

## **AMASEZERANO Y'UMURIMO**

Habaye amasezerano hagati ya:

**VIRUNGA EXPRESS Ltd**, Sosiyete yanditswe muri RDB kuri TIN 102269784, na numero ya RSSB 3103389800000A, BP : 5493 Kigali - Rwanda, ibarizwa kuri Tel **0788308620/0788300684**, email [virunga2020@yahoo.fr](mailto:virunga2020@yahoo.fr) ihagarariwe **na KARANGWA DUSABE Jean Paul** Umuyobozi Mukuru wayo;

Ku ruhande rumwe, akaba yiswe Umukoresha muri aya masezerano;

**Na**

Bwana **RUGIRANGOGA Elias**

Ufite ubwenegihugu bw' **Umunyarwanda**, Indangamuntu/Pasiporo **Nº 1197680002701054**, wavutse ku wa **19/12/ 1976**, ubarizwa kuri Telephone **0784746424**, utuye mu Kagari ka **GISA** mu Murenge wa **RUGERERO**, mu Karere ka **RUBAVU**;

Ku rundi ruhande, akaba yiswe umukozi muri aya masezerano;

### **IMPAMVU Y'AYA MASEZERANO**

Hakurikijwe amategeko ya Leta y'u Rwanda, by'umwihariko itegeko n° 66/2018 ryo kuwa 30/08/2018 rigenga umurimo mu Rwanda, ndetse n'amasezerano y'umurimo yari asanzwe hagati y'izi mpande zombi, abayagiranye bemeranyijwe ibi bikurikira:

#### **Ingingo ya 1: imiterere y'amasezerano**

Impande zombi zigiranye amasezerano y'igihe kitazwi (contrat à delai indeterminé)

#### **Ingingo ya 2 : Imirimo umukozi azakora**

Abagiranye aya masezerano bemeranyijwe ko ari umukozi ushinzwe imirimo ijyanye no gutwara imodoka zitwara abagenzi (Chauffeur) muri **VIRUNGA EXPRES Ltd**.

#### **Ingingo ya 3: Aho umurimo uzakorerwa n'iylimurwa ry'umukozi**

Umukozi azakorera akazi ke i **NYARUGENGE**, ariko mu nyungu z'akazi ashobora no koherezwa n'umukoresha we gukorera akazi ke aho ariho hose mu Rwanda cyangwa mu mahanga.

#### **Ingingo ya 4: Inshingano z'umukozi**

Umukozi afite inshingano zikurikira:

- Kwibwiriza gukora akazi ashinzwe, kugira ubudakemwa, ubwitonzi, n'ubunyangamugayo mu mikorere ye;
- Kubungabunga umutungo wimukanwa n'utimukanwa wa **VIRUNGA EXPRESS Ltd** aioresha mu kazi,
- Kuzuza ibitabo byose bijyanye n'imicungire y'umutungo ashinzwe gucunga,
- Kuzuza Inyandiko zindi nk'uko biteganyijwe mu mabwiriza y'akazi,



- Kwakira no korohereza abafite mu nshingano zabo ubugenzi bw'imbere mu kigo,
- Kwakira neza abamugana ariko cyane cyane kubaha no guha serivise inoze, abakiriya ba **VIRUNGA EXPRESS Ltd**,
- Kubahiriza amasaha y'akazi no gushyira mu bikorwa andi mabwiriza yose ahawe n'umukoresha ajanye n'umurimo we.

#### Ingingo ya 5 : Inshingano z'umukoresha ;

Umukoresha afite inshingano zikurikira:

- Kugenera umukozi aho gukorera umurimo ashinzwe.
- Kuyobora no gutanga gahunda y'uko imirimo y'ikigo ikora.
- Guhemba umukozi no kumutangira imisanzu y'ubwiteganyirize.

#### Ingingo ya 6: 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 7 : Ibijyanye n'umushahara

• Umushahara fatizo ungana na:	37,229	Frws
• Amafaranga urugendo angana na:	37,229	Frws
• Amafaranga y'icumbi :	37,229	Frws
• Amafaranga ajyanye n'imiterere y'akazi (Heures Supplémentaire):	12,410	Frws
• Uruhare rw' umukoresha ku mafararanga y' ubwiteganyirize 5.3%:	4,604	Frws
• Umushahara mbumbe ungana na:	124,097	Frws
• Umusoro umukozi atanga ku mushahara ungana na :	21,229	Frws
• Uruhare rw' umukozi ku musanzu w' ubwiteganyirize 3.3% :	2,868	Frws
• Umushahara umukozi abona	100,000	Frws

#### Ingingo ya 8: Ibijyanye n'ikiruhuko cy'umwaka

Umukozi afite uburenganzira ku kiruhuko giteganywa n'amategeko. Iki kiruhuko agihabwa abisabye mu nyandiko isaba ikiruhuko kandi akakijyamo ari uko abiherewe uburenganzira n'umukoresha we. Igihe umukozi akeneye uruhushya rudasanze arusaba Umuyobozi Mukuru kandi nabyo akabikora mu nyandiko. Iminsi asabye ikazakurwa mu kiruhuko cy'umwaka.

#### Ingingo ya 9: 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 kugaragaza impamvu atabikora bigafatwa nk'ikosa rikomeye riteza umukoresha igihombo.

#### Ingingo ya 10: 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 11: Kubahiriza amabwiriza ngengamikorere

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

### Ingingoya 12 : 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 13: Gusesa amasezerano

Buri ruhande mu bagiranye aya masezerano rufite uburenganzira bwo kuyasesa. Uruhande rwi yemeje gusesa amasezerano ku bushake rugomba kubikora mu nyandiko kandi rugomba gutanga integuza iteganywa n'itegeko. 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 14: amategeko ngenga mikorere

Impande zombi ziyemeje kubahiriza amategeko ngenga mikorere y'ikigo.

### Ingingo ya 15: 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 16: Iyubahirizwa ry'amasezerano

Aya masezerano atangira kubahirizwa ku itariki impande zombi ziyashyiriye umukono, kandi akozwe mu nyandiko ebyiri z'umwimerere kandi buri ruhande rutwaye umwimerere warwo.

Bikorewe I Kigali, kuwa **01/02/2022**

#### UMUKORESHA

VIRUNGA EXPRESS Ltd, ihagarariwe n'Umuyobozi Mukuru

KARANGWA DUSABE Jean Paul



#### UMUKOZI

RUGIRANGOGA Elias