

## AMAZESERANO Y'UMURIMO

Hagati ya:

**VOLCANO LTD**, ifite icyicaro i NYARUGENGE, Umujiyi wa KIGALI,  
ihagarariwe na Bwana **NIZEYIMANA Olivier** Umuyobozi Mukuru wayo akaba  
**"UMUKORESHA"**, na  
Bwana **Nyirinkwaya Theogene** wavukiye mukarere ka Nyanza / tariki **1/1/1983**  
mwene **Nyirinkwaya Jean Bosco** na **Mukamabano Beatrice** ufite irangamuntu  
**Nº 1198380165213176** yatangiwe **Nyanza/Busasamana** utuye mu murenge  
wa **Ndera** akarere ka **Gasabo Intara umugi wa Kigali** wanditse mu isanduku  
y'ubwiteganyirize bw'abakozi kuri **Nº 10967.2298** akaba "**UMUKOZI**,"

Twemeranyije ingingo zikurikira:

♦Ingingo ya mbere: impamvu yaya masezerano n'igihe amasezerano azamara.

- Aya masezerano ararebana n'umurimo wa **Chauffeur** muri **VOLCANO LTD**, akaba akozwe kumara igithe **kitanzwi**.

♦Ingingo ya Kabiri:Ibihembo namashimwe.

Impande zombi zumvikanye umushahara fatizo(salaire de Base) w'amafaranga **60.000frw** atangwa buri kwezi hatarimo imisanzu y'ubwiteganyirize bw'abakozi, imisoro ku bihembo n'indi misanzu inyuranye n'imisoro inyuranye hakurikijwe amategeko agenga\_umurimo mu Rwanda,

❖ Ingingo ya Gatatu: INSHINGANO ZU MUKOZI(Chauffeur)

- Gufungurira abagenzi imodoka kugira ngo binjire cyangwa basohoke
- Kugenzura ko abagenzi bose agiye gutwara bafite amatike ahuye n'isaha ahagurukiraho ;
- Kwita kucyo ari cyose gituma umugenzi yumva afite umutekano;
- Kwita ku mizigo y'abagenzi yapakiye no gucunga umutekano wayo;
- Gusubiza ibibazo by'abagenzi mu bwitonzi, ubwenge n'ikinyabupfura;
- Gutwara neza abagenzi no kubahiriza amategeko y'umuhanda;
- Kwita ku isuku y'imbere ndetse n'iy'inyuma y'imodoka;
- Kugenzura imikorere myiza y'imodoka uhoreye kuby'ibanze bya buri munsi mbere y'uko imodoka ijya mu muhanda (amavuta, amatara n'ibindi bikenerwa nk'ijeki, ipine ya rezerive n'urufunguzo rwayo, tiriyangere...) no kumenyesha ababishinzwe mu gihe hari ikitameze neza;
- Gutanga raporo ku gihe, igihe cyose hari ikibazo kigaragaye mu kazi;
- Gukora neza izindi nshingano zose ahawe n'umukuriye mu kazi.

❖ **Ingingo ya kane: inshingano z'umukoresha**

*Umukoresha yiyemeje:*

- Gukurikiza amategeko agenga umurimo ariho mu gihugu n'ibiranga Amabwiriza yihariye agenga umurimo muri **VOLCANO LTD.**
- Kwishyurira ku gihe umushahara fatizo(salaire de base) w'ukwezi yumvikanye n'umukozi ungana n'amafaranga **60,000 frw** hongeweho ibindi biteganywa n'amategeko y'igihugu n'agenga abakozi kimwe n'ibiteganywa n'amategeko yihariye agenga abakozi b'ikigo cya **VOLCANO LTD.**
- Gutanga imisanzu y'ubwiteganyirize bw'abakozi y'u Rwanda



- Kugenera umukozi ikiruhuko giteganyijwe n'amategeko y'umurimo mu Rwanda
- Kongera umushahara w'abakozi ho 4% ku mushahara fatizo(Salaire de base) buri mwaka

❖ **Ingingo ya gatanu: aho akazi gakorerwa**

Akazi gakorerwa aho ariho hose bitewe n'imiterere yako. Ariko igihe kakorewe aho kadasanzwe gakorerwa, umukozi yoroherezwa mu rugendo kimwe n'icumbi mu gihe kamusabye kurara.

