

REPUBULIKA Y'U RWANDA



IKIGO CY'IGIHUGU GISHINZWE IBARURISHAMIBARE MU RWANDA

**IGITABO GIKUBIYEMO
AMABWIRIZA AGENGA IBARURA
RY'ABAKORA N'ABASHOMERI MU
RWANDA (RLFS)**

IGITABO CY'AMABWIRIZA Y'UMUKARANI W'IBARURA

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I. INGINGO RUSANGE

1. Intangiriro

Kuburyo buhoraho u Rwanda rukora ibarura ku bakora n'abashomeri (RLFS). Intego nyamukuru muri ubu bushakashatsi ni ugukusanya ibipimo ndetse n'amakuru y'abakora, abadakora, abakora amasaha make, n'ibindi. Kuva ubu bushakashatsi bwatangira muri 2016 kugera muri Kanama 2018 ibipimo ku bakora n'abashomeri byavaga muri ubu bushakashatsi byatangazwaga kabiri mu mwaka (muri Gashyantare na Kanama) ku rwego rw'Igihugu na rimwe mu mwaka ku rwego rw'akarere, naho guhera muri 2019 ubu bushakashatsi bukorwa buri gihembwe ibipimo bibuvuyemo bigatangwa kane mu mwaka ku rwego rw'igihugu, hanyuma ku mpera y'umwaka hagahurizwa hamwe ibihembwe byose uko ari bine kugira ngo hakurwemo ibipimo bishobora kwizerwa kugera ku rwego rw'akarere.

Ubushakashatsi nyiri izina Bwakoze ku nshuro ya mbere Kanama 2016. Bukaba bwababwirijwe n'ubushakashatsi bw'igerageza (Pilot survey) bwakoze mu kwezi Kwa Gashyantare 2016. Amakuru y'ubushakashatsi akusanywa hifashishijwe uburyo bw'ikorabuhanga buzwi nka CAPI (computer assisted personal interviewing) mu rurimo rw'icyongereza, ubu buryo bukaba bugira ingaruka nziza mu gukurikirana umunsi ku munsi ubwizerwe bw'amakuru aba ari gukusanywa n'abakozi babishinzwe (enumerators).

Abarebwa n'ubu bushakashatsi ni abantu bose batuye mu ngo zisanze. Ababa mu bigo bituwe n'abantu benshi kandi ku buryo buhoraho nk'ababa mu mahoteri, ibitaro, ibigo byimfungwa n'abagororwa, abasirikare, abapolisi, cg ibindi bigo, hamwe n'abantu baba ahantu by'igihe cy'isizeni n'abatuye ahakorera imirimo y'ubwubatsi ntibarebwa n'ubu bushakashatsi.

Abantu batuye mungo zisanze ariko ziri mu bigo nabo barebwa n'ubu bushakashatsi. Aha twatanga urugero rw'abarimu cyangwa abashinzwe imyitwarire y'abanyeshuri usanga batuye mu ngo zisanze ariko zibarizwa mu kigo cy'ishuri.

2. Intego za R.L.F.S

Muri rusange Intego y'ubu bushakashatsi ni ugutanga amakuru ashingirwaho mu gufasha leta gushyiraho igenamigambi rijyanye no guteza umurimo imbere mu Rwanda, ndetse no gusuzuma ibyagezweho muri gahunda zitandukanye zigamije guteza imbere umurimo.

Intego zihariye z'ubu bushakashatsi ni izi zikurikira:

1. Kugaragaza umubare w'abakora n'ibibaranga mu Rwanda;
2. Kugaragaza umubare w'abashomeri n'ibibaranga mu Rwanda;
3. Kugaragaza umubare w'abadakora kandi ntibabe n'abashomeri mu Rwanda;
4. Gutanga ibipimo bishingirwaho mu gusuzuma ibyagezweho na gahunda y'imbaturabukungu ku bijyanye no guteza imbere umurimo mu Rwanda;

5. Gutanga ibipimo bishingirwaho mu gusuzuma ibyagezweho n'itegerambere rirambye ku byerekeranye no guteza imbere umurimo (SDGs).

Umwihariko w'ubu bushakashatsi

Ubu bushakashatsi bukorerwa mu ngo zimwe na zimwe zatoranyijwe hakurikijwe uburyo bwa gihanga kandi bukorerwa mu bihugu byinshi ku isi ku buryo buhoraho bukerekana amakuru ku mibare n'imiterere y'abakora n'abashomeri. Hari byinshi bishobora kureberwa muri ubu bushakashatsi. Umurimo, ushobora guhuzwa n'andi makuru nk'ay'uburezi, amafaranga umuntu yinjiza, n'ibindi n'ibindi.

Kuba ubu bushakashatsi bukorerwa mu ngo, bituma bubasha gutanga ibipimo ku baturage b'igihugu cyose harimo n'abakora imirimo mu bukungu butaziguye (Informal Economy). Ubu bushakashatsi bugera ku mirimo yose, mu bice byose by'ubukungu, mu byiciro byose by'abakora, harimo abakozi, abikorera, abakora badahembwa n'ubwo baba bafite akazi k'igihe gito.

Ubushakashatsi ku bakora n'abashomeri bukorerwa mu ngo zatoranyijwe, bitandukanye n'ubundi bushakashatsi bukorerwa mu bigo bisanzwe cg ibigo by'ubucuruzi, ku kazi cg ahandi hantu. Ubu bushakashatsi rero ntibutanga gusa imibare ku bakora n'abashomeri ahubwo bushobora no gutanga imibare ku ngo n'imiterere y'abagize urugo.

Na none kandi, ubu bushakashatsi buteguwe ku buryo hazajya herekanwa uko ibipimo bigenda bihindagurika buri gihembwe na buri mwaka mu byiciro bitandukanye mu gihugu (ababonye akazi bari abashomeri, abatakaje akazi...)

Ubu bushakashatsi bukwiye gukorwa mu buryo amakuru y'ibi byiciro bitatu (Abakora, Abashomeri, Abadakora kandi batari abashomeri) aba yuzuye kandi buri cyiciro gitandukanye n'ikindi. Iki ni ingenzi mu bisabwa kandi biraza kugarukwaho mu gice gikurikira hasobanurwa neza amagambo akoreshwa muri ubu bushakashatsi.

3. Abakora imirimo y'ibarura

Ibarura RLFS rizakorwa n'abakozi banyuranye mu byiciro bikurikira:

Abakarani b'ibarura (Enumerator)

Umuyobozi w'ikipe (Team leader)

Umugenzuzi w'uturere (Supervisor).

Umuhuzabikorwa (Coordinators)

Ubuyobozi bw'Ikigo

4. Inshingano z'umukarani w'ibarurara

Inshingano

Wowe ubaza, ni wowe ufite uruhare runini mu gukusanya neza aya makuru agendanye n'ubu bushakashatsi. Kugenda neza k'ubu bushakashatsi biraterwa

nawe, ndetse n'ingufu uzashyira muri iki gikorwa. Ni ngombwa rero gushyira imbaraga zawe zose mu kumva neza ibisobanuro by'amagambo ndetse n' inshingano zawe za buri muni.

Inshingano zawe: ni ukubona amakuru yizewe kandi nyayo avuye muri buri rugo rwatoranyijwe ndetse no kuri buri muntu ugomba kubazwa muri urwo rugo. Amakuru atangwa ahinduka umutungo w'ikigo agakoreshwa gusa mu bushakashatsi bugamije gukora igenamigambi ry'igihugu. Niba amakuru atanzwe atuzuye bishobora gutuma n'igenamigambi rishingira ku mibare ipfuye bityo rikaba ryakorwa nabi. Kubera iyo mpamvu, ugomba kwitonda mu gihe ubaza kandi ukabaza buri kibazo gikwiye kubazwa kugirango ubone amakuru yuzuye kandi y'ukuri.

Mu gihe hari ikitagenda neza, ushobora gufashwa n'ugukuriye nk'umuyobozi w'ikipe cg uw'agace ukoreramo. Umaze kuzuzwa neza urutonde rw'ibibazwa uzaha urwo rutonde umuyobozi w'ikipe yawe. Nawe agomba kureba niba ibibazwa byujijwe neza, ashobora kugusaba gusubira kuwo wabajije mu gihe hari ibituzuye cg kongera gusuzuma neza ibisubizo wahawe.

Inshingano z' umukarani w'ibarura ni izi zikurikira:

- a. Kwitabira amahugurwa buri gihe kandi ku buryo buhoraho
- b. Kwiga neza amabwiriza agendanye n'ubu bushakashatsi
- c. Gushyira numero ku ngo zose mu dupande tw'ibarura twatoranyijwe
- d. Kumva neza urutonde rw'ibibazwa muri ubu bushakashatsi;
- e. Kumenya aho urugo rwatoranyijwe ruherereye no kurumenyesha
- f. Kumenya umuntu ushobora kubazwa
- g. Kubaza ibibazo bigendanye n'ubushakashatsi
- h. Kureba neza niba urutonde rw'ibibazwa rwuzuye neza;
- i. Gukora raporo igendanye n'imigendekere y'ibarura
- j. Gutanga intonde z'ibibazo zuzuye neza ku muyobozi umukuriye
- k. Gukurikiza amabwiriza yose y'ikigo cy'igihugu cy'ibarurishamibare mu Rwanda
- l. Kugira amakuru yahawe ibanga rikomeye. Ni ngombwa kubwira usubiza ko amakuru atanze agirwa IBANGA RIKOMEYE kandi ko azakoreshwa akubiye hamwe n'ayabandi ku mpamvu y'ubushakashatsi gusa.

Nk'umukarani w'ibarura:

Uzabona ko ingo nyinshi zizagufasha zitanga amakuru akenewe kandi ku gihe muri ubu bushakashatsi. Ariko rero, ugomba kwiyubaha kugira ngo ukorane n'abantu neza, kandi ukitonda mu gusubiza igihe bakubajije ikibazo cg wandukura igisubizo. Ugomba kumenya mbere na mbere uko ugomba kwitwara mu gihe akubajije ikibazo.

Ubu ni bumwe mu buryo bwagufasha mu kugira ikiganiro cyiza:

- Kutagira aho ubogamira

Ugomba kutagira aho ubogamira na busa mu gihe ugirana ikiganiro n'usubiza. Ntuzigere na rimwe usubiriza uwo muri kuganira cg ngo umufashe gusubiza, kandi ntuzigere na rimwe wanga igisubizo aguhaye n'ubwo waba wibwira ko atari cyo.

- Ibwire uwo ubaza/imenyekanishe

Muri ubu bushakashatsi, umukarani wese w'ibarura azakoresha ubu buryo bukurikira mu kwibwira abo abaza:

Muraho, nitwa _____. Ndi umukozi w'Ikigo cy'Igihugu gishinzwe Ibarurishamibare mu Rwanda. Turi gukora ubushakashatsi mu gihugu cyose ku bakora n'abashomeri mu Rwanda. Ibizava muri ubu bushakashatsi bizafasha igihugu mu igenamigambi riyanye no guteza imbere umurimo mu Rwanda. Urugo rwanyu rwatoranyijwe gukorerwamo ubu bushakashatsi hakoreshejwe tombora. Nifuzaga kubabaza ibibazo birebana n'uru rugo. Muri rusange ibibazo tubabaza bitwara nibura iminota iri hagati ya 20 na 30. Ibisubizo byose mutanga bizagirwa ibanga. Ndizera ko munyemerera tukaganira kuko ibisubizo byanyu ari ingirakamaro kuri ubu bushakashatsi.

