



## **AMASEZERANO Y'AKAZI**

Hashingiwe ku itegeko No 66/2018 ryo ku wa 30/08/2018 rigenga Umurimo mu Rwanda n'amateka yose arishyira mu bikorwa.

### **Umwirondoro w'abagiranye amasezerano y'akazi**

Aya masezerano y'akazi akozwe hagati ya East African Bus & Travel Ltd ifite icyicaro mu Mujyi wa Kigali, Akarere ka NYARUGENGE Umurenge wa KIMISAGARA, mu Kagari ka NYABUGOGO, ifite TIN 105356957. ihagarariwe na MURAMUTSA Felix ufite telefoni +250 7883078890 witwa "Umukoresha" kubufatanye na nyiri modoka ku ruhande rumwe,

na

Bwana **BUTOYA Aimable** mwene...**RURANGWA Alexic** na **MUKAMAZIMAKA Grace** ufite ubwenegihugu bw'u Rwanda, utuye Ntara **UMUJYI WA KIGALI** arere ka **GASABO** Umurenge wa **GATSATA**, Akagari ka **KARURUMA** Mu Mudugudu wa **RWINYANA** ufite indangamuntu N°1199880122078012. yatangiwe (**HUYE**) afite Telefone 0780629700 .na Numero y'ubwiteganyirize ..... yitwa "Umukozi" ku rundi ruhande; Humvikanye ibi bikurikira:

### **Ingingo ya 1: Icyo amasezerano agamije**

Intego y'aya masezerano ni ugushyiraho uburyo bwumvikanyweho bw'imikoranire n'imikorere y'umurimo hagati y'impande ziyagiranye.

### **Ingingo ya 2: Imiterere y'umurimo intera uriho n'aho akazi kazakorerwa**

Umukoresha agiranye n'umukozi amasezerano y'akazi **KO gutwara Imoodoka** Ako kazi kakazakorerwa mu mihanda yose East African ikoreramo. Umukozi kandi ashobora kwimurirwa aho ariho hose mu gihugu umukoresha akorera binyuze muri aya masezerano.

Ibirebana n'inshingano zirambuye kuri uyu murimo umukozi ahawe biri ku mugereka kandi bikubiye muri aya masezerano.

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

Aya masezerano ni ayo gukora umurimo wo **gutwara Imoodoka** uri mu rwego rwa "Service" mu gihe kitazwi, yatangiye gukurikizwa ku wa **01/05/2025** Uwo murimo nurangira amasezerano azaba arangiye.

Ashobora guseswa kandi igihe icyo aricyo cyose bitewe n'impamvu zumvikana, ariko hakubahirizwa ibyo amategeko ateganyaye.

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#### **Ingingo ya 4: Igihe cy'igeragezwa**

Igihe cy'igeragezwa kingana n'amezi atatu cyarakozwe kirarangira kandi cyagenze neza.

#### **Ingingo ya 5: Inshingano z'umukozi**

Bidakuyeho inshingano zihariye zijyanye n'umwanya w'akazi umukozi akoraho nk'uko ziri ku mugereka w'aya masezerano, Umukozi agomba kuzuza neza n'izi inshingano zikurikira:

- Gukora ubwe neza akazi yahawe n'umukoresha we nk'uko biri muri aya masezerano no gutanga umusaruro yitezweho.
- Kumvira amabwiriza ahawe n'umukoresha we cyangwa umuhagarariye no gukurikiza amategeko y'ikigo cyangwa ishami ry'ikigo cyangwa ahandi hantu agomba gukorera.
- Gufata neza ibikoresho yahawe byo kumufasha kuzuza inshingano ze no kubisubiza igihe akazi karangiye. Ibyangiritse kubera uburangare bwe akabyishyura.
- Kugira ibanga ry'akazi kabone n'aho yaba atagikorera iki kigo.
- Kugira umuco wo kubungabunga umutekano we n'uw'abandi bose, kwiubaha no kubaha abandi.
- Kwitabira akazi ku gihe no kurengera inyungu z'akazi.
- Gukorana umwete mu kazi no kugira ubunyangamugayo muri byose.
- Kugira isuku ku mubiri, ku myambaro, n'iyahakorerwa hose.

