

## AMASEZERANO Y'UMURIMO

### Dushingiye kw'itegeko ringenga umurimo mu rwanda No66/2018 ryo kuwa 30/08/2019

Hagati ya **YAHOO CAR EXPRESS LTD**, ifite icyicaro mu Murenge wa **KANOMBE**, Akarere ka Kicukiro, Umujyi wa Kigali, ihagarariwe na **Bwana NGABO Jean Baptiste** Umuyobozi wayo ariwe mukoresha ;

Na

Madame, Mademoiselle, Bwana : ..... wavukiye mu ..... Tariki ..... utuye mu Kagari ka ..... Mu murenge wa ..... Akarere ka .....

Ubwenegihugu : .....

Indangamimerere (Etat Civile) : .....

Ufite irangamuntu cyangwa passeport n° ..... yatangiye ...../...../...../Yemeye kubushake bwe aya masezerano, yiteguye gukora neza akazi ashinzwe ariwe mukozi.

Hemejwe aya masezerano hakurikijwe amategeko agenga imirimo muri Repubulika y'u Rwanda.

### INGINGO YA 1: IMITERERE Y'AKAZI

Umukozi ashinzwe akazi ku ..... n'umukoresha ndetse n'abamwungirije.

### INGINGO YA 2 : IGIHE AMASEZERANO AZAMARA

Aya masezerano azamara imyaka itanu uhareye tariki ya ...../...../..... kugeza tariki ya ...../...../.....

Aya masezerano yongerwa cyangwa agaseswa hagendeye ku bwunvikane bw'imbande zombi

### INGINGO YA 3 : IBIREBANA N'UMUSHAHARA W'UMUKOZI

Umushahara Net .....frw buri kwezi.

Umushahara uzajya unyuzwa kuri banki hagendewe kuri compte yatanze n'umukozi.



#### **INGINGO YA 4: IBYO UMUKOZI ASABWA**

1. Umukozi asabwa gukorana umurava n'ubwitange akazi ashinzwe no gukora akandi kazi asabwe n'umukoresha.
2. Gufata neza ibikoresho bamuhaye nk'aho ari ibye, akanishingira kuba yariha ibyo yakonona igihe biturutse ku burangare bwe.
3. Kwirinda kumena amabanga y'akazi haba mu kazi cyangwa hanze yako.
4. Kubana neza n'abakozi bagenzi be.
5. Kudasiba nta mpamvu zifatika zihari cyangwa atabimenyesheje.
6. Kwirinda imvururu mu kazi,ubusinzi, guta imodoka,gutukana umusaruro muke ,cyangwa kwiba kuko umukozi ubifatiwemo yirukanwa nta nteguza nta ni mperekeza
7. Gutanga rapport y'ibikoresho bamuhaye kugihe harimo,imodoka ni byangobwa byayo ,Machines zikata amatike,ibikoresho byo mu biro ni bindi byangobwa yahawe.
8. Gukurikiza amategeko ngengamikorere ya societe ,yayarengaho akirukanwa nteguza nta n'imperekeza.
9. Umukozi yemeye ko yasomye amabwiriza ya yahoo car express kandi yemeye ko mugihe aguye mw'ikosa azahanishwa ibihano biteganijwe muri ayo mabwiriza
10. Umushofeli wese afite ikiruhuko cy'iminsi 6 mu kwezi, n'ukuvuga iminsi 72 mu mwaka.bityo bigaragara y'uko ikiruhuko cy'umwaka kirimo muriyo minsi.
11. Kubera imiterere y'imirimo y'ikigo ,buri mu kozi asabwa kuboneka igihe cyose bibaye ngobwa.

#### **INGINGO YA 5: IBYO UMUKORESHA ASABWA**

1. Guhembera umukozi ku gihe, kumuteganyiriza mw'isanduku y'ubwiteganyirize bw'abakozi no kumwishyurira T.P.R.
2. Gutanga amabwiriza atuma imirimo igenda neza.
3. Kugaragaza buri mwaka imikorere y'umukozi (évaluation)
4. Gukurikiza n'andi mategeko agenga umurimo muri Repubulika y'u Rwanda



#### **INGINGO YA 6 : GUSESA AMASEZERANO, NO GUSUBIKA AMASEZERANO**

1. Aya masezerano asubikwa mu gihe habayeho imirimo mike cyagwa igihe cyose habayeho guhagara kw'imirimo kubera impanvu zibiza n'ibindi bidaturutse kuri company.
2. Uruhande rusheshe aya masezerano rugomba gutanga integuza (préavis) y'iminsi 15 mbere y'uko amasezerano aseswa burundu.
3. Umukoresha agomba kumenyesha umukozi wirukanywe byibuze amasaha 48 mbere y'uko amasezerano aseswa.
4. Aya masezerano aseswa nta nteguza igihe cyose habaye ikosa rikomeye.

#### **INGINGO YA 7 : IMPAKA ZAVUKA**

Impaka zivutse zose hagati y'umukozi n'umukoresha, igihe zidakemuwe mu bwumvikane bumvikanishwa n'ushinzwe imirimo (Inspecteur du Travail) muri ako karere kandi bitashoboka hakiyambazwa izindi nzego zibifitiye ubushobozi.

#### **INGINGO YA 8: IBITAVUZWE MURI AYA MASEZERANO**

Hagomba kwifashishwa amategeko agenga umurimo muri Repubulika y'u Rwanda.

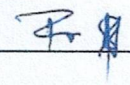
Bikorewe i Kigali kuwa ..... /...../.....

#### **UMUKOZI**

Umukono \_\_\_\_\_

Amazina .....

#### **UMUKORESHA**

Umukono  \_\_\_\_\_

Amazina Ngabo Jean Baptiste

Cachet

