



Inyandiko yifashishwa mu isesengura ry'ahacukurwa amabuye y'agaciro

Izina ry'ahacukurwa amabuye y'agaciro:

Izina rya sosiyete:

Aho ari ho:

Itariki:

01 Akazi k'aho utuye

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Ishyira ahagaragara amakuru ku bantu bo mu duce twagizweho ingaruka bakora nk' abakozi ?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Ishyira ahagaragara umubare w'abantu bo mu duce twagizweho ingaruka bakorera abagiranye amasezerano na yo?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Ishyira ahagaragara umubare w'abagore bo mu duce twagizweho ingaruka bahabwa akazi nk' abakozi kandi bagahabwa akazi hashingiwe ku masezerano?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Ishyira ahagaragara umubare w'abantu bo mu duce twagizweho ingaruka bakora nk' abakozi kandi bakorera ku masezerano bazamuwe mu myanya myinshi ikomeye?	<input type="checkbox"/>	<input type="checkbox"/>

02 Gutanga amasoko mu gace utuyemo

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Ishyira ahagaragara umubare w'amafaranga ikoresha ku bicuruzwa na serivisi byo muri ako gace?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Ishyira ahagaragara ubwoko bw'ibicuruzwa na serivisi igura muri ako gace?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Harimo uduce twagizweho ingaruka mu iterambere rya gahunda y'itangwa ry'amasoko yo muri ako gace?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gushyiramo abagore bagizweho ingaruka mu iterambere rya gahunda y'itangwa ry'amasoko yo muri ako gace?	<input type="checkbox"/>	<input type="checkbox"/>

**03 Ubuziranenge bw'umwuka**

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Ishyira ahagaragara, ku buryo buhoraho amakuru y'ubuziranenge bw'umwuka kuri buri gikorwa cy'ikurikirana?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Kugaragaza igihe n'ahantu ubuziranenge bw'umwuka butageze ku bipimo byagenwe by'umwuka utekanye?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Harimo abatuye mu duce twagizweho ingaruka mu gufata ibyemezo mu gucunga ubuziranenge bw'umwuka?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Harimo ku buryo bufatika abagore bo mu duce twagizweho ingaruka mu gufata ibyemezo mu gucunga ubuziranenge bw'umwuka?	<input type="checkbox"/>	<input type="checkbox"/>

04 Ubuziranenge bw'amazi

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Ishyira ahagaragara, ku buryo buhoraho amakuru y'ubuziranenge bw'amazi kuri buri gikorwa cy'ikurikirana?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Kugaragaza igihe n'ahantu ubuziranenge bw'amazi butageze ku bipimo byagenwe by'umwuka utekanye?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Harimo abatuye mu duce twagizweho ingaruka mu gufata ibyemezo mu gucunga ubuziranenge bw'amazi?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Harimo ku buryo bufatika abagore bo mu duce twagizweho ingaruka mu gufata ibyemezo mu gucunga ubuziranenge bw'amazi?	<input type="checkbox"/>	<input type="checkbox"/>

05 Ingano y'amazi

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Gushyira ahagaragara, ku buryo buhoraho ingano y'amazi akurwa mu bidukikije?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Kuganira n'abatuye mu duce twagizweho ingaruka uko bacunga ibyo kubona amazi basangiye?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Gushyiramo ku buryo bugaragara abagore bo mu duce twagizweho ingaruka mu kuganira uko bacunga ibyo kubona amazi basangiye?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Harimo abatuye mu duce twagizweho ingaruka mu byemezo byafashwe mu mikoreshereze y'amazi?	<input type="checkbox"/>	<input type="checkbox"/>