❖ **Ingingo ya Gatandatu: Inyungu z'imibereho myiza:**

Buri mukozi wa **VOLCANO LTD** yemerewe kuvuzwa n'umuryango we.

❖ **Ingingo ya Karindwi : Ibyerekanye n'imyitwarire y'abakozi:**

Mu rwego rw'aya masezerano abayagiranye bemeranyijwe ko hashobora kubaho ibihano bya discipline birimo gucyahwa, gukatwa umushahara no kwirukanwa mu gihe byaba bikabije;

Ashobora guhagarikwa nta nteguza itanzwe mu gihe habayeho ikosa rikomeye nkuko bizaba byemejwe n'ubuyobozi bwa **VOLCANO LTD**. Umukozi na none asabwa kumurikira umukoresha ibikoresho yakoreshaga (Imodoka, Outillages ..... ) mbere yo kugenda. Iyo iryo kosa ryateye uburyozwacyaha mu butabera umukozi abazwa amakosa yakoze biturutse mu burangare bwe ariko ibyatewe n'impanuka isanzwe ntabikurikiranwaho n'umukoresha.

❖ Iningo ya Munani: uburyo bwo guhindura, no kuvugurura aya

masezerano:

Iyo inzego zigiranye aya masezerano zitabyemeranyijeho ukundi, aya masezerano asubirwamo buri mwaka hakurikijwe ubwumvikane bw'abayagiranye. Nyamara ibi ntibibuza ko abayagiranye bashobora gutegura ikindi gihe cyo guhura ngo bayasubiremo uwabisabye mbere asabwa gusa kubimenyesha undi mu gihe cy'iminsi 15 iyo umukozi atagejeje ku myaka itanu y'uburambe, naho iyo ayigejejeho icyo gihe kiba ukwezi cyangwa iminsi 30.

❖ Iningo ya cyenda : gukemura amakimbirane

Mu bihe bisanzwe aya masezerano ashobora guseswa igihe impande ziyagiranye zibyumvikanyeho hubahirijwe integuza y'iminsi 15 cyangwa 30 bitewe n'uburambe bw'umukozi.

Nyamara mu gihe habayeho ikosa rikomeye aya masezerano ashobora guseswa nta ntenguza itanzwe.

Ashobora kandi guseswa bitewe n'ibihe bidasanzwe kimwe n'ibiza. Iyo asheshwe muri icyo gihe nta buryozwe uruhande runaka rwakurikirwanwaho.

❖ Iningo ya cumi : gukemura amakimbirane

Mu gihe impande zombi zigiranye aya masezerano zitabashishije kuyubahiriza, ibibazo bivutse bikemurwa mu bwumvikane, iyo byanze hitabazwa inkiko zibifitiye ububasha(court competente).

❖ Iningo ya cumi na rimwe : ingingo z'agateganyo n'izisoza

✓

Ku bideganyijwe muri aya masezerano; abayagiranye bagendera ku mategeko agenga umurimo akurikizwa mu gihugu.

**Bikorewe i Kigali, kuwa 01/04/2016**

**N.B :** Aya masezerano akozwe mu nyandiko z'umwimerere ebyili (2) buri ruhande ruhawe inyandiko yarwo

VOLCANO LTD ,Ihagarariwe n'Umuyobozi Mukuru

**NIZEYIMANA Olivier**

**Nyirinkwaya Theogene**

**UMUKORESHA**



**UMUKOZI**

A handwritten signature in blue ink, appearing to read "Nyirinkwaya Theogene". Above the signature, the date "01/04/2016" is written in blue ink.