

**Ijambo Nyenicubahiro Petero Nkurunziza ashikirije ku Musi Mpuzamakungu w'Abakozi n'Akazi uhimbajwe ku wa 01-05-2020**

**Barundi, Barundikazi,  
Bakozi, namwe Bakoresha;**

- 1.** Imbere ya vyose, nimuze tubanze gushimira Imana Mushoboravyose, Umukoresha Mukuru kuri twese, dukesha ivyo twaranguye kandi tuzeyeko ivyo dutegukanya kurangura muri kazoza. Turashimira Imana yaduhaye amagara meza, Amahoro, Umutekano n'Impore, mu mpande zose z'Uburundi.
- 2.** Igenekerezo rya mbere Rusama uko umwaka utashe, abakozi n'abakoresha, mu Burundi no mu bihugu vyinshi, barahimbaza umusi mpuzamakungu w'abakozi n'akazi. Icivugo c'uyu musu mukuru ku rwego rw'Igihugu kivuga ngo: **"Twitabe amatora tudasize inyuma ibikorwa vy'iterambere ry'igihugu cacu n'ingo zacu"**. Ni akaryo keza ko kwirimbura no kwigira inama, tutibagiye kwidagadura, kwishima no kwishimiriza twigina ivyo twaranguye.
- 3.** Kw'izina rya Reta no kw'izina ryacu nyene, turipfuriye abakozi bose umusi mukuru mwiza w'abakozi n'akazi, umusi mukuru w'akanyamuneza dukura mu kazi. Abakozi n'abakoresha tuje hamwe, twisuzume twongere dusuzume ivyo twaranguye, dukomeze ya ngendo nziza yo kuja inama n'ingingo.
- 4.** Uyu musu mukuru uhuriranye n'ibihe bidasanze, kuko uhuriranye n'igihe co gusozera igikorwa Imana yadushinze co kurongora Uburundi. Murazi ko kuva Uburundi buhabuje Intahe yo kwikukira, bubaye ubwa mbere hahera imyaka 15 Uburundi buri mu mahoro n'umutekano kandi burongowe n'abo abenegihugu bitoreye.
- 5.** Uyu musu mukuru ushitse kandi twinjiye mu gihe c'amatora, igihe co kwirimbura tukaraba ko ivyo twasezeraniye abenegihugu mu myaka itanu iheze twabiranguye, mbere tugatereza amaso inyuma tukaraba ico twamaze muri iyi myaka 15 iheze.
- 6.** Ivyo twaranguye mu myaka cumi n'itanu iheze ni vyinshi cane. Tubikesha Imana, ariko tubishimira abantu bose twakoranye muri iyi myaka, baba abari mu nzego zitandukanye, abenegihugu twasangiye ibikorwa, tutibagiye n'abakunzi b'Uburundi hirya no hino kw'isi batubereye kirumara.

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7. Umusi twashikira Amabanga yo kurongora Uburundi, Igihugu cari kimaze imyaka irenga cumi mu ntambara. Ubutunzi bw'igihugu bwari bugeze aho umwansi ashaka. Abarundi benshi bari mu mwiheburo, bari barushe kubera intambara no kwamana intekera ku mutwe, kandi ico gihe agatimatare ntikari bwahere mu Barundi bamwe bamwe, bigatuma imigambi itari mike twari tuzanye ibangira.
8. Imyaka cumi ya mbere twarongoye Uburundi, kwabaye ukumena umushike no gusimba imitego myinshi, yakomoka ku mwijima Uburundi bwabayemwo kuva ku muzo w'abakoroni gushika mu mwaka w'2005.
9. Iruhande y'imigambge n'amasendika bikorera inyungu z'abakoroni, imvugo, inyandiko n'inyifato z'amacakubiri vyari bicatse indaro mu Burundi. Ivyo bikunywurwa n'ibiturire, ugusesagura no kunyonyeza ubutunzi rusangi, ubujuju, ubunebwe n'izindi ngeso mbi atawodondagura ngo azimare.
10. Twamaze imyaka icumi, kuva 2005 gushika 2015 mu mageragezwa atagira uko angana. Intambamyi zikuruzikuru twahuye ni nk'izi:
  - + Ingeso mbi zifatye ku kwimenyera bamwe bamwe bose bari bakuye iyo bahora mu gihe c'intambara zatumye babandanya kurya ibiturire, kunyuruza itunga ry'igihugu, gukora urudandazwa rwo mu kinywabi no kurondera gutunga ivyo batabiriye akuya;
  - + Amacakubiri, ukwinubana no gukengerana;
  - + Ugucanamwo kw'abonse rimwe mu mashirahamwe n'imigambge;
  - + Hariho akagaye, agasuzuguro no kutubaha inzego ku bantu bamwe bamwe: mu bisagara bimwe bimwe twaja ku kivi abandi nabo biryamiye canke barorera;
  - + Abiyita "ABAHETSI B'UBURUNDI" baduhatiyeko Integuro n'Imigambi bidafatiye ku vyipfuzo vy'Abarundi;
  - + Hari abatwemerera ubuki bategeka, abandi bakaduha imfashanyo z'uruhendo ;

