

**AMASEZERANO Y'UMURIMO**

Aya masezerano agiranywe na:

"Kivu Belt Tours Ltd", ifite icyicaro mu Karere ka Nyarugenge mu mujyi wa Kigali, telefoni 0788355490 yiswe Umukoresha ku ruhande rumwe:

Na Madamu/Bwana.....ABIS.H.U.KA. Fulgence.....ufite indangamuntu  
nº.....1197880076541015.....yatangiwe.....ubarizwa mu  
Ntara.....Akarere.....Ngorere.....Umurenge.....

akagari ka.....ufite telefoni 0788670510....., konti ya banki:  
wiswe Umukozi ku rundi ruhande.

BPR Bank  
4492822240

Bumvikanye ibi bikurikira:

Kurundi ruhande,akaba yiswe umukozi muri aya masezerano;

Hakurikijwe amategeko y'urwanda by'umwihariko itegeko nimero 66/2018 ryo ku kuwa 30/08/2018 rigenga umurimo mu Rwanda,abagiranye aya masezerano bemeranyijwe ko umwe ari umukoresha naho undi ari umukozi kandi mu rwego rwo kubahiriza inshingano kuri buri ruhande,bakaba biyemeje ibi bikurikira:

**INGINGO YA 1: Imiterere y'amasezerano**

Impande zombi zigiranye amasezerano y'igihe cy'amezi atatu(3) yigerageza

**INGINGO YA 2: Imirimo umukozi azakora.**

Abagiranye amasezerano bemeranyijwe ko umukozi ashinzwe imirimo ijyanye na(D. Ruyer) muri KIVU BELT TOURS LTD

**INGINGO YA 3: Aho umurimo uzakorerwa n'iyimurwa ry'umukozi.**

Umukozi azakorerwa akazi . Bufuranda Rose..... ariko mu nyungu z'akazi ashobora no koherezwa n'umukoresha we gukorera akazi ke ahariho hose mu Rwanda cyangwa mu mahanga aho KIVU BELT TOURS ltd,ikorera imirimo yayo.

#### **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 KIVU BELT TOURS ltd akoresha mu kazi,
- Gukora ibitabo byose bijyanye n'imicungire y'umutungo ashinzwe gucunga,
- Kuzuza ibitabo n'izindi nyandiko 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 KIVU BELT TOURS 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 uwiteganyirize.

#### **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 KIVU BELT TOURS ltd gateye,umukozi ashobora gukora amasaha y'ikirenga ariko ayo masaha y'ikirenga agasimbuzwa ikiruhuko mu rwego rwo kubahiriza amasaha y'akazi umukozi atagomba kurenza mu cyumweru.

#### **INGINGO YA 7: Ibijyanye n'umushahara.**

Umukozi ahembwa umushahara ungana n'amafaranga y'urwanda.....  
*mwirorwatake na bishu maga na senda atanale kintanya i gena na  
na hana.....(135,695 Frw) 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 (RSSB).*

#### **INGINGO YA 8: Ibijyanye n'ikiruhuko cy'umwaka**

Nyuma y'umwaka umwe umukozi atangiye akazi afite uburenganzira ku kiruhuko giteganywa n'amategeko.iki kiruhuko agihabwa abisabye mu nyandiko isaba ikiruhuko kandi akajyamo ar' uko abiherewe uburenganzira n'umukoresha we.

Igihe umukozi akeneye uruhushya rudasanzwe arusaba umuyobozi mukuru kandi akabikora mu nyandiko.iminsi asabye ikazakurwa mu kiruhuko cy'umwaka.

**INGINGO YA 9: Gusiba akazi ku mpamvu z'uburwayi**

Mu gihe umukozi asibye akazi bitewe n'impamvu z'uburwayi agomba kuzana icyemezo cyo kwa muganga wemewe na leta kibigaragaza.ibura kukazi rirengeje iminsi 2 ku mpamvu itazwi ,umukozi asabwa kuyigaragaza atabikora bigafatwa nk'ikosa rikomeye riteza umukoresha igihombo.

**INGINGO YA 10: Inshingano n'imyitwarire myiza ku kazi.**

Umukozi ashinzwe gukora akazi yahawe neza.agomba kwirinda ibikorwa n'imyitwarire byakwangiza isura y'ikigo akorera imbere y'abakiriya bacyo ndetse n'imbere y'ibindi bigo byaba bikora imrimo isa n'iyumukoresha cyangwa imbere ya rubanda.

**INGINGO YA 11: Kubahiriza amabwiriza ngengamikorere**

Mbere yo gutangira imrimo ye muri KIVU BELT TOURS LTD,umukozi ahawe kandi asomye amabwiriza ngengamikorere y'ikigo kandi yiyeje kuyubahiriza. Mu gihe icyo aricyo cyose ari mu kazi ke akazanyuranya nayo bizafatwa nk'ikosa rikomeye.

**INGINGO 12: Ibanga ry'akazi.**

Nk'uko bitegenywa 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 gihe bagiranye aya masezerano rufite uburenganzira bwo kuyasesa.uruhande rwiyemeje gusesa amasezerano ku bushake rugomba kubikora mu nyandiko kandi rugomba gutanga integuza iri hagati y'iminsi 15 na 30 bitewe n'igihe impande zimaranye.uruhande urwo arirwo rwose rutakubahiriza ibijyanye n'integusa rwabitangira indishyi.

Umukozi ashobora kwirukanwa nta nteguza ku mpamvu z'ikosa rikomeye ariko akabanza akabimenyeshwa 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'amakibirane.**

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 wemejwe, utanyuzwe akiyambaza inzira z'inkiko.

**INGINGO YA 16:**

Aya masezerano atangira kubahirizwa ku itariki impande zombi zayashyiriyeo umukono. Aya masezerano akorwa mu nyandiko imwe y'umwimerere igahabwa umukozi umukoresha agasigáranan kopi yasinyweho n'umukozi.

**KIVU BELT  
TOURS Ltd**

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Bikorewe i Kigali ku wa 01/07/2025

**Umukoresha**

KIVU BELT TOURS ltd ihagarariwe n'Umuyobozi Mukuru

MWUNGUZI ALEXIS

Alexis MWUNGUZI



Umukozi Abishuко Fulgence

Leemba.