



# Inyandiko yifashishwa mu isesengura ry'ahacukurwa amabuye y'agaciro

Izina ry'ikirombe amabuye y'agaciro :

Izina rya sosiyete/Koperative :

Aho ikirombe gihereye :

Itariki :

## 01 Gukoresha abakozi baturuka aho ubucukuzi bukorerwa

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Ishyira ahagaragara umubare w'abakozi bayo bakomoka <b>mu duce twagizweho ingaruka</b> n'imirimo yayo?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Ishyira ahagaragara umubare <b>w'abantu bo mu duce twagizweho ingaruka</b> bakorera abagiranye amasezerano na yo?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Ishyira ahagaragara umubare <b>w'abagore bo mu duce twagizweho ingaruka</b> bayikorera cyangwa bakorera abo yagiranye nabo amasezerano?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Ishyira ahagaragara umubare w'abantu bo mu duce twagizweho ingaruka bakora nk'abakozi kandi bakorera ku masezerano <b>bazamuwe mu ntera?</b>	<input type="checkbox"/>	<input type="checkbox"/>

## 02 Kugura ibintu aho sosiyete/koperative ikorera:

Kuri iki kirombe, ese sosiyete/Koperative:		Oya	Yego
a.	Ishyira ahagaragara <b>umubare w'amafaranga</b> ikoresha igura bicuruzwa na serivisi byo muri ako gace?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Ishyira ahagaragara <b>ubwoko bw'ibicuruzwa na serivisi</b> igura muri ako gace?	<input type="checkbox"/>	<input type="checkbox"/>
c.	<b>Iha uruhare uduce twagizweho ingaruka</b> n'ibikorwa by'ubucukuzi mu gutegura gahunda zo kugura ibintu aho ikorera?	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Iha uruhare abagore bo mu duce twagizweho ingaruka</b> n'ibikorwa by'ubucukuzi mu gutegura gahunda zo kugura ibintu aho ikorera?	<input type="checkbox"/>	<input type="checkbox"/>



<b>03 Ubuziranenge bw'umwuka</b>			
	Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :	Oya	Yego
a.	Ishyira ahagaragara, ku buryo buhoraho <b>amakuru y'ubuziranenge bw'umwuka kuri buri gikorwa</b> cy'igenzura?	<input type="checkbox"/>	<input type="checkbox"/>
b.	<b>Igaragaza</b> igihe n'ahantu ubuziranenge bw'umwuka butageze ku bipimo byagenwe by'umwuka uhumekwa?	<input type="checkbox"/>	<input type="checkbox"/>
c.	<b>Iha abatuye mu duce twagizweho ingaruka n'ibikorwa</b> by'ubucukuzi mu gufata ibyemezo bigamije gucunga ubuziranenge bw'umwuka?	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Iha abagore bo mu duce twagizweho ingaruka</b> uruhare rugaragara <b>mu gufata ibyemezo</b> mu gucunga ubuziranenge bw'umwuka?	<input type="checkbox"/>	<input type="checkbox"/>

<b>04 Ubuziranenge bw'amazi</b>			
	Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :	Oya	Yego
a.	Ishyira ahagaragara, ku buryo buhoraho <b>amakuru y'ubuziranenge bw'amazi kuri buri gikorwa</b> cy'igenzura?	<input type="checkbox"/>	<input type="checkbox"/>
b.	<b>Ishyira ahagara</b> igihe n'ahantu ubuziranenge bw'amazi butageze ku bipimo byagenwe ?	<input type="checkbox"/>	<input type="checkbox"/>
c.	<b>Iha uruhara abatuye mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi</b> mu gufata ibyemezo mu gucunga ubuziranenge bw'amazi?	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Iha mu buryo bufatika abagore bo mu duce twagizweho ingaruka n'ibikorwa by'ucukuz</b> mu gufata ibyemezo mu gucunga ubuziranenge bw'amazi?	<input type="checkbox"/>	<input type="checkbox"/>