- + Abari mu masendika amw'amwe n'abanyeshure ba Kaminuza babaye ibikoresho vy'abakoroni, amayegereyegere akaba urutavanako;
- + Iterabwoba ryakorwa canecane hegereje amatora;
- + Imigambwe imw'imwe itashira aho intahe ishize;
- + Imwe muri iyo migambwe twavuze yahisemwo inzira y'intambara;
- + Amashirahamwe amw'amwe yavuga ngo ntaharanira ivyicarwo vya poritike, ariko adasiba kwisuka mu vya poritike;
- + Agatimatare ko kuvuguruza abenegihugu mu gutembagaza Inzego bitoreye.

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11. Ingingo twafashe zo kwigisha abana mu mashure matomato ku buntu, no kworohereza abakenyezi n'abana bari musu y'imyaka itanu ngo bavugwe ku buntu, zararemuruye imiryango myinshi.
12. Ivyabaye mu mwaka w'2015 vyaduteje iyindi ntambwe mu kwiyumvira no mu gukora. Abarundi isinzi barakize uruhumyi barahabona, baraca ubwenge, ivyiyumviro vy'aba na bariya biriserura, impano z'abana b'Uburundi zirigaragaza, Uburundi buva mu muzimagiza bwari bumazemwo imyaka irenga ijana, bwinjira mu muco.
13. N'aho amakungu yari yadutangariye mu mwaka w'2012 aho twahimbaza Isabukuru y'Imyaka 50 duhabuje Intahe y'Ukwikukira; ivyo twaranguye muri iyi myaka itanu iheze biza ari agaheta. Irabire namwe:
  - + Tumaze kuzirikana ko tutaremewe gufashwa, ariko ko twaremewe gufashanya, twarakoze birashimwa, abaduteye akagere n'abaduhariye ivomo baratamarirwa, umwimbu urongerekana bidasanze mu bisata vyose bigize ubuzima bw'igihugu.
  - + Ikigo OBR gifashanije n'abajejwe Intwari n'Abajejwe Umutekano carongerereje umwimbu uko umwaka utashe, bituma Reta yibako ku bice hafi 90% twahora kuri 45%.
  - + Hari abari biteze ko batadufashije tutazohemba abakozi, ariko siko vyagenze kuko, turetse ko twabandanije tubahemba, twaranabongeye agahimbazamusyi muri wa mugambi wo kugabanya ubusumbasumbane bw'Imishahara.

- ✚ Abagwizatunga b'Abarundi barashinze amahinguriro n'amashirahamwe y'ubudandaji yasahirije cane ubutunzi bw'Igihugu.
- ✚ Twabandanije twubaka ibibuga vya Kijambere, amashure, amavuriro, ibitaro, Uburaro bw'ingenzi, Ibiro vy'Indongozi n'ibindi vyinshi.
- ✚ Ingoro y'Umukuru w'Igihugu twitiriye uwo dukeshya Uburundi NTARE RUSHATSI Abarundi n'amakungu barayikugura.
- ✚ Twarashinze Amakoperative ku mitumba yose y'Uburundi tugirako turagurana umutumba wose Umutahe w'Imiriyoni cumi.
- ✚ Twaritunganirije Umugambi w'Igihugu ukomokako imigambi yose y'Iterambere mu myaka icumi guhera mu 2018 kugeza mu 2027.
- ✚ Amatora yo mu 2015, Ibwirizwa Shingiro ryo mu 2018, n'Amatora yo mu 2020 twamaze kwinjiramwo yose yatunganijwe hakoreshejwe uburyo bw'Abarundi ubwabo.

