

**IJAMBO RISHIKIRIJWE NA NYENICUBAHIRO UMUKURU  
W'IGIHUGU C'UBURUNDI KU MUSI MPUZAMAKUNGA  
W'ABAKOZI**

**Ndaramukije Abarundi bose iyo bava bakagera, n'incuti  
z'Uburundi, ndababwira nti : ni mugire amahoro, ibikorwa  
n'iterambere !**

**Bavukanyi, Barundi, Barundikazi,**

**Bakozi, Bakoresha,**

- 1. Imana Mushoboravyose, Nyen'ubutungane nishemezwe yoyo  
yaduteye iteka tugashika kuri uno muni turi mu mahoro  
n'umutekano kandi turi ku kivi.**

**Bavukanyi mwese,**

**Bakozi namwe bakoresha ;**

- 2. Kw'igenekerezo rya 01 rusama, abakozi bo mu Burundi  
barifadikanya n'abo mu bindi bihugu mu guhimbaza Umusi  
Mpuzamakungu wahariwe Abakozi n'Akazi.**

**Iki ni ikiringo c'uko abakozi n'abakoresha baja hamwe kugira  
biginane, bongere birimbure kandi bigire inama yo gutunganya  
akazi neza kugira umwimbu wiyongere.**

**Ni na ho havuye icivugo c'uyu mwaka kivuga kiti :**

**“Dukomeze ibikorwa, ku buryo umwe wese arimbura ivyo  
yakoze ».**

3. Iki civugo kitwereka ko ata n’umwe arekuriwe kuba « mbegera mire », ko twese dutegerezwa gukora, ariko kandi tukagira umwimbu uharurika, ni ukuvuga umwimbu uwo ari we wese abona n’amaso yiwe.

4. Aha mwese murazi icatumye Uburundi butava aho buri mw’iterambere.

Ni amahoro n’umutekano vyari vyabuze, bituma ata n’umwe agira umwizero wa kazoza ngo ashobore kugira umugambi azokwungukamwo ejo bukeye. Bose bumva ko ari ukubaho ku musi ku musi, ari co gituma igisata c’abikorera ivyabo cagiye kiracumbagira kandi ari co gisata giteza imbere igihugu.

5. Uno musi rero duhuriwe duhishije kuko tuwuhimbaje turi mu mahoro n’umutekano mu gihugu cose, ukaba ubaye kandi hari umwumvikano hagati ya Reta, abakozi n’abakoresha.

Kuri uyo mwumvikano, turashimiye abagize umugwi w’igihugu ujejwe gutatura amatati hagati y’abakozi n’abakoresha.

Turazi ko ibibazo vyo mu kazi bitigera bibura, nakare Abarundi bavyihweje ni bo bihaye kubitegera bati : « Ahari abantu hama urunturuntu ». Umwe wese arakeneye akarusho ku wundi, ni co gituma ari ngombwa ko baguma baganira kugira inyishu ive muri bo nyene.

Barundi, Barundikazi,

Bakozi, Bakoresha,

6. Twirimbuye tutibabarira, ariko kandi tutifyeta ibitarunze, dusanga uyu mwaka twawimbuyemwo ivyiza bitari bike. Ivyo na vyo muri rusangi, tubikesha ukuntu Abarundi bahinduye uko bahora biyumvira : kare igisata c’uburimi cari cahebewe abitwa abakene, abize amashure bakagica kure. Umurimi bamwita

nyarucari ; none ubu n'abakire baracijukiye kuko babonye ari ho koko hagwiza umwimbu.

Ubu Abarundi basigaye bahurumbira gukorera hamwe mu makoperative uko batahora, mbere barijukiye n'ubwenge bwo guteranya amatongo.

Mu gisata c'Uburimyi, umwimbu warabaye mwiza cane, uku si ukwihema ; abaronse akabiri mu gushora umusesekara barabizi. Mbere ngaha nciye ntera akamo abagwizatunga bahingura kuja ku kivi kugira bahingure, umwimbu ushobore kubikika no gushorwa ku masoko mpuzamakungu.

7. Nkiri ngaha nyene, mu gisata c'amahinguriro, twarabonye ko hagwijijwe amahinguriro matomato, mbere na maninimanini turafise icizere ko agiye kugwira kuko ubuza gusha buratagata.

Turabona ko ubu abanyabwenge bariko barabukoresha mu kuremarema utuntu dushasha, abakora ama mashini yo guhingura, mbere n'abahingura imiduga bakaba batanguye canke abakora utumashini dukora mu burimyi.

