N°2

ICEGERANYO CEREKEYE UMWIHWEZO W' IMISHAHARA Y'ABAKOZI BA RETA MU BURUNDI: UBUSHOBOZI BWO KUGURA,UBUSUMBASUMBANE BW'IMISHAHARA HAMWE N'INGARUKA KU MIBANO N'UBUTUNZI

UMUSEKE - UMUGAMBI UHURIKIYEMWO UMUHARI UHARANIRA AGATEKA KA ZINA MUNTU ITEKA & KING UMURUNDI FREEDOM

UMUSEKE,Umuseke ni umugambi w'amashirahamwe aharanira agateka ka zina muntu " **ITEKA** na **Kingi Umurundi Freedom** "ataka abanyagihugu n'amakungu kw'ihonyangwa ry'agateka ka zina muntu n'inyuruzwa ry'ubutunzi vyatohojwe kugira bamere magabo bongere bahe agaciro ubutungane hamwe n'iterabere kuri bose mu Burundi.Igisata c'ubutungane,umutekano,amagara y'abantu, uburimyi n'ubworozi,ubudandaji n' amahinguriro, hamwe n'igisata c'ubutare ni vyo uwo mugambi washize imbere.Ibiganiro ku masamirizi no ku mboneshakure,ubutumwa bwo kugabisha hamwe n'ivyegeranyo nyamukuru,ayo mashirahamwe azobikorera hamwe muri uwo mugambi.

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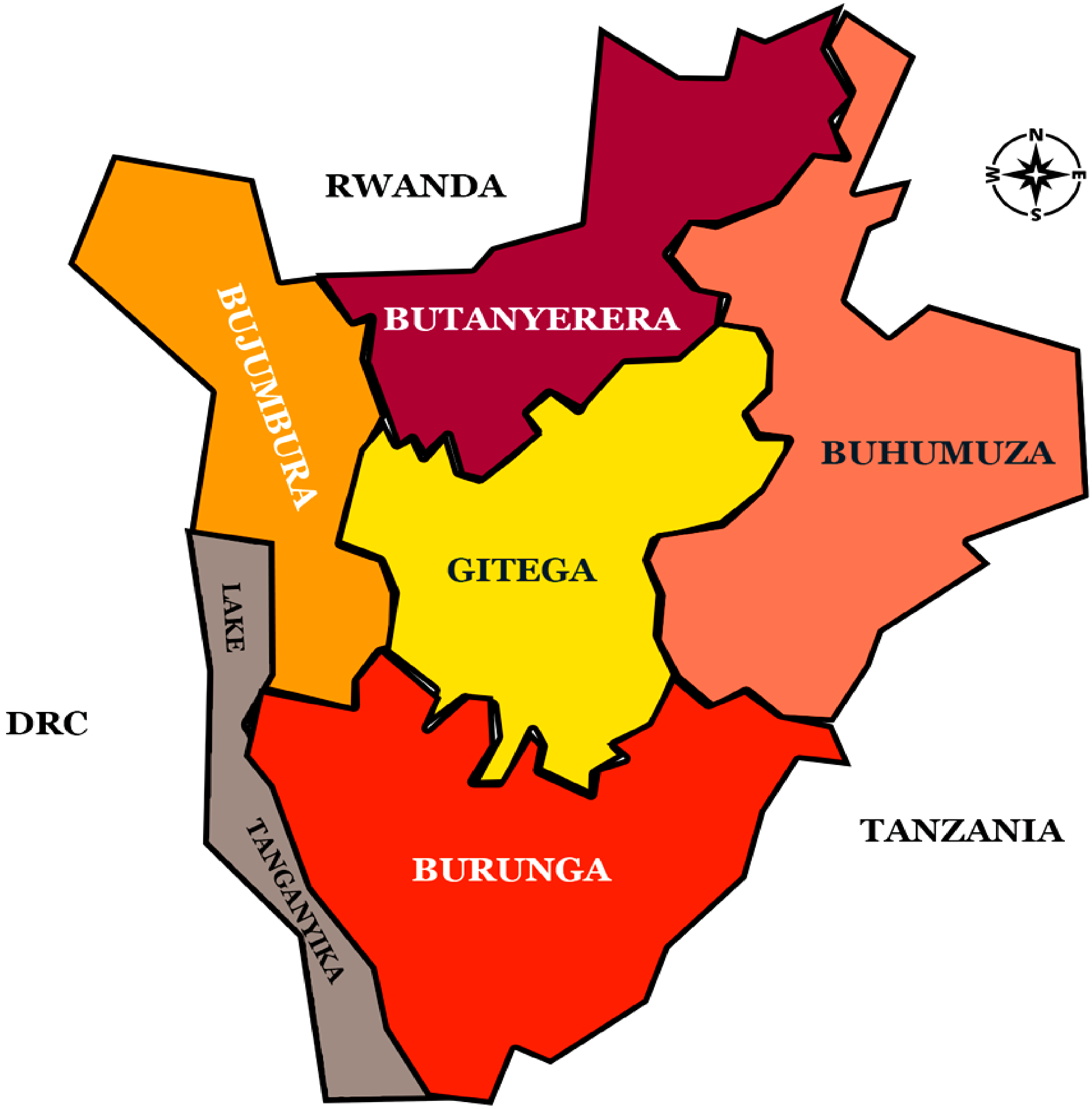
RWANDA
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IMPFUNYAPFUNYO

PARCEM **: Ishirahamwe rihamagarira abarundi guhindura ingendo**

PIB **:** Umwimbu ufatirwako

PU **:** Ikiguzi kuri buri kintu

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BURUNDI, INGORANE Z'UBUSHOBOZI BWO KUGURA KU BAKOZI BA RETA HAMWE N'UKUDATAHURIKA KW'AMAHERA YO GUHEMBA ADUGA MU GIHE UMUSHAHARA NYEZINA IGABANUKA

0. UMWIHWEZO WA FAUSTIN NDIKUMANA , UMUKURU WA PARCEM

Ikibazo co guhemba abakozi ba Reta kuva kera camye ari ingorane ikomeye mu Burundi. Ubu aho bigeze biteye bisa n' ibiteye agahinda : naho hadugijwe amahera agenewe ahanini guhemba abakozi ba Reta, imishahara ,iguma,kumuntu,ari mitoya uravye ikiguzi c'ubuzima bw'ubu.Ivyo vyerekana ingorane nyezina y'ubushobozi bw' ukugura ku bakozi ba Reta kandi hejuru y'ikibazo c'umushahara hari ikindi c'uburondozi budatomoye.

Kuva mu 2021,ibiciro vyaraduze caane.Kubwo umwihwezo wa Faustin Ndikumana,vyoba vyavuye hafi kuri 8 % bija kuri 34 %, n'ibipimo vyababa 40 %. Ibiharuro vy'iduga ry'ibiciro,vyoba gutyo vyigwijije na 4,iduga afata nk' iriteye amakenga cane uranye uko ibindi bihugu vyo mukare vyifashe.Iryo duga riri ahanini ku bifungurwa,bigize uruhande rukomeye rw'amahera akoreshwa n' imiryango.Ryunyurwa n'iduga ry'ibiciro vyo kwipakiza,ckubera ukutaronka ibitoro, hamwe n'iduga ry'ibiciro vy'uburaro.Mugihe ibiciro vy'imfungurwa,ukwiyunguruza hamwe n'uburaro biduze urutavanako,ni ubuzima buba butitutse muri rusangi. Ku mukozi wa Reta,umushahara uguma utakaza ubushobozi bwo gukwiza ivyankenerwa.

⇒ ***Ibidataguritse hagati y'amahera ahemba abakozi hamwe n'ayo umwe umwe aronka***

Isuzuma rifata ishusho ridasanzwe ribonekera ku rugezo ruhanitse.Kuva 2020-2021,igitigiri c'amahera yagenewe imishahara y'abakozi ba Reta yoba yaragwijijwe na gatatu,kugira bashikire hafi imiriyaridi 1.272 BIF,ni ukuvuga hafi 34% y'ayava mu makori.Iryo terambere risiguwe n'ivyashizweho vyo gutanga uburusho bwo ku mwaka ku mwaka ku bw'abakozi ba Reta kuva 2015.Ariko rero,ukuduza ibahasha rya bose ntivyaseruye uguteza imbere ubuzima bw'umwe umwe mu bakozi ba Reta.Ni neza na neza ibidatahuritse bivugwa na Faustin Ndikumana: hosigurwa gute ko ku rwego rw'ubutunzi rusangi,amahera yagenewe imishahara aduzwa cane,mugihe kuri umwe umwe umukozi wa Reta abandanya aronka intica ntikize uravye uko ubuzima buzimvye ?

Iki kibazo rero gisaba kurengera gusoma igitigiri c'amahera yo guhemba kugira

(Ibikurikira urupapuro 5)

hihwezwe integuro n'itunganywa ry'igitigiri c'abakozi ba Reta.

⇒ ***Iyo imishaha mito ihumgabanije akazi***

Inkurikizi z'ivyo zibonekeza ubwo nyene mu ntwaro.Kimwe mu vyambere ni **ugusiba ku kazi.** Abakozi bamwe bamwe ,batabumbwa n'imishahara,barondera iyindi mirimo kugira bazamure agahembo kabo bongere bashobore kubaho.Imiahahara mito kandi kubwo uno mwihwezo,ushobora kuba ariwo utumahabaho **igiturire mu buzi bwa Reta.** Abakozi bamwe bamwe bashobora kurondera ko umunyagihugu abariha kuco bamukoreye cose kandi arico bajejwe.Umunyagihugu ari mu gahinda : amaze kuriha ikori ryagenewe gufasha Reta, ashobora gutegerezwa kuriha kandi amukozi wa Reta ajejwe kumutunganiriza.Biboneka ko arishe kabiri ikintu kimwe.

⇒ ***Ubuzi bwa Reta vutakaza incabwenge zabwo***

Kuri ivyo hiyongerako urundi rukwirikirane :**Uguta akazi ka Reta bibandanya vyibonekeza.** Abigisha,abaganga,abamenyeshamakuru hamwe n'abandi bakozi ba Reta barata ubuzi bwabo kugira baje kurondera ahosumba ahandi,kwikorera ivyabo canke kuja mu mahanga.Ivyo bitera bibuza ubutegetsi ubushobozi busanzwe bukeneye kugirango bashike kw'ihangiro: igice c'abakozi mugihe bwashize n'uburyo mu kubigisha.

Ku basigaye,bamwe bamwe bashobora kuba bafata amabanga yabo muri Reta nk'**aho barangwa vyonyene**, umwanya wabo ukaba uwo ibindi bikorwa. Amabanga y'akazi ka Reta ashobora no guhinduka **icishimikizo kugira babone kumenyekana**, kugira bagume baronka uburusho kubera amabanga bajejwe.Ikibazo c'imishahara gutyo kiratuma abakozi bataguma ku kazi,batakiyumvamwo kandi badakorera neza abanyagihugu.

⇒ ***Gusubira ku kazi ka Reta kubakiye ku buryo bwiza***

Kubwa Faustin Ndikumana,inyishu ntikwari ukwongereza imishahara gusa.Ica mu mpibuka mu ntwaro imbere yayari yaratanguye imbere ya 2015 kandi intumbero yari gukwirikiranwa. Ni ugushikira akazi ka Reta kagezweho,hakora abakozi bake,ariko abakozi bafise ubumenyi, bakora vy'ukuri kandi bahembwa neza. Iyo mpinduka yotegerejwe kandi kurwanya abakozi b'ingira mu rongo,ibiturire hamwe no gukoresha poritike mu gutanga ubuzi bituma huzura ibihangange mu kazi.Umukenyuro rero ni ugusubira gutunganya abakozi kugira uburyo buhari bushobore gukoreshwa ku bakora vy'ukuri ubuzi bajejwe kandi intererano yabo ifasha igihugu biboneka.

