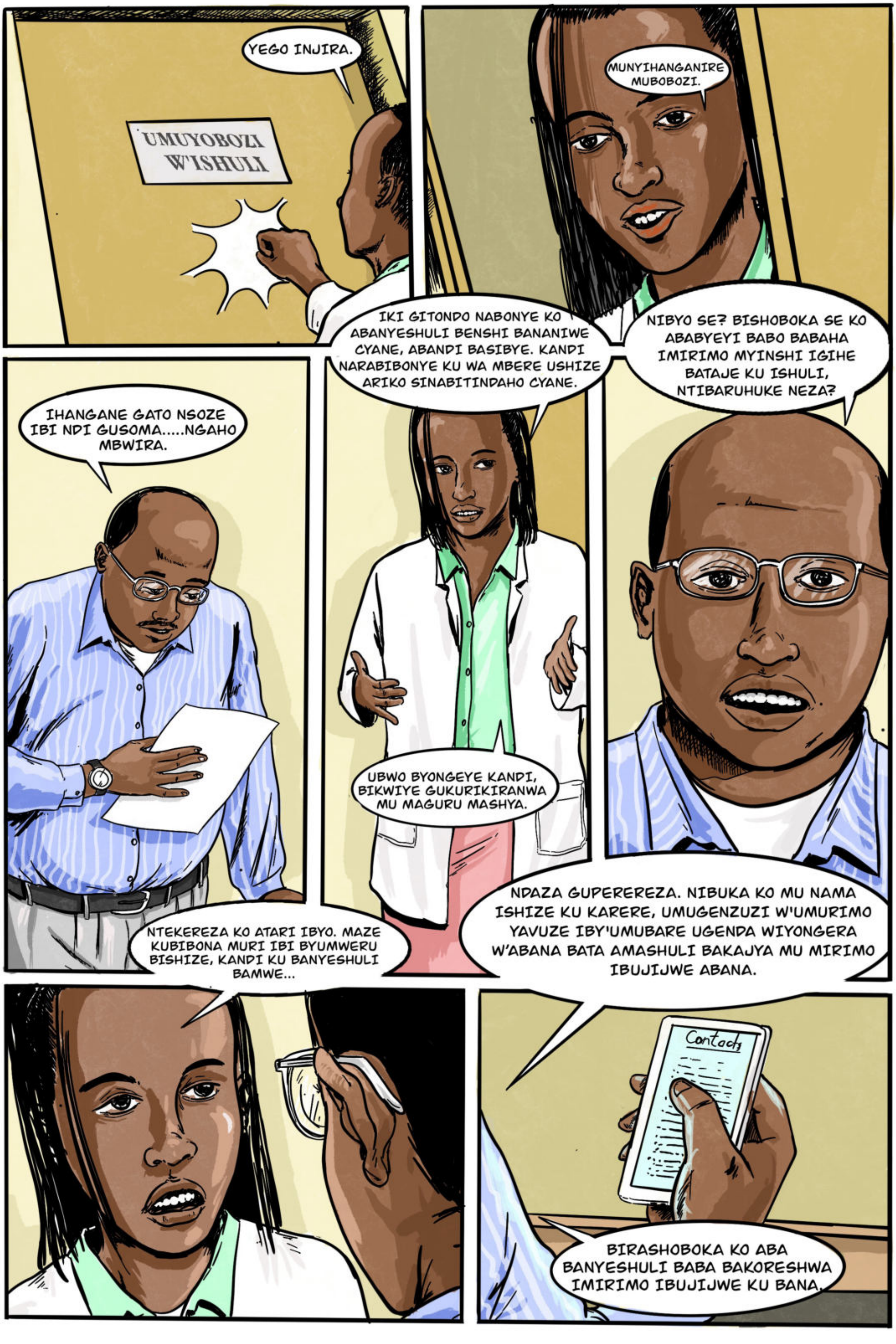
Leta ifatanije n'abafatanyabikorwa bayo cyane cyane amasendika n'amashyirahamwe y'abakoresha, imiryango itegamiye kuri Leta, inzego z'umutekano n'abaturage bose muri rusange bakwiye kunoza imikoranire kugira ngo hakorwe ibishoboka byose umukozi wese akore akazi gakwiranye n'ikigero cy'imyaka ye y'ubukure.

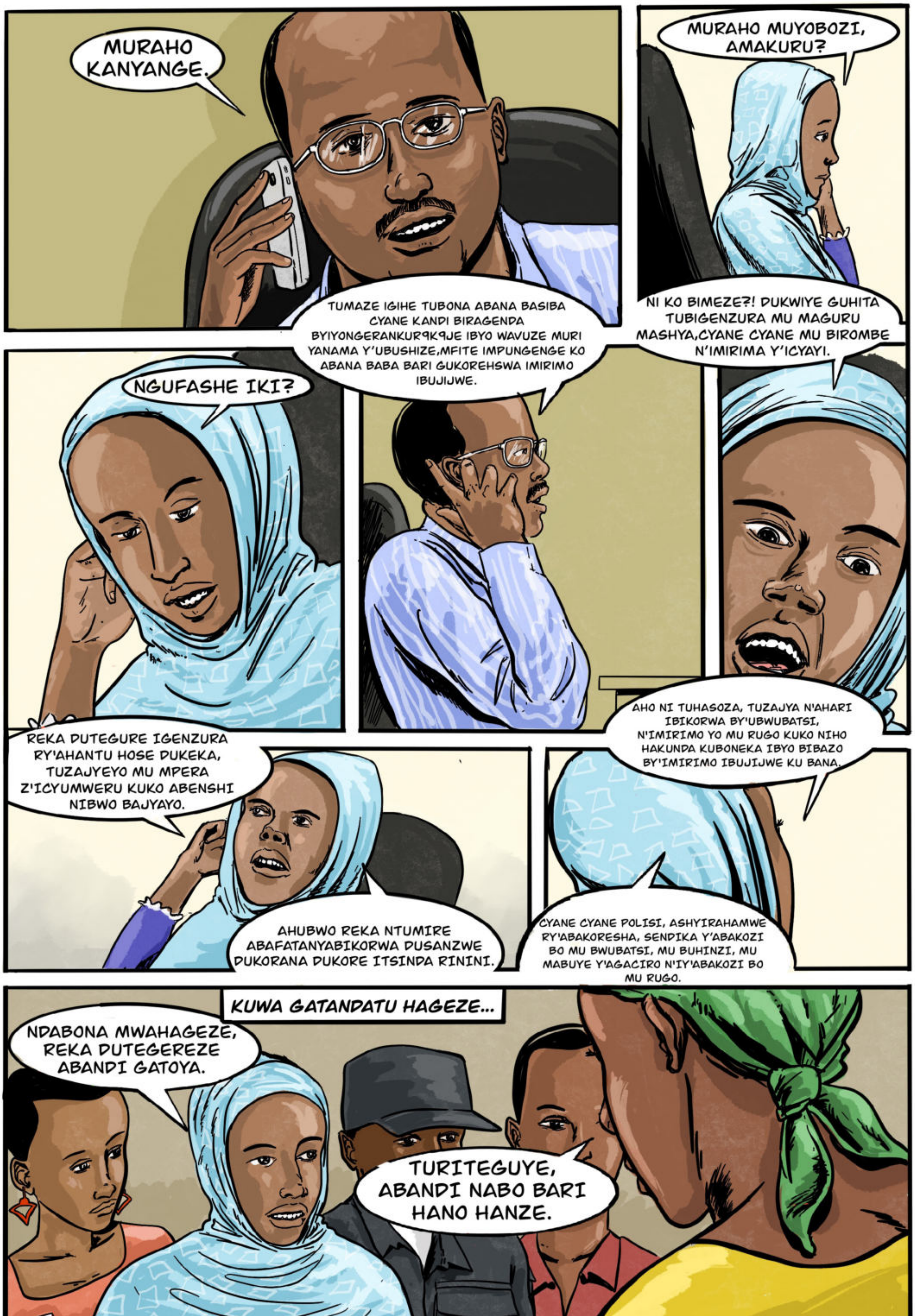

NK'UKO BISANZWE, SHYAKA AGOMBA GUKINA N'URUNGANO RWE UMUPIRA W'AMAGURU, ARIKO UYU MUNSI ARATUNGUWE.
NTIBISANZWE! KO HANO NONEHO HATUJE CYANE?
UBUSE ABANDI BARIHE?
UBANZA HARI IKINTU CYABAYE TU.
SINAKINA NJYENYINE, REKA NDEBE KO NASHAKISHA ABANDI.

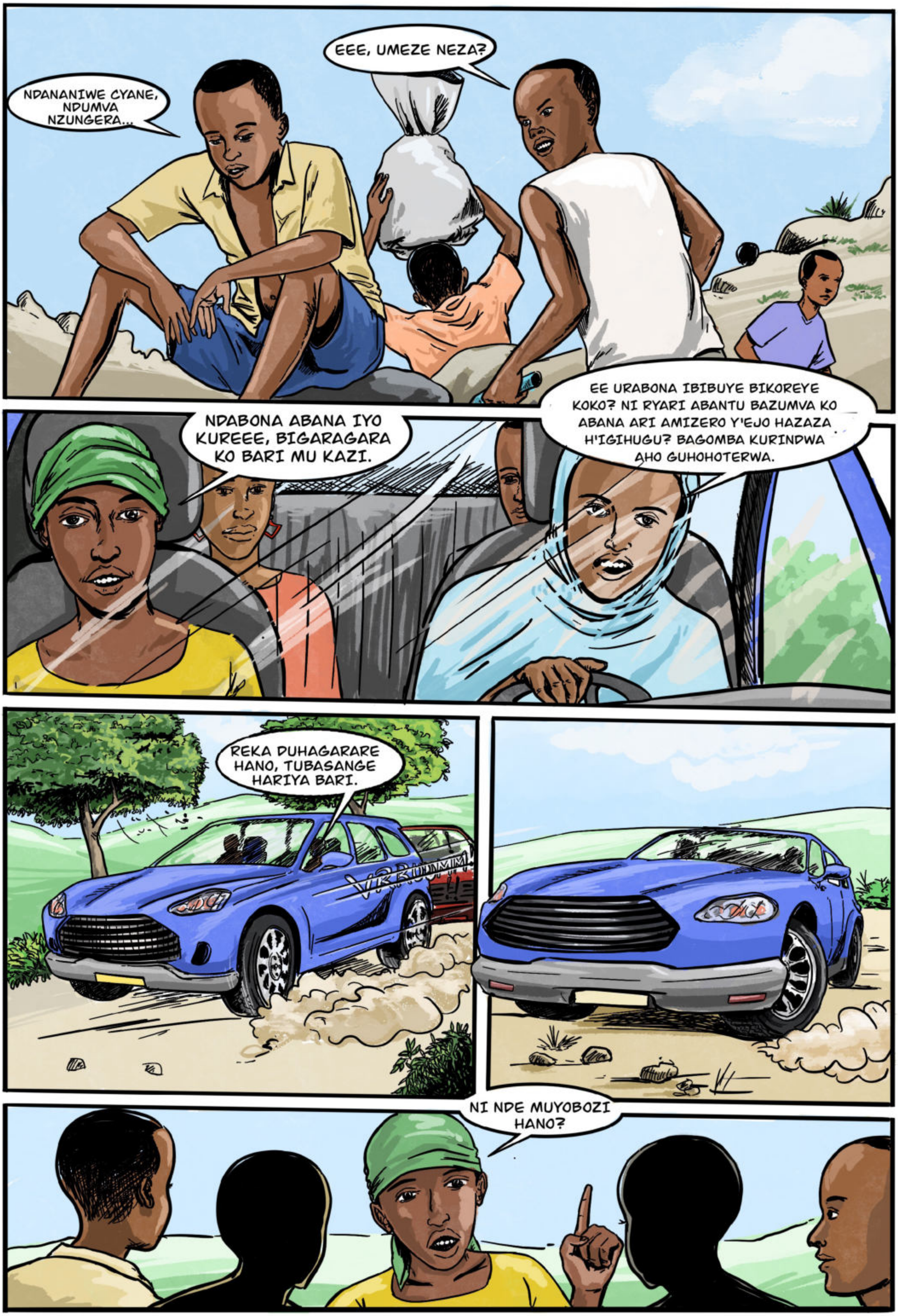

ARIKO SE UBU BARI HE KOKO? HAFI ISAHA YOSE NSHAKISHA, MAZE KUNANIRWA.
ARIKO ... EE BARIYA SIBO SE? BARAKORA IKI SE MU BIROMBE?
HEE MURAKORA IKI HANO? NDABONA MUSHISHIKARIYE IMIRIMO!
UMVA, SINABIKUBWIYE, ARIKO HANO HARI AMAHIRWE. TURI GUKORERA AMAFARANGA HANO MEEENSHI!
NI GUTE WABIMPISHE KOKO?