**14.** Kwitunganiriza amatora incuro zitatu tutarindiriye ak'imuhana, ni intambwe idasanzwe mu gusubiza Iteka Uburundi. Ni kandi ikimenyetso kigaragaza ko dushoboye. Ivyo biratanga icizere ko n'iyindi migambi yahora ikorwa duteze amashi tuzoyirangura n'uburyo bwacu. Turashimiye kandi turakeje abo bose batêrêra kugira Igihugu cacu kigire Iteka n'Iterambere.

**15.** Muri make, Abarundi twaramenye twongera turatahura iyo tuva n'iyotuja, kuko icari caratuzingamitse kwari ukutamenya ko dushoboye, kwari kandi ukwambara ikirezi ntitumenye ko cera.

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**16.** Icivugo c'uku kwezi kwa Rusama kivuga ngo **"Twitabe amatora tudasize inyuma ibikorwa vy'iterambere ry'igihugu cacu n'ingo zacu"**. Amatora ni inzira irashe yo gutsimbataza demokarasi n'amahoro mu gihugu. Yamara rero, Abarundi bamye batungwa n'umwimbu ukomoka mu bikorwa. Ntimusamazwe n'amatora rero ngo mudebukirwe, guma ku kivi.

**17.** Turizeye ko ubushomeri bugiye kugabanuka cane tubifashijwemwo n'Ibanki y'Urwaruka twaraye twuguruye, tutibagiye Ibanki y'Abarimyi

n'Aborozi, hamwe n'Ibanki y'Abakenyezi zigiye gutangura ibikorwa mu mezi abiri ari imbere.

**18.** Ntihagire n'umwe azosubira kubura ingurane afise imigambi n'umwete wo gukora. Turasavye abanyamitahe ngo bagwize amashirahamwe yo kuziganya no kuguranana, amabanki na yo agabanye inyungu asaba abaka ku ngurane, areke kubabegera ku bwabo no kuzibira iyo biva.

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**19.** Uyu mwaka wabaye umwaka udasanzwe mu bijanye no kugwiza akazi. Abakozi bashasha baronkejwe akazi ni 2817 mu Bushikiranganji bw'indero, 201 mu Bushikiranganji bw'amagara y'abantu, hamwe n'421 basubiriye abapfuye canke bagiye gukora ahandi. Aha ntituvuze abaronkera ubuzi mu mashirahamwe y'abikorera utwabo no mu nzego z'Umutekano no kwivuna abansi.

**20.** Ikindi gihambaye cakoze ni ugusubiramwo Igitabu c'amategeko agenga abakozi n'akazi kugira ngo ajane n'ibihe tugezemwo aha iwacu, mu muryango w'ibihugu vyo muri afirika y'ubuseruko, yongere yisunge amategeko afitiye akamaro igihugu cacu atorera mu nama ya rya Shirahamwe Mpuzamakungu rijejwe akazi OIT.

**21.** Mu ntumbero yo kworohereza abakozi n'imiryango yabo, turategekanya kunagura Ishirahamwe rijejwe kuvuza abakozi ba Reta. Turazirikana neza ko ikigega c'amasaka gikomoka mu kigega c'amagara. Mu kurindira iryo nagurwa, turasavye dushimitse abajejwe iryo shirahamwe gukora ibishoboka vyose kugira abanywanyi baryo baronke imiti ikwiye badatamye.

**Barundi, Barundikazi,  
Bakozi, Bakoresha;**

**22.** Nk'uko tudahengeshanya kubikora, twashaka gufata aka kanya ngo dutange impanuro.

**Ubwa mbere:** Tumenye ko gukora neza akazi kujana no gukurikiza amategeko y'akazi. Amasendika y'abakozi n'abakoresha nibafashe rero kumenyekanisha amategeko y'akazi mu bakozi bese.

**Ubwa kabiri:** Gukunda akazi bijana no kumenya ico twiteze gukura mu kazi kizodufasha mu buzima bwacu mu gihe tugikora no mu gihe tuzoba

tumaze gukukuruka, na kare ngo: **“Agakoni k’imisi gacibwa kare, kakabikwa kure y’imũngu”**.

**Ubwa gatatu:** Abakoresha nibahimirize abakozi babo gutegekaniriza kazoza mu mashirahamwe ya Reta ONPR na INSS no mu mashirahamwe y’abigenga kugira baze baronke ikibafasha cisununuye bamaze gukukuruka. Dusavye rero abakoresha gutunganya ibiganiro vy’akazi, abakozi bamenye ibiteza imbere akazi, n’ivyotuma bagira kazoza keza.