⇒ ***Ugushira imbere ugukoresha uburyo bwa Reta gushasha***

Iyo mpinyanyuro ya Reta ibwirizwa kujana n'isubirwamwo ry'ibishirwa imbere mu mahera akoreshwa.Mu mwihwezo w'uburyo budakwiye,Reta ibwirizwa kugira itunganywa rikabije ku mahera ikoresha kandi igatororokanya ibisata vyayo birungikwamwo uburyo bugenewe gukora ibitashizwe imbere na Reta.Ugushira imbere ibikenewe kandi bagatunganya bikabije vyofsaha kwerekana uburyo buburwa irengero ubu mu gukoreshwa ibidakenewe canke bugatakara kubera itunganywa ribi hamwe n'igiturire.Ubwo buryo rero bwoshobora gusubira kurungikwa ku vyo Reta ikenera bukanaterera nko mukuzamura imishahara ya Reta.Intumbero iratomoye:gushoboza umukozi wa reta kubeshwaho neza n'umushahara hamwe no kugira ivyankenerwa kugira bashobore kurangura amabanga yabo neza.

UMWIHWEZO WA FAUSTIN NDIKUMANA , UMUKURU WA PARCEM :

(Ibikurikira urupapuro 6)

⇒ ***Igiharuro cokorwa***

Umwihwezo wa Faustin Ndikumana ushira ku mugaragaro igiharuro nyamukuru c'intwaro mu Burundi : amahera yo guhemba adugijwe cane ntibishobora kuba inyinshu ibereye iyo umukozi wa Reta,mu bikorwa,abandanije atakaza ubushobozi bwo kugura. Inyishu rero itegerezwa guhuburwa bukebuke mw'ihindurwa nyezina, ugukuramwo abakozi b'ingwiza murongo,gukuraho gutanga ubuzi biciye muri poritike, ukurwanya nkunzi n'igiturire hamwen'ugushira imbere iibikenewe mu gukoresha amahera ya Reta.

Intumbero ntiyoba ugukoresha amahera menshi ku bakozi ba Reta,ahubwo ugukoresha nezauburyo buhari kugira bubake intwaro ibereye,ifise ubumenyi,iri ku kivi vy'ukuri kandi ishobora guhemba bibereye abatuma ibaho.NI kuri ico cifuzo c' uko uguhinyanyura imishahara vyoshobora guterera vy'ukuri mu kugarukana intege z'abakozi ba Reta,mu kugabanya inkurikizi zivuye ku mishahara y'intica n'ikize hamwe no guteza imbere ivyo bakorera abanyagihugu.

I. INCAMAKE Y'IGIKORWA

Akanovera k'intwaro yose kabonekera ahanini ku karusho,intumbero hamwe n'ukworohereza abakozi bayo.Mugihe umukozi wa Reta atagira uburyo bukwiye kugira ashobore kubeshaho umuryango wiwe,ni umwitwarariko wa Reta nyene bigarukako.Mu bihe birangwa n'iduga ryimonogoje ry'ibiciro,ubuzima buguma buzimba kandi ububasha bwo kugura butera butituka,ikibazo c'imishahara y' abakozi ba Reta uno musi biboneka nk'intambamyi ikomeye y'intwaro hamwe n' iterambere bihanze u Burundi.

Ni muri iyo ntumbero umuhari Iteka na King Umurundi Freedom,mu mugambi UMUSEKE ,bātanguye icigwa kugira berekane uko imishahara y'abakozi ba Reta yifashe mu Burundi.Intumbero n'ugupima ubushobozi hagati y'imishahara nyezina hamwe n'igiciro c'ubuzima bw'ubu,kwihweza ubutandukane bw'imishahara buhari hamwe n'ugusuzuma inkurikizi zavyo ku kuntu abakozi ba Reta babayeho, akanovera k'ivyo bakora hamwe n'iterambere ry'imibano n'ubutunzi bw'igihugu.

Icigwa gikorera ku bakozi ba Reta 103.510 bari mu bushikiranganji 14 hamwe n'ubunyamabanga bukuru bwa Reta.Ibiaruro vyihwejwe vyerekana ko ubushikiranganji bw'abakozi ba Reta mu burundi ahanini bw'iganziwe n'igisata c'indero,gikoresha abigisha 82.008,ni ukuvuga 79,23 % y'abakozi bose.Abantu bashika 15 161 (14,65%) bakorera ku masezerano mugihe abakorera kw'itegeko rya Reta bashika 6.341 (6,13 %). Urwo rwego rwerekana ko itunganywa ry'imishahara riraba abigisha rikorera ku bakozi ba Reta hafi 4 kuri 5 kandi bitwara uburyo bukomeye bw'igihugu.

Umwihwezo w'imishahara werekana ibintu biteye agahinda.Ku bakozi ba Reta 103.510 , 80.154, ni ukuvuga 77,54 %, baronka umushahara wo ku kwezi uri hagati ya 250.001 na 500.000 FBu, mugihe abakozi 6.849 (6,63 %) bahembwa musi ya 250.000 FBu. Kuri bose, 84,17 % y'abakozi ba Reta babeshejweho n'umushahara uri musi canke ungana na 500.000 FBu ku kwezi, mugihe ibice 0,27 % bonyene baronka agahembo karenga 750.000 FBu. Ivyo biharuro vyerekana ko ukugira imishahara mito mito bidatangaje:vyerekana uko ubuzima bwa misi yose bw'abakozi ba Reta.

Icigwa kiranashira ahabona ikirere kinini giteye amakenga cane hagati y' imishahara n'ubuzima nyezina buzimvye.Uburyo bubayabaye bukenewe kugira umuryango w'abantu 8 uronke ivya nkenerwa buharurwa muri 1.473.500 FBu ku kwezi. Ariko,abakozi ba Reta barenga 8 kw'10 bafise umushahara uri musi y'ica kabiri c'ayo mahera.Ivyo bisigura ko imishahara ko imiryango myinshi y'abakozi ba Reta bategerezwa kugira amahitamwo agoye : **kugabanya ivyo bafungura, guheba kwivuriza ku gihe,kugabanya kuriha ivy'ishure ku bana,guheba kuriha bimwe bimwe mu vya nkenerwa canke gufata imyenda kugira bashobore kubaho.**

Hejuru y'imishahara mito mito muri rusangi,icigwa gishira ahabona ubusumbasumbane bw'imishahara bukabije.Imishahara mitoya cane iri musi ya 70.000 FBu,mugihe iyisumbuye gose irenga imiriyoni 8,5 FBu ku kwezi.Ubudasa hagati y'umushahara mutoya n'umushahara munini isumba gutyo incuro 130,bikerekana imishahara ikomakomeye mu minwe y'abantu bake cane,mugihe benshi mu bakozi ba Reta baguma bugaraniwe mu bice vy'imishahara mito cane.

Inkurikizi z'ivyo zisumba kure n'iyo ikibazo kimwe conyene c'ubushobozi bw' ukugura. Birakora bidatevye ku ntege z'abakozi ba Reta,bikagagabanya ubushobozi bwo kurangura neza ivyo bategerezwa,bishira imbere kurondera ibikorwa vy' iruhande kugira bashobore kubeshaho imiryango kandi bikaduza igitigiri c'incabwenge zija mu gisata c'abigenga canke mu mahanga.Mu misi izoza,iyo mishahara mito izotuma hononekara akanovera k'ubuzi bwa Reta,ihungabana ry'inzego za Reta kandi bikonona iterambere ry'ubutunzi n'imibano mu Burundi.

Ivyavuye muri iki cigwa vyerekana ko imishahara mito mito atari ingorane y' itunganywa ry'abakozi gusa ;ni ingorane ku ntwaro, ubutungane hamwe n' iterambere ry'igihugu.Ubutegetsi benshi mu bakozi babwo badashobora n'ukuronka ibibabeshaho birabagora gukora neza,gukwegakwega incabwengubumenyi bw' akanovera hamwe no gukora neza ivya Reta.

Bamaze kubibona uko, **umuhari uharanira agateka ka zina muntu mu Burundi « Iteka » na King Umurundi Freedom** bahamagarira abarongozi b' uburundi kugira impinduka ifise intumbero,ibandanya kandi irama y'itunganywa ry'imishahara ya Reta.Impinduka nk'iyo yotegerejwe guhuza imishahara n' ubuzima bw'ubu buzimvye,kugabanya ubusumbasumbane burenze hagati y'imigwi y'abakozi,gukomeza gushimisha abakozi ba Reta hamwe gukingira abakozi batuma igihugu gitera imbere.

Mu gusozera ,iki cegeranyo ntikigarukira kugira ico kivuze ku biharuro gusa.Gishira ku mugaragaro ukuri ku bantu,ubutunzi hamwe n'inzego bikibutsa igikorwa cihuta.Guteza imbere imishahara y'abakozi ba Reta,ni ugushira imbere akanovera k'ubuzi bwa Reta,kugarukana icizere c'abanyagihugu kuri Reta,gukomeza imibano,hamwe n'ugushiraho ibizana iterambere rirama kandi ridakumira mu Burundi.

II. IBISAWBA

⇒ ***Kuri Reta y'UBurundi :***

1. Gusubiramwo kumwanya kumwanya imiryango kugira ijane n'ikiguzi c'ubuzima bw'ubu hamwe n'iduga ry'ibicuro;
2. Gutebutsa gushira mungiro ukunganisha imishahara bishikana ku gahembo gashemeye kandi igafasha abakozi kwibeshaho bakaronka ivyankenerwa;
3. Kuguma hasuzumwa ubushobozi bwo kugura bw'abakozi kugira babone kare inkurikizi z'iduga ry'ibiciro ku miryango;
4. Gutanga ingurane zitavuna.

⇒ ***Ku mushikiranganji w'akazi:***

1. Kugira kumwanya kumwanya icigwa ku giciro c'ubuzima kugira habe umushinge bafatirako mu kuduza imishahara;
2. Gukomeza igenzura ry'iyubahirizwa ry'amategeko agenga imishahara mugisata ca Reta n'ico abokorera utwabo ;
3. Guteza imbere ibiganiro hagati ya Reta,abakoresha hamwe n'abaserukira abakozi.

⇒ ***Ku mushikiranganji w'ubutunzi hamwe n'inzego za Reta biraba :***

1. Gukomeza gukorera ku mugaragaro mw'itunganywa ry'imishahara ya Reta;
2. Kugabanya ubusumbasumbane budatahuritse bw'imishahara hagati y'imigwi itandukanye y'abakozi;
3. Gukoresha neza uburyo bwa Reta bwagenewe guhemba hamwe ku burusho.

⇒ ***Ku bakoresha bo muri Reta canke bigenga:***

1. Kubandanya bateza imbere imishahara y'abakozi hisunzwe iduga ry'ibiciro hamwe n'umwimbu;
2. Gusubiramwo imishahara y'abakozi mugihe ibiciro biduze bigatuma amahera atakaza ubushobozi bwo kugura ;
3. Kunganisha imishahara hisunzwe ubumenyi, amabanga hamwe n'ubushobozi.

⇒ ***Ku mashirahamwe y'abakozi hamwe no kubaserukira abakozi:***

1. Gukomeza guharanira imishahara ibereye;
2. Kwitabana ubwira ibiganiro vyerekeye imishahara;
3. Kuguma batohoza ingorane abakozi bagira kugira habe impinduka zikenewe.

⇒ ***Ku bafasha muvyo ubuhinga n'uburyo:***

1. Gushigikira ivyigwa ku kazi,imishahara n'igiciro c'ubuzima;
2. Gufasha imigambi ishira imbere akazi nyako hamwe n'uguteza imbere imishahara y'imiryango.

⇒ ***Ku nzego zijejwe ibiharuro hamwe n'ubushakashatsi:***

1. Kwama batanga ibiharuro biboneka ku mishahara,iduga ry'ibicirohamwe n'uko imiryango ibayeho.
2. Gushikiriza abafata ingingo imyihwezo bakoze ifasha guha intumbero imishahara.

LIGUE ITEKA

Uwo uri wese ubahirizwa

King

Umurundi Freedom

III. INTUMBERO Z'ICEGERANYO

III.1. INTUMBERO MURI RUSANGI

Kwihweza iterambere ry'imishahara hamwe n'ukuyiroranya n'ubutunzi n'imibano vy'iki gihe kugira basuzume ingaruka ku bushobozi bwo kugura bw'abakozi hamwe n'ukuntu imiryango ibayeho.