06 Gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwa amabuye y'agaciro			
Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Guharanira ko abatuye mu duce twagizweho ingaruka bahawe amakuru y'igihe ibikorwa by'ubucukuzi bw'amabuye y'agaciro bihagarikiwe cyangwa bifungwe?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Harimo abatuye mu duce twagizweho ingaruka mu by'ikorwa ry'ibikorwa bya gahunda yo gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwa amabuye y'agaciro?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Guharanira ko abatuye mu duce twagizweho ingaruka bemeye gahunda yo gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwa amabuye y'agaciro muri ako gace?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gushyiramo ku buryo bugaragara abagore batuye mu duce twagizweho ingaruka mu by'ikorwa no kwemeza ibikorwa bya gahunda yo gusiba ahacukuwe amabuye y'agaciro n'ibikorwa bya nyuma yo gufunga ahacukurwa amabuye y'agaciro?	<input type="checkbox"/>	<input type="checkbox"/>

07 Gucunga imyanda yasizwe ahacukurwa amabuye y'agaciro			
Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Gushyira ahagaragara ahantu nyaho hari ububiko bw'imyanda hose?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Guharanira ko ahari ububiko bw'imyanda buri muri ako gace hashyirwaho ibyapa mu buryo bwumvikana n'abatuye aho kandi bigatekana ku bantu n'amatungo?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Gushyira ahagaragara agace nyako kagirwaho ingaruka igihe icyo kidamu cy'imyanda kigiriye ikibazo?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gupima ku buryo buhoraho impuruza n'ubundi buryo bw'iburira mu guharanira ko abakozi n'abatuye mu duce twagizweho ingaruka baburirwa mu gihe habayeho ikibazo mu habitse imyanda?	<input type="checkbox"/>	<input type="checkbox"/>

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

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Gushyira ahagaragara umubare n'ibibazo by'abapfuye byabayeho mu gace kahawe uruhushya rwo gucukurwamo amabuye ya'gaciro?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Guharanira ko abatuye muri utwo duce bahawe amakuru y'ibyo bakora mu gihe hari ubutabazi bwihutirwa bujyanye n'ubucukuzi bw'amabuye y'agaciro?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Harimo abatuye mu duce twagizweho ingaruka mu mu gupima izo gahunda zo gutanga ubutabazi bwihutirwa aho bukenewe?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gushyiramo ku buryo bugaragara abatuye mu duce twagizweho ingaruka mu mu gupima izo gahunda zo gutanga ubutabazi bwihutirwa aho bukenewe?	<input type="checkbox"/>	<input type="checkbox"/>

09 Abaturage batanga ibirego n'ibyo batishimiye

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Kugira uburyo bwo kugaragaza ibyo utishimiye ku batuye mu duce twagizweho ingaruka n'abantu ku giti cyabo mu kwandikisha ibirego n'ibyo batishimiye?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Guharanira ko abakozi b'abagabo n'abagore baboneka mu kwakira no kunonosora ibitishimiwe byatanzwe n'abaturage kugira ngo abagore bo mu duce twagizweho ingaruka babashe kuvugana n'abo bahuje igitsina?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Gushyira ahagaragara umubare n'amoko y'ibirego/ibitishimiwe byandikishijwe n'abatuye mu duce twagizweho ingaruka n'abantu ku giti cyabo?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Kuganira n'abatuye mu duce twagizweho ingaruka ku ngamba ziri gufatwa kugira ngo hirindwe ibirego/ibitishimiwe bisa?	<input type="checkbox"/>	<input type="checkbox"/>

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

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Guha ibikoresho by'umutekano biboneye ku bakozi babo bose n'abantu bakora nk'abafite amasezerano nta giciro batanze?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Guha uburyo buboneye bw'isukura n'ahahindurirwa imyenda ku bakozi bose n'abakorera ku masezerano?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Guharanira ko abagore b'abakozi bose babona uburyo buboneye bw'isukura n'aho guhindurira imyenda hatekanye kandi hatandukanye n'ahakoreshwa n'abagabo?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gushyira ahagaragara impuzandengo y'amasaha buri mukozi akora ku muni?	<input type="checkbox"/>	<input type="checkbox"/>