#### **Ingingo ya 6: Inshingano z'umukoresha**

Haseguriwe ingingo z'amasezerano zifasha umukozi kurushaho, umukoresha agomba kuzuza inshingano z'ingenzi zikurikira:

- Guha umukozi akazi basezeranye n'ibikoresho nkenerwa mu kazi ke Kuyobora umukozi kandi agakora ibishoboka ngo akazi gakorwe neza.
- Guhamba umukozi umushahara bumvikanye ku gihe.
- Kubahiriza ibirebana n'amategeko byose hatirengagijwe kubungabunga ubuzima n'umutekano w'umukozi.
- Gushyira umukozi mu bwiteganyirize bwa pansiyoni n'ibyago bikomoka ku kazi.

#### **Ingingo ya 7: Ibyerekeye umushahara**

Umukozi n'umukoresha bumvikanye umushahara uzajya wishyurwa buri kwezi ubazwe mu buryo bukurikira:

- Umushahara mbumbe ungana na: **n'amafaranga ibihumbi ijana na mirongo itandatu na bibiri n'amafaranga Magana n'inani mirongo icyenda n'umunani** y'u Rwanda (162,898 RWF) uvanwaho ibyo amategeko ateganya
- Uruhare rw'umukoresha ku mafaranga y'ubwiteganyirize 8.3% = **13,521 RWF**
- Umusoro umukozi atanga ku mushahara ungana na = **16,580 RWF**
- Uruhare rw'umukozi ku musanzu w'ubwiteganyirize 6.3% = **10,263 RWF**
- Kunganira ikigega cy'ubwisungane mu kwivuza: angana na 0.5% = **680 FWF** (by'umushahara utahanwa n'umukozi)
- Umushahara utahanwa ungana na **135,375 RWF**.



- Umukozi ahabwa kandi telefoni y'akazi (CUG) yishyurwa n'umukoresha imworohereza mu kazi ke.

Umushahara uzajya wishyurwa mu gihe cyumyikanweho unyujijwe kuri konti n° **100084933273** iri muri **BK**.

### **Ingingoya 8: Amasaha y'akazi**

Umukozi azakora amasaha 40 h mu cyumweru hashingiwe ku ngengabihe yatanze n'Umukoresha. Umukozi uri mu kazi ahabwa buri munsu isaha imwe yo kuruhuka. Bibaye ngombwa kubera imiterere y'akazi kandi hashobora gukorwa amasaha y'ikirenga. Amasaha y'ikirenga yakozwe yishyurwamo ikiruhuko kingana n'ayo masaha y'ikirenga.

### **Ingingo ya 9: Ibijyanye n'ibiruhuko**

- Buri cyumweru umukozi yemerewe ikiruhuko kingana 24h akurikiranye nk'uko biri ku ngengabihe.
- Umukozi ahabwa ibiruhuko by'ingoboka hashingiye ku byo amategako ateganya igihe yagize ibyiza cyangwa ibyago.
- Buri mwaka umukozi yemerewe ikiruhuko kibarwa ku munsu umwe n'igice buri kwezi.
- Uburambe mu kigo bwa buri myaka itatu bwongeraho umunsu umwe ariko ntibirenga iminsi makumyabiri n'umwe (21) y'ikiruhuko cy'umwaka gihemberwa. Ikiruhuko gishobora gufatwa mu byiciro bibiri.
- Umukozi w'igitsina gore wabyaye yemererwe ikiruhuko cy'ububyeyi cy'ibyumweru 14
- Umukozi kandi ahabwa ikiruhuko cy'uburwayi amaze kwerekana icyemezo cya muganga wemewe na Leta kimusabira ikiruhuko.
- Ibiruhuko by'ingoboka bitangwa hakurikijwe uko amategako abiteganya.
- Usibye ikiruhuko cy'icyumweru ibindi biruhuko byose umukozi abisaba mu nyandiko mbere, umukoresha nawe akamusubiza mu yindi.
- Gusiba nta ruhushya rwanditse rwatanze n'umukoresha ntibyemewe.