III.2. IZINDI NTUMBERO

1. Kwihweza iterambere ry'imishahara muri iyi myaka mu gushira ahabona impinduka zagiyemwo ku ngero z' imishahara bafatiye ku bisata no kumigwi y'abakozi.
2. Gusuzuma ingaruka z'iduga ry'ibiciro hamwe n'izo ubuzima buzimvye ku bushobozi bwo kugura ku bakozi, ufatiye nko kw'iduga ibiciro vy'ibintu n'ubufasha vya nkenerwa.
3. Kugereranya izamuka ry'imishahara hamwe n'ivyerekana ubutunzi mu gihugu,nk'iduga ry'ubutunzi, uburyo bw'umuhana umwe umwe hamwe n'urugero rw'ibiciro muri rusangi.
4. Gutororokanya ingorane zikomeye z'abakozi ku bijanye n'umushahara,nk'umushahara usakwiye uravye ibikenerwa mu miryango.
5. Kwihweza ubusumbasumbane bw'imishahara buri hagati y'ibisata,imigwi y'abakozi hamwe n'aho bipfira kugira babone ibibazo vyo kunganisha hamwe n'ubutungane ku mishahara.
6. Gushiraho ibisabwa bigamije guteza imbere bimwe biramaimishahara,gukingira ubushobozi bwo kugura hamwe no kuzamura imishahara hisunzwe ibiboneka mu butunzi.

III.3. IBIBAZO BIKOMEYE VY'UMWIHWEZO

Ikicegeranyo kirondera kwishura ku bibazo bikurikira:

- Imishahara y'ubu irashobora gufasha abakozi guhangana n'ubuzima buzimvye buhari?
-
- Ukuzamura imishahara vyoba vyarisunze izamuka ry'ibicuro hamwe n'uguta agaciro kw' amahera?
- Hoba hariho ubusumbasumbane hagati y'iduga ry'ubutunzi hamwe n'ukuduza imishahara mu miryango?
- Ni izihe ngingo zoshobora gushirwaho kugira hazamuke ubushobozi bw'ukugura ku bakozi ?

IV. UKO UMWIHWEZO WAKOZWE

Iki cigwa cerekana umwihwezo usuzuma ukongera ukigana ugamije guteza imbere imishahara, ubushobozi nyezina bw'ukugura hamwe n'ukuyiroranisha n'ukuntu abakozi babayeho mu butunzi hamwe no mu mibano.

IV.1. UMWIHWEZO W'UBUHINGA BWAKORESHEJWE

Ugusuzuma gufatiye ku ruvange rw'ubuhinga bw'ubwinshi n'akanovera bifasha guhuza ibiharuro vy'ubutunzi buhari hamwe n'ivyo abakozi babamwo.

⇒**Ubuhinga bw'ubwishi** bufasha kwihweza:

a) Intambwe y'uguhemba ku kiringo cizwe ;

b) Iduga ry'ibiciro hamwe n'ikiguzi c'ibintu n'ubufasha vya nkenerwa ;

c) Ibimenyetso vy'ubutunzi nk'umwimbu,umwimbu ku muhanahamwe n'urugero rw'izamuka ry'ubutunzi ;

d) Ihinduka ry'ububasha bwo kugura ku miryango.

IV. UKO UMWIHWEZO WAKOZWE *(Ibikurikira urupapuro 12)*

⇒**Umwihwezo w'ubuziranenge** ufasha kuraba:

a) Uko abakozi babona ihinduka ry'ubuzima babayemwo ;

b) Ingorane zijanye n'imishahara idakwiye ;

c) Ingaruka mu kibano zivuye ku mishahara mitoya.

IV.2.AMASOKO Y'AMAKURU KU BIHARURO

Icigwa gifatira ku masoko y'amakuru atandukanye,nk' :

a) Ivyegeranyo hamwe n'ibiharuro vy'inzego z'igihugu zibijejwe mu bijanye n'ubutunzi,akazi hamwe n'uburyo;

b) Ibiharuro kw'iduga ry'ibiciro, ibiciro ku bifungurwa hamwe n'ibimenyetso vy'ubutunzi bw'i gihugu;

c) Inzandiko bitegura amahera akoreshwa hamwe n'ivyegeranyo vya Reta;

d) Ivyigwa hamwe n'amatangazo y'amashirahamwe yo mugihugu na mpuzamakunguakorera ku bibazo vy'ubutunzi n'imibano ;

e) Amakuru yatororokanijwe mu bakozi hamwe n'abo vyega.

Ibiharuro vyatororokanijwe vyigwa mw'isuzuma :

IV.3: UBUHINGA UMWIHWEZO WAKORESHEJWE

a) Ukugereranya ihindurwa ry'imishahara hamwe n'igiciro c'ubuzima ;

b) Ubudasa hagati y'umushahara ku mazina hamwe n'ayabashikira ;

c) Ibifasha gutora ibintu bituma ububasha bwo kugura buhinagurika ;

IV.4. IMBIBE Z'ICIGWA

Umwihwezo urakorera ku mbibe zijanye n'uko haboneka canke habura ibiharuro hamwe n'uko ibiharuro biramvuye vy'imishahara ari vyo,nko mu bisata bimwe bimwe aho amakuru ashobora kuba atatohojwe bikwiye (ubushikiranganji bwo kwivuna abasi butaronse imishahara).Ariko rero,uguhuza amasoko menshi bifasha kuronka icapa c'imishahara muri rusangi.Muri make,ubwo buryo bugamije gutanga isuzuma ritumbereye rifasha gutahura izamuka ry'imishahara, inkurikizi ku buzima bw'abakozi hamwe n'ingingo zikenewe kugira hatezwe imbere bimwe birama ubushobozi bwo kugura.

INTANGAMARARA

Umushahara w'abakozi ba Reta ntiwegwa n'uburyo bukoreshwa gusa.Ukora ku gateka k'abakozi, ku bushobozi bw'imiryango mu gukwiza ivyankenerwa kandi,mu buryo buramvuye,ubuziranenge bw'akazi ka Reta hamwe n'ukuroranya kwa Reta.Iyo imishahara idakwirikiye iduga ry' ibiciro,umushahara utera ureka kuba kiremesha ugaca uhinduka isoko ry'ibibazo mu kibano.

Mu Burundi,ico kibazo uno musi gifise akamaro kadasanzwe.Muri bihe birangwa n'ubuzima buzimvye hamwe n'itituka ry'ububasha bwo kugura,ni ngombwa ko hihwezwa,hejuru y'amahera azwi,ico imishahara ishoboza abakozi ba Reta hamwe n'imiryango yabo mu kubaho.Biranakenewe kuraba ubudasa buri hagati y'imigwi itandukanye y'abakozi ba Reta hamwe n'ingaruka mbi z' ukunganisha,ukuzamura hamwe n'ubuzima bwa Reta.

Ni ibitegekanywa n'umuhari uharanira agateka ka zina muntu mu Burundi « Iteka » na King

Umurundi Freedom bagize uyu mwihwezo w'imishahara y'abakozi ba Reta y'Uburundi.Icigwa gifatiye kandi ku rugezo rw'imishahara,uko itangwa ku migwi itandukanye y' abakozi,ukuyigereranya n'igiciro c'ubuzima hamwe n'ukwita ku butunzi,imibano hamwe n'inzego.

Ufatiye ku biharuro vyabonetse,iki cegeranyo gutyo cumva ukurengana ukubona ibiharuro bisanzwe kugira kimenye ukuri kumaze kuja ahabona :ni gute umushahara w'umukozi wa Reta w'umurundi ugishobora kumubeshaho bibereye akongera akarangura neza ivyo ajejwe ku kazi ka Reta ?Ico kibazo nta nkeka gituma kwiyumvira ku kunganisha imishahara ,ugukingira ubushobozi bw'ukugura hamwe n'impinyanuro ntabanduka kugira hubakwe ubushikiranganji bw'abakozi butarenganya,butewe intege kandi bushoboye.

V. UMWIHWEZO W'IMISHAHARA Y'ABAKOZI BA RETA Y'UBURUNDI HAMWE N' INKURIKIZI KU MIBANO N'UBUTUNZI

Mu Burundi,ikibazo c'imishahara y'abakozi ba Reta gihagaze kuvyo bafatiyeko biciye mu mategeko kandi bitunganijwe,nk'uko bitegekanijwe n' itegeko rigenga abakozi ba Reta,kandi ryasubiwemwo kubera ukunganisha umushahara vyashizweho na Reta. Iryo ritangura mu kudondora ibifatirwako kuri umwe umwe kugira habe umushahara w'ibanze. Gutyo,amahera y' umushahara wo ku kwezi w'umukozi wa Reta ufatiye ku bintu bitatu bikomeye. Ubwambere, hariho impapuro z'umutsindo hamwe n'uburusho ku biti :urugero baherejeko kwiga, haba umugwi A, B, C canke urugero D6/D7 ku bigisha, bifise uruhara rukomeye mu gutondeka abahabwa ubuzi. Munyuma, bategerezwa kuja ku mapete hamwe n'umugwi w'akazi: intwaro yigabura mu bice bitandukanye (ubuyobozi, ubufasha, abakozi) ku rugezo bariko, bivanze n' ubuhinga « système d'indices ». Mu kurangiza,amanuta hamwe n'isuzumwa ry'ubushobozi bijamwo: isuzumwa rirakorwa inyuma y'ikiringo runaka c'akazi giheze,hamwe n'amanuta atangwa, nka "neza cane gose", "neza cane" na "neza",bikabura ugutegekanya kwunguruza hamwe n'ukongerwa umushahara.

Ku buryo buramvuye, ibituma umwimbu ugwira hamwe n'ubutunzi bw'igihugu birafatirwako. Kubwo itegeko ry'Uburundi, iduzwa ry'imishahara n'inama shikiranganji ribwirizwa kuraba ubutunzi uko bwifashe,harimwo urugezo rw'ibiciro muri rusangi,ubuzima buzimvye, umwimbu, imishahara yo mu gisata c'abigenga hamwe n'icegamiye Reta n'abigenga,hamwe n'ubushobozi bw'uburyo bwa Reta,kenshi bwerekanwa n'ubutunzi buhari . Ibintu vyiyongera ku mushahara navyo biza vyunganira uburyo bushika.Ivyo bigizwe n'uturusho hamwe n'udushirukabute, nk' uburusho bw'uburaro,bubwirizwa kubaho,hamwe n'uburusho ku miryango,ubushirukabute bw'ukwiyunguruza hamwe n'uburusho bwo guheza ikiringo.

Vyongeye,uburusho bwo kunganisha bwarashizeho kugira bazibire ibihengerivyahahora hagati y'ubushikiranganji n'inzego zifise amategeko adasanzwe.