11 Abagore b'abakozi

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Gufata ingamba zo kwirinda guhozwa ku nkeke ku bagore b'abakozi?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Gufata ingamba zo kwirinda ihohoterwa rishingiye ku gitsina rikorerwa abagore b'abakozi?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Guharanira ko itangwa ry'imyenda y'akazi n'imyenda yo kwikingira yabugenewe imibiri y'abagore ku bagore bose bakora akazi n'abagore bakorerwa ku masezerano?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gutanga amahugurwa yo kumenya iby'uburinganire ku bakozi babo n'abantu bakorerwa ku masezerano?	<input type="checkbox"/>	<input type="checkbox"/>

12 Gupfira no gukomerekerwa ahakorera akazi

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Gushyira ahagaragara imibare n'ibyabaye ku bakozi bakomeretse n'abapfuye bibera ahakorera akazi?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Gushyira ahagaragara imibare n'ibyabaye ku bantu bakorerwa ku masezerano bakomeretse n'abapfuye bibera ahakorera akazi?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Kugira Komite ihuriweho ishinzwe umutekano n'ubuzima byo ku kazi igizwe n'abahagarariye abakozi n'abakoresha mu gusuzuma ibyago no gukora iperereza ku byabaye?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Guharanira ko abakozi b'abagore bahagararirwa mu bufatanye na komite ihuriweho ishinzwe umutekano n'ubuzima byo ku kazi?	<input type="checkbox"/>	<input type="checkbox"/>

**13 Guhugura abakozi**

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Guharanira ko abakozi n'abakorera ku masezerano bahabwa amabwiriza ya ngombwa mu gukora akazi kabo mu buryo butekanye kandi nta gukomereka?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Guha amahugurwa abakozi, nta giciro bishyujwe, kugira ngo hashyirweho uburyo bwo kubona ubumenyi bwa tekiniiki?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Guharanira ko abagore b'abakozi babona gahunda z'amahugurwa yose n'amahirwe yo kwiga?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Harimo abakozi bose n'abantu bakorera ku masezerano mu gupima gahunda zayo z'ubutabazi bwihuse?	<input type="checkbox"/>	<input type="checkbox"/>

14 Umushahara wo kubaho mu buzima buboneye

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Gusesengura urugero rw'umushahara rwa ngombwa ku bakozi n'imiryango yabo kugira ngo babone uko babaho ubuzima buboneye?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Guharanira ko imishahara y'abakozi babo ihura cyangwa irenga urugero rw'imishahara yo kubaho ubuzima buboneye?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Guharanira ko imishahara y'abakorera ku masezerano nayo ihura cyangwa irenga urugero rw'imishahara yo kubaho ubuzima buboneye?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Gushyira ahagaragara urugero ruto rw'imishahara ku bakozi b'abagore n'abagabo kuri buri rugero?	<input type="checkbox"/>	<input type="checkbox"/>

15 Abakozi batanga ibirego n'ibyo batishimiye

Ku hacukurwa amabuye y'agaciro, sosiyete:		Oya	Yego
a.	Gukora ku buryo bwo kugaragaza ibitishimiwe ku bakiriya bayo n'abakozi bakorera ku masezerano bandikisha ibirego/ibitishimiwe?	<input type="checkbox"/>	<input type="checkbox"/>
b.	Guharanira ko abakozi b'abagabo n'abagore baboneka mu kwakira no kunonosora ibitishimiwe byatanzwe n'abakozi kugira ngo abagore b'abakozi babashe kuvugana n'abo bahuje igitsina?	<input type="checkbox"/>	<input type="checkbox"/>
c.	Gushyira ahagaragara umubare n'amoko y'ibirego/ibitishimiwe byandikishijwe n'abakozi bayo n'abakorera ku masezerano?	<input type="checkbox"/>	<input type="checkbox"/>
d.	Kuganira n'abakozi, abakozi bakorera ku masezerano n'ababahagarariye ku ngamba ziri gufatwa kugira ngo hirindwe ibirego/ibitishimiwe bisa?	<input type="checkbox"/>	<input type="checkbox"/>



Ibyerekeye

01 Akazi k'aho utuye

Isosiyete ishyira ahagaragara imibare y'abantu bo mu gace ikoreramo bakora ahacukurwa amabuye y'agaciro muri ako gace igomba kugaragaza ubushake ifite bwo gushora imari mu bikorwa biteza imbere ubukungu n'abaturage bo muri ako gace. Gutangaza amakuru yihariye ku bakozi b'igitsinagore bifasha sosiyete kwerekana ko bari gukora uko bashoboye mu gutanga akazi n'aho bakorera ntiharangwe ivangura rikorerwa abagore. Kandi sosiyete yaguhya ishusho yuzuye kurushaho y'imiterere y'akazi ikwerekana umubare w'abantu bo muri ako gace bakora nk'abagiranye na yo amasezerano.