<b>05 Ingano y'amazi</b>			
	Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :	Oya	Yego
a.	Ishyira ahagaragara, ku buryo buhoraho <b>ingano y'amazi akurwa</b> mu bidukikije?	<input type="checkbox"/>	<input type="checkbox"/>
b.	<b>Iganira n'abatuye mu duce twagizweho ingaruka uko bagera ku mazi mu buryo</b> basangiye?	<input type="checkbox"/>	<input type="checkbox"/>
c.	<b>Iha abagore bo mu duce twagizweho ingaruka n'ibikorwa</b> by'ucukuzi <b>mu kuganira uko bacunga ibyo kubona</b> amazi basangiye?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Iha uruhare abatuye mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi mu gufata byemezo birebana n'igabanuka ry'amazi basanzwe bakoresha?	<input type="checkbox"/>	<input type="checkbox"/>

**06 Gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ikirombe**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Iharanira ko abatuye mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi bahawe amakuru <b>y'igihe ibikorwa by'ubucukuzi bw'amabuye y'agaciro</b> bizahagararira <b>cyangwa</b> bizafungirwa?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iha abatuye mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi uruhare muri gahunda yo gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwaga?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Iharanira ko <b>abatuye mu duce twagizweho ingaruka bemeye</b> gahunda yo gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwago bibagenewe?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Iha uruhare rugaragara abagore batuye mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi muri gahunda yo gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwaga?	<input type="checkbox"/>	<input type="checkbox"/>

**07 Gucunga imyanda yasizwe ahacukurwa amabuye y'agaciro**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Ishyira ahagaragara <b>ahantu</b> habugenewe hari ububiko bw'imyanda hose?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iharanira ko ahari ububiko bw'imyanda <b>muri ako gace hashyirwaho ibyapa mu buryo bugaragarira</b> abatuye kandi butadateza umutekano muke ku bantu n'amatungo?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Ishyira ahagaragara <b>agace nyako kagirwaho ingaruka igihe icyo</b> igisimu <b>cy'imyanda kigiriye ikibazo?</b>	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Ipima ku buryo buhoraho impuruza n'ubundi buryo bw'iburira</b> mu guharanira ko abakozi n'abatuye mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi baburirwa mu gihe habayeho ikibazo ku bikuta bikumira imyanda?	<input type="checkbox"/>	<input type="checkbox"/>

**08 Umutekano w'uduce ducukurwamo amabuye y'agaciro**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Ishyira ahagaragara umubare n'impamvu z'ipfu zabaye mu gace kahawe uruhushya rwo gucukurwamo amabuye ya'gaciro?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iharanira ko abatuye muri utwo duce bahawe <b>amakuru y'ibyo bakora</b> mu gihe hari ubutabazi bwihutirwa bujyanye n'ubucukuzi bw'amabuye y'agaciro?	<input type="checkbox"/>	<input type="checkbox"/>
c.	<b>Iha abatuye mu duce twagizweho ingaruka mu gupima uruhare iyo ipima</b> gahunda zo gutanga ubutabazi bwihutirwa aho bukenewe?	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Iha abagore bo mu duce twagizweho ingaruka mu mu gupima</b> izo gahunda zo gutanga ubutabazi bwihutirwa aho bukenewe?	<input type="checkbox"/>	<input type="checkbox"/>

**09 Gutanga ibirego no kugaragaza ibyo abaturage n'ibyo batishimiye**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	<b>Ifite uburyo bwo kugaragaza ibyo abaturage batuye mu duce twagizweho ingaruka n'ibikorwa by'ubucukuzi</b> n'abantu ku giti cyabo batishimiye mu gutanga ibirego n'ibyo batishimiye?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iharanira ko abakozi b'abagabo n'abagore baboneka mu kwakira no kunonosora ibitishimiwe byatanzwe n'abaturage kugira ngo <b>abagore bo mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi babashe kuvugana n'abo bahuje igitsina?</b>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Ishyira ahagaragara umubare <b>n'amoko y'ibirego/ibitishimiwe</b> byatanzwe n'abatuye mu duce twagizweho ingaruka <b>n'ibikorwa by'ucukuzi kimwe</b> n'abantu ku giti cyabo byagizeho ingaruka?	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Iganira n'abatuye mu duce twagizweho ingarukan'ibikorwa by'ucukuzi ku ngamba ziri gufatwa</b> kugira ngo hirindwe ibirego/ibitishimiwe bishabura kuzagaruka?	<input type="checkbox"/>	<input type="checkbox"/>