Iruhande,uBurundi kuva muri Mukakaro 2022,ukunganisha, bigamije kubahiriza ingingo ivuga ko « ibikorwa binganya agaciro,umushahara ungana »,ifise indinganizo ifatiye ku myaka 10 n'ugutanga uburyo bukenuke bungana na miriyaridi 12,5 Fbu buri mwaka.Iyo mpinyanyuro irimwo ugutondeka hamwe n'ugutanga amanota ku buzi,bigamije gutondeka imishahara ku mabanga hamwe n'ikigize ibiti , mu kugabanya imigwi idasiguritse kugira bashireho ubuhinga bumwe bwo guharura imishahara. Mu ntwaro ya Reta y'Uburundi, abakozi ba Reta bari mu migwi isumbasumbana(A, B, C ,rimwe na rimwe naD),umwe wose uhura n'urugezo ruzwi rw'ivyo ujejwe hamwe n'impapuro z'umutsindo zisabwa igihe co huhabwa akazi,hamwe n'umuce w'

imishahara washizweho na Reta. Mu kudondora bimwe vyimbitse umugwi wose,umugwi A,urimwo ibihangange,uhurikiwemwo abakozi bo mu buyobozi hamwe n'ubugenduzi bwo hejuru.Abo bakozi kenshi na kenshi bafise urupapuro rw'umutsindo rwa kaminuza,nka Licence canke Master, kandi nibo bashiraho intumbero ya poritike bakanayobora ubushikiranganji,ku mishahara iri hagati ya 500.000 FBu na 1.500.000 FBu ku kwezi, naho ivyicaro bimwe bimwe bidasanzwe bishobora kurenza 3 000 000 FBu. Umugwi B, urimwo abagereranye kandi bashiramungiro,ufise abantu bari hagati na hagati bo mu ntwaro,bafise amabanga yo gushira mungiro hamwe n'ukwegereza,kenshi na kenshi bafise urupapuro rw'umutsindo rwa diplôme d'État canke rwa diplôme technique supérieur, kandi bashobora kuronka umushahara uri hagati 150.000FBu na 500.000 FBu ki kwezi.Mu mpera,umugwi C, uhurikiyemwo abakozi ba bato bato ,harimwo abakozi bakora ubuzi bwo hasi,busaba abahejeje amashure yisumbuye canke imyuga ku gahembo kari hagati y' 100.000FBu na 150.000FBu ku kwezi. Hari kandi umugwi D ku buzi bw'ubukinagizwa busanzwe ata rupapuro rw'umutsindo, nk'abagendesha imodoka, abararira,abakubura,bafise imishahara iri hasi y'ayafatirwako.

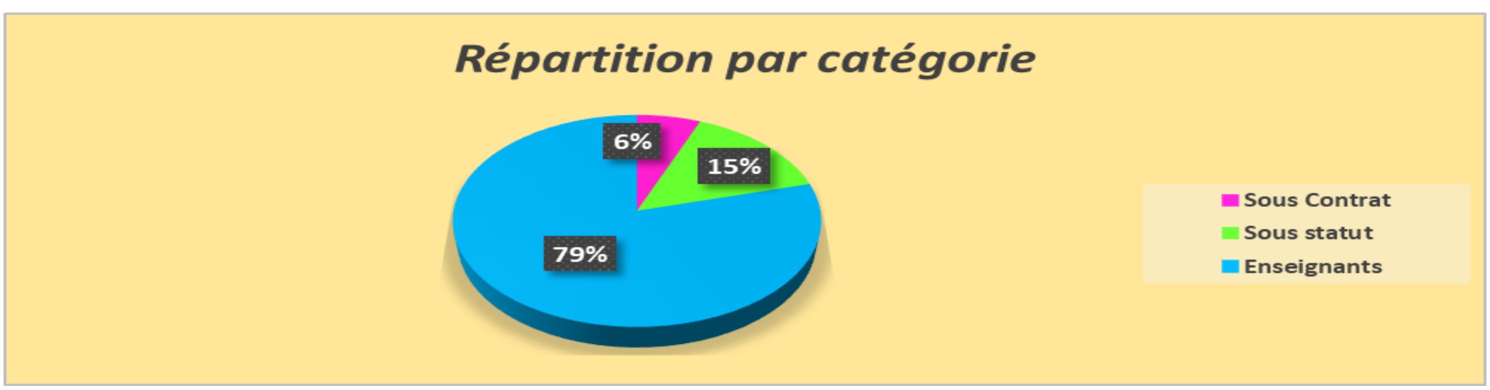
Naho ivyo bifatirwako biri aho kugira bigenge imishahara bisa n'ibinya kuri ubwambere, ntivyerekana ukuri nyako ku buzima bw'ubu.Mu bisanzwe,haribunekeza ubudasa mu biharuro, bihinduka bivuye ku migwi y'ubuzi hamwe n'ibisata bakoreyemwo .

V.1.UKUGABURA ABAKOZI BA RETA KU MIGWI Y'AKAZI BAKORA

Itunganywa ry'akazi mu Burundi rirangwa n'abakozi benshi cane mu gisata c'indero.Kuri bose abakozi ba Reta 103.510 , 82.008 ni abigisha,ni ukuvuga 79,23 % y'abakozi ba Reta bose. Abakozi 15.161 ni abagengwa n'itegeko rya Reta bagizwe na 14,65 % ya bose,mugihe abakozi 6.341 bakorera ku masezerano bagizwe na 6,13 % y'abakozi ba Reta.

Ikigara cerekana imishahara ku migwi

Umugwi	Abakozi bose	%	Yose hamwe ayo guhemba
Abigisha	82.008	79.23%	35.615.245.119
Abagengwa n'itegeko rya Reta	15.161	14.65%	6.302.273.852
Abakorera ku masezerano	6.341	6.13%	983.687.857
Bose hamwe	**103.510**	**100%**	**42.901.206.828**



Iryo gaburwa ryerekana ko hafi abakozi ba Reta 8 kw'icumi ni abigisha.Uko kuba benshi vyerekana akamaro Reta ishira ku gisata c'inero,gifatwa nk'inkingi y'iterambere ry'abantu hamwe n'ihugurwa ry'abakozi.

Naho biri uko,uko kugira abakozi benshi mu mugwi umwe wonyene ni ingorane ikomeye ku butunzi bw'igihugu.Mubisanzwe,ingingo yose ijanye na guha agaciro imishahara y'abigisha birahungabanya biboneka ubutunzi,twihweje uko bangana mu bagize abakozi ba Reta.Ivyo ku ruhande rumwe bisigurwa n'ingorane abarongozi bagira mu kuzamura umushahara wabo.

Umwihwezo w'imishahara uremeza ubwo bwinshi.Abigisha baronka agahembo yose hamwe imiriyaridi 35,62 FBu, ni ukuvuga 83 % y'ayahemba abakozi yose,aharurwa mu miriyaridi 42,90 FBu. Abakozi bagengwa n'amategeko ya Reta baronka miriyaridi 6,30FBu (hafi 15 %), mugihe abakorera ku masezerano bagabura n'imiburiburi ayadashika umuriyariridi FBu,ni ukuvuga hafi 2 % y'ayahemba abakozi bose.

Ariko rero,ivyo biharuro bibwirizwa gusigurwa n'ubwitonzi.Ubwinshi bw'amahera abarimu bahembwa ntubusigura ko umwe wese ahembwa umushahara munini ;bisigurwa ahanini n'ubwinshi bwabo.

Mu vy'ukuri,nkuko umwihwezo w'imice y'imishahara ivyerekana mu bisata bikurikira,abigisha benshi bari mu bakozi ba Reta badahembwa neza. Uburemere bwabo mu kigega c'imishahara ni inkurikizi z'ubwinshi bwabo ,kandi si mu mice y'imishara igendeka.

Ivyo bishira ahabona ukutigenga mu nzego mu ntwaro rusangi ku bigisha. Itituka ryose ry' ukuntu babayeho bishobora kugira ingaruka mbi ku nyigisho,nko muvyerekeye agashirukabute,akanovera k'inyigisho,ugukurikirana abanyeshure hamwe no n'ubushobozi mu mashure.

Haba hafi canke mu gihe kirekire,izo ngorane zihakwa gusubiza inyuma inguvo zo gutanga ubumenyi kuri Burundi bw'ejo.,ariko bukomeye mw'iterambere hamwe no mu kibano.

Ku rundi ruhande,igitigiri gito c'abakorera ku masezerano, (6,13 %)cerekana ko intwaro mu Burundi zishira imbere bwamaho. Nimba iyo ntumbero ishobora guterera mu gushikama kw'inzego,arashiramwo kandi igikorwa kigomeye ca Reta mu gutanga imishahara ijanye n'amategeko y'akazi ka Reta hamwe n'igiciro c'ubuzima bwa none.

Mugusozera,uyo mwihwezo wa mbere urerekana ko ubushikiranganji w'ubuzi bwa Reta bugendera cane igisata c'indero, cegeranya conyenye ibice 4/5 vy'ibitgiri vy'abakozi hamwe n'ibice birenga 4/5 vy'imishahara yose. Ukwo kuri gutuma poritike y'imishahara y'abigisha iba ikibazo ku kanovera k'ubuzi bwa Reta,ugushikama kw'intwaro hamwe n'iterambere rirama mu Burundi. Impinduka zose z'imishahara y'abakozi ba Reta zitegerezwa kurikanura kuri uyo mugwi,atakwiyibagiza abandi bakozi ba Reta,mu ntumbero yo gushiraho poritike yo kunganisha imishahara,gutera intege, kandi ijanye cane n'ibihe vy'ubutunzi bw'igihugu.

V.2.UMWIHWEZO W'IMISHAHARA KU GICE C'IMISHAHARA:AKAZI KA RETA KAKOZWEKO N' IMIASHARA Y'INTICANTIKIZE MURI RUSANGI

Umwihwezo wo kugabangana abakozi bivanye n'imice itandukanye y'imishahara ni bimwe mu ngingo zigize iki cigwa. Ushira ahabona ukuri guteye aakenga:abakozi benshi ba Ret babayeho mu mushahara w'inticantikize kugira bahangane n'igiciro c'ubuzima bw'ubu. Ibiharuro vyerekana ko urwego rw'imishahara mu kazi ka Reta bwegerairijwe cane mu bice vy'imishahara mito came gose,bikerekana akaga k'imishahara kasan'akamenyerewe.

Ikigara c'ugushira abakozi ba Reta bivanye n'imice y'imishahara barimwo

Imigwi y'imishahara	Igitigiri c'abahembwa	Umushahara uri hagati mu mahera y'amarundi	Imishahara iri hagati mu ma euro
Umushahara muto gose	6.849	1 - 250.000	1 - 35
Umushahara usa n'uwuri hasi	80.154	250.000 - 500.000	35 -70
Umushahara ugeranye	16.225	500.000 - 750.000	70 -105
	147	750.000 - 1000.000	105 - 140
Umushahara uri hejuru	135	1.000.000 et plus	Plus 140

Rero, ku gitigiri c'abakozi ba Reta bose hamwe bose ni103.510 fonctionnaires, abakozi bangana 80.154 ,bivuga 77,54 %, baronka imishahara ku kwezi ku kwezi iri hagati ya 250.001 na 500.000Fbu.Kuri bo bonyene,bagize ibirenga ibice 3/4 vy'abakozi bose ba Reta. Kuri uyo muce hiyongerako abakozi 6 849 (6,63 %) bi imishahara yabo iri munsi canke ingana 250.000 Fbu. Amahera make cane uravye ivyankenerwa nshingiro vyo mu rugo.

Gutyo,abakozi ba Reta bangana 86.003 ,ni ukuvuga 84,17 % y'abakozi bose ba Reta,bafise imishahra ku kwezi iri munsi canke ingana 500.000 FBu. Ni ukuvuga,abakozi ba Reta 8 kuri 10 bari mu mice y'imishahara iri hasi cane,ivyerekana ubukene buteye amakenga mu buzi bwa Reta mu Burundi.

Abakozi 16.225 (15,70 %) bonyene bararonka umushahara uri hagati ya 500.001 na 750.000 FBu. Uwo muce,ufise umushahara ugereranye,baguma ari bake kandi ntashobora gukwira mukugura ivya nkenerwa nyamukuru atanuko habaye ukuziganya canke ugukora imigambi.

