

AMASEZERANO Y'UMURIMO

Habaye amasezerano hagati ya:

VIRUNGA EXPRESS Ltd, Sosiyete ibarizwa kuri B.P. **5493**, yanditswe kuri TIN N°**102269784**, ibarizwa kuri Tel **0788300690/0788308620/ 0788300684**, email virunga2020@yahoo.fr ihagarariwe na **NIYITEGEKA BONAVVENTURE** Umuyobozi Mukuru wayo;

Ku ruhande rumwe, akaba yiswe Umukoresha muri aya masezerano;

Na

Bwana/Madamu **NSEKUYE Gilbert**, ufile ubwenegihugu bw'**Umunyarwanda**, ufile Indangamuntu/Pasiporo N°**1196880002566033**, wavutse ku wa **01/01/1968**, ufile telefone **0783266177**, utuye mu Mudugudu wa **Kiruhura**, mu Kagari ka **Kagenge**, mu Murenge wa **Mayange**, mu Karere ka **Bugesera**, mu Ntara y'**Uburasirazuba**;

Ku rundi ruhande, akaba yiswe umukozi muri aya masezerano;

Impamvu y'aya masezerano

Hakurikijwe amategeko y'urwanda, by'umwihariko itegeko n° 13/2009 ryo ku wa 27/5/2009 rigenga umurimo mu Rwanda, abagiranye aya amasezerano bemeranyijwe umwe ari Umukoresha naho undi ari Umukozi kandi mu rwego rwo kubahiriza inshingano kuri buri ruhande, bakaba biyemeje ibi bikurikira:

Ingingo ya mbere: imiterere y'amasezerano

Impande zombi zigiranye amasezerano y'igihe kitazwi (contrat à durée indéterminée).

Ingingo ya 2 : Imirimo umukozi azakora

Abagiranye amasezerano bemeranyijwe ko umukozi ashinzwe imirimo ijjanye **CHAUFFEUR** muri **VIRUNGA EXPRES Ltd**.

Ingingo ya 3: Aho umurimo uzakorerwa n'iyimurwa ry'umukozi

Umukozi azakorera akazi ke i **KIGALI** ariko mu nyungu z'akazi, ashobora no koherezwa n'umukoresha we gukorera akazi ke aho ariho hose mu Rwanda cyangwa mu mahanga, aho **VIRUNGA EXPRESS Ltd**, ikorera imirimo yayo.



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Ingingo ya 4: Inshingano z'umukozi

Umukozi afite inshingano zikurikira:

1. Kwibwiriza gukora akazi ashinzwe, kugira ubudakemwa, ubwitonzi, n'ubunyangamugayo mu mikorere ye;
2. Kubungabunga umutungo wimukanwa n'utimukanwa wa **VIRUNGA EXPRESS Ltd** akoresha mu kazi,
3. Gukora ibitabo byose bijyanye n'imicungire y'umutungo ashinzwe gucunga,
4. Kuzuza ibitabo n'izindi nyandiko nk'uko bitemanyijwe mu mabwiriza y'akazi,
5. Kwakira no korohereza abafite mu nshingano zabo ubugenzi bw'imbere mu kigo,
6. Kwakira neza abamugana ariko cyane cyane kubaha no guha serivise inoze, abakiriya ba **VIRUNGA EXPRESS Ltd**,
7. Kubahiriza amasaha y'akazi no gushyira mu bikorwa andi mabwiriza yose ahawe n'umukoresha ajyanye n'umurimo we.

Ingingo ya 5 : Inshingano z'umukoresha ;

Umukoresha afite inshingano zikurikira:

1. Kugenera umukozi aho gukorera umurimo ashinzwe.
2. Kuyobora no gutanga gahunda y'uko imirimo y'ikigo ikora.
3. Guhemba umukozi no kumutangira uwiteganyirize.

Ingingo ya 6: Ibijyaye n'igihe k'igeragezwa

Igihe cy'igeragezwa kimara amezi 6. Nyuma y'icyo gihe, umukozi aba ahawe akazi ku buryo buhoraho bidasabye indi nyandiko ibyemeza.

Ingingo ya 7: Ibijyanye n'amasaha y'umurimo

Igihe cyo gutangira no gusoza umurimo kigenwa n'umukoresha bitewe n'imiterere y'akazi umukozi akora. Abagiranye aya masezerano bumvikanye ko, bitewe nuko akazi ka VIRUNGA EXPRESS LTD gateye, umukozi ashobora gukora amasaha y'ikirenga ariko akoroherezwa nawe ahabwa iyihe cy'ikiruhuko mu rwego rwo kubahiriza amasaha y'akazi umukozi atagomba kurenza mu cyumweru.