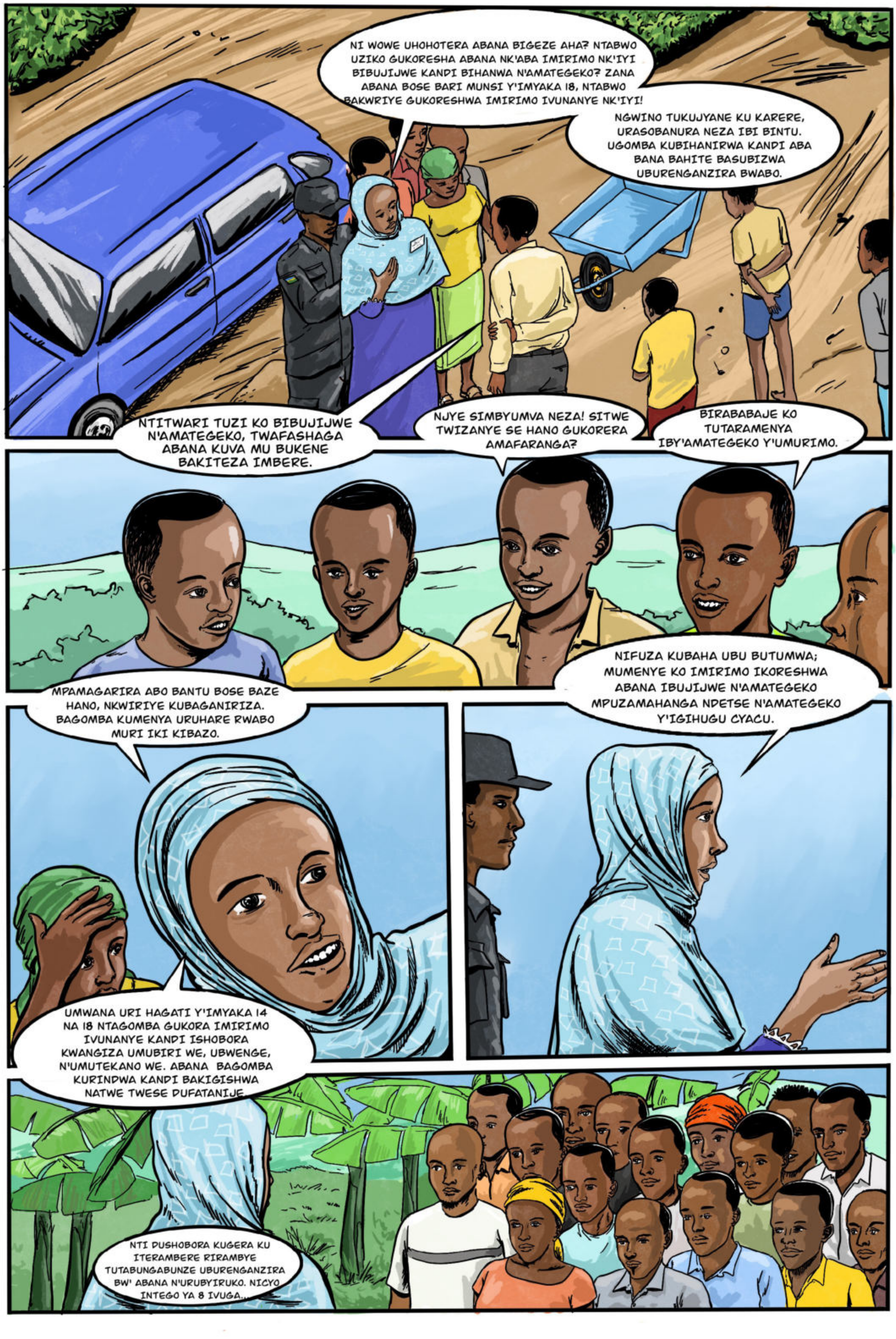

UBUSE ABABYEYI BANYU BARABIZI KO MWARETSE ISHULI KUBERA IBI?
REKA KUBA UBWANA!!!! NZA GUSA MU MPERA Z'ICYUMWERU IGIHE TUTIGA KANDI BAMPA 500 FRW KU MUNSI.
NTA MPUNGENGE ABABYEYI NTI BAZABIMENYA, TUJYA KU ISHURI BISANZWE, TUKAZA HANO MU MPERA Z'ICYUMWERU.
NONEHO NDUMVA ARI BYO. UBUSE KOKO IBI BIBUYE N'IBIFUKA BINGANA GUTYA NZABISHOBORA?
HANO TURIGENGESERA. ARIKO ABANDI BAGIYE GUKORA MU MURIMA W'ICYAYI, UBWO WAHITAMO AHO WAJYA. AHUBWO NGWINO NKWEREKE UMUYOBOZI!
IMPERA Z'ICYUMWERU GIKURIKIYEHO, SHYAKA ASANGA ABANDI MU BIROMBE.
VUBA VUBA, BURI WESE ARARANGIZA IBYO NAMUSHINZE.


MU ISHULI, BURI WA MBERE, SHYAKA NA BAGENZI BE BARASINZIRA, BAGARAGAZA UMUNANIRO, ABANDI BASIBYE, MWARIMU ATANGIYE KUBYIBAZAHO.
UMVA SHYAKA, BYUKA!
OYA, IBI NTI BISANZWE, ABENSHI HANO MURASINZIRIYE KANDI ABASIBYE NABO NI BENSHI. KANDI NO KUWA MBERE USHIZE NIKO BYAGENZE.
KUKI USINZIRA MU ISHULI? REBA IBISEBE UFITE. BYAGENZE BITE?
MBABARIRA MWARI...UMUTWE URANDYA! IBISEBE BYO... URUMVA, NARAGUYE EJO.
HASHOBORA KUBA HARI IKIBAZO NTAZI! UMUYOBOZI W'ISHULI AKWIYE KUBIMENYA.
MUTUZE NDAJE MU KANYA.


YEGO INJIRA.
UMUYOBOZI W'ISHULI
MUNYIHANGANIRE MUBOBOZI.
IKI GITONDO NABONYE KO ABANYESHULI BENSHI BANANIWE CYANE, ABANDI BASIBYE. KANDI NARABIBONYE KU WA MBERE USHIZE ARIKO SINABITINDAHO CYANE.
IHANGANE GATO NSOZE IBI NDI GUSOMA.....NGAHO MBWIRA.
UBWO BYONGEYE KANDI, BIKWIYE GUKURIKIRANWA MU MAGURU MASHYA.
NIBYO SE? BISHOBOKA SE KO ABABYEYI BABO BABAHA IMIRIMO MYINSHI IGIHE BATAJE KU ISHULI, NTIBARUHUKE NEZA?
NTEKEREZA KO ATARI IBYO. MAZE KUBIBONA MURI IBI BYUMWERU BISHIZE, KANDI KU BANYESHULI BAMWE...
NDAZA GUPEREREZA. NIBUKA KO MU NAMA ISHIZE KU KARERE, UMUGENZUZI W'UMURIMO YAVUZE IBY'UMUBARE UGENDA WIYONGERA W'ABANA BATA AMASHULI BAKAJYA MU MIRIMO IBUJIJWE ABANA.
Contacts
BIRASHOBOKA KO ABA BANYESHULI BABA BAKORESHWA IMIRIMO IBUJIJWE KU BANA.


MURAHO KANYANGE.
MURAHO MUYOBOZI, AMAKURU?
TUMAZE IGIHE TUBONA ABANA BASIBA CYANE KANDI BIRAGENDA BYIYONGERANKUR9K9JE IBYO WAVUZE MURI YANAMA Y'UBUSHIZE,MFITE IMPUNGENGE KO ABANA BABA BARI GUKOREHSWA IMIRIMO IBUJIJWE.
NI KO BIMEZE?! DUKWIYE GUHITA TUBIGENZURA MU MAGURU MASHYA,CYANE CYANE MU BIROMBE N'IMIRIMA Y'ICYAYI.
NGUFASHE IKI?
AHO NI TUHASOZA, TUZAJYA N'AHARI IBIKORWA BY'UBWUBATSI, N'IMIRIMO YO MU RUGO KUKO NIHO HAKUNDA KUBONEKA IBYO BIBAZO BY'IMIRIMO IBUJIJWE KU BANA.
REKA DUTEGURE IGENZURA RY'AHANTU HOSE DUKEKA, TUZAJYEYO MU MPERA Z'ICYUMWERU KUKO ABENSHI NIBWO BAJYAYO.
AHUBWO REKA NTUMIRE ABAFATANYABIKORWA DUSANZWE DUKORANA DUKORE ITSINDA RININI.
CYANE CYANE POLISI, ASHYIRAHAMWE RY'ABAKORESHA, SENDIKA Y'ABAKOZI BO MU BWUBATSI, MU BUHINZI, MU MABUYE Y'AGACIRO N'IY'ABAKOZI BO MU RUGO.
KUWA GATANDATU HAGEZE...
NDABONA MWAHAGEZE, REKA DUTEGEREZE ABANDI GATOYA.
TURITEGUYE, ABANDI NABO BARI HANO HANZE.
PSF


NDANANIWE CYANE, NDUMVA NZUNGERA...
EEE, UMEZE NEZA?
NDABONA ABANA IYO KUREEE, BIGARAGARA KO BARI MU KAZI.
EE URABONA IBIBUYE BIKOREYE KOKO? NI RYARI ABANTU BAZUMVA KO ABANA ARI AMIZERO Y'EJO HAZAZA H'IGIHUGU? BAGOMBA KURINDWA AHO GUHOHOTERWA.
REKA DUHAGARARE HANO, TUBASANGE HARIYA BARI.
NI NDE MUYOBOZI HANO?


NI WOWE UHOHOTERA ABANA BIGEZE AHA? NTABWO UZIKO GUKORESHA ABANA NK'ABA IMIRIMO NK'IYI BIBUJIJWE KANDI BIHANWA N'AMATEGEKO? ZANA ABANA BOSE BARI MUNSI Y'IMYAKA 18, NTABWO BAKWRIYE GUKORESHWA IMIRIMO IVUNANYE NK'IYI!
NGWINO TUKUJYANE KU KARERE, URASOBANURA NEZA IBI BINTU. UGOMBA KUBIHANIRWA KANDI ABA BANA BAHITE BASUBIZWA UBURENGANZIRA BWABO.
NTITWARI TUZI KO BIBUJIJWE N'AMATEGEKO, TWAFASHAGA ABANA KUVA MU BUKENE BAKITEZA IMBERE.
NJYE SIMBYUMVA NEZA! SITWE TWIZANYE SE HANO GUKORERA AMAFARANGA?
BIRABABAJE KO TUTARAMENYA IBY'AMATEGEKO Y'UMURIMO.
MPAMAGARIRA ABO BANTU BOSE BAZE HANO, NKWIRIYE KUBAGANIRIZA. BAGOMBA KUMENYA URUHARE RWABO MURI IKI KIBAZO.
NIFUZA KUBAHA UBU BUTUMWA; MUMENYE KO IMIRIMO IKORESHWA ABANA IBUJIJWE N'AMATEGEKO MPUZAMAHANGA NDETSE N'AMATEGEKO Y'IGIHUGU CYACU.
UMWANA URI HAGATI Y'IMYAKA 14 NA 18 NTAGOMBA GUKORA IMIRIMO IVUNANYE KANDI ISHOBORA KWANGIZA UMUBIRI WE, UBWENGE, N'UMUTEKANO WE. ABANA BAGOMBA KURINDWA KANDI BAKIGISHWA NATWE TWESE DUFATANIJE.
NTI DUSHOBORA KUGERA KU ITERAMBERE RIRAMBYE TUTABUNGABUNZE UBURENGANZIRA BW' ABANA N'URUBYIRUKO. NICYO INTEGO YA 8 IVUGA...

NI IKIBAZO GIKOMEYE KUBA ABANA BAKORESHWA IMIRIMO IVUNANYE ITAGENDANYE N'UBUSHOBOZI BW'UMUBIRI WABO KUKO BIBANGIZA. LETA ISHISHIKARIYE KURANDURA IBIKORWA NK'IBI.
DUKENEYE UBUFATANYE BWANYU, MUGENZURA IBYO ABANA BANYU BAHUGIYEMO IGIHE BATARI KU ISHULI, KANDI MUGAHITA MUMENYESHA UBUYOBOZI BUBEGEREYE IGIHE CYOSE MUBONYE IBIKORWA BYO GUKORESHA ABANA IMIRIMO IBUJIJWE.
CYANE CYANE MUZABASANGA MU BUHINZI, MU BIROMBE, MU BWUBATSI N'IMIRIMO YO MU RUGO.
BIRABABAJE KUBONA MU IPEREREZA RY'UYU MUNSI TWABONYE ABANA 16 MU MIRIMA Y'IBYAYI, IBIROMBE N'AHAKORERWA UBWUBATSI. UBUTAHA TUZAGENZURA N'ABAKORESHWA IMIRIMO IVUNANYE YO MU RUGO.
MUBE ABATURAGE BEZA MUDUFASHE GUTAHURA IBYO BIKORWA KANDI MWUBAHIRIZE UBURENGANZIRA BW'ABANA.
MBONEYEHO GUSHIMIRA CYANE CYANE ABAYOBOZI B'AMASENDIKA, UHAGARARIYE ABAKORESHA N'IMIRYANGO ITEGAMIYE KURI LETA NA POLISI TWAFATANIJE MURI IKI GIKORWA KANDI DUSANZWE DUFATANYA.

6. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Imirimo mibi ibujijwe abana

6.1. Imirimo mibi ibujijwe abana (Amasezerano No.182, umwaka 1999)

Amasezerano No. 182 ya ILO yitsa ku kamaro ko kurandura imirimo mibi ibujijwe abana (Ingingo ya 1: "Buri gihugu kinyamuryango cyashyize umukono kuri aya masezerano kigomba guhita gifata ingamba zihamye zigamije kurandura imirimo mibi ibujijwe abana kandi bigakorwa mu buryo bwihutirwa.")

6.2. Amategeko yo mu Rwanda

Amasezerano No. 182 ya ILO akubiyemo uburenganzira bw'ibanze ku kurinda imirimo mibi ibujijwe abana, ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane ingingo ya 6 n'iya 117 z'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga Umurimo mu Rwanda.

