

## AMASEZERANO Y'UMURIMO

Mu gihe umukoresha yifuza gukoresha umukozi akemera gukorera umukoresha hubahirizwa ibikubiye muri aya masezerano y'umurimo;

Mu gihe kandi umukoresha ashaka kubona inyungu z'umusaruro w'ibyo umukozi akora umukozi na we akiyemeza gutanga umusaruro ukenewe mu kazi akora;

Hashingiwe ku itegeko rigenga Umurimo mu Rwanda nk'uko ryavuguruwe kugeza ubu, hamwe n'amateka ya Minisitiri arishyira mu bikorwa, Hagendewe ku bwumvikane bw'umukozi n'umukoresha biyemeje ubwabo kugengwa n'amasezerano y'umurimo no kubahiriza ishyirwa mu bikorwa ryayo nta buriganya, hakoze amasezerano y'umurimo ateye atya:

### **Ingingo ya 1:** Imyirondoro y'abagiranye amasezerano

Hagati ya:

Kigali Coach Tours & Travel Ltd ifite icyicaro mu Mujyi wa Kigali, Akarere ka Nyarugenge, Umurenge wa Muhima, Akagari ka Ubumwe, Umudugudu w' Isangano, mu nyubako za Centre Saint Paul, ihagarariwe na Bwana MUHIRWA David, Umuyobozi Mukuru wayo, Telefone 07.86.36.85.48, wiswe Umukoresha ku ruhande rumwe

na

Bwana MUGEMANYI Issa ufite Indangamuntu No 1197680087468002 yatangiwe Rwamagana/Kigabiro, na Telefone : 0788637698 akaba abarizwa mu Ntara y' Uburasirazuba, Akarere ka Rwamagana; Umurenge wa Kigabiro, Akagari ka Cyanya, Umudugudu wa Kabuye; wiswe Umukozi ku rundi ruhande.

### **Ingingo ya 2:** icyo amasezerano agamije

Aya masezerano agena uburyo bw' imikorere n' imikoranire hagati y' umukozi n' umukoresha aho umukozi yiyemeje gukora akurikije amabwiriza y' umukoresha, umukoresha na we akamuhembera imirimo yakoze.

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**Ingingo ya 3:** Imiterere y' amasezerano n' igihe azamara

Aya masezerano ni ay' igihe kitazwi kandi ashobora guhindurwa agikomeje bisabwe na rumwe mu mpande zayagiranye kandi bikoze ku bwumvikane bw' impande zombi.

**Ingingo ya 4:** Imiterere y' umurimo n'aho uzakorerwa:

Umukozi ahawe akazi ko gukora imirimo ye ku mwanya w' umyobozi w'ikinyabiziga(chauffeur). Iyo mirimo azayikorera ku muhanda Kigali-Musanze-Rubavu. Ariko ashobora no kwimurirwa aho Kigali Coach Tours & Travel Ltd ifite ibikorwa hose bitabanganiye uburenganzira bwe ku bijyanye n' umushahara n' ibindi asanzwe agenerwa mu rwego rw' akazi.

**Ingingo ya 5:** Urwego rw' umurimo

Umwanya w' umurimo umukozi ahawe uri mu rwego rw' umuporofesiyoneri.

**Ingingo ya 6:** Igihe cy' igeragezwa

Umukoresha n' umukozi bumvikanye ko umukozi yarangiye neza igihe cy' igeragezwa bityo ko nta kindi gihe cy' igeragezwa umukozi azongera gukora.

**Ingingo ya 7:** Inshingano z' impande zombi

Ingingo ya 7.1. Inshingano rusange z' umukozi:

Umukozi yiyemeje ubwe kubahiriza inshingano z' ingenzi zikurikira:

1 ° gukora ubwe akazi yahawe ku gihe no gutanga umusaruro;

2 ° kubahiriza amabwiriza y'umukoresha cyangwa umuhagarariye;

3 ° kwirinda icyahungabanya umutekano we n' uwa bagenzi be cyangwa uw' aho akorera;

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4 ° gufata neza no gukoresha neza ibikoresho ahawe n' umukoresha no kubisubiza igihe amasezerano arangiye kandi akirengera ibyabura cyangwa ibyakononekara biturutse ku burangare bwe;

5 ° kwitabira akazi ku gihe;

6 ° kurengera inyungu z' akazi;

7 ° kwirinda kugira uwo ari we wese abwira amakuru y' ibanga y' ikigo igihe cyose ari mu kazi n' igihe azaba atakiri mu kazi ka Kigali Coach Tours & Travel Ltd;

8 ° Kwemera igihe cyose kubahiriza Politiki n' amategeko byashyizweho n' umukoresha bigena uko umurimo ukorwa.