**Ubwa kane:** Kumenya no kuzirikana ko agateka ko kwitwa umukozi, icubahiro, iterambere n’akanyamuneza dufise mu miryango, bikomõka ku kazi turangura n’ingene tukarangura. Tuvavanure rero n’ingeso mbi yo kuvuga ngo: **“Akazi k’i Bwami kica uwicaye”**, tumenye ko: **“Urima bike ukimburira mu gipfunsi”**.

**Ubwa gatanu:** Nk’abakozi, nitwifatanye n’abandi benegihugu mu bikorwa vyo guteza imbere amakoperative ari ku mitumba n’amakaratiye yose yo mu gihugu, tubabere urumuri mw’iterambere.

**Ubwa gatandatu:** Twirinde gusesagura amatungo y’igihugu, kuko ubusuma n’ibiturire bitukisha ubwa mbere umukozi yabikoze, imbere yo gutukisha igisata c’akazi akoramwo no guhombesha igihugu cose.

**Ubw’indwi:** Tumenye ko ubunebwe ari bwo nkwezi y’amarere. Umunebwe atera amapfa umuryango, ikibano n’Igihugu.

**Ubw’umunani:** Urwaruka rukure amaboko mu mpuzu, rusabe impanuro abarukurira, rusabe ingurane mw’ibanki yarwo rukore, kuko **“Mpa akabando nandare aruta mpa akate ndambarare”**. Dusavye urwaruka gukorera imigambi hamwe, kuko: **“Abadasezeranye ntibajana”** kandi ngo: **“uwugutanze gukaraba agutanga no kubega”**.

**Ubw’icenda:** Kugendera akaranga n’imico myiza vyamye biranga Uburundi n’Abarundi harimwo gukunda ibikorwa.

**Ubw’icumi:** Dusavye abiyamamaza muri aya matora kubigira mu mahoro n’umutekano, ntibajuragize abenegihugu bazeyeko amajwi; bahiganishe imigambi, bareke abenegihugu bace urubanza. Uwuzorushwa azoshire aho intahe ishize, hanyuma uwuzotsinda nawe atsindire bose. Na kare ngo: **“Aho Imana itakugeneye ntuhashinga intahe uhashinga ijisho”**.

**Ubw'icumi na rimwe:** Mu gihe imvura imaze imisi igwa ari nyinshi ikonona ibitari bike, mukomeze wa mutima wo gufashanya no gutabarana kuko: **"Buraca bugacana ayandi"**, kandi **"Ikiza ntikizira umwe"**.

**23.** Imbere yo gusozera, twashaka gusubira gukengurukira cane abo twakoranye ibikorwa rusangi muri iyi myaka 15 iheze, ivyo twakoreye hamwe birateye igomwe. Turakengurukiye ku buryo budasanze abadusengeye, abatugabiye, n'abaterereye mu nyubako zose twagizemwo uruhara. Umwe wese tumufise ku muzirikanyi, kandi tuzokwama tumwibuka, twongera tumusengera.

**24.** Ku bijanye n'iki kiza karanda ca korona, turasubiye kuremesha no guhumuriza Abarundi. Ingingo zihagije zarafashwe, twese dusabwe kuzubaha no kuzubahiriza. Ibisigaye Imana izotuzitirira nk'uko yama iturinda ivyago kuva kera; n'uno musu ikiganza cayo kiri ku Burundi. Tubandanye kandi gusenga, dusabira abo gisugereje, ntitumere nka wa wundi ngo **"Amarushwa ari ku wundi ntakuraza itiro"**. Turabaremeresheje, iki kiza ni imvura izohita.

**25.** Mu gusozera, turasubiye kubakengurukira cane ku kuntu twakoranye neza muri vyinshi. Twatanguye bigoye ariko duhejeje vyoroshe. Twashaka kubasaba kuyoboka Umukuru w'Igihugu agiye kuramutswa Uburundi, maze intambwe y'iterambere no kwishira n'ukwizana tugezako ntisubire inyuma.

**IMANA IHEZAGIRE UBURUNDI N'ABARUNDI;  
IMANA IBAHE UMUGISHA MU BIKORWA VYANYU;  
MURAKOZE;**