

REPUBLIKA Y’U RWANDA



MINISITIRI W’INTEBE

IJAMBO RYA NYAKUBAHWA MINISITIRI W’INTEBE DR.

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MU BIRORI BYO KWIZIHIZA UMUNSI MPUZAMAHANGA

W’UMURIMO BIHURIWEMO N’ABAKOZI BA PRIMATURE N’IBIGO

BIYISHAMIKIYEHU

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Mwongeye kwirirwa!

1. Ntabwo mvuga amagambo menshi. Uyu munsu ni umunsu mukuru w'umurimo abantu twese twishimiye. Ntabwo nshaka gutwarwa umwanya abashaka kwidagadura, gusabana, no kuramukanya, cyane cyane ko iyi ari *Primature family* nk'uko tuyita, igizwe n'abakozi ba Primature, aba GMO, n'aba RURA; rimwe na rimwe nibwo tuba tubonye umwanya wo guhura kugira ngo tunaganire. Kubera akazi kenshi abantu birirwamo hirya no hino, uyu nguyu aba ari umwanya wo kugira ngo nibura abantu basabane, bafite umwanya uhagije.

2. Ijambo ryanjye rya mbere ni iryo gushima. Ndashimira cyane abakozi ba Primature dukorana mu nzu imwe; nkashimira ab'ibigo dukorana nabyo, GMO na RURA. Kugeza uyu munsu, imikoranire yacu imeze neza kandi n'akazi dusabwa gukora, tugakora neza muri ibyo bigo uko bitatu. Nk'uko nabivuze Primature, RURA na GMO, abantu badushimira ko twuzuzaga neza inshingano zacu. Nanjye nkaba mboneyeho kubashimira kuri uyu munsu.

3. Ikindi rero ntabwo ngaruka ku nsanganyamatsiko y'umunsu kuko iri mu bisanzwe biranga abakozi bacu umunsu ku wundi uko turi ibyo bigo bitatu. Ndagaruka ku budashyikirwa abakozi twese muri ibyo bigo bitatu twagaragaje, mu nzego zose dukoramo ku buryo abantu bose ubona ko babyishimiye, nkagaruka no ku busabane bwagiye burangwa n'imikino.

4. Nk'uko Umuyobozi Mukuru wa *Corporates* muri Primature yabivuze, umwaka ushize nabajije niba hari ikipe ya Primature bambwira ko ntayo. Ariko bambwira ko hari umuntu umwe wakinaga witwa Living. Namubajije icyo gutangiza ikipe bisaba musaba no kuyitangiza. Yambwiyeko mu by'ukuri icyo byasabaga ari ugushyira abantu hamwe bakabimenyeshwa kandi bagashakirwa ibikoresho. Twarabikoze; ariko ubwa mbere mu ntego twari dufite ntabwo kwari ugutsinda, twari tugamije kugira ngo abantu basabane, baruhuke.

5. Nk'uko nabibabwiye mu ijamba navuze umwaka ushize, nababwiye ko ntumva neza ko umuntu yakora akazi kuri *stress* kandi atishimye. Nababwiye ko icyiza ari uko twese twakora duseka, twishimye, abantu ntibahurire muri *corridor* bataramukanya ahubwo tukagira ibintu byinshi biduhuza bituma abantu bahora bafite *morale* mu bigo byacu byose. Icyo rero ndagiraga ngo n'umukino uze mu bidufasha kubigeraho. Mvuga rero icyo gihe ko intego atari ugutsinda. Ariko dutangiye mbona turatsinze, ndavuga nti ariko ubundi twatsindwaga kubera iki? Naje kubona ko dufite imbaraga zikomeye. Ibyo rero twabigezeho kandi tuzakomeza tubigereho.

6. Hari ikindi ahubwo ntarinzi: kuba nta kipe y'abadamu ihari. Mbere narinzi ko tuzajya dukinira hamwe kuko numvaga ari ikipe y'ubusabane, narinzi ko tuzajya dukinira hamwe abagabo n'abadamu. Ubwo habaye amarushanwa hagati y'ibigo bya Leta bikitwa ikipe z'abagabo n'iz'abadamu, ndagira ngo n'iy'abadamu tuyishyireho.

7. Imbaraga turazifite, n'abadamu barahari benshi rwose kandi bakora neza, mwabonye ko n'abahembwe bose ari abadamu. Dushyireho ikipe y'abadamu ihuza nyine *Primature family* irimo Primature, RURA na GMO. Abadamu bagire ikipe ya Volleyball, bagire n'ikipe ya Basketball; ariko hari undi mukino ukenewe nawo twawushyiraho. Gukina ntibizabe iyo mikino itatu gusa iduhuza n'ibindi bigo, muzareke tugire n'umwanya wo kujya dukina za *jeux d'echec*, dukine amakarita, dukine n'ibindi byose dushaka, bituma abantu bashobora guhura bakaganira, bagakorera hamwe. Ubwo rero ikipe y'abadamu nayo turayitangije uyu munsu kandi mu mikino yose.

8. Ndagira ngo nongere nshimire abakozi babaye indashyikirwa mu bigo bitatu, kandi buriya abavuzwe ni uko nyine buri kipe igira uyihagarariye. Bariya n'abahagarariye indashyikirwa, ariko nemeza ko buriya bigo bitatu bikoramo abantu b'indashyikirwa rwose. Harimo n'abatahembwe, ariko twahembye abahagarariye indashyikirwa kandi abakozi mwese muri indashyikirwa muri buriya bigo bitatu. Nta dosiye n'imwe nari nakenera muri buriya bigo ngo tuyibure, zirakorwa, zikorwa neza, zikorwa ku gihe jye rwose nemeza ko muri iki gihe tumaze dukorana mwagaragaje ubuhanga n'ubushishozi n'imikorere myiza nkaba mbibashimira cyane.

9. icyo ndangirizaho ni ukubabwira ngo dukomeze dukorane umurava akazi dushinzwe dutenze imbere gihugu cyacu. Hari byinshi biri imbere dusabwa gukora mu ikoranabuhanga, mu bukungu mu majyambere, mu mibereho myiza y'abaturage, kandi ibigo byacu uko ari bitatu bibifitemo uruhare. Buriya iyo ubirebye neza ari ukuba RURA ishinzwe *regulation* ituma ya mirimo ifitiye leta akamaro ikorwa neza, ibyo burya nabyo bituma Igihugu kibaho neza.

10. GMO nayo idufasha idufasha gukora neza itugaragariza ko nta majyambere yabaho uburinganire budahari ngo abantu buzuzanye mu kazi bakora umunsi ku wundi ari abadamu ari n'abagabo. Ibi bidufasha guhuza ibikorwa, tugakora akazi neza. Primature nayo ishinzwe guhuza inzego z'Igihugu no guteza imbere amajyambere tukabikomereza hamwe.

11. Ndagira ngo rero ntavuze amagambo menshi mbashimire kandi mabwire ngo muryohere, mwidagadure, mwishime, uyu munsi ni uw'umurimo kandi umurimo twakoze byagaragaye ko wakoze neza.

Murakoze.