8. Mu gisata ca mukerarugendo na ho nyene abikorera utwabo ntibicaye. Ivyo bikaba ari vyo bituma ata mwenegihugu abura ico akora, kuko n'uwubuze ivyiwe akora akorera abandi, bakamuhemba hanyuma akibeshaho.

9. Aha ni n'akaryo ko gusuzuma ko ivyo abakozi basavye abakoresha mwakuyu biratorerwa inyishu.

Naho inzego z'igihugu atari inkoresha mu vy'ukuri, abakorera igihugu nabo barafise ivyo basaba hanyuma ababijejwe bakabironderera inyishu ku neza ya bose.

Aha ni ho mbere ho gusubira kwibutsanya ko Reta atari umukoresha nka barya bandi bikorera ivyabo. Abakora mu bisata

vya Reta, ni abasuku b'abenegihugu, baba bariko bitangira abenegihugu.

Muri icyo gikorwa rero na bo barafise uburenganzira bwo kuraba ko hari ikiri mu kigega ngo kibaramire, bakore batekaniwe mu mutima, kuko mu nda harara inzara hakazinduka inzigo.

10. Mu gisata c'abakozi ba Reta, dusuzumye dusanga ibitari bike vyaratorewe umuti, ibindi bikaba bibandanya, bivuye ku kungene ikigega cifashe.

11. Abakozi ba Reta barenga 90% bararonse uturusho twari twarahagaritswe kugira dushobore kwegeranya ubusumbasumbane bw'impembo bwibonekeza mu bisata vya Reta.

Ndetse n'abakozi b'igihugu bari inyuma cane mu gahembo, canecane abajejwe amahoro n'umutekano n'ibindi bisata, barongerejwe ku rugero rushimishije, ababijewe bakaba baguma baharura ingene umukozi w'igihugu yoramirwa mu vyo akora.

12. Ntitwovuga ko Reta yatanze akazi kuko abandi bobaza igituma nabo batagahawe kandi ari abana b'Uburundi. Ahubwo ibisata vy'igihugu vyari bikeneye abakozi kurusha ibindi vyarabaronkejwe, hakaba hinjijwe abakozi bashasha bashika 2.874 mu gisata c'indero, abashika 160 mu gisata c'amagara y'abantu.

Ngaha nagira nkebure Abarundi batwarira hejuru batabajije ko abo bose binjijwe bakoze ikibazo bataravye nkunzi, mbere n'abagize amadidane bararonkejwe umwanya wo kwitwara, abatarira busema bararenganurwa.

**13. Ku bijanye n'ukwigisha canke gukarahiriza ubwenge urwaruka kugira rwitunganirize imigambi yarwo, naho nyene harakozwe ibitari bike:**

**Umugambi w'igihugu PAEEJ warashoboye kwigisha uyu mwaka urwaruka rungana 114.984, hakaba havutse n'amakoperative 3473 y'urwaruka yatunganijwe n'inani z'urwaruka hagati mu gihugu;**

**Muri uwo mugambi wa PAEEJ kuva utangura, urwaruka rungana 38. 664 rwararonkejwe akazi, kandi ico gitigiri gigenda ciyongera. Nko kuva uno umwaka utanguye, hamaze gutangwa ubuzi ku rwaruka rungana 3.485.**

**Kubera iyo migambi iciye muri ayo makoperative, twaragize ibiharuro, dusanga ubuzi buzovukamwo bwababa 34.032;**

**Bakozi, Bakoresha,**

**14. Mu buzima hama hariho ahaduga n'ahamanuka. Duhimbaje uyu musu mukuru mu gihe amakungu ariko arahangana n'ibibazo bitari bike.**

**15. Ingaruka za ca kiza COVID 19 n'ubu ziracadusesereza, hakiyongerako ibihe vy'intambara isi iriko icamwo, ituma n'abahora baterera mw'iterambere bitwararika ubuzima bw'abenegihugu bari mu ntambara kurusha.**

**Izo ntambara nyene ziranasinzikaza imihora y'ubudandaji mpuzamakungu, gushikirwa n'ibigurirwa kure bikaba ingorane canecane nk'ibi bihugu vyacu bitagira ibivuko kw'ibahari.**

16. Duhimbaje uyu musu mukuru kandi amakungu yose ari mu kangaratete kubera impanuka ziva ku biza vy'ihindagurika ry'ibihe, n'Uburundi burimwo.