**10 Umutekano n'ubuzima by'abakozi**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Iha <b>ibikoresho by'umutekano biboneye</b> ku bakozi bayo bose hamwe n'abakozi bakorera abo bafitanye amasezerano nta kiguzi?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iteganya <b>uburyo buboneye bw'isuku n'aho guhindurira imyenda</b> ku bakozi bose n'abakorera afitanye nayo masezerano?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Iharanira ko <b>abagore b'abakozi</b> bose babona uburyo buboneye bw'isuku n'aho guhindurira imyenda hatekanye kandi <b>hatandukanye n'aha abagabo?</b>	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gushyira ahagaragara <b>impuzandengo y'amasaha buri mukozi akora ku munsi?</b>	<input type="checkbox"/>	<input type="checkbox"/>

**11 Abagore b'abakozi**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Ifata ingamba zo <b>kwirinda guhozwa ku nkeke ku abakozi bigitsina gore?</b>	<input type="checkbox"/>	<input type="checkbox"/>
b.	Ifata ingamba zo <b>kwirinda ihohoterwa rishingiye ku gitsina rikorerwa abagore mu kazi?</b>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Iharanira ko itangwa <b>ry'imyenda y'akazi n'imyenda yo kwikingira yabugenewe</b> abagore n'abagore bakorera umukoresha wa kabiri ( sous-traitant)?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Itanga <b>amahugurwa ku bukangurambaga ku buringanire</b> aganewe bakozi babo n'abakozi bakorera umukoresha wa kabiri?	<input type="checkbox"/>	<input type="checkbox"/>

**12 Gupfira no gukomerekerwa ahakorera akazi**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Ishyira ahagaragara <b>imibare irebana n'impanuka ku bakozi bakomeretse n'abapfuye</b> byabereye ku kazii?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Ishyira ahagaragara <b>imibare n'abakozi bagize impanuka n'abapfiriye mu kazi n'iya bakozi bakorera umukoresha wa kabiri (sous-traitant) bagize ibyago?</b>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Igira <b>komite ihuriweho ishinzwe umutekano n'ubuzima byo ku kazi</b> igizwe n'abahagarariye abakozi n'abakoresha mu gusuzuma ibyago no gukora iperereza ku byabaye?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Iharanira ko <b>abakozi b'abagore bahagararirwa</b> muri komite ishinzwe umutekano n'ubuzima byo ku kazi?	<input type="checkbox"/>	<input type="checkbox"/>

**13 Guhugura abakozi**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Ikurikirana ko abakozi bayo n'abakozi bakorera umukoresha wa kabiri bahabwa <b>amabwiriza ya ngombwa arebana</b> n'umutekano ku kazi no kwirinda impanuka?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iha amahugurwa ku buntu abakozi agamije kubongerera ubumenyi <b>bwa tekiniki?</b>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Iha amahirwe <b>abagore kumenya gahunda z'amahugurwa ateganijwe</b> n'amahirwe yo guhugurwa?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Iha uruhare abakozi bose n'abakozi bakorera umukoresha wa kabiri mu bikorwa <b>birebana</b> n'ubutabazi bwihuse?	<input type="checkbox"/>	<input type="checkbox"/>