Buri muntu mu bagize urugo ufite imyaka 14 kuzamura byaba byiza yisubiriye. Koresha uko ushoboye ubaze umuntu mukuru mu bagize urugo amakuru y'abagize urugo. Akenshi, amakuru y'abagize urugo azatangwa na nyiri urugo cyangwa uwo bashakanye.

Ugomba guhora wambaye ikarita ikuranga ndetse byaba ngombwa ukerekana n'ibaruwa ikwemerera gukora ubwo bushakashatsi.

Birashoboka cyane ko mbere y'uko ubazwa akwemerera ko mutangira ikiganiro akubaza ibibazo bimwe na bimwe bijyanye n'ubushakashatsi. Dore bimwe mu bibazo uwo ubaza, ashobora kukubaza n'ibisubizo wakwifashisha kuri buri kibazo:

1	“Ubu bushakashatsi bigamije iki?”	Uzamusubiza uti: “Intego nyamukuru muri ubu bushakashatsi ni ukugusanya ibipimo ndetse n'amakuru y'abakora, abadakora, abakora amasaha make, kandi amakuru azaturuka muri ubu bushakashatsi azifashishwa muri gahunda zitandukanye zo guteza imbere umurimo mu Rwanda.”
2	“Kuki mwatoranyije?”	Uzamusubiza uti: “Umudugudu mutuyemo n'uru rugo rwanyu byatoranyijwe ku buryo bwa tombora yakozwe n'ikigo cy' igihugu cy' ibarurishamibare (NISR).
3	“Ni itegeko kubasubiza se?”	Igisubizo: “Turizera ko udusubiza kubera akamaro ubu bushakashatsi bufitiye abantu ndetse n'igihugu muri

		Rusange. Kudusubiza muri ubu bushakashatsi ni lby'agaciro kanini.”
4	“Mwantwara ntabashubije?” iki	Ushobora gusubiza uti: “Ibyo bizamenyeshwa abadukuriye babifatire umwanzuro, gusa twizera ko udusubiza kubera ko uramutse utadusubije waba udatanze umusanzu wawe mu kubaka igihugu.”
5	“Nakora iki?”	Ushobora gusubiza uti:”Ndabaza ibibazo hanyuma mu bisubize.”
6	“Byaba ari ngombwa gusubiza ibibazo byose?”	Igisubizo: “Twakwishimira ko musubiza ibibazo byose tubabaza.”
7	“Kuki umbaza izina ryanjye?”	Ushobora gusubiza uti: “Iyo umbwiye izina ni byiza kubera ko nkenere kukuvuga mu izina igihe tunganira kandi naba nkeneye amakuru y’inyongera nkaba nagaruka kuyakubaza bibaye ngombwa.
8	“Izina ryanjye ryaba rizamenyekana hanze?” Amakuru yanjye Muzayakoresha he?”	Wasubiza uti: “Oya! Amakuru mutanga ni ibanga rikomeye ritazamenywa n’uwo ariwe wese. Amakuru mutanga azahuzwa n’ay’izindi ngo atangazwe akubiye hamwe, ariko amakuru y’urugo cyangwa ay’umuntu ku giti cye ntashobora gutangazwa.
9	“Ibi bibazo biratwara iminota ingaha?”	Wasubiza uti: “Biraterwa n’uburyo mudusubiza ndetse n’umubare w’abantu bagize uru rugo; ariko muri rusange ibibazo tubabaza biratwara hagati y’iminota 20 na 30.”

- Kubaza ibibazo

Mu buryo bw'imibarize, bwira ubazwa ko hari ibibazo bimwe na bimwe ari bwumve bisa nkaho bitamureba cyangwa bitajyanye n'imiterere y'ubazwa (urugero: kubaza umusaza niba yiga), ariko ko byose ugomba kubimubaza nkuko byanditswe. Musabe kubyihanganira aguha igisubizo kuri buri kibazo n'ubwo yaba yumva kitamureba.

Kumenya neza ikibazo ni ingenzi, kuko bituma ugisoma neza nta kujijinganya maze ugakomeza kugikurikiyeho. Kurikiza aya mabwiriza:

- o Baza ikibazo neza neza nk'uko cyanditse
- o Soma buri kibazo neza kandi witonze
- o Baza ibibazo uko bikurikiranye ku rutonde rw'ibibazwa ariko ukurikiza n'amabwiriza ajyanye no gusimbuka aho biri ngombwa.

Ibibazo bikurikirana ku buryo butuma gusubiza ibikurikiyeho byorohe.

Ugomba kwirinda kwerekanako ikiganiro ari nk'umwitozo cg ikizamini. Uzirinde kuvuga ijamba rikomeretsa, rinenga, ryemera cg rihakana kuri buri kibazo ubaza cg igisubizo uhawe.

- Gusobanuza ibibazo

Ubwiza bw'amakuru ava mu bushakashatsi bugendanye no kumenya kuganira neza n'ubazwa, ndetse no gusobanuza neza mu gihe aguhaye igisubizo kitumvikana

neza cg mu gihe atumvise ikibazo neza cg atanze impamvu itazwi yatuma muta umurongo w'ikiganiro.

Ugomba kumenya uburyo uganira n'umuntu muri icyo gihe. Gusobanura bituma wumva neza igisubizo. nanone kandi ita, kuri ibi bikurikira:

- o **Gusubiramo ikibazo:** Mu gihe usubiza atumvise neza ikibazo, mu gihe atabashije gusubiza cg ashubije ibidahuye, byaba byiza usubiyemo ikibazo ukongera ukagisomera usubiza neza nk'uko cyanditse.
- o **Guhagarara mu gusubiza:** uburyo bwiza bwo kugaragariza usubiza ko ukeneye amakuru y'inyongera mu gihe arekeye aho gusubiza kandi utarabona amakuru yose ukeneye ni ugusubiramo igisubizo aguhaye. Subiramo witonze igisubizo uhawe akirangiza kuvuga, ni uburyo bwiza bwo kubona amakuru y'inyongera.
- o **Ibibazo bitabogamye cg amagambo atabogamye:** Ibibazo cg amagambo bidafite aho bibogamiye bikoreshwa akenshi, kugirango umuntu abone amakuru yuzuye. Ibi ni bimwe mu bibazo wakwifashisha: Subiramo ikibazo –
“Nta kindi?”; “Nta yindi mpamvu?”; “Ubwo mushatse kuvuga iki?”; “Ikindi?”; “Mwansobanurira kurushaho cg mwarasa ku ntego?”; “Ni iki wumva cyegereye ukuri?”
- o **Gusobanura kurushaho.**Iyo dusobanura, ni ngombwa rimwe na rimwe kumera nkaho utumvise neza igisubizo atanze bityo ugasobanura neza icyo ashatse kuvuga. Urugero: “Sinumvise neza icyo mwashatse kuvuga hariya ..., mwansobanurira neza?”
- o **Kumenya uko wakwitwara mu gihe ubonye ibisubizo nka: “SIMBIZI”.** Igisubizo “simbizi” gishobora gusobanura byinshi. Urugero: Usubiza ashobora kuba atumvise neza icyo kibazo; Usubiza ashobora kuba yumva icyo kibazo kimurenze akavuga ati: “Simbizi”, yirinze guceceka kugirango afate akanya ko gutekereza; usubiza ashobora kuba adashaka gusubiza; cg koko atazi igisubizo. Gusubiramo ikibazo, guceceka akanya gato, kubaza ibibazo bidafite aho bibogamiye, no gusobanura bizatuma uwo muganira agira ubushake bwo kugusubiza neza.

- Kubahiriza aho basimbuka:

Reba neza maze ukurukize amabwiriza agendanye n'uburyo ibibazo bikurikirana ku rutonde, Ni ngomba gukurikiza aho basimbuka kugirango utabaza ibibazo uwo utagomba kubibaza.

Aho basimbuka hose herekanwa mu rutonde rw'ibibazo hakoreshejwe akambi cg ishusho y'umuheto iherekejwe n'akambi:

- o Rimwe na rimwe gusimbuka biba bihuye gusa na kimwe cg bimwe mu bisubizo bishoboka ku kibazo iki n'iki;
- o Cyangwa se, uko gusimbuka kukubahirizwa ku gisubizo cyose kiboneste.

Ugomba gukurikiza amabwiriza yo gusimbuka yose ari ku rutonde rw'ibibazwa. Ikosa ryose ryakorwa mu bijyanye no gusimbuka ujya ku kibazo iki n'iki riteza urujijo cyane cyane mu gihe ayo makuru ashirwa muri mudasobwa cyangwa

mu gihe cyo gukosora. Ibyo bikaba byatuma amakuru y'ingenzi amwe n'amwe atakara.

- Kutajya hanze y'ikiganiro

Nubwo ari byiza kuyobora ikiganiro mu bwisanzure no mu busabane hagati y'ubaza n'usubiza, ugomba kumenya kuyobora ubazwa mu kiganiro, no kumenya kumugarura vuba mu gihe ashatse kukujyana hanze y'ikiganiro kugirango ikiganiro kirangire vuba kandi neza.

Urugero, mugihe hasubizwa ibibazo bijyane n'akazi afite ubu cg akazi yari afite, usubiza ashobora gufata umwanya muremure asobanura uburyo umushahara watinze cg uburyo ari muke n'ibindi. Muri iki gihe ugomba kumenya uburyo umugarura neza mu kiganiro mu kinyabupfura. Ushobora kumubwira ko wumva neza ikibazo afite ariko ko wifuzaga ko mwakomeza ikiganiro mukaza kubigarukaho nyuma.

Na none kandi mu gihe mugirana ikiganiro, usubiza ashobora gutanga amakuru amwe n'amwe ari bubazwe mbere yuko uyabaza. Ugomba kubwira usubiza ko uri bubimubaze nyuma gato ukamusaba ko yaba ategereje mukagera kuri icyo kibazo.

- Kureba ko urutonde rw'ibibazwa rwuzuye neza

Igihe urangije kubaza, ugomba ako kanya kugenzura niba ibibazo wabajije byuzujwe neza. Niba ubonye ko hari igika cg ibibazo wasimbutse kandi wagombaga kubibaza, ugomba kubaza ayo makuru utari wabajije. Ibi bigomba gukorwa utarava muri urwo rugo.

Ntabwo uzashyiraho ibirango bigendanye n'icyo ubazwa yize cg umurimo akora cg icyo aho akorera bakora, kuko ibyo bizuzurizwa mu biro by' ikigo cy' igihugu cy'ibarurishamibare (NISR). Ariko ugomba kureba neza niba wanditse neza amakuru akenewe kugirango azabonerwe ikirango bijyanye.

