

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 ihagarariwe na **NSENGIYUMVA Richard** Umuyobozi Mukuru wayo;

Ku ruhande rumwe, akaba yiswe Umukoresha muri aya masezerano;

Na

Bwana AZERA Fabien

Ufite ubwenegihugu bw' **Umunyarwanda**, Indangamuntu/Pasiporo **Nº 1197980129626065** wavutse ku wa 12/02/1979, ubarizwa kuri Telephone 0788586247, utuye mu Kagari ka **Bwiza**, mu Murenge wa Mukarange, mu Karere ka **KAYONZA**.

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 azamara igihe kitazwi (*contrat a duree indeterminé*). Ariko akaba afite igihe cy'Igeragezwa kimara amezi atatu (3 Mois). Amezi yigeragezwa abarwa uhoreye igihe aya masezerano ashyiriweho umukono nimpande zombi.

Ingingo ya 2 : Imirimo umukozi azakora

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

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

Umukozi azakorerwa 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** akoresha 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 ubugenzuzi 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 ajyanye 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 igithe cy'ikiruhuko mu rwego rwo kubahiriza amasaha y'akazi umukozi atagomba kurenza mu cyumweru.

Ingingo ya 7 : Ibijyanye n'umushahara

• Umushahara fatizo ungana na:	34.569 Frws
• Amafaranga urugendo angana na:	34.569 Frws
• Amafaranga y' icumbi :	34.569 Frws
• Amafaranga ajyanye n'imiterere y'akazi (Heures Supplémentaire):	11.523 Frws
• Uruhare rw' umukoresha ku mafararanga y' ubwiteganyirize 5.3%:	4.275 Frws
• Umushahara mbumbe ungana na:	115.231 Frws
• Umusoro umukozi atanga ku mushahara ungana na :	12.569 Frws
• Uruhare rw' umukozi ku musanzu w' ubwiteganyirize 3.3% :	2.662 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'impamu z'uburwayi agomba kuzana icyemezo cya muganga wemewe na Leta kibigaragaza. Ibura kukazi rirengeje iminsi ibiri(2) ku mpamvu itazwi, umukozi asabwa kugaragaza impamu 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 imberé y'abakiriya bacyo ndetse n'imbere y'ibindi bigo byaba ibikora imrimo isa n'iy'umukoresha cyangwa imbere ya rubanda.

Ingingo ya 11: Kubahiriza amabwiriza ngengamikorere

Mbere yo gutangira imrimo 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 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 rwiyemeje 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 mpamu z'ikosa rikomeye ariko akabanza kubimenyeshwa mu gihe cy'amasha 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 01/01/2025

UMUKORESHA

VIRUNGA EXPRESS Ltd, ihagarariwe n'Umuyobozi Mukuru

NSENGIYUMVA Richard



UMUKOZI

AZERA Fabien