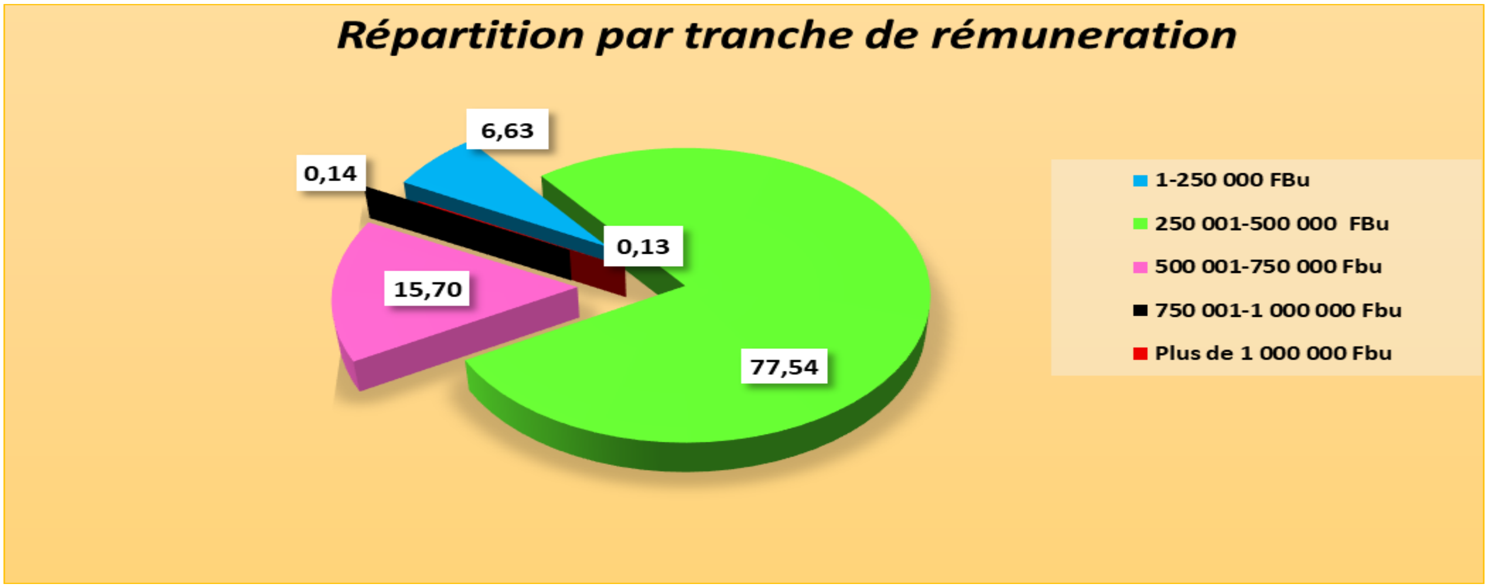
Imigwi ihembwa neza isa n'iko itabaho. Abakozi ba Reta 147 gusa,ni ukuvuga ibice 0,14 %, baronka hagati y' amahera y'amarundi 750.001 na 1.000.000,mugihe abakozi 135bangana n' imiburiburi ibice 0,13 %,baronka umushahara uri hejuru 1.000.000 FBu.Iyo mice ibiri iteranye igize abantu 282,ni ukuvuga ibice 0,27 % vy'abakozi bose baharuwe.

Muyandi majambo,abakozi ba Reta bari munsi ya 3 ku gihumbi (3/1000) bafise umushahara urenga 750.000 FBu ku kwezi bisigura ko ari hafi ya euro 105.

Iyo mice yerekana igicapu c'imishahara isumbanye cane. Mu ntwaro Rusangi ishoboye,ugushira mu mice bibandanya vy'imishahara iribonekeza kenshi,ikerekana imice itandukanye y'abafise ubushobozi,ivyo bajejwe hamwe n' uburambe. Ku vyerekeye uburundi,ibitigiri vyinshi biri mu mice ibiri ya mbere yerekana ahubwo ikoroka ry' imishahara, bikagabanya ivyipfuzo vyo kuteza imbere ubuzima abakozi ba Reta babayemwo.

Ikigara c'umwihwezo w'imice y'imishahara ku migwi *(Ibikurikira urupapuro17)*

Imice y'imishahara mu mahera y'amarundi	Ibitigiri vy'abakozi ku migwi			Vyose hamwe	Ibice kw'ijana (%)
	Abigisha	Abagengwa n'amasezerano	Abagengwa n'itegeko rya Reta		
1-250.000 FBu	131	5.801	917	**6.849**	**6,63**
250.001-500.000 FBu	68.203	534	11.417	**80.154**	**77,54**
500.001-750.000 Fbu	13.495	6	2.724	**16.225**	**15,70**
750.001-1.000.000 Fbu	98	0	49	**147**	**0,14**
Ayarenga1.000.000 Fbu	81	0	54	**135**	**0,13**
Yose hamwe	**82.008**	**6.341**	**15.161**	**103.510**	**100**



Umwihwezo ku migwi y'akazi iremeza iyo mpengamiro. Mu bigisha 82.008,abigisha bangana 68.203, ni ukuvuga ibice birenga 83 %, bahembwa umushahara uri hagati ya 250.001 na 500.000 FBu, mu gihe,abigisha 13.495 bari mu muce ri hagati ya 500.001 na 750.000 FBu. Abigisha 179 bonyene baronka umushahara urenga 750.000 Fbu.

Ibintu biracateye amakenga ku **bakozi bakorera ku masezerano**. Ku bakozi bangana 6.341, 5.801, Ibice birenga 91 %, bahembwa amahera ari munsi ya 250.000 FBu; 534 bahembwa hagati ya 250.001 na 500.000 FBu. Nta mukozi n'umwe akorera ku masezerano aronka umushahara urenga 750.000 FBu. Ivyo biharuro vyemeza ugucumbagira kw'ubutunzi cane cane burangwa n' uwo mugwi w'abakozi.

Abakozi bagengwa n'itegeko rya Reta berekana igabangana rigendeka bukebuke,ariko baguma ahanini barundanye mu mice yo hasi mu vy'imishahara: abakozi 11.417 baronka umushahara iri hagati ya 250.001 na 500.000 FBu, abakozi 2.724 bahembwa hagati ya 500.001 na 750.000 FBu, mu gihe abakozi 103 gusa barenza 750.000 FBu.

Uravye ivyo biharuro,biraboneka neza k imishahara iri hasi atari ikibazo gito kiraba imigwi imwe imwe y'akazi ,ari biri hose muri rusangi gikora ku kazi ka Reta muri rusangi. Ivyo bisubisa inyuma ubushobozi bwo gusuma mu miryango ,bikagabanya ubushobozi bwo kuziganya hamwe

no gukora imigambi y'abakozi ba Reta,vyongereza uguhuha kwabo kubw'ihungabana ry'ubutunzi no gusubiza inyuma imibereho yabo.

Vyongeye kandi,iyo mishahara y'intica ntikize irashobora kugira ingaruka mbi zikomeye mu gutunganya intwaro rusangi.Abakozi ba Reta mu buzima bwa minsi yose bahura n'ingorane z' ubutunzi bukomeye barashobora kwisanga umwete wabo w'akazi wagabanutse,umwimbu wabo usubira inyuma kandi icizere cabo co ku nzego gitera kigenda.Mu minsi izoza,ivyo birashobora kworohereza kwisumamwo,ubushobozi bwo kuja mu bindi bisata bihemba gusumba canke incabwenge zija hanze,aho gukomeza akazi ka Reta.

V.3. UMWIHWEZO UGERERANYA IMISHAHARA KU MIGWI ITANDUKANYE Y'ABAKOZI BA RETA

Umwihwezo w'imishahara ku migwi y'ubuzi ishira ahabona ubudasa bukomeye buri hagati y'abigisha,abakozi bagengwa n'ingingo ya Reta n'abakozi bagengwa n'amasezerano. Nimba iyo migwi itatu iterera mu gutunganya intwaro rusangi, ntironswa umushahara umwe ndetse n'iduga ry'imishahara si imwe.Ubwo busumbasumbane buteye ibibazo kw'ingana hamwe n'ubushobozi mu gutunganya ubutunzi bwa Reta.

⇒ **Abigisha:abakozi nyamukuru mu kazi ka Reta,ariko baronswa agahembo ko hasi**

Ku bakozi 82.008 ,abigisha bangana ibice 79,23 % vy'abakozi bose kandi bagize umuzi w'intwaro rusangi mu Burundi. Nibo bigisha burundi bw'ejo ,ni nkenerwa mw'iterambere ry'ubutunzi no mu kibano mu gihugu. Ariko,imishahara yabo iracateye ikibazo gikomeye.

Abigisha 68.203 ,bisigura ibice 83 % vy'uyo mugwi,baronka umushahara uri hagati ya 250.001 na 500.000 FBu, abigisha 13.495 ni ukuvuga ibice 15,70%, umushahara wabo uri hagati ya 500.001 et 750.000 FBu mugihe abigisha 131 baronka munsi y'amahera 250.000 FBu. Abigisha 179 gusa ku barenga 82.000 baronka umushahara uri hejuru 750.000 FBu.

Ivyo biharuro vyerekana ukwivuguruza bikabije: umugwi w'abakozi bategura kazoza k'igihugu uri mubadahembwa neza. Ibintu nk'ivyo bishobora gukora cane ku mwete w'abigisha,akanovera k'inyigisho, no muri kazoza,uguhiganwa mu butyo bwo kwiga mu Burundi.

⇒ **Abakozi bakorera ku masezerano: umugwi ugeramiwe cane**

Abakozi 6.341 bakorera ku masezerano baboneka nk'umugwi ugoyagoya mu kazi ka Reta. Ibiharuro vyerekanako abakozi 801(ni ukuvuga ibice birenga 91 %) baronka umushahara uri munsi ya 250.000 FBu,mu gihe abandi 534 baronka hagati ya 250.001 na 500.000 FBu. Nta mukozi n'umwe akorera ku masezerano arishikira imishahara y' imice ibiri ifise imishahara iri hejuru.

Ivyo bisigura ko ubutunzi bugeze ahatemba cane. Ku mpembo nk'izo,biragora cane kuri abo bakozi gukwiza ivya nkenerwa nyamukuru mu miryango yabo,nko mu vyerekeye ugufungura,uburaro,amagara y'abantu hamwe n'indero. Hejuru y'ubutunzi bugeze habi,iyo mishahara mito irashobora gutera kwumva ikumirwa,ugucika intege mu kazi hamwe n'abakozi baguma bagenda,aho kubandanya hamwe n'akanovera mu buzi bwa Reta.

⇒ **Abakozi bagengwa n'itegeko ya Reta: ibintu bisa n'ibigendeka ariko bidakwiye**

Abakozi 15.161 bagengwa n'itegeko rya Reta bagize urwego rw'abakozi basa n'aboroherejwe. Muri bo, abakozi 11.417 bahembwa hagati ya 250.001 na 500.000 FBu, 2.724 baronka hagati ya 500.001 na 750.000 FBu, mugihe abakozi 49 gusa bahembwa hagati ya 750.001 na 1.000.000 FBu n'abakozi 54 barenza 1.000.000 FBu.

Naho uyo mugwi ushira ingorane nyamukuru ku mishahara iri hejuru,iyo iguma ari mike uravye igitigiri ca bose.

V.3. UMWIHWEZO UGERERANYA IMISHAHARA KU MIGWI ITANDUKANYE Y'ABAKOZI BA RETA (Ibikurikira urupapuro 19)

Ibice birenga 93 % vy'abakozi bakorera kw'itegeko rya Reta babandanya nabo nyene bahembwa munsi ya 750.000 FBu ku kwezi.

⇒ **Iry'iduzwa ry'imishahara ridashemeye**

Umwihwezo ushira ahabona iduzwa ry'imishahara ridashemeye hagati y'imigwi y'ubuzi. Mu ntwaro zigezweho ,uguteza imbere ubushobzi,uburambe hamwe n'ibikorwa vyategerezwa kwerekanwa n'iduga ry'imishahara. Ariko,ibiharuro vyerekana ko iryo duga ridashmeye na bukebuke mu buzi bwa Reta. Ubushobozi bwo gushikira umuce w'umushahara uri hejuru biracari kure,ibigabanya ivyari vyitezwe mu kazi kandi bishobora guca intege abari bafise ubushobozi gusumba abandi.

⇒ **Ikibazo co kunganisha imishahara**

Ivyavuye muri uyo mwihwezo vyerekana ko poritika yo kunganisha imishahara iterekana iminsi yose uburyo bukomeye bw'ubudasa bw'imigwi y'abakozi ba Reta. Mugihe abigisha bagize umushinge w'iterambere mu vy'ubumenyi bw'abantu,baguma bahembwa intica ntikize. Abakozi bakorera ku masezerano babaye mu bihe bib cane,mugihe abakozi bamwe bamwe bonyene bakorera kw'itegeko rya Reta bahembwa imishahara itubutse.