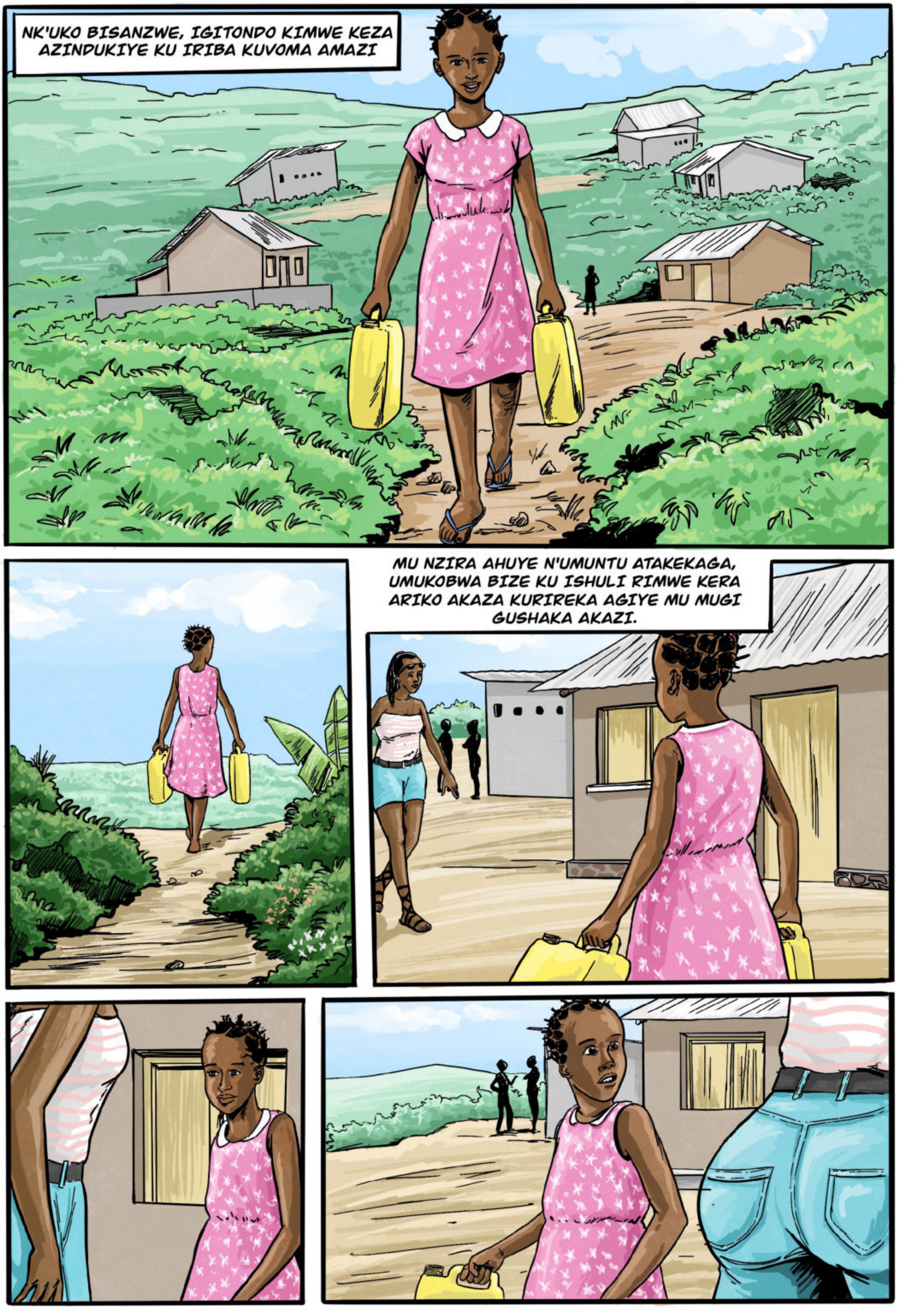
6.3. Ibyo intego ya 8 (SDG 8) igamije

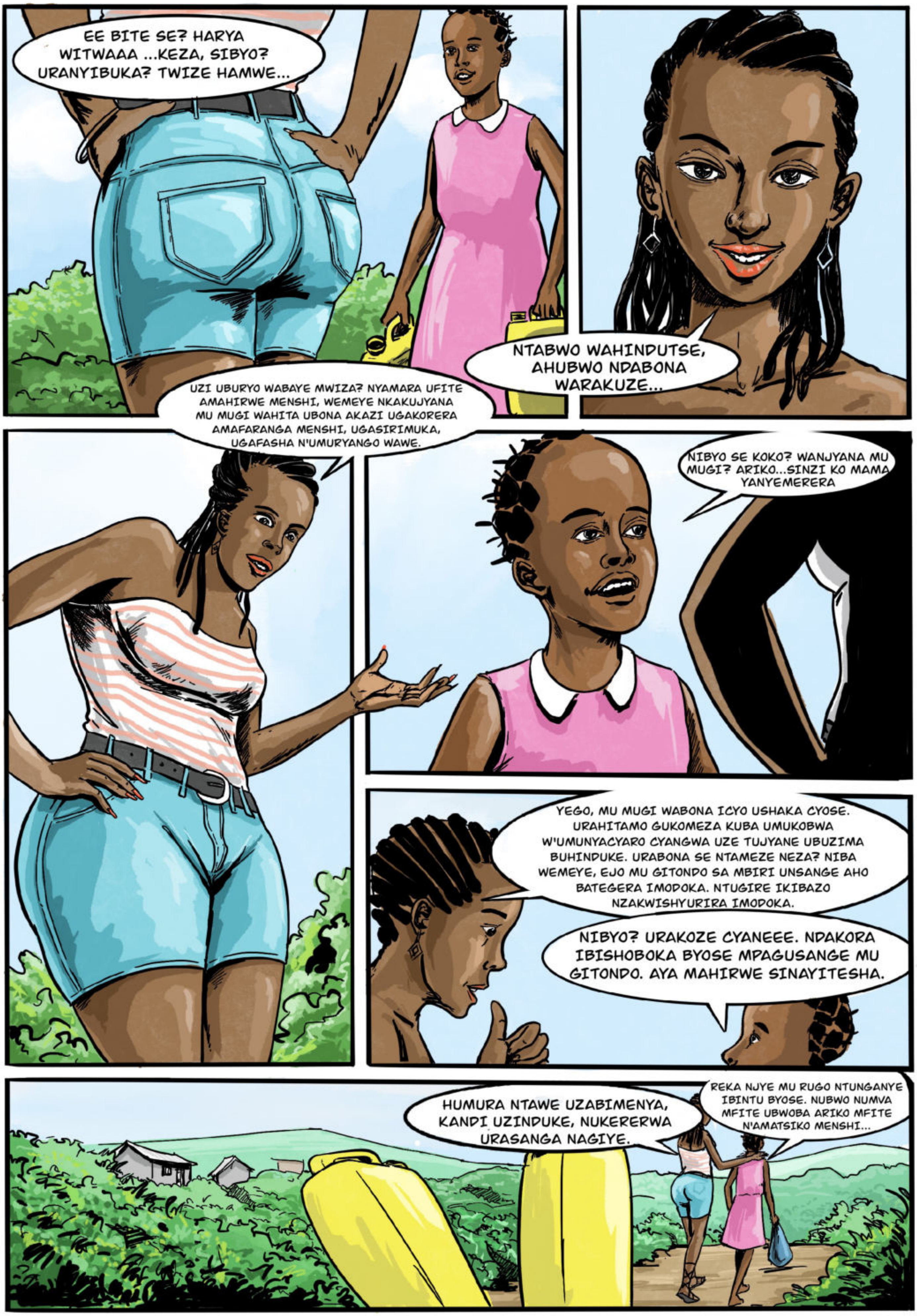
Intego ya 8 (SDG 8) iha Leta, abakoresha n'amasendika umuyoboro w'ubufatanye mpuzamahanga ugamije kurandura buhoro buhoro imirimo mibi ibujijwe abana.

Ikintu cya 7 kigamijwe kugerwaho kiravuga ngo:"Gushyiraho ingamba zihamye zigamije kurandura imirimo y'agahato, kurangiza ubucakara bugezweho n'icuruzwa ry'abantu, kandi hagakorwa ku buryo imirimo mibi cyane ibujijwe abana irandurwa, harimo no gukoresha abana mu gisirikare, kandi imirimo yose ibujjwe abana ikarandurwa bitarenze 2025"

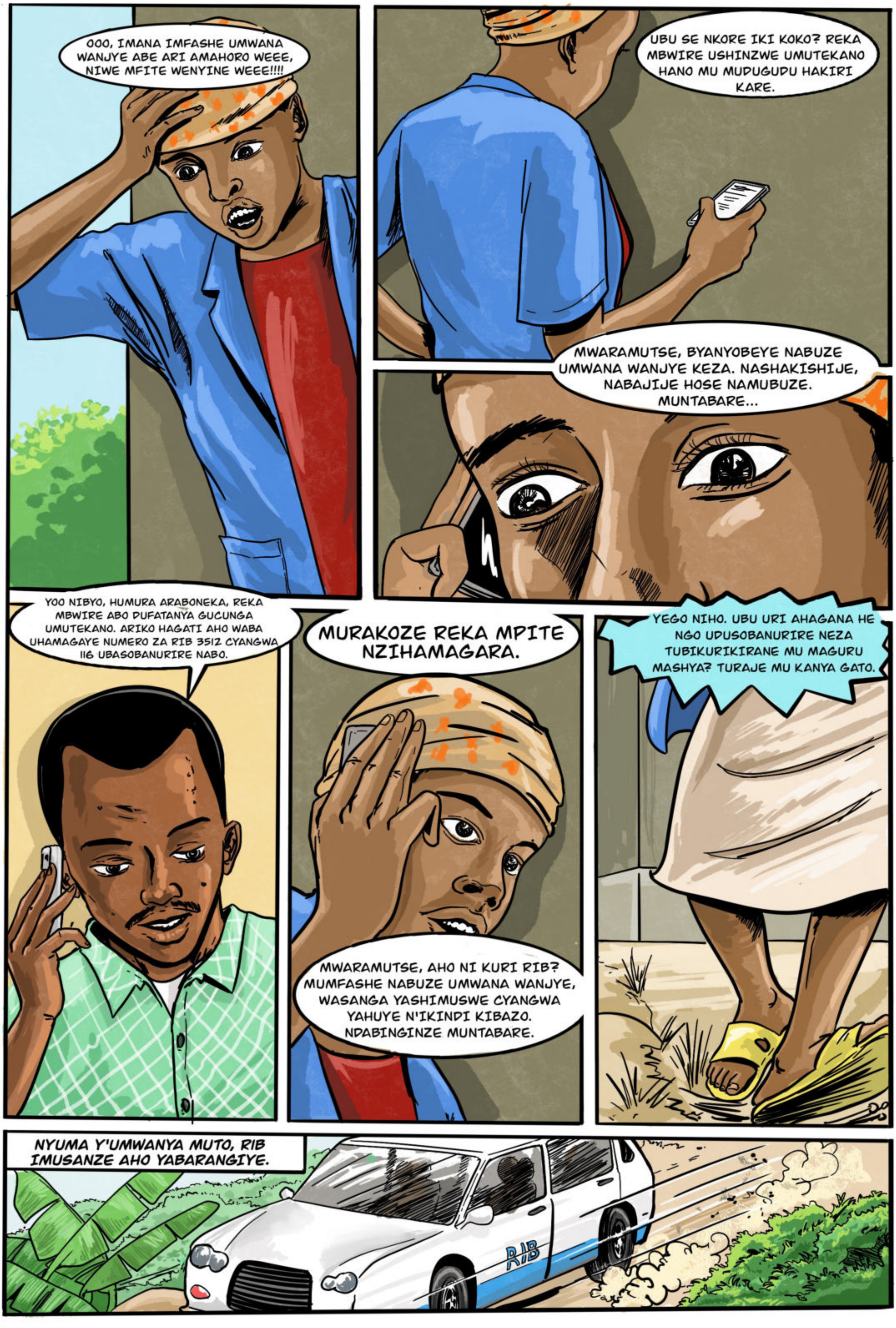
6.4. Ijambo risoza

Leta ifatanije n'abafatanyabikorwa bayo cyane cyane amasendika, amashyirahamwe y'abakoresha, imiryango itegamiye kuri Leta, inzego z'umutekano n'abaturage bose muri rusange bakwiye kunoza imikoranire kugira ngo bashyireho kandi bubahirize ingamba zihamye zo kurandura imirimo mibi ibujijwe abana.


NK'UKO BISANZWE, IGITONDO KIMWE KEZA AZINDUKIYE KU IRIBA KUVOMA AMAZI
MU NZIRA AHUYE N'UMUNTU ATAKEKAGA, UMUKOBWA BIZE KU ISHULI RIMWE KERA ARIKO AKAZA KURIREKA AGIYE MU MUGI GUSHAKA AKAZI.