Ingingo ya 8:Ibijyanye n'umushahara

Umukozi ahembwa umushahara ungana n'amafaranga y'urwanda (**150.000Frws**), nyuma yo kuvanwaho buri kwezi umusoro ku mushahara wemewe n'amategeko, n'amafaranga y'ubwiteganyirize bw'umukozi ashyirwa kuri konti y'umukozi mu isanduku y'ubwiteganyirize bw'abakozi(csr).

Ingingo ya 9: Ibijyanye n'ikiruhuko cy'umwaka

Nyuma y'umwaka umwe umukozi atangije akazi afite uburenganzira ku kiruhuko giteganywa n'amategeko. Iki kiruhuko agihabwa abisabye mu nyandiko isaba ikiruhuko kandi akaruijyamo ari uko abiherewe uburenganzira n'umukoresha we.

Igihe umukozi akeneye uruhushya rudasanzwe arusaba Umuyobozi Mukuru kandi nabyo akabikora mu nyandiko. Iminsi asabye ikazakurwa mu kiruhuko cy'umwaka.

Ingingo ya 10: Gusiba akazi ku mpamvu z'uburwayi

Iyo umukozi asibye akazi bitewe n'impamvu z'uburwayi agomba kuzana icyemezo cya muganga wemewe na Leta kibigaragaza. Ibura kukazi rirengeje iminsi ibiri (2) ku mpamvu itazwi, umukozi asabwa kuyigaragaza atabikora bigafatwa nk'ikosa rikomeye riteza umukoresha igihombo.

Ingingo ya 11: Inshingano y'imyitwarire myiza ku kazi

Umukozi ashinzwe gukora akazi yahawe neza. Agomba kandi kwirinda ibikorwa n'imyitwarire byakwangiza isura y'ikigo akorera imbere y'abakiriya bacyo ndetse n'imbere y'ibindi bigo byaba ibikora imirimo isa n'iy'umukoresha cyangwa imbere ya rubanda.

Ingingo ya 12: Kubahiriza amabwiriza ngengamikorere

Mbere yo gutangira imirimo ye muri VIRUNGA EXPRESS Ltd, umukozi ahawe kandi asomye amabwiriza ngengamikorere y'ikigo kandi yiyemeje kuyubahiriza. Mu gihe icyo ari cyo cyose ari mu kazi ke azanyuranya nayo bizafatwa nk'ikosa rikomeye.

Ingingo ya 13 : Ibanga ry'akazi

Nk'uko biteganywa n'amategeko, umukozi agomba kugira ibanga ry'akazi n'iryo yaba azi k'ubuzima bw'ikigo akorera kandi afite inshingano zo kuribungabunga, kurimena bigafatwa nk'ikosa rikomeye.

Ingingo ya 14: Gusesa amasezerano

Buri ruhande mu bagiranye aya masezerano rufite uburenganzira bwo kuyasesa. Uruhande rwiyemeje gusesa amasezerano ku bushake rugomba kubikora mu nyandiko kandi rugomba gutanga integuza y'iminsi 15. Uruhande urwo ari rwo rwose rutakubahiriza ibijyanye n'integuza, rwabitangira indishyi.



Umukozi ashobora kwirukanwa nta nteguza ku mpamvu z'ikosa rikomeye ariko akabanza kubimenyeshwa mu gihe cy'amasaha 48 ateganywa n'itegeko rigenga umurimo mu Rwanda .

Ingingo ya 15: amategeko ngenga mikorere

Impande zombi ziyemeje kubahiriza amategeko ngenga mikorere y'ikigo.

Ingingo ya 16: Gukemura impaka n'amakimbirane

Impande zombi zumvikanye ko impaka zavuka mu ishyirwa mu bikorwa ry'aya masezerano y'akazi zasuzumwa mu bwumvikane. Mu gihe izo mpande zidashoboye kumvikana ku mwanzuro uzinogeye, utanyuzwe akiyambaza inzira z'inkiko.

Ingingo ya 17: Iyubahirizwa ry'amasezerano

Aya masezerano atangira kubahirizwa ku itariki impande zombi ziyashyiriye ho umukono.

Aya masezerano akozwe mu nyandiko ebyiri z'umwimerere kandi buri ruhade rutwaye umwimerere warwo.

Bikorewe I Kigali, ku wa **18/04/2015**

UMUKORESHA

VIRUNGA EXPRESS Ltd (umukoresha) ihagarariwe n'Umuyobozi Mukuru

NIYITEGEKA Bonaventure

UMUKOZI

NSEKUYE Gilbert