Ingingo ya 7.2 : Inshingano zihariye z' umukozi

Bitewe n' imiterere y' umwanya umukozi akoramo, umukozi afite inshingano zihariye zikurikira: (zigenwa n' umukoresha ashingiye ku miterere y' umwanya umukozi akoraho);

1° Gufata neza ibikoresho byo mu kazi yahawe no kubicungira umutekano;

2° Kubungabunga umutekano w' imodoka atwara no kugaragaza ibikwiye gukorwa ku gihe;

3° Gutwara neza imodoka ashinzwe yirinda amakosa kandi yubahiriza amategeko y' umuhanda;

4° Kwirinda gutwara abagenzi badafite amatike cyangwa imizigo itishyuriwe ngo ihabwe amatike;

5° Kwirinda gutwara imodoka yasinze, yanyoye ibisindisha cyangwa ibiyobyabwenge;

6° Kwirinda kubwira nabi abagenzi atwaye cyangwa kubakereza mu nzira



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Ingingo ya 7.3: Inshingano z' umukoresha

Umukoresha afite inshingano z' ingenzi zikurikira:

- 1) Gutanga amasezerano y' umurimo ku mukozi kandi umukozi agahabwa kopi yayo;
- 2) Guha umukozi akazi basezeranye, akagatangira igihe n' ahantu bumvikanye;
- 3) kuyobora umukozi kandi agakora ibishoboka byose kugira ngo akazi gakorerwe ahantu hameze neza, hubahirije ibijyanye n' ubuzima n' umutekano ku kazi;
- 4) guhamba umukozi umushahara basezeranye kandi ku gihe;
- 5) gushyira umukozi mu bwiteganyirize no kumutangira imisanzu mu kigo cy' ubwiteganyirize bw' abakozi mu Rwanda;
- 6) guha umukozi ibikoresho bimufasha mu kazi;

**Ingingo ya 8:** Amasaha y' akazi mu cyumweru

Amasaha y' akazi mu cyumweru ni ateganywa n' itegeko, uburyo yubahirizwa bugenwa n' umukoresha mu buryo bukurikira.

Bitewe n' imiterere y' akazi gashobora gutuma umukozi akora amasaha y' ikirenga, umukozi n' umukoresha bumvikanye ko igihe cyose umukozi asanze yarakoze amasaha y' ikirenga, yandikira umukoresha mu gihe kitarenze ukwezi agaragaza amasaha y' ikirenga yakoze kandi akayishyurwa mu kumuha ikiruhuko akwiye.

**Ingingo ya 9:** Umushahara, ibindi bijyana na wo n' ibikata k' umushahara

Umushahara mbumbe w' umukozi ku kwezi ni amafaranga ibihumbi ijana n' icyenda n' amafaranga magana atanu na cumi n' umunani (frw109,518) harimo indamunite z' urugendo n' icumbi kandi ugakurwaho ibiteganywa n' amategeko/Umushahara utahanwa w' umukozi ku kwezi ni amafaranga ibihumbi ijana. (frw100,000).

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**Ingingo ya 10:** Igihe n' aho umushahara wishyurirwa

Umushahara w' ukwezi w' umukozi wishyurwa mu mpera z' ukwezi umukozi yakozemo imirimo ariko bitarenze itariki ya 5 y' ukwezi gukurikira ukwakoziwemo imirimo kandi ugashyirwa kuri konti y' umukozi muri banki cyangwa ikigo cy' imari cyemewe.

**Ingingo ya 11:** Kwimurwa k' umukozi

Umukozi ashobora kwimurirwa aho ariho hose KIGALI COACH TOURS & TRAVEL LTD ikorera ku bw' inyungu z' akazi ariko bidahungabanyije uburenganzira bwe ku mushahara n' ibindi asanzwe ahabwa.

**Ingingo ya 12:** Ikiyuhuko cy' umwaka n' ibiyuhuko by' ingoboka

Umukozi yemerewe ikiyuhuko cy' umwaka kingana n' iminsi 18 y' akazi nyuma y' amezi 12 y' akazi. Umukozi yemerewe guhabwa ibiyuhuko by' ingoboka biteganywa n' amategeko kandi akabihabwa hubahirijwe ibiteganywa n' amategeko.

**Ingingo ya 13:** Isubikwa ry' amasezerano y' akazi

Aya masezerano ashobora gusubikwa biturutse kuri kimwe mu bintu bikurikira:

- 1) Guhagarika ibikorwa by' ikigo bitewe n' impamvu ntakumirwa nk' icyorezo, ibiza, intambara cyangwa ibyemezo cyangwa amabwiriza bya Leta;
- 2) habayeho guhagarika umurimo cyangwa gufunga ikigo hakurikijwe ibiteganywa n' iri tegeko;
- 3) umukozi ahagaritswe nk' igihano cyo mu rwego rw' akazi mu gihe cy' iminsi umunani (8) y' akazi idahemberwa;

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- 4) umukozi ahanishijwe igihano cy' igifungo kitarengeje amezi atandatu (6) cyangwa afunzwe by' agateganyo mu gihe kitarenze amezi atandatu (6);
- 5) ikigo gihagaritse imirimo yacyo by' igihe gito bitewe n' impamvu z' ubukungu cyangwa za tekini;
- 6) habayeho guhagarika umukozi ukorwaho iperereza mu rwego rw' akazi

**Ingingo ya 14:** Iseswa ry' aya masezerano y' umurimo.

Aya masezerano ashobora guseswa n' uruhande rubyifuza bitewe n' impamvu zifite ishingiro rubanje gutanga integuza mu nyandiko kandi hubahirijwe ibiteganywa n' amategako. Umukoresha yasesa aya masezerano y' umurimo hadatanze integuza mu gihe umukozi yakora ikosa rikomeye.