- Gufata indi gahunda

Ni ngombwa ko ikiganiro ku bibazo byose kirangira kandi amakuru kuri buri muntu wese ugize urugo akuzuzwa. Mu gihe hari amakuru utabonye muri urwo rugo kandi ukabona ko ari ngombwa kujya mu rundi rugo, baza igihe uwaguha amakuru yabonekera maze uzagaruke muri urwo rugo kuri gahunda baguhaye. Andika ku rupapuro rubanza igihe uzagarukira kugirango utazabyibagirwa.

- Gushimira ubazwa

Igihe urangije ikiganiro, shimira usubiza n'abagize urugo bose ku buryo bagufashije kugira ikiganiro kigende neza. Abaguhaye amakuru bose bashimire amakuru baguhaye ndetse n'igihe baguhaye.

- Imibanire n'umuyobozi wawe

Umuyobozi mu kazi niwe wambere uhuza umukarani w'ibarura n'ikigo cy'igihugu cy'ibarurishamibare mu Rwanda. Umuyobozi w'ikipe muri ubu

bushakashatsi niwe uhuza imirimo ikorwa n’abakarani b’ibarura n’abahagarariye ikigo cy’ibarurishamibare mu bushakashatsi.

Umuyobozi w’ikipe nawe afite inshingano zikurikira:

- a. Yohereza abakarani b’ibarura mu ngo zatoranyijwe, kandi agaha abakarani ibikoresho byose nkenerwa mu kazi (Intonde z’ibibazwa, ikarita iyobora...Etc.)
- b. Umuyobozi w’ikipe mu bushakashatsi agomba kuba yiteguye gusubiza ibibazo byose bibajijwe n’abakarani b’ibarura. Niwe ukemura ibibazo by’aho urugo rwatoranyijwe ruherereye. Nanone niba hari ugushidikanya ku buryo ubu n’ubu bw’imikorere, niwe utanga umwanzuro
- c. Umuyobozi w’ikipe mu bushakashatsi agenzura intonde z’ibibazo zakozwe n’abakarani areba niba ibibazo byose byabajijwe byujijwe neza.
- d. Umuyobozi w’ikipe kandi aha amakuru uhagarariye ikigo cy’igihugu cy’ibarurishamibare mu Rwanda uko abakarani b’ibarura bakora imirimo yabo ya buri munsu.
- e. Agenzura kandi agaha agaciro akazi kazoze n’abakarani b’ibarura atibagiwe n’imyitwarire yabo, ubwiza bw’amakuru bazanye, n’imibanire n’abandi.

5. Imitere y’ubushakashatsi ku bakora n’abashomeri n’amagambo y’ingenzi akoreshwa.

Imitere y’ubushakashatsi ku bakora n’abashomeri

Amagambo y’ingenzi azakoreshwa mu bushakashatsi ku bakora n’abashomeri mu Rwanda akubiye mu mabwiriza mpuzamahanga ku ibarurishamibare ry’umurimo, akazi, kudakora no gukora amasaha make yemeranyijweho n’inama mpuzamahanga ya 19 y’abashinzwe ibarurishamibare ry’umurimo i (Geneva, 2013).¹

Ayo mabwiriza asobanuye mu magambo make akurikira:

Nkuko muza kubibona mu mbonerahamwe ikurikira, Abantu bose bagejeje ku myaka yo gukora bagabanyijemo ibice bibiri by’ingenzi: “Abakora n’abashomeri” (*labour force*) “n’abadakora ntibabe n’abashomeri” (*outside labour force*). Mu bakora n’abashomeri naho harimo ibice bibiri: Abakora n’abashomeri. Mu bakora naho harimo igice cyihariye, aribo abakora amasaha make (*time-related underemployed*). Naho “abadakora ntibabe n’abashomeri” harimo igice cyihariye cy’abiteguye kuba bakora (*potential labour force*). Abashomeri hamwe n’abakora amasaha make

¹ ILO, *Resolution concerning statistics of work, employment and labour underutilization*, Nineteenth International Conference of Labour Statisticians, Geneva, October 2013.

n'abiteguye gukora, bakora icyo twagenekereza tukita abadakora n'abakora akazi kadashyitse (labour underutilisation). Akaba ari igipimo gikoreshwa mu gihe habarwa abantu badafite akazi ndetse n'abadahagijwe n'akazi bakora mu bijyanye n'ubukungu (unmet need for employment in the economy).

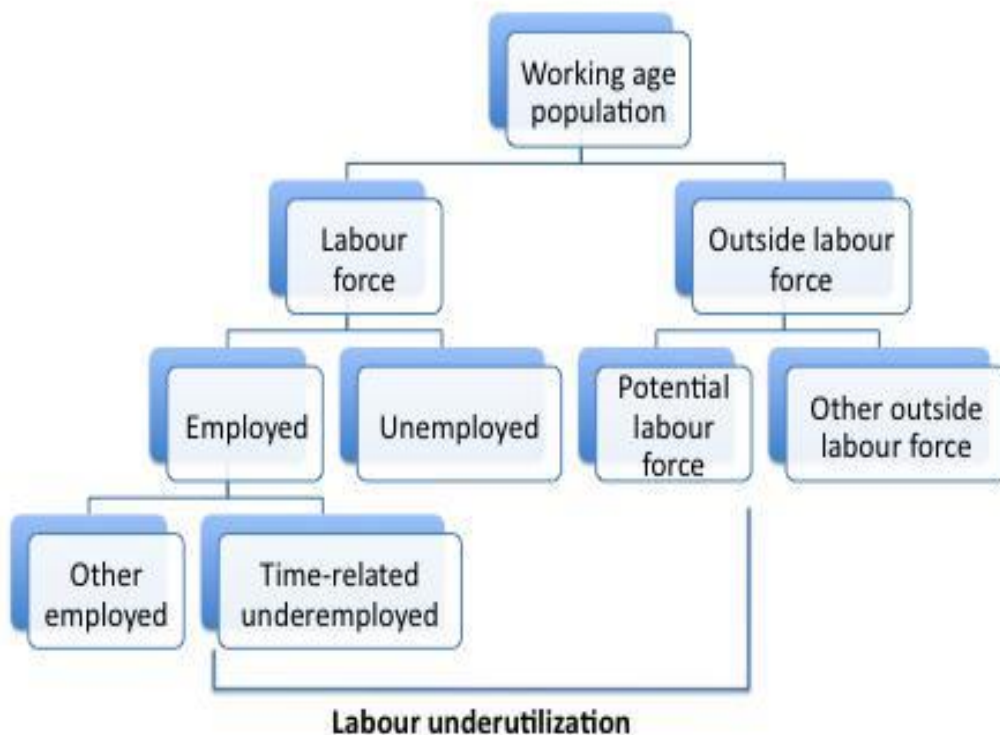
Ibisobanuro by'amagambo y'ingenzi

- Umurimo (Work)

- ✓ “Umurimo ni igikorwa cyose gikozwe n’umuntu w’igitsina icyo aricyo cyose n’imyaka iyo ariyo yose akora ibintu cyangwa atanga serivisi ku bandi cyangwa ku giti cye” bijyana n’uburyo bukoreshwa ngo habarurwe imari y’igihugu (General production boundary defined in the SNA_08)
- ✓ Mu gutanga igisobanuro cy’ Umurimo ntabwo hitabwaho ko ari umurimo wo mu bukungu buziguye cyangwa butaziguye (formal cg informal) cyangwa kuba amategeko abyemera cyangwa atabyemera.
- ✓ Ibi bikurikira ntibifatwa nk’umurimo “akazi katagamije gukora ibintu cg gutanga serivisi (gusabiriza, kwiba), Ibijyanye no kwiyitaho (Kwisiga amavuta, kwiyuhagira) n’ibindi bikorwa umuntu atakorera undi nko (Kuryama, kwiga, kwishimisha).”

Hari ubyiciro bitandukanye by’umurimo:

Labour force framework



- Abikorera ibyo gukoresha ubwabo (Bikorera ibintu cg serivisi zabo ubwabo),
- Abafite akazi (umurimo bakora bagamije guhembwa cg inyungu);
- Uwimenyereza umwuga adahembwa (umurimo ukozwe n’uwimenyereza umwuga nta gihembo gitegerejwe);
- Abakorerabushake (akazi gakorwa nta tegeko ariko nta gihembo gitegerejwe),
- Ubundi bwoko bw’umurimo (butavuzwe aha ariko bwemewe ku rwego mpuzamahanga, urugero: ibikorwa by’imfungwa n’abagororwa, ibikorwa nsimbura gifungo).

Ubu bushakashatsi ku bakora n’abashomeri mu Rwanda buzita ku byiciro bibiri by’umurimo abafite akazi (Abakora cyangwa abakora mu buryo budahagije) n’abikorera kugira ngo babone ibibatunga.

- **Akazi (Employment)**

Nkuko twabivuze haruguru akazi ni bumwe mu bwoko bw’umurimo. Abantu bari mu kazi ni abantu bose bafite imyaka runaka yemewe yo gukora bakoze mu gihe gito gishize, mu mirimo ibyara inyungu cg itanga serivisi yishyurwa. Aha ntihabarirwamo abantu bakoze mu mirimo ikora ibintu cg itanga serivisi ku giti cyabo cg mu rugo rwabo, Guhinga ibibatunga, kwirobera amafi, kwikorera ibikoresho byo mu rugo n’ibindi nk’ibyo.

Abantu bari mu kazi bagizwe n’ibi byiciro bikurikira : (a) abafite akazi “bari mu kazi” urugero: bakoze akazi gahemberwa cyangwa kabyara inyungu nibura isaha imwe mu minsi 7 ishize ; (b) abafite akazi “batari mu kazi” kubera impamvu z’uko batabonetse mu kazi by’igihe gito, cg imiterere y’akazi (abakora basimburana cg kuba umukozi ari mu kiruhuko cy’akazi).

- **Abakora amasaha make, abashomeri n’abiteguye kuba bakora (Labour under-utilisation)**

Abakora bose igihe kidahuye n’icyo bifuzaga gukora cg abakora ariko bakagombye gukora, byerekanako akazi kari mu gihugu ari gake ugereraniye n’abaturage bakifuzaga. Iki cyiciro cyigizwe n’aba bakurikira: Abashomeri, abifuzaga gukora amasaha arenze kuyo basanzwe bakora mu gihe bayahemberwa; n’abiteguye kuba bakora (potential labour force).

- **Abashomeri (Unemployment):**

Abashomeri ni abantu bose bafite imyaka runaka yemewe yo gukora (a) badafite akazi; (b) bashakishije akazi bashishikaye mu minsi mike ishize; kandi (c) bakaba ubu bashobora guhita batangira akazi karamutse kabonetse. Mu kiciro cy’abashomeri hiyongeramo by’umwihariko ababonye akazi biteguye gutangira gukora mu gihe kizaza (future starters). Aba bafatwa nk’ abashomeri nubwo baba batarigeze bashakisha akazi mu gihe gito gishize hagendewe ku ngingo (b) yavuzwe haruguru kubera ko bizeye ko bakabonye, bapfa kuba bagaragaje ko biteguye kuba bahita batangira akazi.

