AMABWIRIZA AGENGA AMATORA Y'ABAGIZE INZEGO Z'AMAKOPERATIVE Y'ABAHINZI B'IBIRAYI N'IMIKORERE YAYO.

Dushingiye ku Itegeko N° 48/2013 ryo ku wa 28/06/2013, rishyiraho Ikigo cy'Igihugu gishinzwe guteza imbere amakoperative, rikanagena inshingano, imiterere n'imikorere byacyo, cyane cyane mu ngingo yaryo ya gatatu igika cya 3;

Dushingiye kandi ku Itegeko N° 50/2007 ryo ku wa 18/09/2007, rigena ishyirwaho, imiterere n'imikorere y'amakoperative mu Rwanda, nk'uko ryahinduwe kandi ryujujwe kugeza ubu, cyane cyane mu ngigo iya 57, iya 67, iya 70 bis n'iya 71;

Mu rwego rwo gufasha amakoperative y'abahinzi b'ibirayi mu Rwanda kugira imiyoborere, imikorere n'imicungire myiza;

Ikigo cy'igihugu gishinzwe gutera imbere Amakoperative (RCA) gishyizeho Amabwiriza akurikira agenga amatora y'abagize inzego z'amakoperative y'ibanze afite intego yo guteza imbere ubuhinzi bw'ibirayi:

Ingingo ya mbere: Icyo aya mabwiriza agamije

1. Aya Mabwiriza agamije gukora/gushyiraho amakoperative manini afite ubushobozi bwo (1) gushyiraho abakozi babifitiye ubushobozi (umucungamutungo, Agronome n'abandi) no (2) guha serivisi nziza, zinoze kandi zihuse abanyamuryango bayo (kubona inyongeramusaruro, imbuto z'indobanure, kubona amasoko, kugoboka abanyamuryango n'izindi);

2. Aya mabwiriza kandi agamije kunoza no gutunganya igikorwa cy'amatora y'abagize Inzego z'ubuyobozi mu Makoperative y'ibanze y'abahinzi b'ibirayi.

Ingingo ya 2: Abo aya mabwiriza areba

Aya mabwiriza areba by'umwihariko amakoperative yose afite intego yo guteza imbere ubuhinzi bw'ibirayi.

Ingingo ya 3: Ibisabwa kubatorerwa imyanya y'ubuyobozi

Kugira ngo umuntu abe umwe mu batorerwa kujya mu Nzego z'ubuyobozi bwa koperative (Inama y'ubuyobozi, Inama y'ubugenzuzi) asabwa ibi bikurikira:

1. Kuba ari umunyamuryango wemewe kandi wujuje ibisabwa na koperative;
2. Kuba yaratanze umugabane wose mu mari shingiro ya koperative;
3. Kuba yujuje imyaka makumyabiri n'umwe (21) y'amavuko;
4. Kuba atarakatiwe burundu n'Inkiko igihano cy'igifungo kingana cyangwa kirengeje amezi atandatu (6) mu myaka itanu (5) ibanziriza amatora, azira uburiganya, ubuhemu, gucunga nabi umutungo, byose bihanwa n'amategeko ahana, cyangwa se igihe yaba ashyirwa mu majwi muri raporo iy'iperereza, cyangwa iy'ubugenzuzi (audit) yakozwe hakurikijwe Itegeko rigenga Amakoperative;
5. Kuba atari umukozi uhembwa ku buryo buhoraho na koperative (Umucungamutungo, Umucungamari, Umubitsi, n'abandi.....);

6. *Kuba adakora ku buryo buziguye cyangwa butaziguye imirimo ipiganwa cyangwa ihanganye n'iya koperative (gucuruza ibirayi, guhuza abagura n'abagurisha ibirayi, gutubura imbuto y'ibirayi n'ibindi);*

7. *Kuba atarayoboye koperative ngo ihombe, iseswe cyangwa ngo ifungwe n'ubuyobozi kubera imikorere mibi;*

8. *Kuba atarayoboye ikusanyirizo ry'ibirayi;*

9. *Kuba ataravuye mu yindi koperative y'abahinzi b'ibirayi kubera imyitwarire idahwitse;*