Ibihe n'ikirere vyaduhindutse, imvura y'isegeya iriko ihitana abantu n'ibintu....inzuzi n'ibiyaga biriko birasesa, abantu bagateshwa izabo, ibintu bikononekara ku rugero rudasanzwe, n'ibindi.

Nagira mfate akanya ko guhoza no kwifatanya n'abenegihugu bose bariko barashikirwa n'ivyago biturutse kw'ihindagurika ry'ibihe, tubamenyesha ko Reta iriko irakora ibishoboka vyose kugira ngo boroherwe mu buzima bwabo n'imiryango.

17. Ibi biza vyose tuvuze birafise ingaruka mbi ku butunzi bw'igihugu, ari bwo butuma inzego z'igihugu zigira aho zishika gusa mu kuramira abenegihugu. Turateye n'akamo Abarundi bose kugumya umutima kuko nta mvura idahita. Ntitwota ubwoko ngo dute umutwe, kuko ngo uheza kugoka ibigori bikera.

Turasavye kandi Abarundi bose kugira umutima wo gufatana mu nda wanye uranga ba sokuru, mu gushigikira mu buryo ubu canke buriya abahuye n'ivyo vyago, tukaba tubaye turakengurukira uwo wese amaze kugira ico akora mu ntumbero y'ukuramira abahanzwe n'amahano batahamagaye, haba mu kubaha indaro canke utwo bafungura.

Barundi benewacu ;

18. Naho biri uko, iki ni igihe co kwiha isomo.

Ku vyereye uru rugamba rwo guhangana n'ibihe, murabizi ko isi yose yama mu manama yo guhangana na vyo. Ngaha iwacu, hari

ivyo twoshobora kugwanya twebwe nyene kuko ata mazi ava hanze y'igihugu ngo yinjire iwacu.

Mu gihe Abarundi bose bofata nka nkama ka kamo twabatera ko guca imikobeko no gutera ibiti bibana n'ibiterwa, tukimba vya binogo vyo gushiramwo amazi y'imvura ava ku gisenge c'inzu mu ngo zacu, imyuzurira mu nzuzi yogabanuka.

19. Tumenye kandi ko ihindagurika ry'ibihe ritazana gusa imvura y'isegenya, riranazana n'uruzuba. Ni haba mu karere kacu haguye imvura y'umurengera, tumenye ko hari ubundi burere na bwo bwabuze imvura.

Ni co gituma n'ubu nsubiye kubatera akamo ko twokingira imyonga yacu, tubike amazi y'imvura, twongere tumenyere kurima mu ci tuvomera.

Turashimiye abenegihugu bamaze kwerevuka, bakavomera mu ci; ari co catumye umwimbu ugwira mu gihugu.

Twese duhamagariwe kubigana muri iyo ngendo nziza.

Barundi mwese bavukanyi;

20. Tukiri ku vyatumye umwimbu ugabanuka, uretse ivyo bitatuvuyeko, hari n'ivyavuye ku bubegito bw'abakorera igihugu.

Ivyo na vyo, ni uko hacibonekeza ku ndongozi agatima ko kudakunda igihugu n'abenegihugu, bikabonekera ku bunebwe, gukoresha nabi ubutunzi bw'igihugu, kurya ibiturire, ikena ry'akarangamutima mu kazi ka Reta, hamwe no kudakurikiza intumbero y'igihugu mu vyo ukora.

21. Ivyo rero na vyo bidusaba kwisubirako, hanyuma abadashaka guhinduka bafatirwe izindi ngingo zotuma baja ku

kivi. Kandi abo na bo bomenya ko ubu tugiye gukora ibishoboka vyose kugira amategeko agenga ibikorwa vya Reta akurikizwe.

22. Ni co gituma mbaye ndabamenyesha ko tugiye kuzokoresha ubuhinga bwa none bimwe bita « système de pointage électronique », ku buryo uwusivye ku kazi, uwucerewe canke acereza akazi azoboneka bukwi na bukwi.

Barundi, Barundikazi,  
Bakozi; bakoresha,

23. Twavuze abakozi ba Reta! Twashaka kubamenyesha ko n'abo mu gisata c'abikorera ivyabo bafitiye akamaro kanini igihugu : bafise abakozi benshi, kandi bakora ibitanga akazi kenshi, bakinjiza amahera mvamakungu, kandi tukaba tubazeyeko vyinshi muri ya Mbonakazoza y'igihugu cifashe kigaburira mu 2040, giteye imbere mu 2060.