Ivyo bishizweho bishobora gutuma hongerekana ubusumbasumbane,gusubiza inyuma kwiyumvanamwo mu ntwaro rusangi camwe no gusubiza inyuma utwigoro twa Reta.

Mugusozera ukugereranya imigwi y'abakozi vyerekana ko imishahara mito ni ikintu gikwiye hose,naho ubukomezi bwayo buhinduka bivanye n'ibigenga abakozi. Gushimangira ko ari nkenerwa gushira mu ngiro impinduka y'imishahara iyinganisha,ishingiye kuvyo banonosoye,amabanga bajejwe,ubushobozi hamwe n'ikiguzi c'ubuzima ,mu numbero yo gukomeza ugutera intege abakozi ba Reta hamwe no guteza imbere akanovera k'ubuzi bwa Reta.

LIGUE ITEKA

Uwo uri wese ubahirizwa

King

Umurundi Freedom

V.4. UMWIHWEZO UGERERANYA IBITIGIRI VY'IMISHAHARA KU BUSHIKIRANGANJI KANAKA: AMAHERA YEGERANIRIJWE MU BISATA BIMWE BIMWE

Umwihwezo w'ukugabangana igitigiri c'imishahara ku bushikiranganji ushira ahabona bimwe biboneka abakozi benshi barundanye mu bisata bike vyo mu ntwaro. Ivyo bisigurwa cane cane n'ubudasa bukomeye bw'ibitigiri ku bushikiranganji ku bundi,ariko werekana kandi ibiza imbere mu kigega ca Reta mu vyerekeye ugutunganya ubutunzi.

Ikigara co gutondeka bifatiye gitigiri cose c'imishahara kandi ku bushikiranganji

Ubushikiranganji	Imigwi			Igitigiri c'imishahara	Igitigiri ca bose %
	Abigisha	Abagengwa n'amaseze-rano	Abagengwa n'amategeko		
Indero n'ubushakashatsi	35.615.245 119	194.641.943	-	35.809.887.062	83,5%
Amagara y'abantu no kurwanya umugera wa sida		210.277.014	3.601.565.489	3.811.842.503	8,9%
Ibidukikije,uburimyi n'ubworozi		459.749.835	618.030.823	1.077.780.658	2,5%
Ubutungane		46.299.587	883.372.971	929.672.558	2,2%
Intwaro yo hagati mu gihugu,iterambere rusangi n'umutekano		8.446.439	356.301.504	364.747.943	0,9%
Ibikorwa vya Reta,ubuzi n'akazi		9.642.717	215.119.754	224.762.471	0,5%
Ubutunzi,ikigega n'utunganya ubutunzi		2 547 665	142.241.432	144.789.097	0,3%
Inyubako, n'uburaro rusangi		17.703.010	90.316.812	108.019.822	0,3%
Umuryango wa Afirika y'ubuseruko,urwaruka,ukwinonora imitsi n'imico kama		12.028.976	94.341.417	106.370.393	0,2%
Ubudandaji,ukwiyunguruza,amahinguriro , n'ingenzi		5.648.338	89.673.558	95.321.896	0,2%
Imigenderanire n'amashirahamwe yo kwiteza imbere		4.036.442	79.474.764	83.511.206	0,2%
Ugufatana mu nda,imibano,agateka ka zina muntu n'igitsina		8.708.342	61.538.083	70.246.425	0,2%
Amazi ,amasoko ntanganguvu n'ubutare		1.577.975	42.356.297	43.934.272	0,1%
Uguhana amakuru,ubuhinga hamwe n'ibimenyeshamakuru		1 460 765	24.865.343	26.326.108	0,1%
Abanyamabanga mukuru wa Reta		918.809	3.075.605	3.994.414	0,0%
Bose hamwe	**35.615.245.119**	**983.687.857**	**6.302.273 852**	**42.90.206.828**	**100%**

V.4. UMWIHWEZO UGERERANYA IBITIGIRI VY'IMISHAHARA KU BUSHIKIRANGANJI KANAKA(Ibikurikira urupapuro21)

Ibiharuro vyerekana ko **Ubushikranganji bw'indero n'ubushashatsi yonyene itwara** umushahara wose hamwe ungana 35.809.887.062 FBu, ni ukuvuga 83,5 % y'imishahara yose hamwe y'abakozi ba Reta. Ivyo bice biri hejuru cane kuko bingana incuro 5 z'amahera Reta ikoresha mu guhemba abakozi bose.

Ivyo bisigurwa cane cane n'uko ubushikiranganji bw'indero bukoresha abakozi' 82.930 ,ni ukuvuga hafi y'ibice 80 % vy'abakozi bose ba Reta.Ariko,ico gitigiri c'imishahara abigisha bahembwa ntibisigura ko bahembwa umushahara uri hejuru. Nkuko twabibonye imbere,benshi muri bo bahembwa amahera ari hagati ya 250.001 na 500.000 FBu. Ibiharuro biri hejuru vy'imishahara ni ingaruka yibonekeza y'ibitigiri biri hejuru hamwe no kudatunganya neza imishahara butunganiriza bose.

Ubushikiranganji bw'amagara y'abant no kurwanya SIDA buza ubugira kabiri ku mushara ungana o3.811.842.503 FBu, ni ukuvuga ibice 8,9 % dku butaka bwose bw'igihugu.Bukoresha abakozi 9.843 . Ubwo buremere bw'ikigega bwerekana umwitwarariko muninin bashira mu gista c'amagara y'abantu cane cane mu ntumero yaho ivyankenerwa mu buvuzi biguma ari vyinshi. .

Ubushikinganji bw'ibidukikije,uburimyi n'ubworozi buza ubugira ku mushahara ungana 1.077.780 658 FBu, ni ukuvuga ibice 2,5 % y'umushahara w'abakozi bose. Bukurikirwa n'ubushikiranganji bw'ubutungane,aho umushahara w'abakozi bawo ungana amahera ungana 929.672.558 FBu, ni ukuvuga 2,2 % y'umushara wa bose hamwe. Ubwo bushiranganji 2 buteranye bugana ibice biri munsi ya 5 % ku mushara w'abakozi bose mu gihugu,ivyerekana ubudasa buboneka mu gisata c'indero.

Ubundi bushikiranganji bufise imishara isa nuko ari mito,iri munsi y'bice 1 % canke arenga gato kuri bamwe. Ni nk'ubushikiranganji bwo hagati mu gihugu.,ubw'abakozi ba Reta,ubutunzi,inyubako,ubudandaji imigenderanire n'amakungu,ugufatana mu nda,amazi ,ugutmatumana ko amakuru hamwe n'umunyamabanga mukuru wa Reta. Bwose hamwe,izo ntwaro zerekana igice gito c'imishahara y'aakozi ba Reta. .

Iryo gabangana ry'imishahara rirerekana intwara ya Reta aho amahere nka yose ari mu bisata biza imbere, cane cane igisata c'indero n'amagara y'abantu. Iryo hitamwo verekana ishaka ryo guteza imbere ibisata biraba iterambere rya kiremwa muntu. Naho biri uko rirerekana kandi ingorane Reta ihura nazo iyo hageze kunagura imishahara. Iduzwa ry'agahembo kuri bose ryoba rifise ingaruka ku kigega ca Reta zikomeye .

Umwihwezo werekana ko ubushikiranganji bumwe bumwe bufise ibitiri biri hazi.Ni nk'ubushikiranganji bujejwe b' ubutunzi,inyubako,amasoko ntanganguvu,ugutumatumanako amakuru canke uw'imigenderanire n'ayandi makungu.

Naho imishahara yabwo ari mike,ivyo bigo bijejwe ibintu bikomeye mu gisata c'ubutunzi,kwegeranya amahera ya Reta,ukuziganya hamwe n'imigende mpuzamakungu. Ivyo bihamagarira kwiyumvira aari kugabangana gusa ry' ibitigiri ,ariko kwiyumvira ko bijanye n'ico yagenewe mu bushikiranganji bumwe bumwe.

Ku rundi ruhande,ugusuzuma ugukwiragiza ibitigiri ku gice c'imishahala vyerekana ko umushara muto ni ukora mu bindi bice. No mu bushkirangaji bufise imishahara isa n'iyisunununye,benshi mu bo ayo mahera ntarenza indwi 2,ni ukuvuga munsi ya 500.000 FBu ku kwezi. par mois. Ukwo kuri kwemeza ko inzogane zitari cane mu kugabaganya mu bisata amahera ahubwo muri rusangi ingorane iri mu mishahara baha abakozi ba Reta.

Mu gusozera,uwo mwihwezo werekana ko igitigiri c'imishahara ya Reta arundaniye cane mu gisata c'indero kumvo y'ibitigigiri vy'abakozi bakorayo. Ariko, ubwo bwinshi bw'imishahara ntivyereka akarusho mu buzima bwa minsi yose bw'umwigisha si n'umushahara ukwiye ku yindi mice y'abakozi ba Reta. Ahubwo yerekana ko hakenewe guhindurwa imishahara muri rusangi,bigaherekezwa no kwiyumvira ukungene hotunganywa neza ubutunzi hamwe n' ivyihutirwa bisaba uburyo bwa Reta, mu ntumbero y'intwaro ibereye,kandi yumviriza ikandi igashobora kwishura ivyo abanyagihugu biteze.

V.5. UMWIHWEZO UGERERANYA URUGEZO RW'IMISHAHARA: UBUDASA BW'IMISHAHARA VYEREKANA UBUSUMBASUMBANE BUKOMEYE

Umwihwezo w'imishahara mito na minini ushira ahabona ko hari ubudasa bukomeye bw' imishahara mu kazi ka Reta mu Burundi. Nimba ubudasa bw'imishahara hagati y'imice y' abanyakazi busanzwe mu ntwaro zose,kumvo z'ababishoboye,indongozi hamwe n'abababakurira, ubusumbasumbane bwibonekeje muri ico cigwa buboneka nk'ubukomeye kandi haribazwa ingingo yo kungana yategerezwa gufasha poritike yo gusubiramwo imishahara ya Reta.

Ikigara c'ukuntu imishahara ikurikirana.

Ugutondeka	Imice		
	Abigisha	Abakorera ku masezerano	Abakore bagengwa n'itegeko rya Reta
Umushahara mutoya	74.530 FBu	81.753 FBu	63.859 FBu
Umushara munini	8.516.455 FBu	621.084 FBu	8.528.659 FBu

Ibiharuro vyerekana ko imishahara mitoya ihinduka ku buryo bi buboneka bivanye n'imice y' abakozi. Abakozi bagengwa n'itegeko rya Reta baronka umushahara mu cane ku mahera angana 63 859 FBu ku kwezi,hakurikira abigisha ku mahera angana 74.530 FBu, mugihe abakozi bakorera kuma sezerano baronka n'imiburiburi 81.753 FBu. Naho ivy biharura bisumbana bukebuke,vyerekana vyose ikintu bihuriyeko: umushara ni muto cane uravye ikiguzi c'ubuzima bw'ubu mu Burundi.

Ku rundi ruhande rw'imishahara ,agahembo kanini gashika hejuru cane. Abakozi bagengwa n'amasezerano baronka imishahara gushika ku mahera 8.528.659 FBu ku kwezi,abigisha barashobora gushikana 8.516.455 FBu, tmugihe umushahara munini w'abakozi bakorera ku masezerano ushika kuri 621.084 FBu.

Ivyo biharura vyerekana ukuri kubabaje. Hagati y'umushahara muto cane(63.859Fbu) hamwe n'umushahara uri hejuru cane(8.528.659 FBu), ubudasa burenga imiriyoni 8,4 Fbu. Tugereranije,umukozi wa Reta ahembwa neza aronka agahembo kangana n'incuro zirenga 130 z'umushahara w'umukozi ahembwa make cane. Ubusumbasumbane nk'ubwo buri hejuru cane mu ntwara imwe rusangi kadi bitera amakenga ku kujana no kunganisha imishahara . Umwihwezo werekana kandi ko imishahara iri hejuru iri mu ku kagwi k'abantu baharuye bari mu vy'icaro vy'indongozi. Vyongeye,abakozi 282 fonctionnaires bonyene , ni ukuvuga 0,27 %vy'abakozi bose muri rusangi nibo barabwa n'uwo mwihwezo,baronka umushara urenga 750.000 FBu ku kwezi. Igihushane,ibice birenga 84 % vy'abakozi ba Reta babehejweho n'umushahara uri munsi canke

ungana na 500.000 FBu ku kwezi. Iryo yegerana ry'imishahara vyerekana Ukwigungirako imishahara:abantu bake cane baronka imishahara minini mu gihe abakozi nka bse bagihembwa umushahara w'intica ntikize.