- **Abakora amasaha adahagije (Time-related under-employment)**

Abantu bakora amasaha adahagije ni abantu bafite akazi, ariko mu gihe gito gishize (iminsi 7 ishize), (a) bakora muni y' umubare runaka w'amasaha y'akazi mu cyumweru, (b) bashakaga gukora andi masaha mugihe bayishyurirwa, kandi (c) bakaba biteguye kuba bakora andi masaha haramutse habonetse ayo mahirwe mu gihe bayishyurirwa.

Umubare w'amasaha ugenderwaho ni amasaha 35 mu cyumweru mu kazi kose umuntu afite.

- **Abiteguye kuba bakora (Potential Labour force)**

Abiteguye kuba bakora ni abantu bose bafite imyaka runaka yemewe yo gukora, batari mu kazi cg se mu bushomeri mu gihe gito gishize (Iminsi irindwi ibanziriza ubushakashatsi) ariko bakaba bari muri kimwe muri ibi byiciro bikurikira:

(a) *abashaka akazi ariko batahita baboneka ngo bagatangire*, (b) *abashobora kuboneka ariko batigeze bagira icyo bakora mu gushakisha akazi mu gihe gito gishize*.

- **Abakora ibibatunga (Own-use production work)**

Abantu bakora ibibatunga ubwabo ni abo bose bafite imyaka yo gukora, bakoze umurimo wose ugamije kubatunga bo ubwabo nibura isaha imwe mu gihe gito gishize. "Ibitunga abantu ubwabo" ni ukuvuga ko intego nyamukuru y'umusaruro uturuka mu gikorwa ari ukuwukoresha wose cg gukoresha igice kinini cyawo mu gutunga urugo. Mu gihe ubuhinzi, ubworozi cg uburobyi bigamije ahanini gutunga urugo, ntibibuza ko igice gito gishobora kugurishwa cg kuguranishwa.

Ubuhinzi ngandurarugo bugize igice kinini cy'abantu bakora ibyo kubatunga ubwabo. Ababakora ni abantu bose bakoze umurimo uwo ariwo wose ugamije gatanga ibiribwa mu buhinzi, uburobyi, hagamijwe gushaka imibereho y'abagize urugo cg iy'umuryango. Abakora ibyo bagamije iraha cyangwa kwishimisha ntibabarirwa muri icyo kiciro.

Abikorera imirimo igamije kubatunga (own use producers) cyane cyane abakora mu mirimo y'ubuhinzi n'ubworozi kugira ngo babone ibibatunga (habariwemo abimenyereza umwuga badahembwa n'abakorera bushake) bashobora kuba, mu gihe cy'ifatizo, barakoze ibindi bikorwa nko gukora akazi bahemberwa cyangwa gushaka akazi gahemberwa, bityo rero bakaba bashobora kubarirwa mu bantu bakora, abashomeri cg abashobora kuba bakora (potential labour force) mu gihe cy'ifatizo.

Ibi bisobanuro by'amagambo ndetse n'andi magambo yose azakoreshwa muri ubu bushakashatsi nk'amasaha y'akazi, icyo umuntu akora, icyo aho akorera bakora, imiterere y' akazi, abakora akazi kataziguye, n'uburyo binjiza cg bahembwa biri mu gice cyerekana uburyo buzuzwa ibibazo.

6. Gukoresha ikoranabuhanga rya CAPI

Mu gihe cyo gukusanya amakuru muri ubu bushakashatsi buri mukarana w'ibarura ndetse n'abayobozi b'amakipe bahabwa tablet ifitemo porogaramu yitwa Centry ari nayo ibitse ibibazwa byose muri ubu bushakashatsi.

Umukarani w'ibarura nyuma yo huhabwa n'umuyobozi w'ikipe inzu agomba gusura zibarizwa mu gapande k'ibarura bashinzwe, ajya gusura urugo yahawe kugirango yuzuze ibibazwa byose byateganijwe muri ubu bushakashatsi.

Nyuma yo kwibwira abo asanze mu rugo no kwemererwa gukorana ikiganiro na nyiri urugo cyangwa umuhagarariye, afungura tablet ye, akinjira muri porogaramu ya Csentry, akuzuzamo agapande k'ibarura ndetse na nimeru y'urugo. Iyo ari urugo rwasuwe mu bushakashatsi bwabanje ugasubiza “yego” hakazamo izina rya nyiri urugo naho iyo ari urugo rushya ukabaza usubiza akakubwira amazina ya nyiri urugo.

Nyuma yo kwemererwa ikiganiro andika izina na numero ya telefone ya nyiri urugo cg y'umwe mubagize urugo cg iy'umuyobozi w'umudugudu. Mu gihe adashatse kuguha numero ye ya telefone musobanurire ko icyo tuyishakira ari ukugira ngo kuyifashishe mu gihe dukeneye amakuru y'inyongera cyangwa ibindi bisobanuro ku bisubizo yaduhaye. Nabyanga ureke kuyishyiraho.

Icyitonderwa: Nyiri urugo agomba kuba ari umwe mu bagize urugo.

7. Kuzuza urutonde rw'ibibazo

Urutonde rw'ibibazo rugizwe n'ibi bice bikurikira:

- A. Imiterere rusange y'abagize urugo no kwimuka;
- B. Uburezi
- C. Umwirondoro w'abakora, amasaha umukozi akora, kutagira akazi, n'imiterere y'isoko ry'umurimo
- D. Imiterere y'akazi k'ingenzi
- E. Imiterere y'akazi ka kabiri;
- F. Akazi kakozwe mu gihe cyashize;
- G. Imirimo na serivise byo mu rugo bidahemberwa;
- H. Imirimo y'ubuhinzi n'ubworozi ngandurarugo;
- I. Imiturire n'ibikoresho byo mu rugo.

8. Raporo y'ibyakoze mu ibarura

Hitamo amazina yawe wuzuze n'itariki wasuriyeho urwo rugo. Mu gihe usanze ba nyiri urugo bahari, uzuzura urutonde rw'ibibazwa rwose, Uhitamo ikirango (1) ahabugenewe

Mu gihe nyir'urugo cyangwa umuhagarariye atabonetse ngo asubize ibibazo, cyangwa hari indi mpamvu yatumye urutonde rutuzuzwa garagazimpamvu yabiteye, Hitamo 1 niba abagize urugobadahari igihe gito, hitamo 2 niba urugo rwanze gusubiza Hitamo 3 niba urugo rutabonetse, Hitamo 4 niba urugo rudatuwe, hitamo 5 niba urugo rwarahindutse inzu y'ubucuruzi, hitamo 6 niba urugorwarasenyutse cyangwa 7 mu gihe har indi mpamvu yo kutabazwa. Aha ntugomba kwihutira guhitamo ikirango, ubanza ukamenyesha umugenzuzi w'ikipe (Team leader) byaba ngombwa nawe akabimenyesha umugenzuzi w'uturere (Supervisor).

Tuributsa ko umukarani agomba gusura urugo nibura inshuro 3 mbere yo kwemeza ko nyiri urugo cyangwa umusimbura babuze.

Nyuma yo gusura bwa nyuma urugo, andika mu tuzu twagenwe Itariki, ukwezi, n'umwaka wasuye bwa nyuma urwo rugo. Mu gihe ku nshuro ya nyuma y'isura utabashije kubona amakuru garagaza impamvu yatumye urugo rudasubiza.

9. Gusaba kwemererwa ikiganiro

Mbere yo gutangira kuzuzwa urutonde rw'ibibazwa ubanza gusaba kwemererwa ikiganiro ukoresheje urugero rw'amagambo yanditse muri uru rutonde rw'ibibazo. Nyuma yo kwemererwa ikiganiro tangira wandike amazina y'abagize urugo uhereye kuri nyiri urugo iyo urwo rugo ari rushyashya.

Iyo urwo rugo rwasuwe mu bushakashatsi bwabanje amazina y'abagize urugo yizana muri porogamu ukabazwa kuvuga niba bakiri abagize uwo rugo ukabona gukomeza.

II. IGIKA A: IMITERERE RUSANGE Y'ABAGIZE URUGO, NO KWIMUKA

Urugo rushobora kuba rugizwe n'umuntu umwe cg abantu benshi basanzwe babana baba bafitanye isano cg ntayo kandi basangirira hamwe amafunguro nibura rimwe ku munsu. Ibi bitandukanye n' umuryango kuko umuryango wo ugizwe n'abantu bafitanye isano.

1. Ababa mu rugo bose

Amazina: Andika amazina y'abagize urugo, uhereye kuri nyiri urugo akurikirwe n'umugore we n'abana babo uhereye k'umukuru. Ongeraho abandi bafite icyo bapfana na nyiri urugo n'abakozi bo mu rugo niba bafatwa nk'ababa muri urwo rugo. (Ntiwibagirwe impinja)

A01: Igitsina: Irinde kwandika igitsina ugendeye ku mazina kuko hari umuntu ushobora kwitwa izina risa n'iryabakobwa kandi ari umuhungu cyangwa akitwa iry'abahungu kandi ari umukobwa. Baza uti: "Igitsina cya (IZINA) ni ikihe?"

A02: Isano na nyir'urugo: Hitamo ikirango (code) kigaragaza isano buri muntu uri ku rutonde rw'abagize urugo afitanye na nyiri urugo. Ku kirango cya 10 (umukozi wo mu rugo dushyiramo gusa abakozi bo mu rugo bakora akazi ko mu rugo. Abashumba n' abazamu bajya ku kirango cya 11 (Udafitanye isano na nyiri urugo).

A03M na A03Y: Igihe cy'ivuka: Bigamije kumenya ukwezi n'umwaka ubazwa yavutse. Mu gihe usubiza atibuka neza ukwezi cyangwa umwaka; mubaze igihembwe cy'ihinga cyangwa indi minsi mikuru izwi yaba yegereye ivuka rye ifashishe indangamuntu, mutuelle mu gihe byose byananiranye, Ku bana hashobora kwifashishwa ibipande by'ikingira.

Ku rugo rwasuwe ubushize, amezi n'igihe yavukiye bihita byizanzwe; ariko kuko umuntu aba atisubirije cg uwasubije ubushize ntabe ariwe usubiza, birasaba kubaza witonze ugasobanura niba igihe cyanditse aricyo koko uwo muntu yavukiye maze ukabona kwemeza icyo gihe cyangwa ukandikamo icyo akubwiye ubu nyuma yo gushishoza ukamenya neza ko amakuru uhawe ubu ariyo y' ukuri.

A04: Imyaka amaze: Kigamije kumenya imyaka ubazwa yari afite ku isabukuru ye yamavuko iheruka. Nyuma yo kuzuzamo itariki ndetse n'umwaka ubazwa yavukiye, imyaka ihita yizanzwe. Mu rwego rwo kwirinda gutanga imyaka itariyo ku bagize urugo umukarani w'ibarura agomba kwitwararika akareba ko umuntu uri kumuha amakuru ayafite koko, bibaye ngombwa ukabona yaguhaha amakuru atariyo ushobora guhitamo

kuzahagaruka aho kugirango ufate amakuru atariyo ku bijyanye n’imyaka y’abagize urugo.