10. Kuba abagize Inzego z'ubuyobozi badafitanye amasano ya hafi (abiyamamaza cyangwa abamamazwa);
11. Kuba akunda koperative kandi ashyira inyungu zayo imbere y'inyungu ze bwite;
12. Kuba akorera muri demokarasi, mu mucyo no kubaha abandi banyamuryango;
13. Kuba akorana neza n'Inzego z'ibanze kandi yubahiriza gahunda za Leta;
14. Kuba intangarugero mu mvugo no mu bikorwa, cyane cyane bikorwa n'abahinzi b'ibirayi;
15. Kumva ko umuyobozi akorera abandi nta mushahara kandi igihe cyose yemera ko yabazwa ibyo ashinzwe atakoze neza;
16. Kuba atari tereriyo, nyamwigendaho cyangwa akorera mu bwiru mu kazi ke ka buri munsi;
17. Kuba yemera kunengwa no guhwiturwa n'abanyamuryango bagenzi be n'izindi Nzego zifite mu nshingano Amakoperative;

18. *Kuba yubahiriza inshingano asabwa muri koperative (kuba yaratanze umugabane, kugemura ibirayi ku ikusanyirizo, kwitabira inama no gutanga ibitekerezo byubaka muri koperative).*

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19. *Kutabangikanya imirimo y'ubuyobozi bwa Koperative n'ubuyobozi ubwo ari bwo bwose mu nzego za Leta.*

Ingingo ya 4: Inteko itora.

Inteko itora mu Makoperative y'ibanze igizwe n'abanyamuryango bose bujuje ibisabwa n'amategeko n'amabwiriza agenga amakoperative.

Ingingo ya 5: Umubare w'abatorwa.

Muri buri Koperative y'ibanze y'abahinzi b'ibirayi, hatorwa abantu batanu (5) bagize Inama y'Ubuyobozi ya Koperative (Perezida, Visi Perezida, Umwanditsi n'abajyanama babiri) n'abantu batatu (3) bagize Inama y'Ubugenzuzi (Perezida, Visi Perezida n'umwanditsi).

Ingingo ya 6: Uburyo bwo gutora

Amatora mu makoperative y'abahinzi b'ibirayi ashobora gukorwa mu buryo butatu:

- Kujya ku murongo inyuma y'umukandida,
- Gutora mu ibanga,
- Kuzamura ukuboko.

Inteko itora ifite uburenganzira bwo guhitamo bumwe muri ubwo buryo uko ari butatu.

Ingingo ya 7: Amahame ajyanye n'ishyirwaho ry'abakozi

1. Itegeko rigenga umurimo niryo rikurikizwa igihe Koperative ikeneye umukozi cyangwa abakozi.

2. Imitangire y'akazi muri Koperative igomba kunyuzwa mu ipiganwa.

3. Imyanya y'akazi ipiganirwa igomba kuba yarateganyijwe mu ngengo y'imari no muri gahunda y'ibikorwa by'umwaka kandi yaremejwe n'Inteko rusange kandi bigaragara no muri 'Business plan" ya Koperative.

4. Inteko rusange ya Koperative igomba gushyiraho itsinda cyangwa akanama k'impugeke kagizwe n'abanyamuryango **batabarizwa** mu nzego z'Ubuyobozi. Iryo tsinda rishinzwe gusesengura amadosiye y'abasaba akazi n'imigendekere y'uburyo akazi gatangwa.

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5. Inama y'Ubuyobozi igomba kugaragaza umwanya ukeneye umukozi, icyo uwo mukozi azakora (inshingano), ibyo asabwa kuzuza (impamya bushobozi cyangwa impamya bumenyi), uzajya amugenzura n'aho ubushobozi bwo ku muhemba buzava (umushahara, Amafaranga y'umusoro/ TPR, n'ay'ubwiteganyirize/ RSSB).

Ingingo ya 8: Ibyerekeye Amasano.

Muri Koperative, **birabujijwe** ko abakozi n'abayobozi bagirana amasano kugeza ku gisanira **cya kane**. Iyo hari abafitanye amasano, uwajemo nyuma aribwiriza agasesera.

Aya masano abujijwe muri ubu buryo bukurikira:

1. hagati y'abakozi ba Koperative
2. hagati y'abayobozi bo mu nzego za Koperative
3. hagati y'abayobozi ba Koperative n'abakozi bayo.

Ingingo ya 9: Igihe aya mabwiriza atangira gukurikizwa

Aya Mabwiriza atangira gukurikizwa ku munsi ashyiriweho umukono.

Kigali, ku wa 18/06/2018

Prof. HARELIMANA Jean Bosco

Umuyobozi Mukuru w'Ikigo cy'Igihugu
gishinzwe guteza imbere Amakoperative.

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