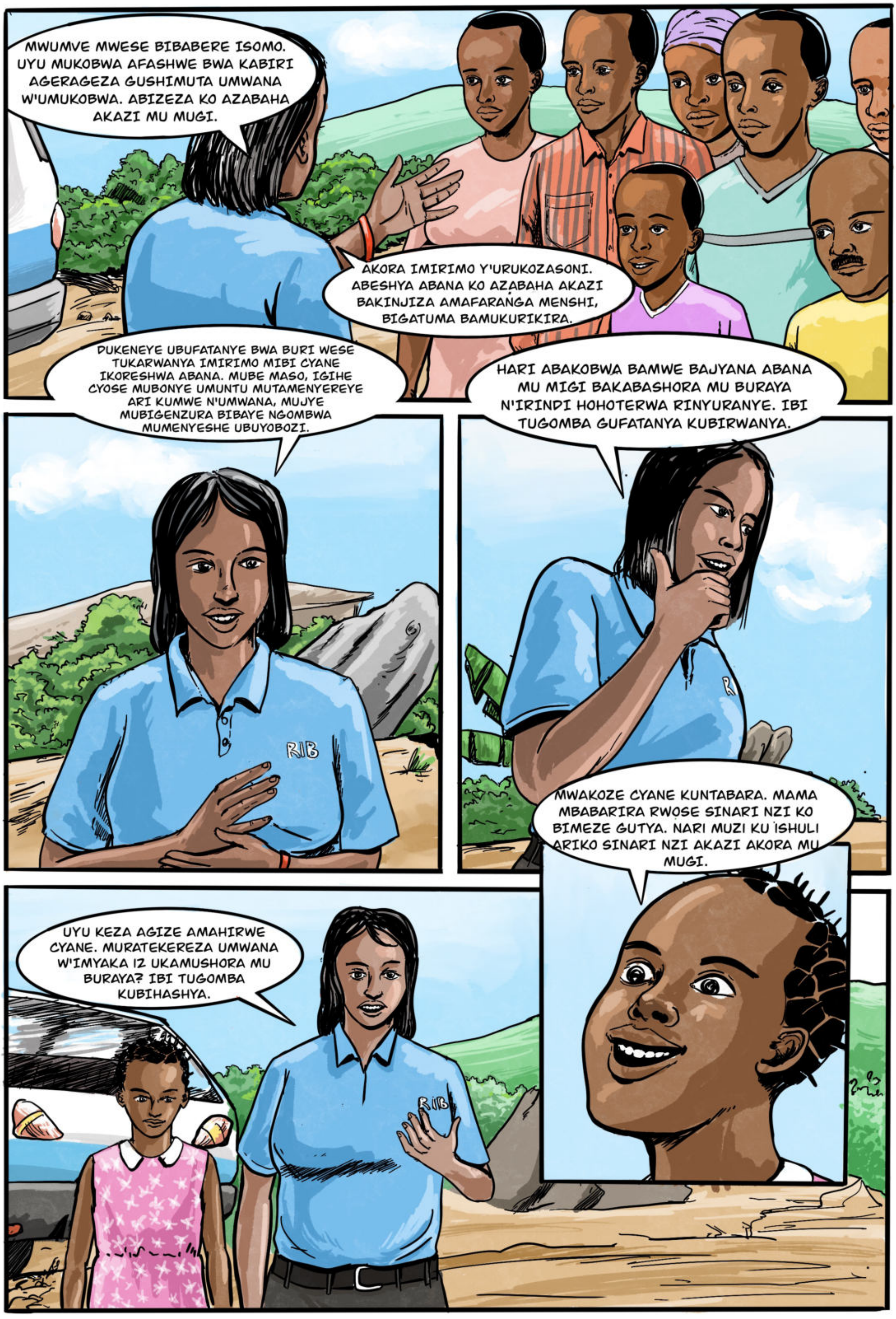

EE BITE SE? HARYA WITWAAA ...KEZA, SIBYO? URANYIBUKA? TWIZE HAMWE...
NTABWO WAHINDUTSE, AHUBWO NDABONA WARAKUZE...
UZI UBURYO WABAYE MWIZA? NYAMARA UFITE AMAHIRWE MENSHI, WEMEYE NKAKUJYANA MU MUGI WAHITA UBONA AKAZI UGAKORERA AMAFARANGA MENSHI, UGASIRIMUKA, UGAFASHA N'UMURYANGO WAWE.
NIBYO SE KOKO? WANJYANA MU MUGI? ARIKO...SINZI KO MAMA YANYEMERERA
YEGO, MU MUGI WABONA ICYO USHAKA CYOSE. URAHITAMO GUKOMEZA KUBA UMUKOBWA W'UMUNYACYARO CYANGWA UZE TUJYANE UBUZIMA BUHINDUKE. URABONA SE NTAMEZE NEZA? NIBA WEMEYE, EJO MU GITONDO SA MBIRI UNSANGE AHO BATEGERA IMODOKA. NTUGIRE IKIBAZO NZAKWISHYURIRA IMODOKA.
NIBYO? URAKOZE CYANEEE. NDAKORA IBISHOBOKA BYOSE MPAGUSANGE MU GITONDO. AYA MAHIRWE SINAYITESHA.
HUMURA NTAWE UZABIMENYA, KANDI UZINDUKE, NUKERERWA URASANGA NAGIYE.
REKA NJYE MU RUGO NTUNGANYE IBINTU BYOSE. NUBWO NUMVA MFITE UBWOBA ARIKO MFITE N'AMATSIKO MENSHI...

UMUNSI UKURIKIYEHO, ASIYA NYINA WA KEZA YATASHYE MU GITONDO AVUYE KU KAZI YARI YAKOZE NIJORO.
OOO, BIGARAGARA KO NTA MUNTU UHARI. UBU SE KEZA ARIHE?
KNOCK KNOCK
NIKO, NTABWO WAMBONEYE KEZA?
SINIYUMVISHA UKUNTU YASIGA INZU YONYINE
YEMWE YEMWE, KEZAAAA, KEZAAAA
NAMUBONYE MU GITONDO YIHUTA CYANE AHETSE AGAKAPU... ARIKO EJO TURI KU IRIBA, NAMUBONANYE N'UMUKOBWA W'IKIZUNGEREZI


OOO, IMANA IMFASHE UMWANA WANJYE ABE ARI AMAHORO WEEE, NIWE MFITE WENYINE WEEE!!!!
UBU SE NKORE IKI KOKO? REKA MBWIRE USHINZWE UMUTEKANO HANO MU MUDUGUDU HAKIRI KARE.
MWARAMUTSE, BYANYOBEYE NABUZE UMWANA WANJYE KEZA. NASHAKISHIJE, NABAJIJE HOSE NAMUBUZE. MUNTABARE...
YOO NIBYO, HUMURA ARABONEKA, REKA MBWIRE ABO DUFATANYA GUCUNGA UMUTEKANO. ARIKO HAGATI AHO WABA UHAMAGAYE NUMERO ZA RIB 3512 CYANGWA 116 UBASOBANURIRE NABO.
MURAKOZE REKA MPITE NZIHAMAGARA.
MWARAMUTSE, AHO NI KURI RIB? MUMFASHE NABUZE UMWANA WANJYE, WASANGA YASHIMUSWE CYANGWA YAHUYE N'IKINDI KIBAZO. NDABINGINZE MUNTABARE.
YEGO NIHO. UBU URI AHAGANA HE NGO UDUSOBANURIRE NEZA TUBIKURIKIRANE MU MAGURU MASHYA? TURAJE MU KANYA GATO.
NYUMA Y'UMWANYA MUTO, RIB IMUSANZE AHO YABARANGIYE.
RIB

VRUUUMMM!!!
WIRIWE, INJIRA MU MODOKA UDUSOBANURIRE NEZA...
NGO HARI UWAMUBONYE YIHUTA AHANTU N'AGAKAPU, DUSHOBORA KUREBERA AHO ZA BISI ZIHAGARARA
KEZA WATINZE CYANE, UZIKO NARI NGUSIZE? REKA DUTEGEREZA INDI BISI, IYA MBERE YADUSIZE
STOP

EEE BARIYA NI BANDE? GENDA GAHORO NDEBE NEZA! TUREBE NEZA BARIYA BAKOBWA BAHAGAZE HARIYA....
NGURIYA KEZA, UMWANA WANJYE AHWIIII.....
HAGARARA AHO MUKO....
URONGEYE KANDI? UYU MWANA KOKO WARI UMUJYANYE HE? URI MU MABOKO Y'UBUTABERA UKURIKIRANYWEHO GUSHIMUTA UMWANA. TUJYANE KU BIRO UBAZWE KUBYO USHINJWA.
BIGARAGARA KO WABIGIZE AKAMENYERO. UZAHANWA BIKOMEYE NUHAMWA N'ICYAHA CYO GUSHIMUTA UMWANA NA NONE.
NI AGAHOMAMUNWA KOKO! IYO UMWANA AHOHOTEWE, BYANGIZA UBUZIMA BWE. IBI UZABYUMVA RYARI? UBUSHIZE NARAKUBURIYE UMBWIRA KO UTAZONGERA KUGENDERA MURI IBI BIKORWA.


MWUMVE MWESE BIBABERE ISOMO. UYU MUKOBWA AFASHWE BWA KABIRI AGERAGEZA GUSHIMUTA UMWANA W'UMUKOBWA. ABIZEZA KO AZABAHA AKAZI MU MUGI.
AKORA IMIRIMO Y'URUKOZASONI. ABESHYA ABANA KO AZABAHA AKAZI BAKINJIZA AMAFARANGA MENSHI, BIGATUMA BAMUKURIKIRA.
DUKENEYE UBUFATANYE BWA BURI WESE TUKARWANYA IMIRIMO MIBI CYANE IKORESHWA ABANA. MUBE MASO, IGIHE CYOSE MUBONYE UMUNTU MUTAMENYEREYE ARI KUMWE N'UMWANA, MUJYE MUBIGENZURA BIBAYE NGOMBWA MUMENYESHE UBUYOBOZI.
HARI ABAKOBWA BAMWE BAJYANA ABANA MU MIGI BAKABASHORA MU BURAYA N'IRINDI HOHOTERWA RINYURANYE. IBI TUGOMBA GUFATANYA KUBIRWANYA.
MWAKOZE CYANE KUNTABARA. MAMA MBABARIRA RWOSE SINARI NZI KO BIMEZE GUTYA. NARI MUZI KU ISHULI ARIKO SINARI NZI AKAZI AKORA MU MUGI.
UYU KEZA AGIZE AMAHIRWE CYANE. MURATEKEREZA UMWANA W'IMYAKA 12 UKAMUSHORA MU BURAYA? IBI TUGOMBA KUBIHASHYA.
RIB

7. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Umushahara ungana

7.1. Umushahara ungana (Amasezerano No. 100 ya ILO, umwaka 1951)

Amasezerano No.100 ya ILO yitsa ku ihame ry'umushahara ungana ku bagabo n'abagore bakora imirimo ifite agaciro kangana (Ingingo ya 1: "Icyo aya masezerano agamije-
(a) ijambo umushahara rikubiyemo umushahara usanzwe, umushahara fatizo cyangwa ibindi umukozi yishyurwa mu buryo buziguye cyangwa butaziguye, haba mu mafaranga cyangwa mu bindi bintu, umukoresha yishyura umukozi kubera umurimo yakoze;
(b)ijambo umushahara ungana ku bagabo n'abagore bakora umurimo ufite agaciro kangana risobanuye ibipimo by'umushahara washyizweho nta busumbane bushyingiye ku gitsina.")

7.2. Itegeko rigenga umurimo mu Rwanda

Amasezerano No. 100 ya ILO akubiyemo uburenganzira bw'ibanze ku mushahara ungana ku bakozi bakora imirimo ifite agaciro kangana, ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane ingingo ya 9, igika cya 3 y'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga Umurimo mu Rwanda.

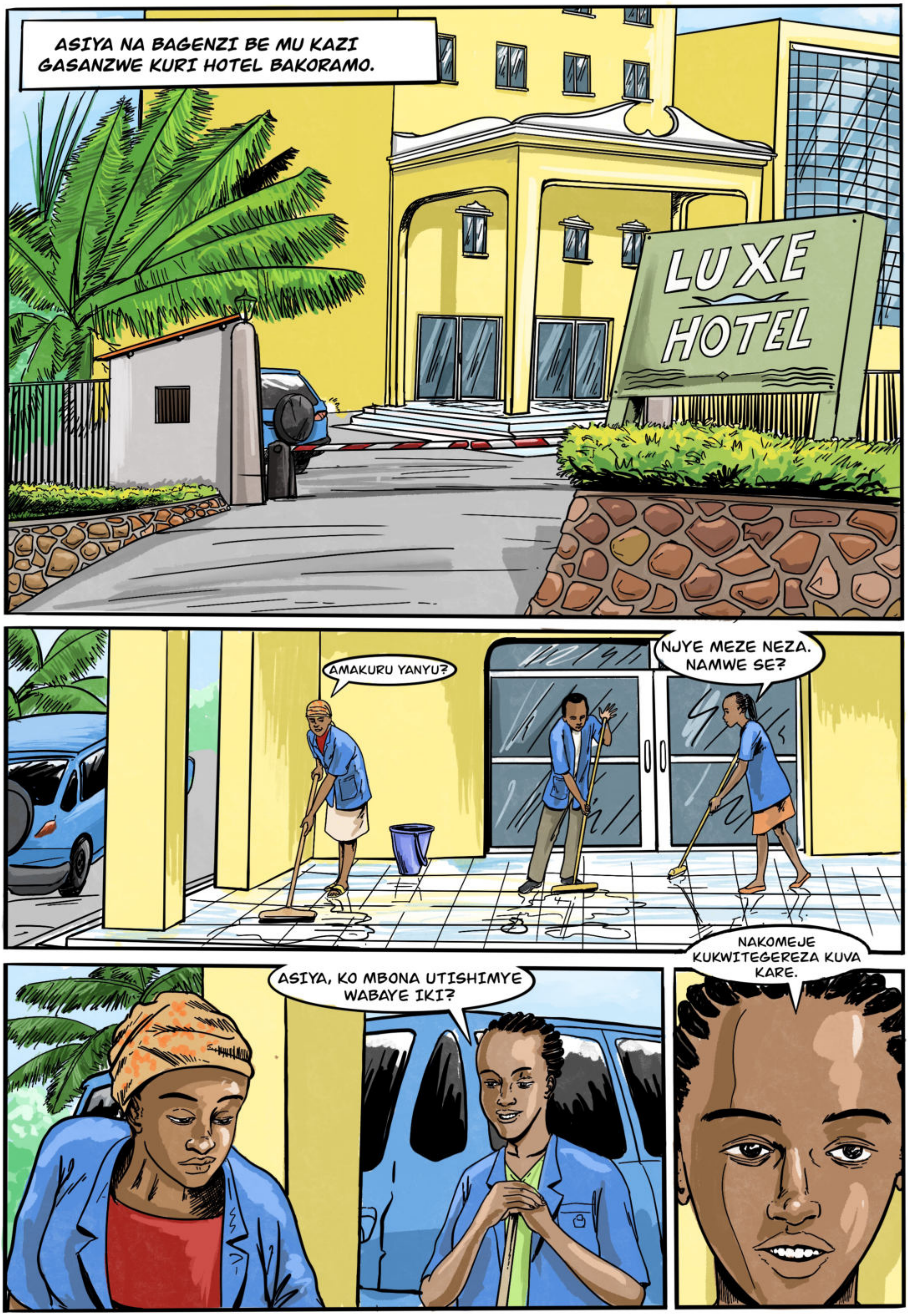
7.3. Ibyo intego ya 8 (SDG 8) igamije

Intego ya 8 (SDG 8) ihuza uburinganire bw'ibitsina byombi n'urugamba rwo kurwanya ivangura ndetse n'umurimo uhesha agaciro uwukora. Hifashishijwe ikigamijwe No. 5, Intego ya 8 (SDG 8) ifasha Leta, amasendika n'abakoresha gushyira hamwe bakarwanya ivangura rituma habaho ubusumbane mu mishahara bimakaza umushahara ungana ku mirimo ifite agaciro kangana.