A05: Reba kuri A04 (Imyaka y’ubazwa). Niba imyaka y’ubazwa ari 12 kuzamura, baza iranga mimerere ya (IZINA): Niba imyaka iri muni ya **12** uhita ujya kuri **A06A** ukomeze n’ibindi bibazo bikurikiraho. Ku kirango cya 4(Gutandukana byemewe n’ amategeko) dushyiramo gusa abatandukanye byemewe n’ amategeko mu gihe abatandukandunye bitemewe n’amategeko bajya ku kirango cya 5(Kwahukana/Gutandukana bitanyuze mu mategeko). Iyo abashakanye bitemewe n’amategeko batandukanye, bashyirwa ku kirango cya 5(Kwahukana/Gutandukana bitanyuze mu mategeko). Gusa iyo abashakanye umwe yavuye mu rugo by’igihe gito bifatwa nkaho bakibana

A06A- A11A Ni ibibazo byo gushungura (filter questions) bibanza kubazwa ku rwego rw’urugo, hanyuma bikabazwa ku rwego rw’ umuntu mu gihe muri urwo rugo hagaragayemo umuntu ufite ubumuga. Bigamije kumenya niba ubazwa afite ubumuga ubwo aribwo bwose. **Bibazwa abantu bafite imyaka 5 kuzamura**

A06A: Kibaza niba muri urwo rugo hari umuntu afite ubumuga bwo kutabona, niyo yaba yambaye amadarubindi ntibimufashe kubona.aha ibisubizo biri mu bice bibiri, iyo usubije «yego» uhita ujya kukibazo **A06B** ugahitamo amazina y’abafiite ubwo bumuga mu bagize urugo, hanyuma ugahita ukomereza ku kibazo **A06** kibaza urugero ubwo bumuga buriho. Iyo usubije «oya» uhita ukomereza ku kibazo **A07A**. Ibuka kumusobanuzza neza kugirango umenye niba koko afite ubumuga

A07A: Kibaza niba muri urwo rugo hari umuntu afite ubumuga bwo kutumva niyo yaba yambaye akuma gafasha umuntu kumva. Aha ibisubizo biri mu bice bibiri, iyo usubije «yego» uhita ujya kukibazo **A07B** ugahitamo amazina y’abafiite ubwo bumuga mu bagize urugo, hanyuma ugahita ukomereza ku kibazo **A07** kibaza urugero ubwo bumuga buriho. Iyo usubije «oya» uhita ukomereza ku kibazo **A08A**

A08A: kigamije kumenya niba muri urwo rugo hari umuntu ufite ikibazo cyo kutabasha kugenda cyangwa kuzamuka esikariye (Escalier). Aha ibisubizo biri mu bice bibiri, iyo usubije «yego» uhita ujya kukibazo **A08B** ugahitamo amazina y’abafiite ubwo bumuga mu bagize urugo, hanyuma ugahita ukomereza ku kibazo **A08** kibaza urugero ubwo bumuga buriho. Iyo usubije «oya» uhita ukomereza ku kibazo **A09A**: iki kibazo kigamije kumenya niba muri urwo rugo hari umuntu udashobora kwibuka ibintu cyangwa abantu no kutita ku bintu ari gukora (concentration). Aha ibisubizo biri mu bice bibiri, iyo usubije «yego» uhita ujya kukibazo **A09B** ugahitamo amazina y’abafiite ubwo bumuga mu bagize urugo, hanyuma ugahita ukomereza ku kibazo **A09** kibaza urugero ubwo bumuga buriho. Iyo usubije «oya» uhita ukomereza ku kibazo **A10A**

A10A: iki kibazo kigamije kureba niba muri urwo rugo hari umuntu utabasha kwikorera imirimo y’ibanze nko kwiyuhagira cyangwa kwiyambika. Aha ibisubizo biri mu bice bibiri, iyo usubije «yego» uhita ujya kukibazo **A10B** ugahitamo amazina y’abafiite ubwo bumuga mu bagize urugo, hanyuma ugahita ukomereza ku kibazo **A10** kibaza urugero ubwo bumuga buriho. Iyo usubije «oya» uhita ukomereza ku kibazo **A11A**. Mu gihe umwana muto atabasha kwiyambika cyangwa kwikarabya bitewe n’ ikigero cy’ imyaka ye ariko nta kindi kibazo cy’ingingo z’ umubiri cgangwa ubundi bumuga afite, ntabarwa nk’ufite ubumuga.

Ikibabazo **A11A** kigamije kureba niba muri urwo rugo hari umuntu udashobora kuvuga neza ururimi gakondo (rw'iwabo) mu buryo butuma yumvwa neza n'abo baruganiramo. Urugero: kudidimanga. Aha ibisubizo biri mu bice bibiri, iyo usubije «yego» uhita ujya kukibazo **A11B** ugahitamo amazina y'abafite ubwo bumuga mu bagize urugo, hanyuma ugahita ukomereza ku kibazo **A11** kibaza urugero ubwo bumuga buriho. Iyo usubije «oya» uhita ukomereza mu gika gikurikiyeho cya B

A12A: Iki kibazo kibazwa abantu bose. Kigamije kumenya niba hari umuntu utari umunyarwanda mu bantu bose bagize urwo rugo. Iyo usubije «yego» uhita ukomereza kuri **A12B** ugahitamo amazina y'abatari abanyarwanda mu bagize urugo; naho iyo usubije «oya» uhita ukomereza kuri **A13A**, icya kabiri kikamenya abo bantu batari abanyarwanda icya gatatu kikabaza ubwenegihugu bw'uwo cg abo bantu batari abanyarwanda.

A12: iki kibazo kibazwa abantu bamaze kugaragazwa ko atari abanyarwanda kuri **A12B**. Kigamije kumenya ubwenegihugu bw'ubazwa ubwaribwo (ni ubuhe?). Kubantu bafite ubwenegihugu burenze bumwe wandika ubw'ingenzi yihitiyemo.

A13A: iki kibazo kibazwa ku rwego rw'urugo kikaba kigamije kumenya niba muri urwo rugo hari umuntu utuye mu Rwanda mu buryo buhoraho cyangwa se bw'igihe gito. Iyo usubije «yego» uhita ujya kuri **A13B** uhahitamo amazina y'abo bantu mu bagize urugo, wasubiza «oya» ugakomeza ku kibazo **A14AA**.

Hari abanyamahanga benshi baba batuye mu Rwanda ariko ari mu buryo bw'akazi k'igihe gito (bafite temporary residence permit) cg ikiruhuko cy'igihe gito bagahabwa uruhushya rwo “*Gutura by'igihe kizwi*” (**hitamo «Yego»**). Abatuye mu Rwanda ku buryo buhoraho ni abanyarwanda ndetse n'abanyamahanga bahatuye cyangwa bateganya kuhatura igihe kirekire. (**Hitamo «Oya»**).

A14AA: Iki kibazo kibazwa ku rwego rw'urugo kikaba kibajije mu buryo bwo kubanza kumenya niba hari umuntu utaravukiye mu Rwanda uhaba, iyo usubije «yego» uhita ujya ku kibazo **A14AAZ** hakaza urutonde rw'abagize urugo ugahitamo abataravukiye mu Rwanda, gahita ukomereza ku kibazo **A14A** ugahitamo igihugu bavukiyemo. Iyo usubije «oya» uhita ujya ku kibazo **14B** ugahitamo akarere ubazwa mu bagize urugo yavukiyemo.

A15: Kigamije kumenya niba ubazwa kuva yavuka yaba yamaze igihe kirenze amezi 6 akurikiranye ataba mu karere tumusanze hanyuma ukuzurisha ikirango gihuje n'igisubizo aguhaye. Niba igisubizo ari «yego» jya kukibazo cya **A16Y**, Niba ari «oya» uhita usubira kuri **14B** ukabaza umuntu ukurikiyeho mu bagize urugo akarere yavukiyemo, iyo urugo rugizwe n'umuntu umwe uhita ujya kuri **A21A**

A16Y: Kigamije kumenya igihe (mu myaka) ubazwa amaze yimukiye aho atuye ubu bwa nyuma, (ubwo aheruka kwimuka). Aha ngaha twirengagiza”amateka” yo kwimuka y'ubazwa. Niba icyo gihe kiri munsu y'umwaka, andika “00” ahabugenewe.

A17A: Kigamije kumenya igihugu ubazwa yari atuyemo mbere yo kwimukira aho atuye. Iyo ubazwa yabaga mu Rwanda nubundi mbere yo kwimukira mu karere umusanze, uhitamo «**Rwanda**», ugahita ukomereza ku kibazo **A17B**, ugahitamo akarere ubazwa yari atuyemo mbere yo kwimukira aho umusanze. Iyo usanz ubazwa yari atuye mu kindi

gihugu kitari u Rwanda mbere yuko yimukira aho umusanze, uhitamo aho yari atuye mu bisubizo biteganijwe. Kwimuka bibarwa gusa k’umuntu wavuye mu karere ajya mu kandi.

A18: Kigamije kumenya agace ubazwa yari atuyemo mbere yo kwimukira aho atuye. **MUSOMERE IBISUBIZO** byatazwe hanyuma wuzurisha ikirango gihuje n’igisubizo aguhaye mu kazu kabugenewe. Abatuye mu turere tw’Umujyi wa Kigali bose duhitamo 1 (umurwa mukuru).

A19: Kigamije kumenya igihe ubazwa yamaze aho yari atuye mbere yo kwimukira aho atuye. Niba kiri muni y’umwaka andika 00.

A20: Kigamije kumenya impamvu y’ingenzi yo kwimuka. Hitamo ikirango gihuje n’igisubizo aguhaye. Kumuntu wagiye gutura munzu ye cg akimukira mu yindi nzu koresha ikirango 13. Kumwana wakiriwe mu muryango (enfant adoptif) cg umwana w’impfubyi urererwa ku mubyeyi we wa batisimu, hitamo 2. Kuva ku kirango cya 1 kugeza ku cya 6 ndetse n’icya 13 byerekeranye n’ impamvu z’ imibereho n’ imibanire(social), naho kuva ku cyirango cya 7 kugeza ku cya 12 birebana n’ impamvu z’akazi. Mu gihe usubiza afite muni y’ imyaka 15 itondere gukoresha ibirango bitajyanye n’ ikigero arimo. Urugero: Kwahukana, Gutakaza akazi...

A21: Kigamije kumenya niba mu mezi 12 ashize muri urwo rugo hari umuntu wamaze igihe nibura kingana/kirenze ukwezi kumwe ataba muri urwo rugo.

Kibajijwe ku buryo buri rusange aho ubaza niba hari umuntu uba mu rugo waba yaramaze igihe kirenze ukwezi ataba mu rugo, «yego» ujya kuri **A21** hakaza urutonde ugahitamo abamaz e icyo gihe badahari ukababaza ibibazo bikurikira. Yaba ntawe ukajya ku kibazo cya **A06A kubaza ibibazo bijyanye n’abafite ubumuga.**

A22: Kigamije kumenya igihe ubazwa yamaze atari mu rugo. Niba kiri **muni y’amezi 6** ukajya ku kibazo cya **A06A, naho niba kirenze amezi 6 ujya kuri A23.**

A23: Kigamije kumenya niba igihe ubazwa atabaga mu rugo hari urundi rugo yabagamo nubwo yaba yaribanaga? Hanyuma ukuzurisha ikirango gihuje n’igisubizo aguhaye.