**14 Umushahara utunze umukozi**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Isesengura <b>urugero rw'umushahara</b> rwa ngombwa ku bakozi n'imiryango yabo kugira ngo babone uko babaho?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iharanira ko <b>imishahara</b> y'abakozi babo ihura cyangwa irenga umusharaha fatizo?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Iharanira ko imishahara y'abakorera ku umukoresha wa kabiri, ihura cyangwa irenga umushahara fatizo?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Ishyira ahagaragara umushahara w'ibanze <b>ku bakozi b'abagore n'abagabo</b> kuri buri rwego rw'akazi?	<input type="checkbox"/>	<input type="checkbox"/>

**15 Ibirego by'abakozi n'ibindi bikorwa batishimiye**

Ku hacukurwa amabuye y'agaciro, ese sosiyete/Koperative :		Oya	Yego
a.	Ishyiraho <b>uburyo bwo kugaragaza ibitishimiwe n'abakozi bayo kimwe n'abakozi b'umukoresha wa kabiri</b> batanga ibirego n'ibindi bikorwa batishimiye?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Iharanira ko abakozi b'abagabo n'abagore baboneka mu kwakira no kunonosora ibitishimiwe byatanzwe n'abakozi kugira ngo <b>abakozi b'igitsina gore babashe kuvugana na bagenzi babo?</b>	<input type="checkbox"/>	<input type="checkbox"/>
c.	Ishyira ahagaragara <b>umubare n'amoko y'ibirego/ibitishimiwe</b> byatanzwe n'abakozi bayo n'abakorera umukoresha wa kabiri ?	<input type="checkbox"/>	<input type="checkbox"/>
d.	<b>Iganira n'abakozi bayo n'abakorera</b> umukoresha wa kabiri <b>n'ababahagarariye ku ngamba ziri gufatwa</b> kugira ngo hirindwe ibirego/ibitishimiwe bishobora kongera kugaruka?	<input type="checkbox"/>	<input type="checkbox"/>





## Ibyerekeye

### 01 Gukoresha abakozi bahakorera ubucukuzi

Isosiyete cyangwa koperative ikora ubucukuzi bw'amabuye y'agaciro ishyira ahagaragara imibare y'abantu bo mu gace ikoreramo bahawe akazi, ibi bikaba bigaragaza ubushake ifite bwo gushora imari mu bikorwa biteza imbere ubukungu n'abaturage bo muri ako gace. Gutangaza amakuru yihariye ku bakozi b'igitsina gore bifasha sosiyete kwerekana ko bari gukora uko bashoboye mu gutanga akazi, ko naho bakorera hatarangwa ivangura rikorerwa abagore. Sosiyete cyangwa koperative ishobora gushyira ahagaragara umubare w'abakozi bakorera umukoresha wa kabiri ( sous-traitant) mu rwego rwo kugaragaza ishusho nziza mu mitangire y'akazi mu gace ikoreramo.

### 02 Gutanga amasoko mu gace sosiyete cyangwa koperative ikoreramo

Iyo sosiyete igura ibicuruzwa na serivisi mu gace ikoreramo ifasha mu iterambere ry'ubucuruzi n'ubukungu muri ako gace. Iyo sosiyete itanze amakuru ku masoko itanga muri ako gace, bifasha ubucuruzi bw'aho kumenya amahirwe yo kuba abakiliya ba sosiyete/koperative ndetse no kwerekana uko ishishikariza abakora ubucuruzi muri ako gace kuba abakiliya bayo.

### 03 Ubuziranenge bw'umwuka wo mu kirere

Guhumanya umwuka wo mu kirere ni ikibazo gikomeye ku bantu batuye mu duce twinshi twagizweho ingaruka n'icukurwa amabuye y'agaciro, kuko guhumanya umwuka bigira ingaruka ku buzima bwabo, umusaruro w'ibiribwa, amatungo yabo ndetse rimwe na rimwe imibereho yabo. Iyo sosiyete cyangwa koperative ishyize ahagaragara ubuziranenge bw'umwuka wo mu kirere w'ahantu wacukurwa amabuye y'agaciro, ikanaganira n'abatuye muri utwo duce ku buryo bacunga ubuziranenge bw'umwuka, bishobora kubaka icyizere no kugabanya impungenge zirebana no guhumeka ivumbi no guhumanya umwuka.