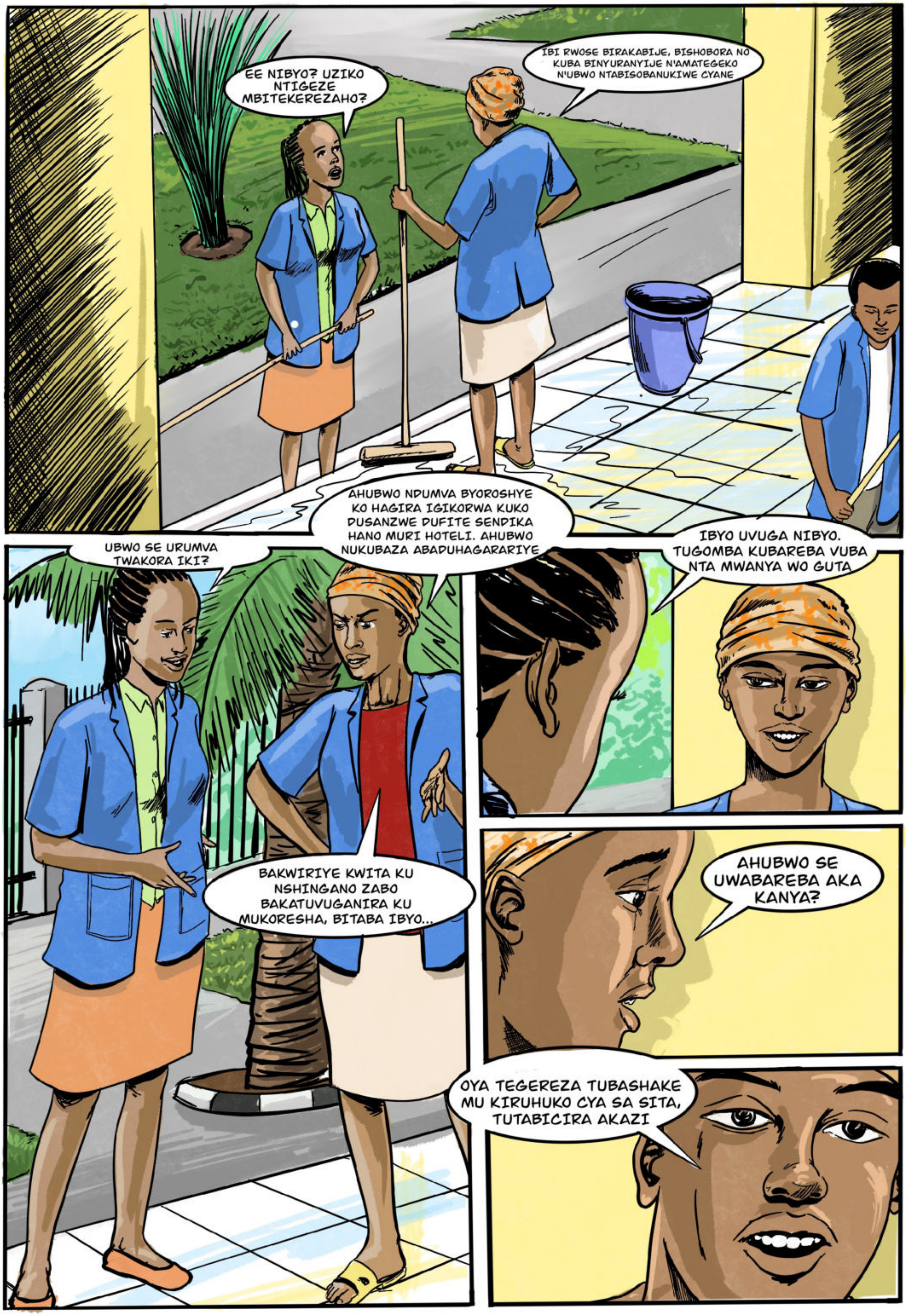
Ikintu cya 5 kigamijwe kugerwaho kivuga ko "bitarenze umwaka 2030, hagomba kuboneka imirimo itanga umusaruro uhagije kandi ihesha abayikora bose agaciro, kuri bose: abagore, abagabo, urubyiruko, abafite ubumuga, kandi bagahabwa ibihembo bingana ku mirimo ifite agaciro kangana."

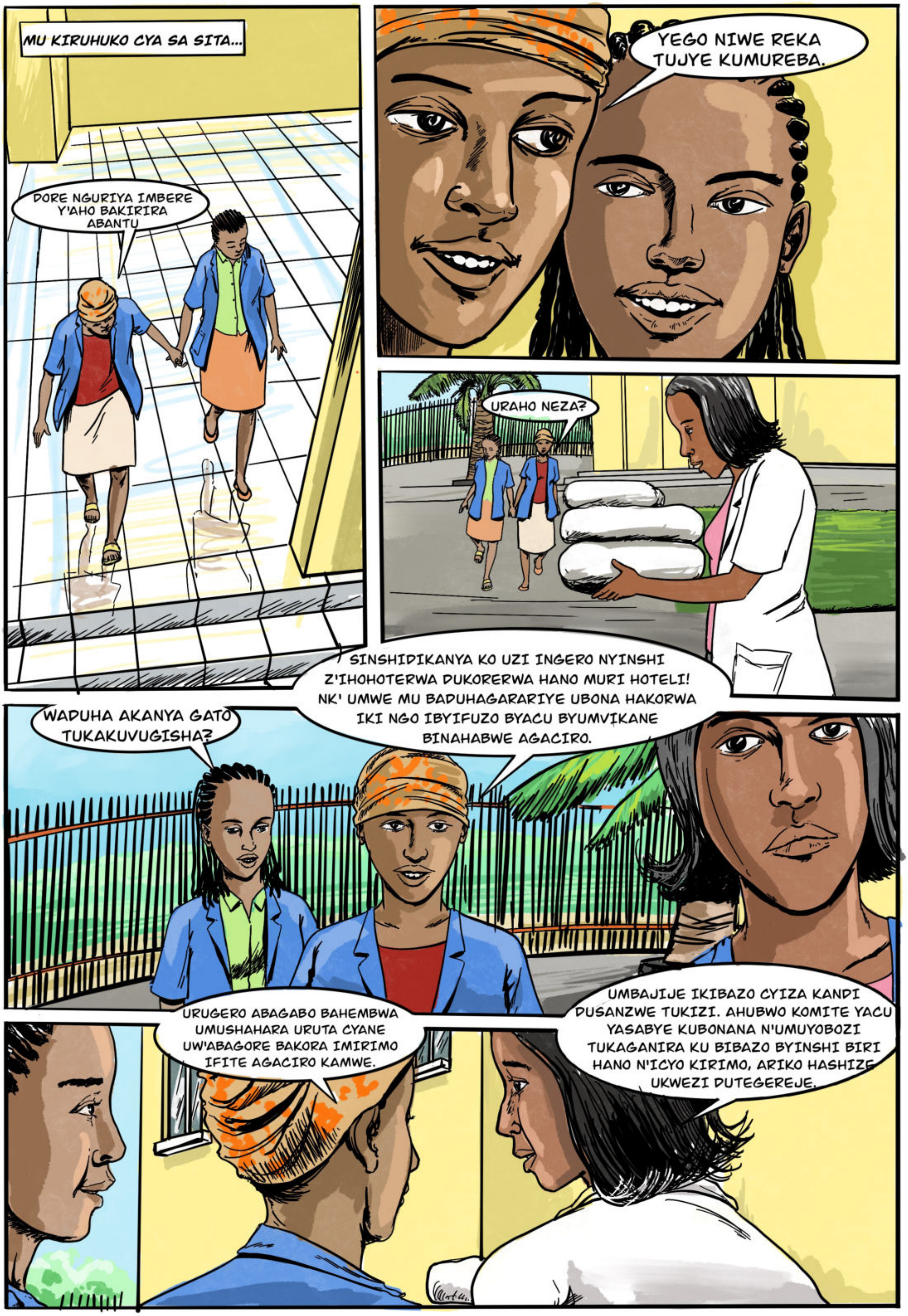
7.4. Ijambo risoza

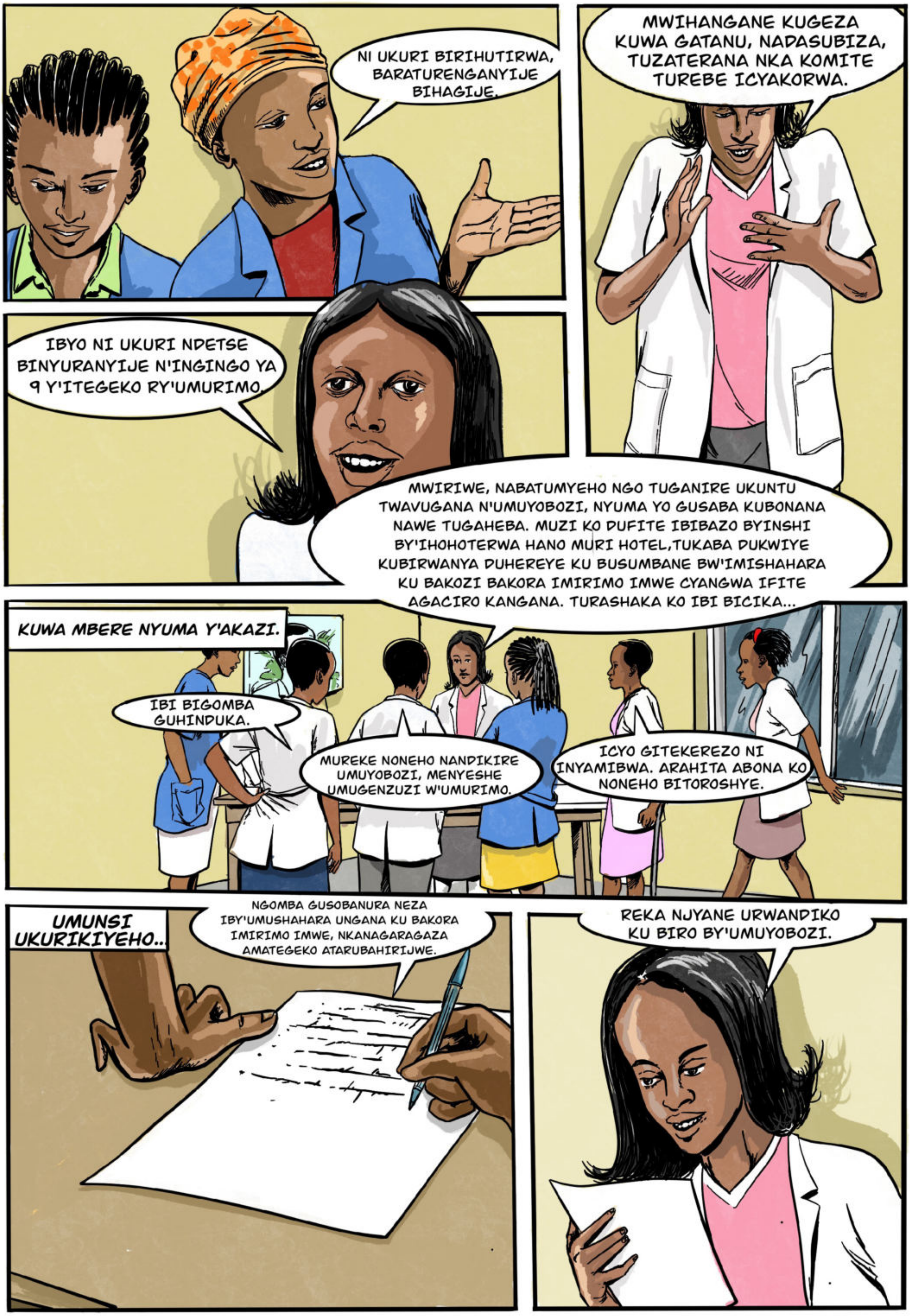
Leta ifatanije n'abafatanyabikorwa bayo cyane cyane amasendika, amashyirahamwe y'abakoresha, imiryango itegamiye kuri Leta, inzego z'umutekano n'abaturage bose muri rusange bakwiye kunoza imikoranire kugira ngo bakore ibishoboka byose abakozi bakora imirimo ifite agaciro kangana bahembwe umushahara ungana.