A24: Kiriyuzuzwa muri tablet

III. IGIKA B: UBUREZI

Iki gika kigamije kumenya uko uburezi mu Rwanda buhagaze ku bantu bafite imyaka 14 gusubiza hejuru. Ibisubizo ku bibazo biteganyijwe bizatuma hamenyekana umubare w'abageze mu ishuri n'abatararigezemo, icyiciro cyo hejuru barangije n'impamyabumenyi bafite. Na none, ibisubizo ku bibazo byo muri iki gika bizatuma hamenyekana aho abaturage bageze mu rwego rwo kumenya gusoma, kwandika no kubara, gukoresha ikoranabuhanga no kwiga imyuga.

Uko ibisubizo byuzuzwa

Abagomba kubazwa mu rugo ni abafite imyaka 14 no hejuru

B01: kigamije kumenya niba umuntu yiga cyangwa atiga.

B02A: kigamije kumenya icyiciro cyo hejuru ubarurwa yagezemo, ni ukuvuga icyiciro uwigira yigamo, naho utiga icyiciro yagezemo. Ubundi ukamubaza umwaka yagezemo. Aha uhitamo igisubizo ubazwa akubwiye hanyuma ugakomereza ku kibazo B02B ukavugira imyaka ubazwa yatsinze muri icyo cyiciro

Urugero umuntu niba yiga mu cyiciro cya kabiri cy'amashuri yisumbuye akaba ageze mu mwaka wa 3 uzahitamo "ikiciro cya 2 cy'amashuri yisumbuye (a level)" hanyuma wandike 3 kuri **B02B**

Imyaka ntarengwa mucyiciro:

Amashuri y'inshuke:3

Amashuri abanza: 8

Icyiciro rusange (tronc commun):3

Icyiciro cya 2 cy'ayisumbuye:4

Amashuri makuru na kaminuza: 6

Bitewe n'igisubizo ubonye kuri B02A, nyuma yo kuzuzwa B02B uzasimbuka ujye ku kibazo cyabugenewe.

Niba igisubizo ari 1 ,2 cyangwa 3 uzajya ku kibazoB06

Niba igisubizo ari 4 uzajya ku kibazo B07 Ku bindi

bisubizo jya ku kibazo gikurikira.

B03: kigamije kumenya impamyabumenyi/ impamyabushoboye yo hejuru ubazwa afite. Mugihe asubije "Ntayo" simbuka ujye **B05A**, mu gihe ubazwa usanze yararangije umwaka wa gatandatu w'amashuri yisumbuye ariko amanita atarashohoka icyo gihe nta mpamyabushobozi ya A2 aba yari yabona, ariko icyo amanota yasohotse kandi

B04: kigamije kumenya aho ubazwa yabonye impamyabumenyi. Koresha ikirango kijyanye n'igisubizo aguhaye mu tuzu twabugenewe.

B05: kigamije kumenya ibyo umuntu yize cy'ya yiga. Umukarani w'ibarura agomba kwitonda akabaza neza ibyo ubarurwa yize kugira ngo bimworohera guhitamo ikirango (code) ijyanye nibyo ubazwa yize ku rutonde mpuzamahanga rushyiraho ibyo umuntu yize (ISCED). Andika neza icyo yize mu magambo arambuye kandi asomeka.Igisubizo cyose uhawe ukomeze ushakishe ikirango kijyanye nabyo kugera ku mubanza wa 4. Niba ari ntacyo uzuzuzwa 9000 ahabugenewe ku kibazo B05B. Aha twakwibutsako mu gihe wibeshye ushobora gusubira inyuma ugashakisha code y'ukuri. Mu gihe umuntu yize hanze amashuri yisumbuye (upper secondary) kandi akaba ari ntashami ryihariye ayo mashuri yizemo afite nawe ahabwa code ya 9000

B06: kigamije kumenya niba ubarurwa azi gusoma no kwandika. Kibazwa abantu bashubije ko nta cyiciro na kimwe barangije n’abageze mu mashuri y’inshuke n’abanza. Koresha ikirango gihuye n’igisubizo aguhaye hanyuma ukomeze ku gikurikiraho.

Ikibazo cya B07 kugeza kuri B14:

Uru rutonde rw’ibibazo rugamije kureba abize imyuga, igihe bamaze biga iyo myuga, uwabafashije kwiga imyuga n’icyo byabamariye.

B07: kigamije kumenya niba ubarurwa ubu yiga imyuga, koresha ikirango gihwanye n’igisubizo baguhaye. Niba igisubizo ari “**Yego**” simbuka ujye kuri **B09**, Niba ari “**Oya**” jya ku gikurikira. Mu gihe kuri **B05B** byagaragaye ko ubazwa yiga/yize imyuga, ni ngombwa ko ugagaraza ko uwo muntu yiga/yize umwuga ku bibazo **B07** cyangwa **B08**.

B08: kibazwa umuntu utiga imyuga ubu, niba yarigeze kuyiga mu gihe cyahise. Koresha ikirango gihuye n’igisubizo aguhaye. Niba igisubizo ari “**Oya**” jya kuri **B15**.

B09: kibaza igihe mu mezi cg mu myaka ayo mahugurwa y’imyuga yamaze cg azamara. Uzurisha mu tuzu twabugenewe ikirango kijyanye n’igihe yamaze cyangwa azamara yiga imyuga.

B10: kibaza ubwoko bw’umwuga ubarurwa yize cg umwuga yigamo niba ubu yiga. Uzurisha ikirango bijyanye. Ibirango biri kuri paje ya kabiri y’urutonde rw’ibibazwa.

B11: Kigamije kumenya aho ubazwa yigiye umwuga. Niba ari mu kigo cya Leta, ikigo cy’abigenga, cg ahandi hantu umuntu yakwigira. Koresha ikirango kijyanye n’igisubizo aguhaye ukomeze ku gikurikiraho.

B12: kibaza ahantu h’ingenzi uwiga umwuga cg uwize umwuga yakuye amafaranga yo kumurihira iryo shuri. Bishobora kuba ari abaterankunga bamwishingira, inshuti cg ababyeyi.... Koresha ikirango gihuye n’igisubizo aguhaye. Ikirango cya 6 gikoreshwa ku miryango ishingiyeye ku muryango w’abibumbye (UN) cgangwa ku miryango y’ubufatanye mpuzamahanga. Naho ikirango cya 5 gikoreshwa ku miryango idaharanira inyungu (NGO) zaba izo mu gihugu cyangwa ari mpuzamahanga.

ICYITONDERWA: ikigo cg **Umuntu wikorera** bishatse kuvuga umuntu wese cg ikigo cyatanga inkunga yo kugirango umuntu yige. Urugero: Umuntu urihirwa warihiwe imyuga na MTN cg AirTel cg akarihirwa n’umuntu ku gite cye cg abamwishingira.

B13: kigamije kumenya niba ubazwa yararangiye amashuri y’imyuga akanabona seritifika cg ntayibone. Hitamo ikirango gihuye n’igisubizo aguhaye. Iyo igisubizo ari “**oya**” wandika **3** mu kazu kabugenewe ukajya ku kibazo **B15**

B13A: kibaza umwaka ubazwa yarangirijemo kwiga uwo mwuga. Kigamije kureba niba kuba umuntu arangiye guhabwa amahugurwa vuba bimuha amahirwe yo guhita abona akazi. Andika umwaka akubwiye mu tuzu twabugenewe. Niba atawibuka koresha 9998

B14: Kigamije kumenya niba kwiga imyuga hari akamaro byagiriye ubazwa. Koresha ikirango gihuye n’igisubizo aguhaye. Umuntu wihangiye umurimo wandika **2** naho uwabonye akazi agahawe n’undi muntu cyangwa abandi bikorera wandika **3**.

Ikibazo cya B15 na B16: Ubumenyi kuri Mudasobwa n’indimi

B15: kigamije kumenya urugero rw'ubumenyi ubazwa afite kuri Mudasobwa. Niba ayizi cyane, mu rugero cg niba nta bumenyi na buke ayifiteho. Kibazwa ku rwego rw'urugo ukameya niba hari umuntu uzi gukoresha mudasobwa, ugahitamo igisubizo gikwiye; haba hari abahari ugahitamo amazina maze ukuzuza urugero azi kuyikoreshaho.

B16: kigamije kumenya urugero abagize urugo bavugaho icyongereza, igifaransa n'igiswahiri. Kibazwa ku rwego rw'urugo hagamijwe kumenya niba hari umuntu muri urwo rugo uzi kuvuga indimi z'amahanga. Koreshe «yego» mu gihe ahari cyangwa “Oya” niba ntawe. Niba igisubizo ari “Yego” urabona urutonde rw' abagize urugo maze uhitemo izina ry' uzi kuruvuga

Maze unuzuze urugero azi kuvugaho urwo rurimi. Ashobora kuba aruzi neza cg aruzi mu rugero. Uzurisha ikirango gihwanye n'uko ubazwa ashubije.

IV. IGIKA C: ABAKORA, ABASHOMERI, ABAKORA AMASAHA MAKE, ABASHOBORA GUKORA BASHAKISHA AKAZI CYANGWA BATAGASHAKA.

Igika C nicyo kigize ahanini ubu bushakashatsi. Kigizwe n'ibibazo 26 bibazwa abantu bose bafite imyaka 14 kuzamura. Ibi bibazo bibajijwe ku buryo umuntu ashobora kumenya abantu bakora, abadakora, abakora amasaha make, ndetse n'abashobora kuba bakora bashakisha akazi cg batagashakisha (potential labour force) hakurikijwe amabwiriza mpuzamahanga arebana n'ibarurishamibare ry'umurimo (19th International Conference of Labour Statisticians, 2013).

1. C01-C09 (Kumenya abantu bafite akazi)

Ibibazo kuva kuri C01-C09 bifasha kumenya abantu bafite akazi. Kugira akazi ni bumwe mu bwoko bw'umurimo. Abafite akazi ni abantu bose bafite imyaka yo gukora, bakoze umurimo ubyara inyungu cg batanze serivisi yishyurwa nibura isaha imwe mu minsi irindwi ibanziriza umunsi ubushakashatsi bubereyeho. Aha habariwemo:

(a) Abantu bafite akazi “bagakoraga mu gihe cy'ifatizo”, urugero uwakoze akazi gahemberwa cg undi umurimo winjiza, nibura isaha imwe;

(b) Abantu bafite akazi “batari bakariho mu gihe cy'ifatizo” bitewe n'impamvu zo gusiba igihe gito, cg imiterere y'akazi (Nko gukora basimburana (shift), cg amasaha adahoraho, uruhushya rw'akazi/ikiruhuko).

Ubushakashatsi ku bakora n'abashomeri mu Rwanda bwifashishije ibibazo 9 (C01-C09) mu kumenya abantu bafite akazi, ibibazo 5 (kuva kuri C01-C05) mu kumenya abantu bafite akazi “bari bakariho” n'ibindi bibazo 4 (C06-C09) mu kumenya abantu bafite akazi “batari bakariho”.