### **Ingingo ya 10: Kwimurira umukozi ahandi cyangwa ku wundi mwanya**

- Hashingiwe ku nyungu z'ikigo Umukoresha ashobora kwimurira umukozi ahandi ikigo gifite ishamba cyangwa ku wundi mwanya utari uwo yakoragaho. icyakora kwimurira k'umukozi ntibituma umushahara we ugabanuka. Umukozi wimurirwe ahandi agenerwa ikiruhuko cy'iminsi itatu (3) yo kwimuka.

### **Ingingo ya 11: Ibijyanye n'iseswa ry'aya masezerano**

- Aya masezerano ashobora guseswa kubera impamvu yumvikana mu buryo no mu gihe giteganywa n'itegeko rigenga umurimo mu Rwanda.
- Aya masezerano ashobora guseswa mu gihe cyose umwanya wo Gutwara imodoka utakiri ku rutonde rw'imyanya ya EA BUS LTD.
- C.** Aya masezerano ashobora kandi guseswa nta nteguza igihe cyose habayeho ikosa rikomeye ry'umukozi bikamenyeshwa umugenzuzi w'umurimo mu Karere. Urutonde rw'amakosa akomeye ashobora gutuma habaho gusesa amasezerano ruri ku mugereka w'aya masezerano:

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Gusesa amasezerano bikorwa hagati ya Nyir'imodoka na shoferi, bigashyirwa mu bikorwa na EA Bus...

- D.** Aya masezerano ashobora guseswa kubera impamvu yumvikana mu buryo no mu gihe giteganywa n'itegeko rigenga umurimo mu Rwanda.
- E.** Aya masezerano ashobora guseswa mu gihe cyose imodoka umushoferi yatwaraga itagikoreshwa na EA BUS LTD.
- F.** Aya masezerano ashobora kandi **guseswa nta nteguza** igihe cyose habayeho ikosa rikomeye ry'umukozi bikamenyeshwa umugenzuzi w'umurimo mu Karere. Mu makosa akomeye ashobora gutuma habaho gusesa amasezerano nta nteguza, harimo:
- Kwiba; Gukoresha imodoka mu nyungu ze bwite harimo no gutwara abantu atahawe mu kazi;
  - Kurwana, guteza intugunda mu kazi cyangwa kurema udutsiko tugamije ivangura cyangwa kwangisha abandi bakozi akazi;
  - Guhohotera cyangwa kubuza amahwemo abagenzi, abandi bakozi n'undi muntu wese ugize aho ahuriye n'inyungu za EA BUS LTD;
  - Gusiba cyangwa guta akazi nta mpamvu;
  - Gutwara abagenzi badafite amatike: shoferi azishyura EA Bus kandi **ibihumbi makumyabiri (20,000 Frws)** kuri buri mugenzi udafite itike, ashyirwe ku modoka atwara;
  - Gusiga nkana ku nzira abagenzi yagombaga gutwara nta mpamvu kandi atabimenyesheje abamuyobora mu kazi;
  - Kugonga cg kwangiza imodoka biturutse ku burangare bw'umushoferi (ubusinzi, kuvugira kuri telephone, umuvuduko ukabije mu gihe atwaye);
  - Kuvanga imizigo n'abantu;
  - Gutwara imodoka yanyweye ibiyobyabwenge (inzoga, urumogi, itabi);
  - Gucomokora speed governor abigambiriye;
  - Gutwara magendu
  - Imodoka igurisijijwe na nyirayo cg ayijyanye ahandi

#### **Ingingo ya 12: Igihe cy'integuza**

Mu gihe byaba ngombwa ko hagira uruhande rusesa aya masezerano, igihe cy'integuza kingana n'iminsi cumi n'itanu (15) mu gihe umukozi yaba amaze gukora igihe kiri muni y'umwaka n'iminsi mirongo itatu (30) mu gihe umukozi yaba amaze gukora igihe kingana n'umwaka cyangwa kirenga. Mu gihe hadatanze integuza mu nyandiko, Umukoresha yishyura umukozi amafaranga angana n'umushahara yari guhabwa mu gihe cy'integuza.