**Ingingo ya 15:** Iseswa ry' amasezerano ritewe n' ikosa rikomeye

Aya masezerano yaseswa n' umukoresha hadatanze integuza mu gihe umukozi akoze rimwe mu makosa akomeye akurikira:

- 1° ubujura;
- 2° uburiganya;
- 3° kurwanira ku kazi;
- 4° kunywera ibinyobwa bisindisha mu kazi;
- 5° kuba ku kazi yasinze cyangwa yanyoye ibiyobyabwenge;
- 6° gukora inyandiko mpimbano;
- 7° ivangura iryo ari ryo ryose ku kazi;
- 8° guhoza undi ku nkeke bifatanye isano n' imibonano mpuzabitsina;
- 9° gusaba, gutanga cyangwa kwakira ruswa cyangwa indonke;
- 10° kunyereza umutungo;

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11° kubona cyangwa gutanga mu buryo butemewe amakuru y' akazi y' ibanga;

12° imyitwarire ishobora gushyira mu kaga ubuzima n' umutekano by' abandi ku kazi;

13° ihohotera rishingiye ku gitsina mu kazi;

14° guhagarika imirimo mu buryo budakurikije amategeko;

15° kwangiza ibikoresho by' akazi ku bushake.

16° gukora igikorwa kigambiriwe cyateza ikigo igihombo;

17° ibindi bikorwa bifatwa nk' amakosa akomeye byakwemezwa n' ishyirahamwe ry' abatwara abagenzi mu buryo rusange (Public Transport)

**Ingingo ya 16:** Ibihano byo mu rwego rw' akazi

Igihe habayeho kwica amategeko, kutubahiriza inshingano ziri mu masezerano y' akazi cyangwa amategeko ngengamikorere y' Ikigo KIGALI COACH TOURS & TRAVEL LTD kandi hashingiwe ku buremere bw' ikosa n' ingaruka ryagize cyangwa rishobora kugira ku kigo, Ubuyobozi bw' ikigo bushobora gutanga kimwe mu bihano bikurikira:

- 1) kwihanangirizwa mu magambo hari umutangabuhamya cyangwa abatangabuhamya;
- 2) kwihanangirizwa mu nyandiko;
- 3) guhagarikwa by' agateganyo bitarenze iminsi umunani (8) y' akazi idahemberwa;
- 4) gusezererwa;

Uko urutonde rw' ibi bihano rukurikinye ntacyo ruvuze mu kubitanga kubera ko KIGALI COACH TOURS & TRAVEL LTD ifite uburenganzira bwo guhitamo igihano itanga hashingiwe ku buremere bw' ikosa ryakozwe n' ingaruka ryagize cyangwa rishobora kugira mu guteza igihombo cyangwa kwangiza isura y' ikigo.

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**Ingingo ya 17:** Gukemura impaka zavuka

Impaka zose zavuka mu ishyirwa mu bikorwa ry' aya masezerano zakemuka ku bwumvikane hagati y' umukozi n' umukoresha.

Mu gihe gukemura impaka mu bwumvikane bitashoboka, uruhande bireba rwashyikiriza ikibazo Umugenzuzi w'Umurimo w' aho ikigo gikorera.

Igihe gukemura impaka ku bwumvikane bitashoboka imbere y' Umugenzuzi w' Umurimo, uruhande rubyifuza rwashyikiriza ikirego urukiko rubifitiye ububasha.

**Ingingo ya 18:** ibindi bitavuzwe mu masezerano n' amategeko akurikizwa

Ibintu byose bidateganyijwe muri aya masezerano bijyanye n' iyubahirizwa ryayo cyangwa gukemura impaka zavuka, hakurikizwa ibiteganywa n' amategeko ya Repubulika y' u Rwanda


**Ingingo ya 19:** Ururimi n'umubare wa kopi amasezerano yakozwemo

Aya masezerano yakozwe mu rurimi rw'Ikinyarwanda mu nyandiko ebyiri (2) z'umwimerere buri ruhande rukagira kopi yarwo.

**Ingingo ya 20:** Igihe cyo gutangira gushyira mu bikorwa aya masezerano

Aya masezerano atangira kubahirizwa ku munsu yashyiriweho umukono n'impande zombi kandi ntibibangamira uburenganzira bw' umukozi ku bijyanye n' uburambe bwe mu kazi mu kigo.

Bikorewe i Kigali, kuwa 01/04/2024.....

  
.....  
Umukozi

  
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Umuyobozi Mukuru



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27.10.2025  
MUGEMANYI ISA  