Ibyo bibazo ni ibi bikurikira:

C01	Mu minsi 7 ishize hari umurimo (IZINA) yakoze nibura isaha imwe akorera amafaranga (umushahara, agahimbazamusyi, umufuragiyo) cg Ikindi gihembo? (cyangwa yimenyereza umwuga bishyurwa)	1. Yego → C10 2. Oya	<input type="checkbox"/>
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“Yakoze akorera amafaranga (umushahara, agahimbazamusyi, umufuragiyo (Commission) cg ikindi gihembo” bireba akazi wakoze ukishyurwa igihembo cg umushahara cg ubundi buryo bw’imihembere hakurikijwe akazi kazoze.

Muri ibi habarirwamo igihembo mu mafaranga cg mu bintu, yaba yarayahawe cg atarayahabwa, kandi hashobora no kubarirwamo ibindi bihembo by’inyongera byaba mu mafaranga cg mu bintu. Habarirwamo kandi umurimo wishyurwa wakoze n’uwimenyereza umwuga cg yongera ubumenyi busabwa mu kazi cg akandi kazi gasa nako akoramo nko kwigira mu kazi, kwimenyereza umwuga (paid internship) ariko abihemberwa mu mafaranga cg mu bintu. Abakora muri za gahunda zigamije guteza imbere umurimo (Employment promotion program) babihemberwa nabo babariwa muri iki cyiciro.

Gukora isaha imwe cg irenze mu minsi 7 ibanziriza ubushakashatsi nibyo bigenderwaho kugirango hamenyekane abakora mu mirimo itandukanye. Niba igisubizo ari “**Yego**” kuri C01 hitamo 1 maze usimbuke ujye ku kibazo cya **C10**.

Mu gihe igisubizo kibaye **OYA=2** reba neza ko bitaba biterwa n’impamvu zikurikira: Abantu bikorera mu bucuruzi bwabo, cg mu mirimo y’ubuhinzi bworozi; abantu bafashije umwe mu bagize urugo cg umuryango mu mirimo idahemberwa y’ubucuruzi cg ubworozi, cg abafashije umwe mu bagize urugo/umuryango mu kazi ke gahemberwa; abimenyereza umwuga bakora badahembwa haba mu mafaranga cg mu bintu; Abantu bakora mu gihe cya sizeni (Season) mu gihe sizeni yarangiye, niba barahagaritse gukora imirimo yose yerekeranye n’ako kazi, n’ibindi.

Niba wahisemo2 muri C01, komeza umubaze ikibazo gikurikira.

C02	Mu minsi 7 ishize, (IZINA) yaba yakoze nibura isaha imwe mu kazi k’ubucuruzi, ubuhinzi, ubworozi cg ikindi kintu icyo aricyo cyose kibyara inyungu?	1. Yego → C04 2. Oya	<input type="checkbox"/>
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Mu gihe ikibazo kibanziriza iki cyari gigamije kureba abakora bakorera umushahara cg bishyurwa mu mafaranga hakurikijwe imiterere y’akazi, ikibazo **C02** kigamije gukomeza gushungura cyane cyane ku bantu **bikorera**, bashobora kuba batumvise ku kibazo kibanza ko bafite akazi kabyara inyungu.

Hitamo 1 niba yakoze ubucuruzi cg ibikorwa bijyanye nabwo, ubworozi, cg undi murimo ubyara inyungu, nibura isaha imwe mu minsi 7 ibanziriza ubushakashatsi. Hitamo1 niba yakoze ubucuruzi cg ibikorwa bijyanye nabwo, cg yarafatanyije n’abandi mu bikorwa by’ubucuruzi, iby’ubuhinzi n’ubworozi. Hitamo kandi 1 niba umuntu yakoze ariko ibyo yakoze bikaba ntacyo byamwinjirije kubera guhomba.

Hitamo 2 niba ubucuruzi cg ubworozi ari imari yashoye gusa kandi akaba adakurikirana imicungire yayo cg imikorere y’ubwo bucuruzi cg ubworozi. Na none, andika 2 niba umuntu yakoze adahembwa mu bucuruzi cg ubuhinzi bw’umuntu badafitanye isano cg undi muntu batabana mu rugo.

Niba igisubizo ari **YEGO=1** kuri **C02**, simbuka ujye ku kibazo cya **C04**, niba Atari ibyo ujye kuri **C03**.

C03	Mu minsi 7 ishize, (IZINA) yaba yarafashije adahembwa nibura isaha imwe mu bucuruzi , ubuhinzi cg ubworozi bugamije	1. Yego 2. Oya →C06	<input type="checkbox"/>
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	isoko bw'urugo?		
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Iki kibazo kigamije kwerekana abantu bashobora kuba barakoze badakorera umushahara cg inyungu mu bucuruzi cg ubuhinzi/ubworozi bw'umwe mu bagize urugo/umuryango bugamije isoko.

Niba yarakoze byibura isaha imwe muri iyo mirimo mu minsi 7 ibanziriza ubushakashatsi, hitamo "Yego". Hitamo "Yego" gusa niba ako kazi kadahemberwa kerekeranye no gukora mu bucuruzi cg ubworozi bw'umwe mu bagize urugo/umuryango bugamije isoko.

Hitamo "Oya", niba ako kazi kadahemberwa kadafitanye isano nuwo murimo.

Urugero: kugemurira ibiryo cg ibinyobwa umwe mu bagize urugo wikorera mu mirimo ye, kuberako kugemurira ibiribwa n'ibinyobwa biterekeranye n'umurimo w'ubucuruzi cg ubworozi bugamije isoko bikorwa n'umwe mu bagize urugo/umuryango.

Umaze kugenzura neza ubwoko bw'umurimo udahemberwa yakoze, hitamo igisubizo kijyanye kuri C03. Niba igisubizo ari 1, komeza ku kibazo C04. Niba ari 2, simbuka ujye kuri C06.

C04	Uwo murimo wari mu buhinzi, ubworozi, amashyamba cg uburobyi?	1. Yego 2. Oya →C10 3. Simbizi →C10	_
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Iki kibazo kigamije gutandukanya imirimo itari iy'ubuhinzi n'imirimo y'ubuhinzi, ubworozi cg uburobyi. Imirimo itari iy'ubuhinzi ifatwa nk'akazi (abayikoramo ni abakazi) naho abakora imirimo y'ubuhinzi hagamijwe ahanini kubatunga ubwabo ntibafatwa nk'abafite akazi.

Umurimo ufatwa nkaho ari uw'ubuhinzi, ubworozi cg uburobyi iyo ukorerwa mu kwita ku bihingwa n'amatungo kamere, habariwemo ubuhinzi bw' imyaka, amashyamba, ubworozi bw' amatungo, gusarura ibihingwa, umusaruro ukomoka ku matungo cg umutungo wayo kamere.

Niba umurimo w'umuntu washubije "yego" kuri C02 cg uw'umuntu wakoraga adahembwa washubuje "Yego" kuri C03 itari imirimo y'ubuhinzi ubworozi cg uburobyi, hitamo "Oya" kuri C04 nurangiza usimbuke ujye kuri C10. Niba usubiza atamenye neza niba uwo murimo ari uwo mu buhinzi/ubworozi, cg uburobyi, hitamo "Ntabizi" hanyuma usimbuke ujye ku C10.

Niba umurimo w'umuntu washubije "Yego" kuri C02 cg ukora adahembwa washubuje "Yego" kuri C03 uri mu buhinzi, ubworozi cg uburobyi, andika "Yego" mu kazu kabugenewe kuri C04 hanyuma ukomeze ku kibazo gikurikira.

C05	Muri rusange, umusaruro uvuye muri iki gikorwa ugurishwa cyangwa ugakoreshwa mu rugo ku ruherero?	1. Ugurishwa wose →C10 2. Igice kinini kiragurishwa →C10 3. Igice kinini gikoreshwa mu Rugo 4. Ukoreshwa wose mu rugo	_
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Iki kibazo C05 kigamije kumenya niba umusaruro ukomoka ku mirimo y'ubuhinzi/ubworozi cyangwa uburobyi ahanini ugenewe kugurishwa cyangwa se gutunga abagize urugo. Abakora mu mirimo y'ubuhinzi /bworozi cg uburoyi bitanga umusaruro

uteganyirizwe ahanini kugurishwa bafatwa nk'abafite akazi, nubwo igice kimwe cy'umusaruro gishobora gukoreshwa mu gutunga urugo/umuryango.

Hitamo 1 “**Ugurishwa wose**” niba umusaruro wose uteganyirizwa kugurishwa gusa cg ukaguranwamo ibindi bintu.

Hitamo2 “**Igice kinini kiragurishwa**” niba igice kinini cy'umusaruro uvamo giteganyirizwa kugurishwa cg kuguranishwa n'ibindi bintu, nubwo hari ikindi gice gito gikoreshwa mu gutunga urugo.

Hitamo 3 “**Igice kinini gikoreshwa mu gutunga urugo**” niba igice kinini cy'umusaruro kigenewe gutunga urugo, nubwo urugo rwaba rugurishaho bike cg kuguranishaho bike.

Hitamo 4 “**Ukoreshwa wose mu rugo**” niba umusaruro wose uteganyirizwa gutunga urugo/umuryango gusa.

Aho bishoboka, koresha ijanisha nka 50% by'agaciro k'umusaruro kugirango umenye neza niba umusaruro ahanini ari uwo kugurisha cg gutunga urugo.

Niba igisubizo ari 1 cg 2 ku kibazo C05, jya ku kibazo C10. Niba ataribyo njya ku gikurikira.

C06	(IZINA) asanzwe afite akazi ahemberwa cg akazi kabyara inyungu atashoboye kujyaho mu minsi 7 ishize, ariko akaba ateganya kugasubiraho?	1. Yego 2. Oya → C19	<input type="checkbox"/>
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Umuntu utari mu kazi gahemberwa cg kabyara inyungu mu minsi 7 ibanziriza ubushakashatsi abazwa niba byari iby'igihe gito. Tuvugako yasibye akazi by'igihe gito niba yari afite akazi gahemberwa cg undi murimo ubyara inyungu, ariko akaba atarigeze awukora mu minsi 7 ibanziriza ubushakashatsi.

Hitamo1 ku kibazo cya C06 niba

- Umuntu ateganya gusubira mu kazi, kandi
- Umukoresha yemera gutegereza igihe umukozi azazira.