Ubwo busumbasumbane burashobora kugira ingaruka ku bikorwa vy'intwaro rusangi. Ubwa mbere, bushobora gutera umwuka wo kurenganya ku bakozi bahebwa nabi ,igihe ubusumbasumbane budasiguritse neza n'indongozi canke abantu abifitiye ubushobozi. Ico cuka kirashobora kufata ugukorera neza abakozi,ugufata ingingo y'akazi hamwe n'ukwizera ubuhinga bwo gutunganya ubutunzi.

Hanyuma, ubusumbasumbane bw'imishahara kandi bukomeye burashobora gushobora kwonona ugushirahamwe mu bushikiranganji bw'akazi ka Reta. Abakozi bafata ingendo z'akazi zikomeye,nko mu bisata vy'indero no mu gisata c'amagara y'abantu, bamenyesha ko inguvu zabo batazifatirako uravye ibikorwa vya minsi yose bakora. Iyo mbono ituma hagabanuka kwiyumvamwo akazi kandi bigatuma bagira umwete wokurondera amahirwe yaho bahemba neza mu bisata vy'abigenga canke mu mahanga.

Ku rundi ruhande, icigwa cerekana ko ubushobozi buke bw'imishahara bito ntibuhuye nagato n'ubuzima bw'ubu. Umushahara uri munsi 100.000FBu ku kwezi ntushobora kugura ivyankenerwa shingiro vy'umuryango,ikitavuzwe co ni iciswe amahera y' uburaro,amagara,ukwiyunguruza canke indero**.** Ivyo bishira abakozi ba Reta batobato mu kene butagira izina**.**

Naho biri uko, twomenyesha ko intumbero y'uyo mwihwezo atari ugushira ahabona ingingo y'ubudasa bw'imishahara,biri mu ntwaro rusangi. Abakozi bo mu biro,indongozi z'ubuhinga tcanke ubushobozi buhanitse busigura mu bisanzwe imishahara iri hejuru.

Ariko,urugezo rw'ibusumbasumbane bwibonekeza butuma kwiyumvira ku gifatirwako hamwe n'ivya nkenerwa mu kwemerera abakozi ba reta umushahara ujanye n'ubuzima bwa none. Mu gusozera,uwo mwihwezo ushira ahabona uburyo bwo guhembwa burangwa n'ingorane zikuvyemwo kabiri : uruhande rumwe,umushara muto ku bakozi benshi hamwe no ku rundi ruhande,ubudasa bw'imishahara bukomeye hagati y'imice ihembwa make n'abandi bahembwa neza.Ivyo vyerekana ko hakenewe vyihuta impinduka mu vy'imishahara ishingiye ku ngingo zo kunganisha,gukorera mu muco,kuronka ico wakoreye,hamwe n'ubutungane mu kibano,mu ntumbero yo gukomeza gutanga agashirukabute ku bakozi ba Reta,kunagura ubushobozi mu ntwaro hamwe no gukomeza icizere c'abanyagihugu mu nzego za Reta.

LIGUE ITEKA

Uwo uri wese ubahirizwa

King

Umurundi Freedom

V.6. UMWIHWEZO W'UBUSHOBOZI BWO GUSUMA BW'ABAKOZI BA RETA URAVYE IKIGUZI C' UBUZIMA : IBIBURA HAGATI Y'AMAHERA YINJIRA N'IBINTU VYA NKENERWA

Ukurimbura ubushobozi bwo gusuma bw'abakozi ba Reta bigize kimwe mu bintu vyerekana cane ico cigwa. Vyongeye,hejuru azwi y'imishahara,birakenewe gushima ubushobozi bwawo nyakuri bwo gufasha abakozi ba Reta no ku miryango yabo mu kuronka ivyankenerwa nyamukuru. Kuri iyo mvo,imishahara yaragereranijwe ku kigega co ku kwezi gito gishoboka gikenewe kugira haboneke ivyankenerwa nyamukuru vyo mu rugo rw'abantu 8,angana amahera 1.473.500 FBu.

Ikigara kibayebaye c'ikigega ku muryango w'abantu 8

Ibisumwa	Ibiciro ku kiro	Igitigiri gikenewe ku kwezi	Vyose hamwe
Ibiharage	5.500	25	137.500
Umuceri	10.000	25	250.000
Ubushaza	13.000	5	65.000
Ifu y'imyumbati	3.000	15	45.000
Ibijumbu	1.500	20	30.000
Ibiraya	2.300	10	23.000
Inyama	35.000	8	280.000
Amavuta y'amamesa 5l	65.000	1	65.000
Amavuta y'amakoto 5l	90.000	1	90.000
Amata y'ufu ya NIDO	80.000	1	80.000
Isupageti 1/4 c'ikarato	25.000	1	25.000
Isukari	8.000	2	16.000
Isabuni,igice c'ikarato	16.500	1	16.500
Umunyu	2.500	1	2.500
Icayi	8.000	1	8.000
Amakara	95.000	2	190.000
Ugupanga inzu	150.000	1	150.000
Yose hamwe ku kwezi			**1.473.500**

Umugwi w'ivyankenerwa vyafatiwe ko muri iki cigwa urimwo ibintu ntabanduka umuryango utegerezwa gukoresha ku kwezi ku kwezi,nk'ibifungurwa (ibiharage,umuceri,inyama,ibirayi,ifu y'imyumbati,amavuta,isukari,amata n' ibindi.),uburaro,amakara,ibikoresho vy'isuku hamwe n'ibindi vya nkenerwa mu buzima busanzwe. **Ntiwafatiye kuri bimwe bimwe vyankenerwa nko kwivuza ku bahinga,amahera y' ishure,ukwiyunguruza,ivyambarwa,ugutumatumanako,ivyitamwo canke kuziganya.** Kubw'ivyo,amahera angana 1.473.500 FBu ashobora gufatwa c'amahera make aho gufatwa nk'urugezo rwo kumererwa neza.

Ukugereranya hagati y'ikigega mfatiro hamwe n'imishahara y'abakozi ba Reta vyerekana ubusumbasumbane bukomeye. Abakozi benshi ba Reta ,ni ukuvuga 84,17 %, baronka umushahara uri munsi canke ungana 500.000 FBu ku kwezi. Ayo mahera angana ibice 34 % vy'ikigega gito co ku kwezi gikenewe ku muryango w'abantu 8. Mu yandi majambo,habura amahera arenga 973.000 FBu ku kwezi ku kwezi kuri iyo miryango kugira bakwize ivyankenerwa nyamukuru.

Ndetse n'abakozi ba Reta bari mu muce uvugwa ko ugereranye (hagati ya 500.001 na 750.000 FBu) ntibafise umushahara ukwiye kugira ngo ukwize neza ivya nkenerwa mu miryango yabo. Umushahara ungana 750.000 FBu, uhuye n'urugezo rw'uwo muce,ukwiza gusa hafi ibice51 % vy'ikigega kigo gitegekanywa. **Ivyo bisigura ko urugo rubeshejweho n'umushahara w'umukozi wonyene baguma bafise igihengeri gikomeye naho hari umushahara uri hejuru y'abakozi ba Reta benshi .**

V.6. UMWIHWEZO W'UBUSHOBOZI BWO GUSUMA BW'ABAKOZI BA RETA URAVYE IKIGUZI C' UBUZIMA *(Ibikurikira urupapuro 25)*

Ukwo kuri kwerekana ubushobozi buke bwo kudashobora gusuma ntiburaba gusa abakozi bahembwa make gusa; bikora kandi ku muce mukuru w'abakozi bari hagati na hagati. Umushahara w'intica ntikize biboneka gutyo nk' ikintu gikwiye hose mu buzi bwa Reta.

Ingaruka mbi y'uwo mushara muto ni nyinshi cane. Kubwo kudashora gukwiza ivyankenerwa vyabo,imiryango myinshi itegerezwa guhindura ukwo bahora bafungura. Ivyo gufungura kenshi biragabanuka haba mu bwinshi canke mu bwiza,ibishobora gutera ingorane zo kurya nabi,nko ku bana. Uburyo bwo kwivuza kenshi burabura, ugusiba kwivuza hamwe n'ukudashobora kugura imiti kubera kubura amahera yo kugura imiti.

Ingorane zakoze kandi igisata c'indero. Imiryango myinshi ifise ingorane zo kuriha amahera y'ishure,imyambaro y' ishure,ibikoresho hamwe n'amahera asabwa n'amashure. Ivyo bishobora gusubiza inyuma ubumenyi bw'abana hamwe n'ubukene biguma bwisubiriza urwaruka ku rundi.

Ugushikira uburaro bubereye kandi ni ingorane zikomeye. Uruhande runini rw'umushahara butwarwa n' ugupanga inzu, bigatuma imiryango imwe imwe iba mu nzu nto canke bakaba mu buryo buteye agahinda. Kuri ivyo hiyongera ko uburyo bujanye n'ivyo mu nzu,nk'amakara,aho igiciro cayo gitwara igic kinini c'ikigega mu ngo.

Ku gisata c'ubutunzi,ubushobozi buto bwo gusuma bugabanya cane ubushobozi bwo kuziganya hamwe no gukora imigambi ku bakozi ba Reta. Amahera aboneka yose akoreshwa mu vyankenerwa vya buri munsi ,ingo ntizifise vy'ukuri uburyo bukwiye kugira ngo zishobore kugira imigambi yo kwiteza imbere,kwubaka kazoza canke ngo ishobore gukemura ibibazo vyihuta. Ukwo kubura ukuziganya,vyunyura ingorane zijanye n'ubutunzi hamwe n' ibindi vyiyadukiza.

Ku rwego rw'igihugu,ivyo kandi bitera ingaruka mbi ku butunzi. Mugihe,abakozi ba Reta abantu barenga 5 bafise ubushobozi bwo gusuma buciriritse,imfungurwa mu miryango zaragabanutse,ibikora ku bikorwa bijanye n' ubudandaji,ivyimburwa vyomu gihugu,amakori,kandi hejuru y'ivyo iterambwere mu butunzi. Umushahara muto w'abakozi ba Reta vyabaye gutyo intambamyi ry'ubutunzi bw'igihugu.

Umwihwezo ushira ahabona ubusumbane bukomeye hagati y'umushahara w'abakozi ba Reta hamwe n'igiciro nyakri c'ubuzima mu Burundi. Imishahara y'ubu ntigifasha ku bakozi benshi ba Reta gukwiza ivyankenerwa nyamukuru ndetse no kuba mu buryo buhuye n'amategeko agenga agateka ka zina muntu. Ivyo bisubiza inyuma ubuzima bwabo,ariko kandi agashirukabute kabo,ubushobozi mu kazi hamwe n'akanovera k'ubufasha bwa Reta baha abanyagihugu.

Mu kurangiza,ico cigwa cerekana ko ikibazo c'imishahara kirenze igice gisanzwe c'imishahara c'abakozi ba Reta. Kigize ingorane zikomeye zo gukingira umubano,iterambere,intwaro hamwe n' itekane mu gihugu. Impinduka ifise intumbero yo kunagura bukebuke ubushobozi bw'abakozi ba Reta bwo kugura iboneka ubu nk'igikenewe nyamukuru kugira hakomezwe ubushobozi mu ntwaro ya Reta, guteza imbere uburyo bwo kubaho kw'imiryango hamwe no gufasha mw'iterambere ry'Uburundi.