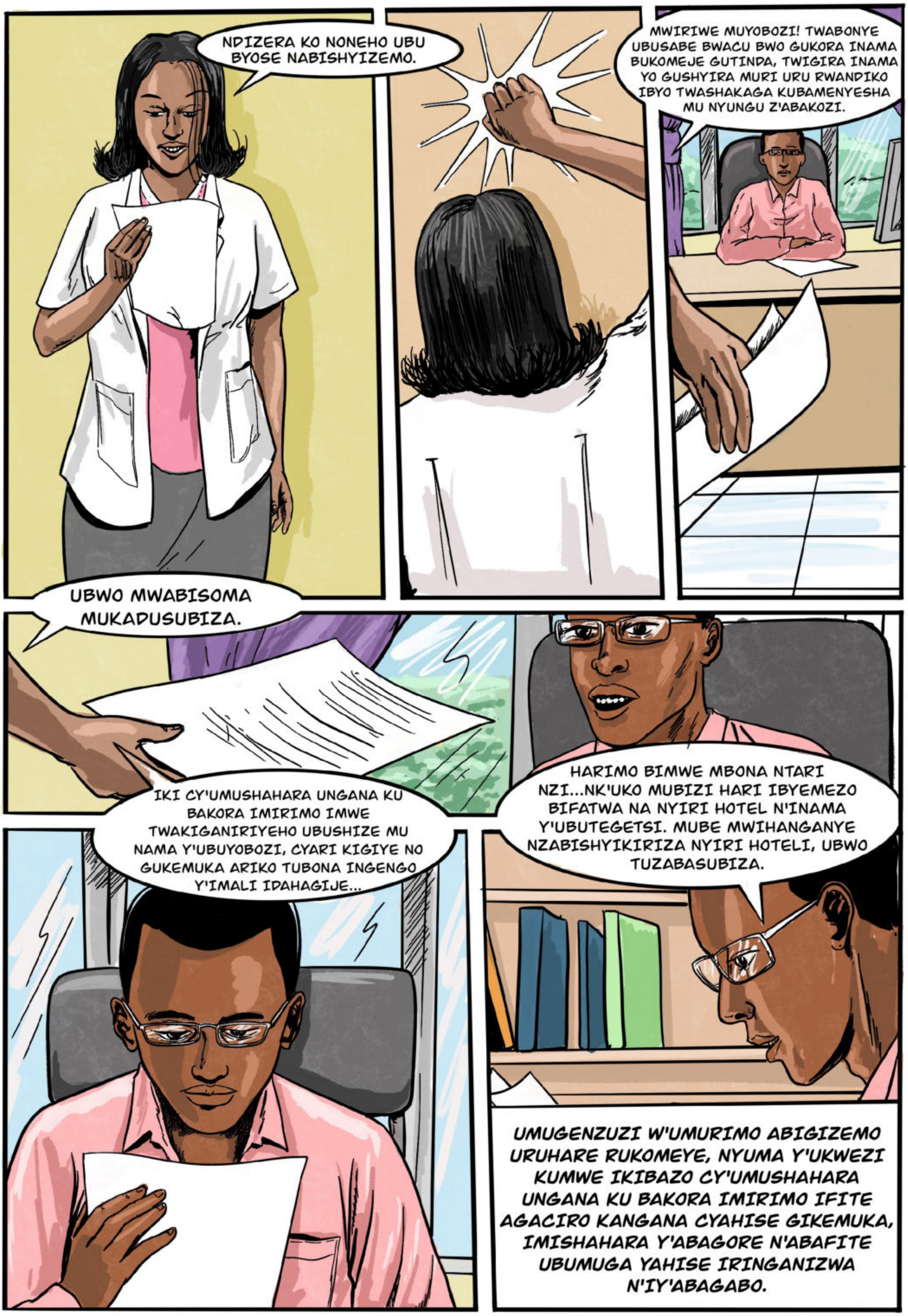

ASIYA NA BAGENZI BE MU KAZI GASANZWE KURI HOTEL BAKORAMO.
LUXE HOTEL
AMAKURU YANYU?
NJYE MEZE NEZA. NAMWE SE?
ASIYA, KO MBONA UTISHIMYE WABAYE IKI?
NAKOMEJE KUKWITEGEREZA KUVA KARE.

EREGA, NTA KIBAZO MFITE! AHUBWO TWIHUTE DUSUKURE NA HARIYA.
CYANGWA HARI UMUNTU WAKUNZE!!!! NI WA MUKOBWA WAWE NA NONE WAGIZE IKIBAZO?
OKEEE, REKA MBABWIRE... NAREBYE IBINTU MUSAZA WANJYE AMAZE KUGERAHO MU MYAKA ITATU GUSA...KANDI AKORA AKAZI GASANZWE NKATWE!!!
BAFITE UKUNTU SENDIKA YABO YABAFASHIJE GUKORANA NEZA N'UMUYOBOZI WABO. NKIBAZA NTI TWEBWE TUBURA IKI KO NATWE DUFITE SENDIKA?
HANO HARI IBIBAZO BYINSHI KANDI NTAWE UTWITAYEHO, HABE N'ABADUHAGARARIYE TWATOYE. IKIMBABAZA CYANE HANO NI UKUNTU ABAGORE DUKANDAMIZWA CYANE.
UBWO SE IBYO BISOBANURWA BITE? DUKORA BIMWE NDETSE HARI N'UBWO DUKORA NEZA KUBARUSHA...
MUZI KO DUHEMBWA HAFI KIMWE CYA KABIRI CY'AYO ABAGABO DUKORA AKAZI KAMWE BAHEMBWA?


EE NIBYO? UZIKO NTIGEZE MBITEKEREZAHO?
IBI RWOSE BIRAKABIJE, BISHOBORA NO KUBA BINYURANYIJE N'AMATEGEKO N'UBWO NTABISOBANUKIWE CYANE
UBWO SE URUMVA TWAKORA IKI?
AHUBWO NDUMVA BYOROSHYE KO HAGIRA IGIKORWA KUKO DUSANZWE DUFITE SENDIKA HANO MURI HOTELI. AHUBWO NUKUBAZA ABADUHAGARARIYE
BAKWIRIYE KWITA KU NSHINGANO ZABO BAKATUVUGANIRA KU MUKORESHA, BITABA IBYO...
IBYO UVUGA NIBYO. TUGOMBA KUBAREBA VUBA NTA MWANYA WO GUTA
AHUBWO SE UWABAREBA AKA KANYA?
OYA TEGEREZA TUBASHAKE MU KIRUHUKO CYA SA SITA, TUTABICIRA AKAZI


MU KIRUHUKO CYA SA SITA...
DORE NGURIYA IMBERE Y'AHO BAKIRIRA ABANTU
YEGO NIWE REKA TUJYE KUMUREBA.
URAHO NEZA?
WADUHA AKANYA GATO TUKAKUVUGISHA?
SINSHIDIKANYA KO UZI INGERO NYINSHI Z'IHOHOTERWA DUKORERWA HANO MURI HOTELI! NK' UMWE MU BADUHAGARARIYE UBONA HAKORWA IKI NGO IBYIFUZO BYACU BYUMVIKANE BINAHABWE AGACIRO.
URUGERO ABAGABO BAHEMBWA UMUSHAHARA URUTA CYANE UW'ABAGORE BAKORA IMIRIMO IFITE AGACIRO KAMWE.
UMBAJIJE IKIBAZO CYIZA KANDI DUSANZWE TUKIZI. AHUBWO KOMITE YACU YASABYE KUBONANA N'UMUYOBOZI TUKAGANIRA KU BIBAZO BYINSHI BIRI HANO N'ICYO KIRIMO, ARIKO HASHIZE UKWEZI DUTEGEREJE.


NI UKURI BIRIHUTIRWA, BARATURENGANYIJE BIHAGIJE.
MWIHANGANE KUGEZA KUWA GATANU, NADASUBIZA, TUZATERANA NKA KOMITE TUREBE ICYAKORWA.
IBYO NI UKURI NDETSE BINYURANYIJE N'INGINGO YA 9 Y'ITEGEKO RY'UMURIMO.
MWIRIWE, NABATUMYEHO NGO TUGANIRE UKUNTU TWAVUGANA N'UMUYOBOZI, NYUMA YO GUSABA KUBONANA NAWE TUGAHEBA. MUZI KO DUFITE IBIBAZO BYINSHI BY'IHOHOTERWA HANO MURI HOTEL,TUKABA DUKWIYE KUBIRWANYA DUHEREYE KU BUSUMBANE BW'IMISHAHARA KU BAKOZI BAKORA IMIRIMO IMWE CYANGWA IFITE AGACIRO KANGANA. TURASHAKA KO IBI BICIKA...
KUWA MBERE NYUMA Y'AKAZI.
IBI BIGOMBA GUHINDUKA.
MUREKE NONEHO NANDIKIRE UMUYOBOZI, MENYESHE UMUGENZUZI W'UMURIMO.
ICYO GITEKEREZO NI INYAMIBWA. ARAHITA ABONA KO NONEHO BITOROSHYE.
UMUNSI UKURIKIYEHO...
NGOMBA GUSOBANURA NEZA IBY'UMUSHAHARA UNGANA KU BAKORA IMIRIMO IMWE, NKANAGARAGAZA AMATEGEKO ATARUBAHIRIJWE.
REKA NJYANE URWANDIKO KU BIRO BY'UMUYOBOZI.


NDIZERA KO NONEHO UBU BYOSE NABISHYIZEMO.
MWIRIWE MUYOBOZI! TWABONYE UBUSABE BWACU BWO GUKORA INAMA BUKOMEJE GUTINDA, TWIGIRA INAMA YO GUSHYIRA MURI URU RWANDIKO IBYO TWASHAKAGA KUBAMENYESHA MU NYUNGU Z'ABAKOZI.
UBWO MWABISOMA MUKADUSUBIZA.
IKI CY'UMUSHAHARA UNGANA KU BAKORA IMIRIMO IMWE TWAKIGANIRIYEHO UBUSHIZE MU NAMA Y'UBUYOBOZI, CYARI KIGIYE NO GUKEMUKA ARIKO TUBONA INGENGO Y'IMALI IDAHAGIJE...
HARIMO BIMWE MBONA NTARI NZI...NK'UKO MUBIZI HARI IBYEMEZO BIFATWA NA NYIRI HOTEL N'INAMA Y'UBUTEGETSI. MUBE MWIHANGANYE NZABISHYIKIRIZA NYIRI HOTELI, UBWO TUZABASUBIZA.
UMUGENZUZI W'UMURIMO ABIGIZEMO URUHARE RUKOMEYE, NYUMA Y'UKWEZI KUMWE IKIBAZO CY'UMUSHAHARA UNGANA KU BAKORA IMIRIMO IFITE AGACIRO KANGANA CYAHISE GIKEMUKA, IMISHAHARA Y'ABAGORE N'ABAFITE UBUMUGA YAHISE IRINGANIZWA N'IY'ABAGABO.

8. Amasezerano y'Umuryango Mpuzamahanga wita ku Murimo (ILO), Amategeko agenga Umurimo mu Rwanda, Intego ya 8 y'Iterambere Rirambye (SDGs): Ibyerekeye Ivangura.

8.1. Ibyerekeye ivangura (Amasezerano No.111 ya ILO, umwaka 1958)

Amasezerano No. 111 ya ILO yitsa ku irandurwa ry'ubwoko bwose bw'ivangura rishingiye ku murimo. (Ingingo ya 2: "Buri gihugu kigize uyu muryango gishyira mu bikorwa aya masezerano, gikwiriye gushyiraho politiki rusange igamije guteza imbere uburyo bwose bushobora gukoreshwa mu gihugu bugamije gutanga amahirwe angana ndetse no gufata kimwe abakozi bose bakora bimwe, hagambiriwe kurandura ivangura iryo ariryo ryose rishingiye ku murimo."

8.2.Itegeko rigenga umurimo mu Rwanda

Amasezerano No. 111 ya ILO akubiyemo uburenganzira bw'ibanze ku byerekeye ivangura rishingiye ku murimo, ndetse bunagarukwaho by'umwihariko mu bitabo by'amategeko akoreshwa mu Rwanda, cyane cyane ingingo ya 9 y'Itegeko No. 66/2018 ryo kuwa 30/8/2018 rigenga Umurimo mu Rwanda.