24. Kugira borohere kandi ico gisata gihurumbirwe n'abagwizatunga bacu, canke abanyamahanga bazane imitahe yo gushinga amashirahamwe, ivyo basaba igihugu twarabifashe nka nkama, ndetse ubu tukaba tuyaga tutarinze gukumburana, duhanurana icokorwa kugira igihugu cacu gitere imbere.

Ico ndabamenyesha ni uko Umurundi wese yotegera ko ategerezwa kwikorera ivyiwe, kugira agire umwidegemvyo mu butunzi bwiwe. Uwubonye atawumuhaye akazi, ni agerageze na we nyene yihe ico ashobora gukora kimuzanira umwimbu ashora hanyuma akikenura.

Nitwaba dushaka gutera imbere, umwe wese yigire inama y'ingene yogira umwidegemvyo mu bijanye n'ubutunzi bwiwe.



**Bakozi, Bakoresha,**

**25. Ntitwoheza iri jambo ata co tuvuze ku bijanye no guherekeza abagize ico bamara mu gukorera igihugu igihe bari bakibasha.**

**Murazi mwese iyo Uburundi buvuye, kandi murazi ko, uko Abarundi bafise inyota yo kubaho neza, ni ko na Reta mvyeyi ivyipfuzza.**

**Iyi ngingo yafashwe hisunzwe ko umukozi akukuruka amaze imyaka myishi aziganirizwa, mbere ayo yaziganirijwe akaba amaze no kwunguka ayatari make.**

**Amashirahamwe na yo ajejwe gutegamiriza kazoza abakozi, ni ayajewe kubungabunga uwo mutigiri watanze n’abakozi kugira bazowuhembwe bagiye mu karuhuko k’iza bukuru.**

**Kubera rero iyo ntumbero yaje ari nshasha ivyo bisata vyo gutegurira kazoza abakozi, ni nkuko vyabashikiriye batari bavyiteze, ari co gituma guharura bisa n’ivyabagoye, bagateba cane.**

**26. Murumva rero ko ari ikibazo co kwitonderwa, kuko n’Urwego Nshingwabikorwa rw’Igihu ntirwotora amahera azokora mu mwaka muri uwo mugambi rutazi aho ruhera mu kwongerereza uwakukurutse.**

**Nico gituma tumaze kubibona uko, twategetse izo nzego zijewe gutegamiriza kazoza abakozi, ko batugirira ubu bwa vuba ibiharuro, babidushikirize bitarenze iyi ndwi nyene kugira Urwego Nshingwabikorwa rw’Igihugu rubihe intumbero yumvikana.**

Ni vyo bizotuma twemeza neza tutihenda ico Reta yokwongerereza, kuko ayo mwatanga mukwiteganiriza ni ayanyu, mutegerezwa kuyaronka ngo abaherekeze mu za bukuru.

**Bakozi, Bakoresha,**

**Reka mpereze ku mpanuro :**

**27. Mu guheraheza nagomba nsubire ndabatangarize ko ubu twese dukora dukurikije Imbonakazoza y'Uburundi bwifashe, Uburundi buteye imbere. Dusaba ko Umurundi wese yofata nka nkama iyo ntumbero, duhereye kuri twebwe ku giti cacu, mu muryango wacu, mu kibano cacu no mu gihugu cose.**

**Ni co gituma tugiye gusohora agatabu kazokwerekana neza ibikenewe kugira tugire urugo rwifashe, abe ari vyo tugenda twisunga, turondera.**

**28. Abarundi ni incabwenge, ariko abenshi baricaranye ubwo bwenge ngo barindiriye intebe Reta ibaha, abayifise nabo ngo barindiriye dossiye iva ku mukoresha.**

**Ubwo bwenge Imana yabahezagije, ni mubukoreshe mu guhindura isura y'igihugu, mu kwiyumvirira abenegihugu imigambi mishasha y'akanovera yobagirira akamaro, haba mu Burundi eka no mu makungu.**

**Ku bitwega, ntaco tutazokora kugira ngo umuntu wese mu Burundi ariko ararangura imigambi yoroherwe.**

**Turi kumwe twese Birashoboka.**

**29. Ni ngaho nyene ndangirije, nsubira kwipfuriza umusi mukuru mwiza abakozi n'abakoresha bose, nongera ndabasaba ko mu mwaka uza nk'aya mango, umwe wese yoba yamaze kurimbura ivyo yakoze muri ya Mbonakazoza y'igihugu cifashe mu 2040, giteye imbere muri 2060.**

**Imana ibahezagire ;**

**Murakoze.**