### 04 Ubuziranenge bw'amazi

Kugira ngo amakuru ku buziranenge bw'amazi ashobore kugirira akamaro abatuye mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi bw'amabuye y'agaciro hatangazwa ku buryo buhoraho amakuru y'ubuziranenge bw'amazi kuri buri hantu hakurwa ayo makuru. Isosiyete inashobora kubaka icyizere igaragaza igihe n'ahantu ubuziranenge bw'amazi bwagabanutse bukagera muni y'ibipimo byagenwe by'amazi atekanye no kuganira n'abatuye mu duce twagizweho ingaruka ku bikorwa biri gukorwa mu gucunga ubuziranenge bw'amazi.

### 05 Ingano y'amazi

Amazi akunze k,enshi guteza amakimbirane hagati y'amasosiyete acukura amabuye y'agaciro n'abaturage bo mu duce twagizweho ingaruka n'ibikorwa by'ucukuzi , by'umwihariko mu duce tubonekamo amazi make. Iyo sosiyete cyangwa koperative y'ubucukuzi bw'ashye abatuye ishyize ahagaragara ingano y'amazi ikoresha iba yerekanye ko yubasha abaturage bo mu duce ikoreramo , kandi izirakana ko nabo bakeneye amazi





## **06 Gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwa amabuye y'agaciro**

Ku bwa sosiyete ishobora gusiga impinduka nziza mu gace yacukuragamo amabuye y'agaciro, igomba gukora ibishoboka ku buryo abatuye mu duce twagizweho ingaruka bakagira imibareho irambye igihe ibikorwa byo gucukura amabuye y'agaciro bifunzwe. Harimo gukora ku buryo abantu bo muri ako gace babasha kubeshwaho n'imitungo karemano imeze neza ihaboneka (ubutaka, amazi n'ibindi) n'amahirwe y'ubukungu. Sosiyete inakeneye kuganira no kwemeza gahunda y'ifungwa ry'ahacukurwaga amabuye y'agaciro iri kumwe n'abatuye mu duce twagizweho ingaruka hazirikanwa uko abantu bo muri ako gace bifuzza kubona aho hantu bameze igihe ibikorwa byo gucukura amabuye y'agaciro birangiye.

## **07 Gucunga imyanda yasizwe ahacukurwa amabuye y'agaciro**

Ibisimu by'imyanda bishobora kuba bibi cyane ku bantu, amatungo n'ibidukikije. Iyo ibidamu by'imyanda bimenetse, bishobora kurekura imyanda myinshi yatuma hagira abapfa, kuzibya imigezi, kurengera ingo, kwangiza imibereho no kugira ingaruka zikomeye ku bidukikije n'abatuye muri utwo duce mu myaka myinshi. Isosiyete ishobora kwerekana ifata ku buryo bukomeye ibyo gushyira ahagaragara amakuru afatika ku bidamu by'imyanda byayo, ikora uko ishoboye ku buryo hashyirwaho ibyapa bigaragaza neza ibyo bidamu kandi bitekanye kugira ngo hirindwe gukomereka by'impanuka cyangwa impfu z'abantu n'amatungo no gupima bihoraho uburyo bw'iburira.

## **08 Umutekano w'uduce ducukurwamo amabuye y'agaciro**

Akenshi gucukura amabuye y'agaciro ni bibi ku batuye mu duce acukurwamo amabuye y'agaciro kuko impanuka n'amakimbiranre bishobora gutuma hari abapfa n'abakomereka. Isosiyete ishobora kubaha abatuye mu duce ducukurwamo amabuye y'agaciro no kubafasha kugira umutekano ishyira ahagaragara umubare n'icyatumye hari abapfa. N'ubwo bidashoboka kwemeza ko ubutabazi bwihutirwa bujyanye n'ahacukurwa amabuye y'agaciro butazabaho, isosiyete ishobora kugabanya ingaruka mbi igashyiraho uburyo bwo gucunga ibyago na gahunda yo gutanga ubutabazi bwihutirwa. Mu gushyiramo abatuye mu duce twagizweho ingaruka mu gupima uburyo bwo guhangana n'ibitunguranye, amasosiyete ashobora gufasha gukora ku buryo gahunda zikora neza mu gihe habayeho koko ibisaba ubutabazi bwihutirwa.