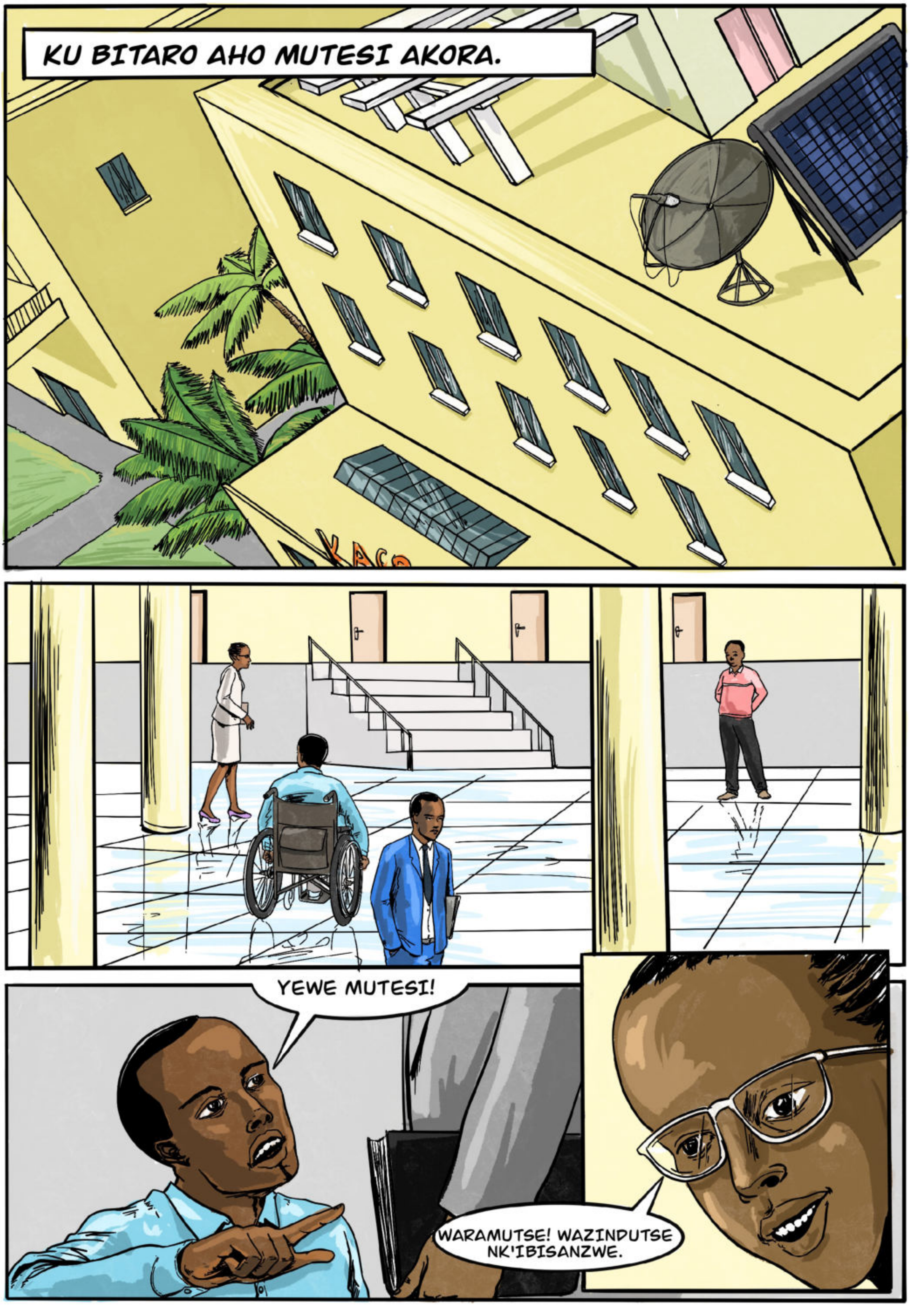
8.3.Ibyo intego ya 8 (SDG 8) igamije

Hashingiwe ku kintu cya 8 mu bigamijwe kugerwaho, bigaragara ko intego ya 8 (SDG 8) iteza imbere isoko ry'umurimo rihuriweho na bose ndetse n'ibigo bitarangwamo ivangura na rikeya. Leta, amasendika n'abakoresha barakangurirwa guhitamo ingamba zifitiye inyungu buri wese.

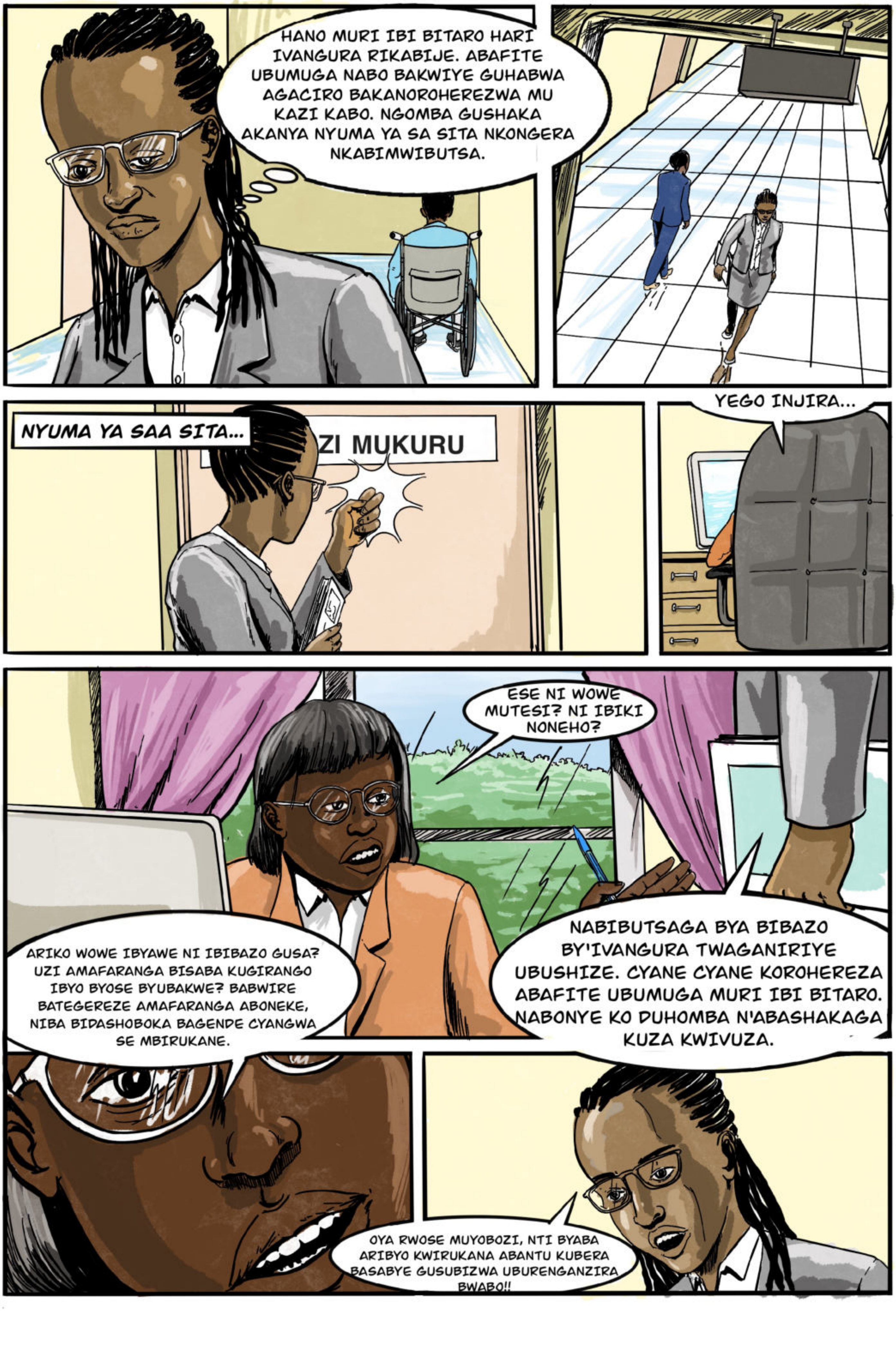
Ikintu cya 8 kigamijwe kugerwaho ni "Kurinda uburenganzira ku murimo no guteza imbere uburyo abakozi bakora byubahirije isuku n'umutekano kuri bose, harimo n'abakozi b'abimukira, by'umwihariko abagore b'abimukira, n'abakora imirimo ya nyakabyizi."

8.4. Ijambo risoza

Leta ifatanije n'abafatanyabikorwa bayo cyane cyane amasendika, amashyirahamwe y'abakoresha, imiryango itegamiye kuri Leta, inzego z'umutekano n'abaturage bose muri rusange bakwiye kurushaho gufatanya kugira ngo hashyirweho ingamba zihamye zikumira ivangura iryo ari ryo ryose rishingiye ku murimo.

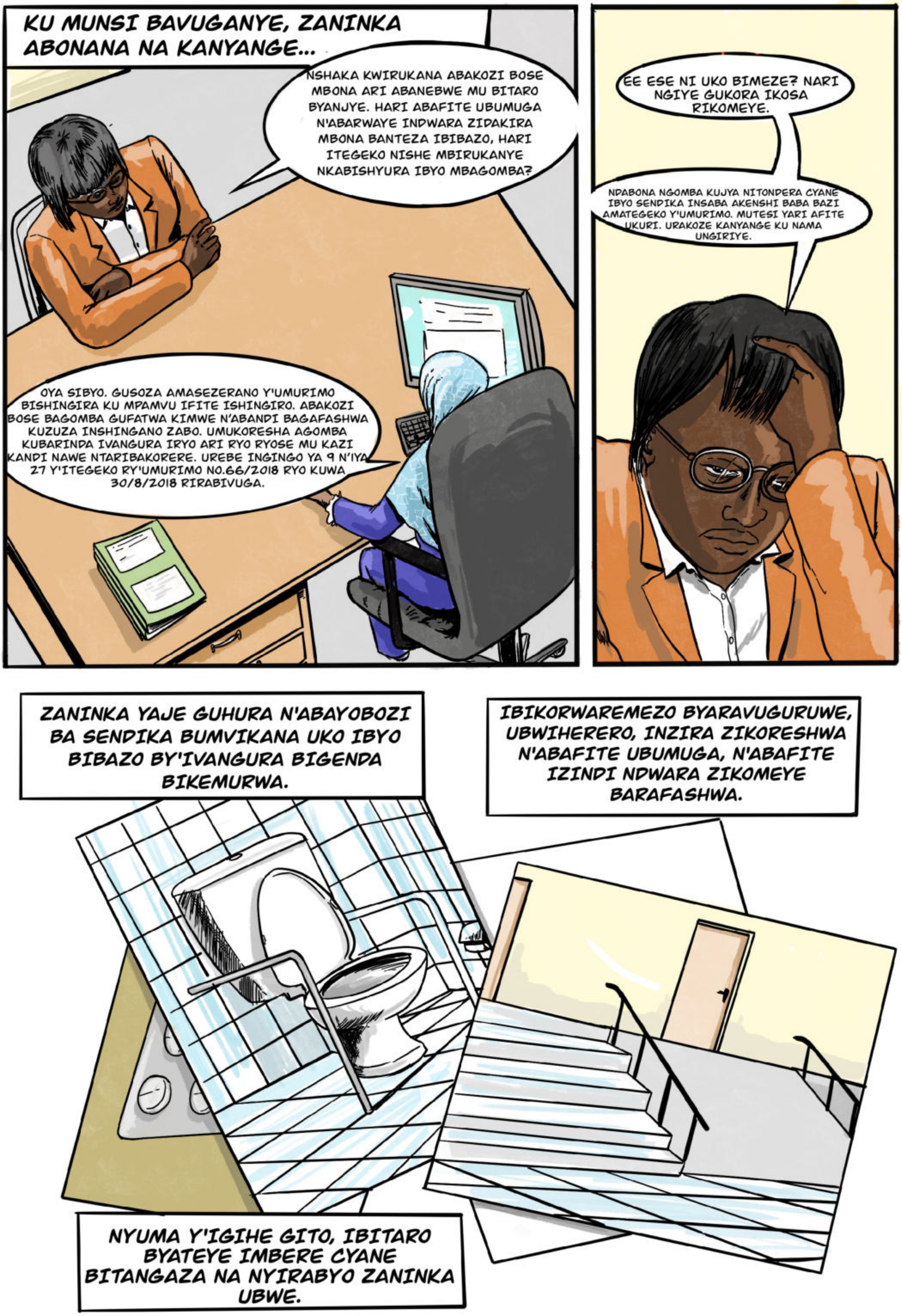

KU BITARO AHO MUTESI AKORA.
YEWE MUTESI!
WARAMUTSE! WAZINDUTSE NK'IBISANZWE.

YEGO BURI MUNSI NDAZINDUKA KUGIRANGO ABAKORA ISUKU BAMFASHE KUGERA MU BIRO BYANJYE BATARAJYA MU BINDI. WAMPAMAGARIYE UMWE AKAZA?
OOOH NIBYO! REKA NANJYE NGUFASHE
NDIZERA KO MBISHOBORA!!!ARIKO MBONYE UBURYO ARI NGOMBWA KO IBI BITARO BYOROHEREZA ABAFITE UBUMUGA. TEKEREZA ABAKIRIYA DUHOMBA KUBERA IKI KIBAZO?
IBYO UVUGA NI UKURI, UMUYOBOZI AKWIRIYE KUBIKEMURA RWOSE BIRATUVUNA CYANE. AHUBWO NK'UMUYOBOZI WA SENDIKA UZATUVUGANIRE RWOSE.
NIBYO RWOSE. UYU MWANYA UTUMYE NIBONERA UBURYO IKI KIBAZO GIKOMEYE CYANE. N'UBUNDI NARI NABIBWIYE UMUYOBOZI ARIKO NTIYABYITAHO. NGOMBA KUBIMWIBUTSA VUBA CYANE.
TURAHAGEZE, URAKOZE CYANE MUTESI. URI UMUNTU MWIZA CYANE


HANO MURI IBI BITARO HARI IVANGURA RIKABIJE. ABAFITE UBUMUGA NABO BAKWIYE GUHABWA AGACIRO BAKANOROHEREZWA MU KAZI KABO. NGOMBA GUSHAKA AKANYA NYUMA YA SA SITA NKONGERA NKABIMWIBUTSA.
NYUMA YA SAA SITA...
ZI MUKURU
YEGO INJIRA...
ESE NI WOWE MUTESI? NI IBIKI NONEHO?
NABIBUTSAGA BYA BIBAZO BY'IVANGURA TWAGANIRIYE UBUSHIZE. CYANE CYANE KOROHEREZA ABAFITE UBUMUGA MURI IBI BITARO. NABONYE KO DUHOMBA N'ABASHAKAGA KUZA KWIVUZA.
ARIKO WOWE IBYAWE NI IBIBAZO GUSA? UZI AMAFARANGA BISABA KUGIRANGO IBYO BYOSE BYUBAKWE? BABWIRE BATEGEREZE AMAFARANGA ABONEKE, NIBA BIDASHOBOKA BAGENDE CYANGWA SE MBIRUKANE.
OYA RWOSE MUYOBOZI, NTI BYABA ARIBYO KWIRUKANA ABANTU KUBERA BASABYE GUSUBIZWA UBURENGANZIRA BWABO!!