V.7. UMWIHWEZO W'UBUTUNZI,IKIBANO N'INZEGO BIKORWAKO N'IMISHAHARA MITO

Ivyavuye muri ico cigwa vyerekana ko umushahara muto w'abakozi ba Reta atariwo ntuteye ingorane gusa zijanye n'uuburyo bwo kubaho bw'abakozi ba Reta. Urerekana kandi ingorane nyamukuru mw'iteramber ry'igihugu, ugutekana mu kibano,akanovera k'intwaro hamwe n'ubushobozi bwa Reta. Imishahara mito mito igira umugwi w'ingaruka zikwegana zituma inzego za Reta zigoyagoya ukwo iminsi ihera hamwe no kutagira ubushobozi kwo kwishura neza ivyo abanyagihugu babwiteze ko.Umushahara ugize kimwe mu bintu nyamukuru vy'utera intege umukozi ku kazi. Igihe utagishoboye kugura ivyankenerwa nshingiro, acata akamaro wateguriwe kandi ucika isoko ry'amaganya.

Uravye ivyavuye muri ico cigwa,abakozi ba Reta bakora akazi kabo mu buryo bugoye cane. Ubwo buryo bushobora kugabanya ukwitangira akazi,ukugabanuka kwiyumvamwo kuba mu ntwaro ya Reta ndetse n'uguta icizere kuri poritike itunganya ubutunzi.

Haratevye,ukwo gucibwa intege guhakwa gukora ku kanovera mu kazi ,kugabanya akigoro k'umwe umwe hamwe no guhagarika inguvu zo guteza imbere intwaro.

V.7.1. ABAKOZI BA RETA BAGUMA BACIBWA INKOKORA

Abakozi ba Reta ni igikoresho nyamukuru mu gushira mu ngiro poritike ya Reta. Mugihe ubuzima bwabo muri mu kangaratete,ibikorwa akorera abanyagihugu birahakwa kandi gutituka. Mu gisata c'indero,abigisha badahebwa neza bashobora guhura n'ingorane zo gutegura ivyigwa,kuronka ibikoresho mfashanyigisho canke kumara umwanya wose ku kazi.

Mu gisata c'amagara y'abantu,ingorane z'uburyo zirashobora gukora ku kuboneka kw'abakozi.akanovera ko kwakira abarwayi hamwe no kubandanya kuvura. Izo ngaruka nyene zirashobora kuboneka mu ntwaro ,mu butungane,ubutunzi bwa Reta canke ubundi buzi bwa Reta. Umshahara muto uba gutyo imvo itibonekeza y'itutuka ry'akanovera k'ubuzi bwa Reta.

V.7.2. UGUTAKAZA AKANOVERA K'UBUZI BWA RETA

Icigwa ntigifasha gushiraho isano riri hagati y'umushahara muto n'igiturire. Ariko,amategeko y'ubutunzi hamwe n' uburambe mpunzamakungu bwerekana ko ushahara udakwiye ushobora kwongereza guhakwa gukorwako n' umugenzo w'ibiturire ku bakozi ba Reta. Igihe umukozi wa Reta adashoboye gukwiza ivya nkenerwa nshingiro mu muryango wiwe,arashobora kurondera cane ubuzi bwo hanze canke akarondera ubutunzi budatunganye ikibiriraho.

Ivyo bishobora kworohereza:uguhembwa abadakoze,ibiturire,ugukoresha igikenye;ukunyuruza ubutunzi bwa Reta;ubwoko bumwe bumwe bw'akamwana wa mama. Naho iyo nyifato iguma nnari iy'umwe umwe kandi itraba abakozi ba Reta bose,irwirirana ryazo rirasubiza inyuma icizere c'abanyagihugu ku nzego za Reta.

V.7.3. IGITURIRE GITERA CONGEREKANA

Imwe mu ngaruka mbi zihagaritse umutima cane kubwo umushara muto ihagaze mu kugenda kurondera ubuzi hanze kw'abakozi bafise ubushobozi. Icegeranyo gishimangirako abarundi benshi bafata ko uva mu gihugu nk' amahirwe yo kunagura ubuzima. Ibisata vy'indero,amagara y'abantu,ubutungane,ubwubatsi,ubutunzi bwa Reta canke ubuhinga bwo gutumatumanako amakuru navyo birimwo.

Izo cabwenge ziguma zigenda bifise ingaruka mbi nyinshi :igabanuka ry'abakozi babinonosoye,ingorane zo gutanga akazi,iduga ry'amahera yo kwigisha abakozi bashasha;ugutakaza uburambe mu nzego ; uguteba gushira mungiro poritike ya Reta.Haratevye,ivyo birahobora gusubiza inyuma ubushobozi bwa Reta kwo gukurikirana neza akazi ijejwe. Kubw'imishahara idakwiye,abakozi ba Reta benshi barondera kwongereza imishahara yabo n'udukorwa two ku ruhande.

V.7.4. INCABWENGE ZIBANDANYA KUGENDA

Utwo dukorwa dushobora kuba dutandukanye :urudandazwa ruto ruto ,uburimyi n'ubworozi; ukwunguruza abanu n'ibintu;gukora mu bigenga,ubuhanuzi;ubuzi bubayebaye. Hamwe utwo twigoro dufasha kenshi guteza imbere uburyo bw'imiryango,tugabanya kandi umwanya wahariwe akazi ka Reta,tukongereza uburuhe bw'akazi kandi bushobora kuzana

amatati ajanye n'inyungu mugihe ibikorwa vy'abigenga bihuriranye n'ivyo umuntu ategerezwa gutungana mu burongozi.

Umushahara w'inticantikize urafise ingaruka zibonekeza ku buzima bw'imiryango y'abakozi ba Reta.

V.7.5. UKUBANGABANGANYA IBIKORWA VY'ITERAMBERE

Ingaruka zikunze kwibonekeza ni izi: igabanuka ry'akanovera k'imfungurwa,ingorane zo gushikira ubuvuzi,ukudashobora kuriha amahera y'ishure n'ibindi bijanye n'ishure;amadeni y'urutavanako;ukudashobora kuziganya;uburaro buteye agahinda.

Ivyo bikora cane cane imiryango itunze abantu benshi,aho ivyankenerwa biri hejuru.

V.7.6. UKWUNYUKA KW'UBUKENE MU MIRYANGO

Abakozi ba Reta bagize umuce ukomeye w'abafungura ubutunzi bw'igihugu. Iyo ubushobozi bwo gusuma bugabanutse,imfungurwa zabo kandi ziragabanuka kandi iryo gabanuka ry' abaguzi riribonkeza cane,rikora ku:urudandazwa duto ruto, ankasoko, amashirahamwe, abarimyi,amakori. Gutyo,imishahara y'inticantikize irafise ingaruka zirengeye akazi ka Reta kandi itevya ukubanguka mu vy'ubutunzi.

V.7.7. UGUTEVYA IBIKORWA VY'UBUTUNZI BW'IGIHUGU

Mugihe ingorane z'ubutunzi zibandanya mu gihe kinini,zirashobora gutera icuka mu kibano. Imishahara mito zirashoboye kworohereza: amashirahamwe asaba aba kurenganurwa, kugumuka,amatati mu kibano ,uguta icizere ku nzego za Reta,abanyagihugu bikura mu bikorwa.

Ibintu nk'ibi birashobora gutuma haba impungenge zo kubana neza kandi bikagora gushira mungiro.

V.7.8. UGUHUNGABANA KW'IMIBANO

Umwihezo wose muri watanzwe mw'iki cegeranyo urerekana ko umushahara w'inticantikize ku bakozi ba Reta wacitse icitwazo c'intwaro. Ntikikiri gusa ikibazo c'ugutunganya ubutunzi bwa Reta,ariko vyacitse ingorane ku mpande zose ifata : iterambere ry'ubutunzi,ukurwanya ubukene,akanovera mu buzi bwa Reta,ugushikama mu mibano,intwaro rusangi,ihiganwa mu gihugu, n'ugushirako ku ntumbero y'iterambere rirama.

V.7.9. IMPINYANYURO YIHUTA IRAKENEWE

Inkurikizi ni uko ihinduka ribandanya kandi rikomeye ry'ukunganisha imishahara riboneka uyu munsi nka nkenerwa mu gihugu.Iryo hinduka ritegerezwa kwishimikiza ku ngingo nyinshi nyamukuru : ukunganya hagati y'imice y'abakozi,ugushira ku gihe imishahara bivanye n'igiciro c'ubuzima bw'ubu, uguha agaciro ubushobozi,ukugenzura neza ubutunzi bwa Reta hamwe no kwongereza ugukorera ku mugaragaro mw'itunganywa ry'imishahara. Gutyo,uguteza imbere uburyo bwo guhemba abakozi si uburyo busanzwe bw'ikigega ciyongerako,ariko ugushiramwo imitahe mu kintu nyamukuru,ubushobozi bw'intwaro rusangi hamwe n'iterambere rirama mu Burundi

VI. UGUSOZERA

Ukunganisha imishahara y'abakozi ba Reta mu Burundi,kare kwafatwa mu ntumbero yo kuronsa n'uburusho buto,kwahindutse umutwaro ukomeye ku buzima bubaye baye bw'abakozi ba Reta. Hafatiwe kuri ivyo biharuro,ukuri kuribonekeza:Mu bakozi ba Reta bangana 103.510 , igitigiri kinini,ibice 84,17 %,baronka umushahara ushikana n' imiburiburi 500.000 FBu ku kwezi .Ariko,kugira bashobore kubeshaho umuryango w'abantu 8,hakenerwa n'imiburiburi amahera angana 1 473 500 FBu. Ubwo budasa buteye ubwoba hagati y'umushahara n'igiciro c'ubuzima bwerekana ingorane zikomeye mu kazi ka Reta.

Igisata c'indero gifise akamaro gakomeye muri iyo ntwaro,gifise abakozi hafi ibice 80 % vy'abakozi ba Reta kandi bagatwara ibice birenga 83 % vy'imishahara ku rwego rw' igihugu. Naho biri ukwo,ico kibanza kiza imbere ntigihawe agaciro n'imishahara ibereye, naho abigisha bafise akazi kenshi mu guhugura urwaruka rwakazoza hamwe no mwCiterambere ry'igihugu.Vyongeye,ubusumbasumbane bw'imishahara bwibonekeza hagati y'imice y'abakozi n'inzengo. Mu gihe abakozi bamwe bamwe baba amajana baronswa imishahara ibereye,abakozi benshi bacahembwa inticantikize. Ubwo budasa, bushobora ushika mu cegeranyo,incuro 130 hagati y'imishahara yo hasi cane hamwe n' imishahara yo hejuru ,bitera ibibazo ku kungana n'ubutungane kuri bose vyategerezwa kuranga ukuganisha kw'imishahara igezweho.

Ingaruka z'ivyo zikora ku banyagihugu bose. Imishahara y'intca ntikize isubiza inyuma ubushobozi bwo gusuma mu miryango,igatuma bakorwako cane n'ubudasa hagati y' imishahara hamwe n'ibikenerwa mu ngo kandi bikababuza kuziganya no gukora imigambi. Ivyo vyunyura ukudashobora kuronka ivyankenererwa nyamukuru nk' ubuvuzi, ugufungura,uburaro hamwe n'indero. Inganuka ni uko bitera ugucika intege mu bakozi,bitera ukuguma barondera ubundi buzi bwobasahiriza kandi, mu bihe bimwe bimwe,bituma incabwenge zigenda mu mahanga aho ubuzima bugendeka. Ivyo

bibangamira akanovera mu buzi bwa Reta kandi bikugururura inzira yo kuja mu migenzo y'ibiturire.Ingaruka mbi z'iyo mishahara mito zirarengeye igista c'intwaro,bigahagarika gutyo iterambere kandi bikabuza ugushikama mu kibano mu Burundi.

Iki cigwa gishira ahabona akamaro ko gufata ikibazo c'imishahara nk'intambamyi y' iterambere ry'igihugu,ariko ko atari ikibazo gisanzwe ku kigega ca Reta.

LIGUE ITEKA

Uwo uri wese ubahirizwa

King

Umurundi Freedom