02 Gutanga amasoko mu gace utuyemo

Isosiyete icuruzwa ibicuruzwa na serivisi mu gace utuyemo ishobora gufasha iterambere ry'ubucuruzi n'ubukungu muri ako gace. Iyo sosiyete itanze amakuru ku masomo yo muri ako gace, bifasha ubucuruzi bw'aho kumenya amahirwe yo kuba abagemura ku hacukurwa amabuye y'agaciro ndetse no kwerekana uko ishishikariza abakora ubucuruzi muri ako gace kuba ababagemurira.

03 Ubuziranenge bw'umwuka

Guhumanya umwuka ni impungenge ikomeye ku bantu batuye mu duce twinshi twagizweho ingaruka n'icukurwa amabuye y'agaciro, kuko guhumanya umwuka bishobora kugira ingaruka ku buzima bwabo, umusaruro w'ibiribwa, amatungo yabo ndetse rimwe na rimwe imibereho yabo. Iyo sosiyete ishyize ahagaragara ubuziranenge bw'umwuka ukikije ahacukurwa amabuye y'agaciro no kuganira n'abatuye muri utwo duce ku buryo bacunga ubuziranenge bw'umwuka, bishobora kubaka icyizere no kugabanya ubwoba bujyanye n'ivumbi no guhumanya umwuka.

04 Ubuziranenge bw'amazi

Sosiyete ishobora gushyira ahagaragara amakuru ku buziranenge bw'amazi akaba ingenzi cyane ku batuye mu duce twagizweho ingaruka 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 munsu 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

Kubona amazi ni yo soko y'amakimbirane hagati y'amasosiyete acukura amabuye y'agaciro n'abatuye mu duce twagizweho ingaruka, by'umwihariko mu duce tubonekamo amazi make. Isosiyete ishobora kwerekana ko yubashye abatuye mu duce twagizweho ingaruka ishyira ahagaragara ingano y'amazi ikura ku masoko ari muri utwo duce iganira n'abatuye mu duce twagizweho ingaruka uko ikoresha amazi iba yazirikanye ko abantu bo muri ako gace 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 bifuzwa kubona aho hantu bameze igihe ibikorwa byo gucukura amabuye y'agaciro birangiye.

07 Gucunga imyanda yasizwe ahacukurwa amabuye y'agaciro

Ibidamu 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 yifuzwa 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 no kugabanya ibyago by'umutekano abakozi bahabwe ibikoresho by'ubwirinzi byabugenewe n'ubwiherero buboneye n'uburyo bwo gukraba intoki butekanye ku bagore n'abagabo. Ikurikiranabikorwa rinyuze mu mucyo ku ngengabihe y'akazi inashobora kubuza ibikorwa by'ihohoterwa.

11 Abagore b'abakozi

Abagore b'abakozi akenshi nibo baba bafite intege nke zo gukorera ahantu hadatekanye kandi hatabagwa neza mu hacukurwa amabuye y'agaciro. Isosiyete ishobora kwerekana ko yubashye abagore b'abakozi itera intambwe mu kwirinda guhozwa ku nkeke n'ihohoterwa rishingiye ku gitsina ndetse no guha abagore b'abakozi imyenda y'akazi yabugenewe n'iyi kwirinda. Amahugurwa aboneye ni ingenzi mu gufasha abagore n'abagabo gusobanukirwa uruhare uburinganire bw'ibitsina bugira no guteza imbere uburinganire ahakorerwa 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 bifuza 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 ishyira 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 rw'Umuryango wa Responsible Mining Foundation:

www.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)»