IBI BITARO BIKENEYE ABAKOZI BASHOBOYE AKAZI KUGIRANGO BYUNGUKE. UBU NGIYE GUHITAMO ABASIGARA N'ABIRUKANWA NSHINGIYE KU BUSHOBOZI BW'UMUBIRI N'UBWENGE.
BAMWE BARAZA KWIRUKANWA VUBA CYANE.
NTABWO BYABA ARIBYO RWOSE. NYAMARA MWIBUKE KO N'AKARERE KADUSABYE KUBIKOSORA KUGIRA NGO TWUZUZE IBISABWA KU NYUBAKO Z'IBITARO!
ARIKO UBUNDI UMVUGURUZA NKANDE? UKEKA KO URI IGIKI ?
RWOSE MUMENYE KO IVANGURA RYOSE MU KAZI RINYURANYIJE N'AMATEGEKO AGENGA UMURIMO MU RWANDA.
ABA BAKOZI BATANGA UMUSARURO UKENEWE N'UBWO BAFITE UBUMUGA . NTIBIKWIYE
ARIKO URABIZI? CECEKA VUBA BITAKUBERA BIBI CYANE.

NSOHOKERA MU BIRO NONAHA... NUBUNDI BARIYA NI ABERE. NI WOWE KIBAZO HANO N'AYO MATEGEKO UHORA UNKANGISHA!
UKENEYE KO NKWIBUTSA KO IBI BITARO ARI IBYANJYE?
MPA AKAZI UWO NSHATSE KANDI NKIRUKANA UWO NSHATSE....
NYUMA Y'IMINSI MIKE...
ARIKO N'UBWO NIYEMEJE KWIRUKANA ABAKOZI B'INGWIZAMURONGO, REKA MBANZE NGISHE INAMA UMUGENZUZI W'UMURIMO.
REKA MUSABE UMWANYA WO KUBONANA NAWE.


KU MUNSI BAVUGANYE, ZANINKA ABONANA NA KANYANGE...
NSHAKA KWIRUKANA ABAKOZI BOSE MBONA ARI ABANEBWE MU BITARO BYANJYE. HARI ABAFITE UBUMUGA N'ABARWAYE INDWARA ZIDAKIRA MBONA BANTEZA IBIBAZO, HARI ITEGEKO NISHE MBIRUKANYE NKABISHYURA IBYO MBAGOMBA?
OYA SIBYO. GUSOZA AMASEZERANO Y'UMURIMO BISHINGIRA KU MPAMVU IFITE ISHINGIRO. ABAKOZI BOSE BAGOMBA GUFATWA KIMWE N'ABANDI BAGAFASHWA KUZUZA INSHINGANO ZABO. UMUKORESHA AGOMBA KUBARINDA IVANGURA IRYO ARI RYO RYOSE MU KAZI KANDI NAWE NTARIBAKORERE. UREBE INGINGO YA 9 N'IYA 27 Y'ITEGEKO RY'UMURIMO NO.66/2018 RYO KUWA 30/8/2018 RIRABIVUGA.
EE ESE NI UKO BIMEZE? NARI NGIYE GUKORA IKOSA RIKOMEYE.
NDABONA NGOMBA KUJYA NITONDERA CYANE IBYO SENDIKA INSABA AKENSHI BABA BAZI AMATEGEKO Y'UMURIMO. MUTESI YARI AFITE UKURI. URAKOZE KANYANGE KU NAMA UNGIRIYE.
ZANINKA YAJE GUHURA N'ABAYOBOZI BA SENDIKA BUMVIKANA UKO IBYO BIBAZO BY'IVANGURA BIGENDA BIKEMURWA.
IBIKORWAREMEZO BYARAVUGURUWE, UBWIHERERO, INZIRA ZIKORESHWA N'ABAFITE UBUMUGA, N'ABAFITE IZINDI NDWARA ZIKOMEYE BARAFASHWA.
NYUMA Y'IGIHE GITO, IBITARO BYATEYE IMBERE CYANE BITANGAZA NA NYIRABYO ZANINKA UBWE.

TALIKI YA 1 GICURASI KU MUNSI MPUZAMAHANGA W'UMURIMO. NI UMUNSI WIZIHIZWA KU ISI YOSE NO MU RWANDA KU RWEGO RW'UMUDUGUDU. ABATURAGE BA KAGOMA NABO BAHURIYE MU CYUMBA CY'INAMA BARAWIZIHIZA...
WARAMUTSE KAGABO, UMUNSI MWIZA W'UMURIMO, NDIZERA KO UNEZEREWE.
WARAMUTSE NEZA MUTESI, NAWE UMUNSI MUKURU MWIZA W'UMURIMO. NIBYO KOKO NDANEZEREWE. KU BWANJYE UBU MFITE IMPAMVU ZO KWIZIHIZA UYU MUNSI MUKURU.
BURI GIHE UYU MUNSI UNYIBUTSA WOWE, N'UKUNTU WADUFASHIJE KUBAKA SENDIKA IKOMEYE.
HAHA NIBYO SE? AHUBWO REKA TWIHUTE TURI HAFI GUKERERWA.

UMURIMO UHESHA AGACIRO NYIRAWO, NI IGISUBIZO CY'ITERAMBERE RIRAMBYE RY'IGIHUGU CYACU
MWARAMUTSE MWESE? TUBASHIMIYE UBWITABIRE BWANYU KURI UYU MUNSI MPUZAMAHANGA W'UMURIMO. TUGIYE GUTANGIRA GAHUNDA Y'UYU MUNSI...
NITWA KANYANGE, NDI UMUGENZUZI W'UMURIMO MU KARERE KACU. DUFITE ABASHYITSI BENSHI BARIMO ABAFATANYABIKORWA BATANDUKANYE, UHAGARARIYE IMIRYANGO ITEGAMIYE KURI LETA, ABASHINZWE UMUTEKANO, SENDIKA, ABAKORESHA... KANDI MWESE TURABAKIRIYE. UMUSHYITSI MUKURU NI UMUYOBOZI W'AKARERE KACU.
KUBERA KO UYU ARI UMUNSI W'UMURIMO, TURUMVA ABAHAGARARIYE ABAKOZI, ABAKORESHA N'IJAMBO NYAMUKURU RYA MEYA W'AKARERE
MWABONYE INSANGANYAMATSIKO Y'UYU MUNSI HARIYA IMBERE. TURAZA KUMVA UBUHAMYA BW'ABANTU BATANDUKANYE, HANYUMA TURAZA GUSOZA TUBYINA TUNASANGIRA ICYO KUNYWA.
TUGIYE KUMVA IJAMBO RY'UVUGA MU IZINA RY' ABAKOZI WITWA KAGABO, ARAKURIKIRWA N'UVUGA MU IZINA RY'ABAKORESHA MADAME ZANINKA.
I IGISUBIZO
GIHUGU CYACU

NITWA KAGABO, MAZE IMYAKA 10 NKORA UBUBAJI. TWATANGIYE DUKORA MU BURYO BUBI CYANE, DUFITE UBUKENE TUBAHO NABI KUKO TWAHEMBWAGA INTICA NTIKIZE.
IBI NI MBERE Y'IMYAKA 3 ISHIZE, UBWO NAMENYE IBY'INTEGO YA 8 Y'ITERAMBERE RIRAMBYE, AMASEZERANO SHINGIRO Y'UMURYANGO MPUZAMAHANGA WITA KU MURIMO N'AMATEGEKO AGENGA UMURIMO MU RWANDA. NYUMA YO KUBIMENYA TWABISHYIZE MU BIKORWA DUSHINGA SENDIKA, DUSINYA AMASEZERANO RUSANGE N'UMUKORESHA WACU, KUVA UBWO IMIKORERE YAGIYE IRUSHAHO KUBA MYIZA, IKIGO CYACU GIKOMEZA KUNGUKA, NATWE UBUZIMA BWACU BURAHINDUKA. UBU MU MYAKA 3 ISHIZE NJYE N'ABO DUKORANA UBUZIMA BWACU BWABAYE BWIZA KANDI BIRACYAKOMEZA.
NANJYE NITWA ZANINKA, NINJYE NYIRI IBITARO BYITWA " KAGO HOSPITAL"...INTEGO YA 8 KAGABO YAVUZE NANJYE YAMFASHIJE GUTEZA IMBERE IBITARO BYANJYE. MBERE NARWANYAGA IBIKORWA BYA SENDIKA NDETSE SINUBAHIRIZE UBURENGANZIRA BW'ABAKOZI. ARIKO MU BY'UKURI NTABYO NARI NZI. NAHAWE IBIHANO KENSHI ARIKO NDASHIMIRA KANYANGE WAMFASHIJE GUHINDURA IMYUMVIRE KU MASENDIKA.
IGIHE SENDIKA YAMBWIRAGA IBY'INTEGO YA 8 N'AMATEGEKO AGENGA UMURIMO, TWIYEMEJE UMUCO W'IBIGANIRO MAZE IMIKORANIRE YACU IRAHINDUKA. UBU SENDIKA Y'ABAKOZI BO MU BUVUZI IKORANA NATWE NEZA KANDI SERIVISI DUTANGA YARUSHIJEHO KUBA NZIZA N'UBUKUNGU BURIYONGERA. UBU DUTANGA AGAHIMBAZAMUSYI KU BAKOZI BESHEJE IMIHIGO. NDAKANGURIRA ABANDI BAKORESHA GUKORANA N'AMASENDIKA KUKO BITUMA ABAKOZI NABO BAHARANIRA ITERAMBERE RY'IKIGO BAKORERA IGIHE CYOSE BISHIMIYE UKO BAFASHWE N'UBUYOBOZI BWABO.
MURI AKO KANYA...
NJYEWE NDI PAPA WA KAGABO. MBANJE KWISEGURA KO NIHAYE IJAMBO, SI NARI KURIPFANA. NDASHIMIRA LETA KO UBU YASHYIZEHO AMATEGEKO MEZA. BYAFASHIJE CYANE UMURYANGO WANJYE. NAGIZE IBYAGO NGIRA IMPANUKA MU KAZI, NDAMUGARA ARIKO UMUKORESHA NTA N'IGICERI YAMPAYE. ISANDUKU Y'UBWITEGANYIRIZE NAYO YAMPAYE UBUSABUSA, IYO NGIRA AMAHIRWE NKAMENYA IBY'IYI NTEGO YA 8 BAVUGAGA.
NARAKENNYE CYANE ABANA BANJYE BARASONZA, UMUFASHA WANJYE ARAPFA. NAHORAGA MPANGAYITSE UKUNTU NZAPFA ABANA BANJYE BADAFITE EJO HAZAZA. ARIKO IBYO UMWANA WANJYE KAGABO YAVUZE, NIMUKORA IBY'IRIYA NTEGO YA 8 NAMWE MUZABAHO UBUZIMA BWIZA. MUBIFATE NK'UMUBYEYI WANYU UBAHAYE UWO MUNANI. MURAKOZE.

MWIRIWE, UYU MUSAZA RWOSE MUMUHE ANDI MASHYI, ADUHAYE IMPANURO NZIZA. MWESE MBASHIMIYE KO MWASHYIZE MU BIKORWA POLITIKI Y'ITERAMBERE RIRAMBYE IGAMIJE GUTEZA IMBERE UMURIMO UHESHA AGACIRO UWUKORA NDETSE N'ITERAMBERE RY'UBUKUNGU RIDAHEZA. NTA N'UMWE UGOMBA GUSIGARA INYUMA, ABAKOZI, ABAKORESHA NA LETA TUGOMBA KUZAMUKANA HAMWE MU BUKUNGU N'ITERAMBERE RY'IMIBEREHO MYIZA.
NDABAKANGURIRA MWESE GUFATA INTEGO YA 8 NK'IGISUBIZO CYABAHINDURIRA IMIBEREHO YANYU, UMUSARURO W'IBYO MUKORA UKIYONGERA NDETSE N'ITERAMBERE RY'IGIHUGU MURI RUSANGE. TWESE NIDUKOMEZA GUFATANYA TUZAHASHYA UBUKENE KANDI N'UBURENGANZIRA BUSHINGIYE KU MURIMO BUKARUSHAHO KUBUNGABUNGWA.
MUZE TUBYINE, TWABONYE UMUNANI!
NYUMA Y'IJAMBO NYAMUKURU, IBIRORI BYAKOMEREJEHO.
IHEREZO.

INYANDIKO ZIFASHISHIJWE

https://Ituc-csi.org/timefor8

https://sdgs.un.org/goals/goal8

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