Umukoresha ashobora gusesa amasezerano y'umurimo hadatanze integuza mu gihe umukozi akoze ikosa rikomeye. Muri icyo gihe, umukoresha agomba kumenyesha umukozi mu nyandiko mu gihe kitarenze amasaha mirongo ine n'umunani (48) uhaye igihe ibimenyetso by'ikosa rikomeye bigaragariye kandi akagaragaza impamvu z'iseswa.

#### **Ingingo ya 13: Ibirebana no gukemura impaka zavuka**

Impaka zose zavuka mu ishyirwa mu bikorwa ry'aya masezerano, zakemuka ku bwumvikane bw'impande zombi (umukozi n'umukoresha) bidashobotse hakifashishwa inzira ziteganyijwe n'amategeko ari zo kwitabaza Intumwa z'abakozi mu kigo (igihe zihari), bidakemutse uruhande bireba rushyikiriza ikibazo Ubugenzuzi bw'umurimo mu Karere Umukoresha yanditsemo, cyangwa se aho amasezerano yakorewe kugira ngo nawe agerageze gukemura mu bwumvikane. Mu gihe kumvikana bidakunze uruhande bireba rubishyikiriza inkiko zibifitiye ububasha .

#### **Ingingo ya 14: Amategeko ngengamikorere y'ikigo**

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Umukozi ahabwa kopi y'amategeko ngengamikorere y'ikigo nyuma yo gushyira umukono kuri aya masezerano kandi ni kimwe mu bice biyagize.

**Ingingo ya 15: Ibindi**

Ku birebana n'ibindi bitasobanuwe muri aya masezerano, impande zombi zizakurikiza ibiteganywa n'amategeko n'amabwiriza igihugu kigenderaho.

Aya masezerano asimbuye mu ngingo zose ayabanyirije, keretse ibirebana n'uburambe ku kazi ku bari bafite amasezerano y'akazi y'igihe kitazwi.

**Ingingo ya 16: Ishyirwa mu bikorwa ry'aya masezerano**

Aya masezerano atangira kubahirizwa ku munsu yashyiriweho umukono n'impande zombi.

Bikorewe i Kigali, mu nyandiko ebyiri (2) ku wa .....01...../...05.../2025.

**Umukozi**

Amazina n'umukono

BUTONA NIMODOKA



**Umukoresha**

Anazina n'umukono



**Nyirimodoka**

Amazina n'umukono

Christine Uuyiteshi





## UMUGEREKA WA 1 : INSHINGANO ZIHARIYE Z' UMUKOZI UTWARA IMODOKA

Gutwara imodoka ifite plaque N° **RAE865I** ya **KAYITESI Christine** ikorera muri EA BUS LTD

- Kwita ku modoka ahawe gutwara akiyigirira isuku, akamenya n'ibyo ikeneye byose kugira ngo akazi gashobore gukorwa neza kandi mu gihe gikwiriye ;
- Kumenya igihe imodoka ikeneye kujya mu igarage;
- Kumenya niba imodoka atwaye ifite ibyangombwa bikwiye: (assurance, contrôle technique, autorisation de transport, ipatante, n'ibindi bikoresho nkenerwa) mbere yo kuyitwara ;
- Gutwara courriers ahawe na EA BUS LTD no kuzigeza aho zigomba kugezwa mu buryo bunoze;
- Kugenzura ko abagenzi bose atwaye bafite amatike no kwita ku mizigo yabo;
- Kwambara uniform no kugira ibyangombwa biranga umushoferi.

## UMUGEREKA WA 2: URUTONDE RW' IBIKORWA BIFATWA NK'AMAKOSA AKOMEYE HASHINGIWE KU ITEKA RYA MINISITIRI No 002/19.20 RYO KU WA 17/03/2020.

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

Bikorewe i Kigali, mu nyandiko ebyiri (2) ku wa...01...../05..../2025.

Umukozi

Umukoresha

Nyirimodoka

Amazina n'umukono

Amazina n'umukono

Amazina n'umukono

Buf.oy A. N. M. N. N. N.



Christine Kayitesi

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