## **09 Abaturage batanga ibirego n'ibyo batishimiye**

Isosiyete yubaha abatuye muri ako gace yifuzza kumenya no kugira icyo ikora ku mpungenge abahatuye bafite. Harimo gushyiraho uburyo bwemewe bwo gutangamo ibirego (bwitwa uburyo abaturage batangamo ibirego) butuma abantu ku giti cyabo cyangwa amatsinda bo mu duce twagizweho ingaruka batanga ibirebo byabo, kugira ngo ibyo bibazo bitangirwe umuti na sosiyete. Abatuye muri ako gace birashoboka cyane ko bakwizera bakanakoresha ubwo buryo bwo gutanga ibirego igihe sosiyete itangaje uko uburyo bukoreshwamo ndetse n'intambwe ziterwa mu kwizera neza ko ibyo birego bikemuwe mu buryo bunoze.



## 10 Umutekano n'ubuzima by'abakozi

Ahantu hatekanye ni ho hatuma abakozi bagira ubuzima bwiza ku mubiri no mu mutwe. Ahantu hakorerwa akazi hatekanye muri rusange ni ho hatanga umusaruro kurushaho kandi ahacukurwa amabuye y'agaciro hafite uburyo bw'umutekano mwiza ni ho hashobora kureshya abakozi n'abashoramari. Sosiyete y'ubucuruzi bw'amabuye y'agaciro ishobora kwirinda impanuka iha abakozi bayo ibikoresho by'ubwirinzi byabugenewe n'ubwiherero buboneye kimwe n'aho gukarabira intoki haboneye ku bagore n'abagabo. Ikurikiranabikorwa rinyuze mu mucyo ku ngengabihe y'akazi inashobora kubuza ibikorwa by'ihohoterwa.

## 11 Abagore b'abakozi

Abakozi b'igitsina gore (abagore/abakobwa) nibo kenshi baba bafite intege nke zo gukora imirimo y'ubucukuzi bw'amabuye y'agaciro kubera imiterere yabo. Isosiyete cyangwa Koperative ishobora kwerekana ko yubashye abakozi b'igitsina gore ifata ingamba zo gukumira no kurwanya ihohoterwa rishingiye ku gitsina ndetse no guha abakozi b'igitsina gore imyenda y'akazi yabugenewe. Amahugurwa anayo ni ingenzi mu gufasha abagore n'abagabo gusobanukirwa uruhare uburinganire mu guteza imbere akazi.

## 12 Gupfira no gukomerekerwa ahakorerwa akazi

Akazi no gucukura amabuye y'agaciro ni akazi karimo ibyago byinshi. Impanuka zirimo urupfu zibera ahakorerwa akazi ahacukurirwa amabuye y'agaciro zikunda kubaho, ku isi yose. Isosiyete y'ubucukuzi bw'amabuye y'agaciro ishobora kwirinda no kugabanya ibyagoby'umutekano w'ahakorerwa akazi itangaza ikanakora iperereza ku mpanuka n'impfu byabayeho. Uruganda rwo gucukura amabuye y'agaciro rugendera cyane ku bafite amasezerano, rero ni ingenzi ko sosiyete inatanga amakuru ku bantu bapfuye bari bafite amasezerano, kugira ngo itange ishusho yuzuye y'imiterere y'umutekano w'abakozi bayo.

## 13 Guhugura abakozi

Hakurikijwe Umuryango mpuzamahanga ushinzwe umurimo, nta muntu ugomba gukorera akazi ahacukurwa amabuye y'agaciro keretse uwo muntu yahawe amabwiriza n'amahugurwa bya ngombwa kugira ngo abashe kuba yakora akazi neza kandi mu mutekano. Rero, amahugurwa agomba kutavuga gusa ku ngamba z'umutekano n'ubutabazi bwihutirwa, akanavuga ku bumenyi bwa tekiniki. Guha ubumenyi no guhugura abakozi bishobora gutuma batanga umusaruro wisumbuyeho mu kazi.

## 14 Umushahara wo kubaho mu buzima buboneye

Umushahara wo kubaho ni kimwe mu bituma abakozi n'imiryango yabo babona iby'ibanze ariko bakanabaho ubuzima buboneye, bakaba hejuru y'umurongo w'ubukene no kubasha kujya aho abantu bateranira no mu bijyanye n'iby'umuco. Umushahara wo kubaho ni uburenganzira bw'ibanze. Isosiyete y'ubucukuzi bw'amabuye y'agaciro itera intambwe zo gukora ku buryo abakozi bayo n'abakorera ku masezerano bishyurwa umushahara wo kubaho bashobora gushimangira imikoranire n'abakozi, kunoza ishyaka ry'abakozi n'umusaruro batanga no kugaragaza ko yubashye uburenganzira bw'abakozi bayo.



## 15 Abakozi batanga ibirego n'ibyo batishimiye

Isosiyete yubaha abakozi bifuzza kumenya no kugira icyo ikora ku mpungenge abahatuye bafite. Harimo gushyiraho uburyo bwemewe (bwitwa uburyo abakozi batangamo ibirego) kugira ngo buhe abakozi uburyo bwo kwandikisha ibirego mu rwego rwo gutuma impungenge bafite zibonerwa umuti na sosiyete. Uburyo bwo kugaragaza ibitishimiye mu buryo buboneye butuma habaho imikoranire myiza hagati ya sosiyete n'abakozi bayo. Isosiyete ishobora gutuma icyizere cyiyongera mu gikorwa cyo kugaragaza ibitishimiye ishira ahagaragara uko uburyo bwo kugaragaza ibitishimiye bukoreshwa ni uko sosiyete iri gutera intambwe mu gukora ku buryo ibirego bikemurwa mu buryo bunozze.

Kugira ngo ubone neza ishusho y'ibibazo bijyanye no gucukura amabuye y'agaciro habungabungwa ibidukikije, ushobora gusura urubuga rwa Responsible Mining Foundation:

[www.responsibleminingfoundation.org](http://www.responsibleminingfoundation.org)

Ku bibazo n'ubufasha, andikira

[contact@responsibleminingfoundation.org](mailto:contact@responsibleminingfoundation.org)

### Icyitonderwa

Ibikubiye muri iyi nyandiko ntibigaragaza ibitekerezo by'abaterankunga, abacunga imitungo y'abandi n'abakozi b'umuryango wa Responsible Mining Foundation (RMF) n'abandi babyitabiriye mu rwego rwo kugishwa inama n'abajyanama bavugwa muri iyi nyandiko.

### Inyandiko yatangajwe ku buntu ku neza ya rubanda



Amakuru yose n'ibyanditse byahawe uruhushya hakurikijwe uruhushya rwa Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0). Abakoresha inyandiko bemerewe kuyisangiza no guhindura inyandiko ariko bagomba kugaragaza neza aho yaturutse, batanga ihuza ry'urwego rwatanzwe uruhushya no kugaragaza niba hari impinduka zakozwe. Inyandiko yahawe uruhushya ishobora kudakoreshwa ku mpamvu z'ubucuruzi cyangwa mu buryo burimo ivangura, gupfobya cyangwa ihungabanya. Iyo bivuzwe mu nyandiko, bigaragazwa ko ari: «Responsible Mining Foundation (RMF) (2020), 'Mine-Site Assessment Tool (Version 3)»