Hanyuma ukomeze ku kibazo cya C07 ku mpamvu nyamukuru yatumye runaka adakora. Niba atari ibyo uhitimo 2 maze usimbuke ujye ku kibazo cya C19 ku gushaka akazi

C07	N'iyihe mpamvu y'ingenzi yatumye (IZINA) asiba akazi mu minsi 7 ishize?	Reba wandike ikirango Ikirango 1 kugeza kuri 3 → C10 Ikirango 7 → C19 Ibindi birango: komeza	<input type="checkbox"/>
	Reba wandike ikirango		<input type="checkbox"/>

Hitamo ikirango kijyanye n'impamvu yatumye umuntu adakora mu minsi 7 ibanziriza ubushakashatsi:

01. Uburwayi, gukomereka
2. Ikiruhuko rusange cg ikiruhuko cy'umwaka
3. Ikiruhuko cyo kubyara
4. Ikiruhuko cy'ababyeyi

5. Ikiruhuko cyo kwiga
6. Kwita ku bandi cg indi mpamvu yihariye
7. Umukozi w'isizeni
8. Guhagarara kubera imyigaragambyo cg guhagarikwa n'umukoresha
9. Igabanyuka ry'ibikorwa mu kigo (e.g. guhagarikwa by'agateganyo, kubera akazi gake)
10. Ibibazo mu kazi cg kuba gahagaze (e.g. bitewe n'ikirere, umuriro, cg itumanaho ryagize ikibazo)
11. Indi, yivuge.

Hitamo 1 “Uburwayi, gukomereka” niba impamvu yatumye adakora mu minsi 7 yabanjirije ubushakashatsi ari ukubera uburwayi, gukomereka cg ibibazo byo kwa muganga. NTUZAHITEMO iyi mpamvu igihe cyose impamvu yo kudakora yari iy'uko yitaga ku muvandimwe cg uwo mu muryango urwaye, yakomeretse cg yagize ikibazo cyo kwa muganga. Muri icyo gihe, uzakoresha ikirango 06 “Kwita ku bandi cg indi mpamvu yihariye.

Hitamo 2 “Ikiruhuko rusange cg ikiruhuko cy'umwaka” niba impamvu yo kudakora mu minsi irindwi ishize byari ukubera gutembera cg kwishimisha. Niba usubiza yavuze ati”Nafashe icyumweru cyo kuruhuka kugirango ndangize ibizamini” cg “kwita kuwo twashakanye” cg “kuberako umukozi urera abana yari arwaye”, shyiraho ikirango bijyanye urebeye ku rutonde ruri ahagana hasi (urugero: Ikiruhuko cyo kujya kwiga”, “Kwita ku bandi cg indi mpamvu yihariye”, gutyo gutyo.)

Hitamo3 niba yari mu kiruhuko cyo kubyara giteganywa n'itegeko. Menya gusa ko ateganywa gusubira mu kazi cg mu bikorwa bye bimwinjiriza kandi ko umukoresha we yemeye ko azasubira mu kazi ke arangije icyo kiruhuko.

Hitamo4 niba impamvu nyamukuru ari ukwita ku bana bato nkaho ari ikiruhuko gihabwa ababyeyi mu rwego rwo kuborohera.

Hitamo5 ku bantu bafashe akanya k'ikiruhuko kugirango bigire ibizamini, mu rwego rwo kurangiza amasomo, kwandika igitabo, n'ibindi. Aha kandi hiyongeramo umuntu wari mu kiruhuko kubera ishuri cg urugendo.

Hitamo6 niba impamvu ijyanye n'inshingano afite mu rugo, kwita ku bandi byarabaye impamvu yo kudakora mu minsi 7 ishize. Aha habarirwamo kwita ku muvandimwe wo mu muryango; nk'umwana cg umubyeyi.

Hitamo7 ku bantu batigeze bakora mu minsi irindwi ishize kubera ko bakora akazi k'isizeni. Aba bazagaruka gukora muri sizeni itaha.

Hitamo8 ku bantu bari mu myigarabambyo cg bahagaritswe n'umukoresha by'igihe gito kubera amakimbirane.

Hitamo9 ku bantu bahagaritswe by'igihe gito cg kitazwi. Nanone, ku bantu bagabanyirijwe amasaha yo gukora kuberako ubucuruzi butagenda neza cg bucumbagira.

Hitamo10 ku bantu batakoze kubera ko akazi kabo kari kabangamiwe n'impinduka z'ibihe, ikibazo cya tekini, ibura ry'umuriro cg itumanaho. Aha habariwamo kandi abubatsi batigeze bakora mu minsi 7 ishize kubera imvura nyinshi

Hitamo11 niba impamvu nyamukuru yatumye runaka asiba akazi atari imwe muzavuzwe haruguru. Muri icyo gihe, sobanura mu magambo yanditse neza iyo mpamvu.

Niba ikirango kuva kuri **1-3** ari imwe mu mpamvu yo **gusiba akazi**, uyu muntu afatwa nk’**ufite akazi**” hanyuma ukajya ku kibazo cya **C10** n’ibikuriyeho bibaza umubare w’imirimo abantu bakoze n’umubare w’amasaha bakora.

Niba ikirango ari **7**, uyu muntu nta kazi afite **“Ntari mu kazi”**. Urasimbuka ukabaza ibibazo guhera kuri **C19** bigendanye no gushaka akazi cg ubushomeri.

Niba hari ikindi kirango cy’igisubizo cyatanzwe (ikirango **4-6, 8-11**), komeza ku kibazo **C08** kibaza umubare w’ iminsi ubazwa ateganya kumara mbere yo gusubira mu kazi.

C08	(IZINA) arateganya kuzasiba kujya ku kazi igihe kingana gute?	1. Minsi y’amezi atatu → C10 2. Amezi atatu no hejuru 3. Ntazi neza niba azasubirayo	__
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Iki kibazo kibazwa umuntu wasibye akazi mu minsi 7 ishize; kigamijwe kureba niba uyu umuntu yakomeza gufatwa nk’ukora mu gihe ateganya gukomeza gusiba akazi. Igihe ntarengwa ni amezi atatu. Igihe cyose umuntu ashobora gusiba akazi kibarwa uherye ku itariki yatangiye gusiba kugeza ku itariki ateganya gusubira mu kazi.

Koresha ikirango **1 “Minsi y’amezi atatu”** niba ateganya kumara igihe kiri minsi y’**amezi 3** hanyuma ukomereze ku kibazo **C10**.

Koresha ikirango **2 “Amezi atatu no hejuru”** niba igihe cyose cyo gusiba akazi gihwanye n’amezi 3 cg arenga, cg se umuntu akaba atazi neza igihe azasubirira mu kazi, hanyuma ukomereze ku kibazo cya **C09** ku bijyanye nokubayarakomeje guhabwa umushahara/igihembo mu gihe atari mu kazi.

C09	(IZINA) akomeza kubona inyungu cg guhembwa ku kazi ke mu gihe adakora?	1. Yego 2. Oya → C19	__
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Gukomeza guhembwa mu gihe uri mu kiruhuko cg wasibye akazi kubera impamvu izwi ni kimwe mu byerekana ko agifite akazi ndetse bikanagaragaza ko uwo muntu akwiye gufatwa nk’ufite akazi.

Koresha ikirango 1 niba umuntu yarakomeje guhabwa umushahara wose cg igice cyawo mu gihe atari mu kazi hanyuma ukomeze ku kibazo gikurikira C10.

Koresha ikirango 2 niba igisubizo ari Oya hanyuma usimbuke ujye ku kibazo cya C19.

C10-C18 (Kumenya abakora amasaha make) Abantu bose bafite akazi bagaragaye mu rutonde rw’ibibazo byabanje (C01-C09) bakomereza hano kugirango hamenyekane neza niba bakora amasaha ahagije cg amasaha make. Aha bisabako habazwa amasaha yose basanzwe bakora mu mirimo yose bafite ndetse bakabazwa niba bifuzaga gukora andi masaha kandi bakaba bafite uwo mwanya wo kuyakora mu cyumweru. Aha kandi, abantu bakora amasaha akabije kuba menshi niho bagaragarira.

Abantu bakora amasaha make ni abantu bafite akazi kandi mu minsi 7 ishize bakaba:

- Basanzwe bakora amasaha atageze kuri 35 mu cyumweru mu mirimo yose
- Barashakaga gukora amasaha y’inyongera;
- Bafite umwanya wo gukora andi masaha haramutse habonetse ayo mahirwe y’akazi k’inyongera bahemberwa.

Ikigereranyo cy'amasaha 35 y'akazi gihwanye n'impuzandengo y'amasaha yose umuntu amara mu mirimo itandukanye ibyara inyungu mu cyumweru nk'uko byagaragajwe n'ubushakashatsi ku ngo n' mibereho y'abaturage [EICV4] 2013/2014.

Ibi bibazo bitangirira kuri C10; harebwa niba umuntu akora imirimo ibyara inyungu irenze umwe kandi yarayikoze mu minsi 7 ishize.

C10	(IZINA) yaba afite akazi ka kabiri ahemberwa cg kabyara inyungu yakoze mu minsi 7 ishize?	1. Yego 2. Oya	<input type="checkbox"/>
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Hitamo 1 “Yego” ku bantu bafite akazi gahemberwa/ kabyara inyungu cg umuntu wikorera akagira n’akandi kazi kamuhemba umushahara cg hakurikijwe akazi kakozwe mu minsi irindwi ishize. Aha habarirwamo kandi abantu batangiye bakanarangiza iyo mirimo muri iyo minsi 7 ishize.

Koresha 2 “Oya” niba umuntu yarakoze umurimo umwe mu minsi irindwi ishize.
Twibukiranye ko ababakurikira badafatwa nk’abafite imirimo myinshi:

- Umuntu ufite umukoresha urenze umwe, ariko afite akazi kamwe. Niba umuntu akora akazi gatuma yagira abakoresha benshi, ariko akora akazi kamwe muri uwo murimo aho bizwi ko imirimo nk’ iyo igira abakoresha benshi, abo ngabo ntibafatwa nk’abakora umurimo urenze umwe, (urugero, Akazi ko mu rugo harimo, kurera abana, Umushoferi, abakora mu busitani, abisuma, abatetsi n’abaseriveri).
- Umuntu ufite abakiriya barenze umwe ariko mu kazi kamwe. Niba umuntu akora akazi kamwe ariko agakorera abakiriya benshi (urugero; umunyabugeni, umuganga, umunyamategeko, etc), uwo muntu ntashobora kuba nk’ufite akazi gatandukanye.
- Umuntu ufite ibigo binini bikora ubucuruzi (unincorporated business) bibiri cg birenze (Ariko atigenera umushahara cg igihembo) ntafatwa nk’ufite akazi karenze kamwe.
- Umuntu ufite kontaro irenze imwe cg akazi kamwe ariko karimo uduce twinshi kuburyo adakora akazi karenze kamwe. Urugero; umuntu wapatanye kubakisha ku ma shantiye/site atandukanye ntafatwa nk’ufite akazi karenze kamwe. Niba umuntu afite uduce twinshi tw’akazi kimwe cy’umurimo cg kontaro nyinshi (urugero; Umuntu upatana, abubatsi), n’abakora imirimo byerekeranye n’iyo, bafatwa nk’abafite akazi kamwe.

Ku rundi ruhande ku muntu ukorera umushahara (umukozi) ufite kontaro nyinshi ku bakoresha batandukanye, uwo muntu afatwa nk’ufite akazi karenze kamwe n’ubwo ibyo akora byaba ari bimwe. Urugero: Umwarimu cg umuganga bakorerera abakoresha batandukanye.

Hamaze kurebwa abafite akazi karenze kamwe, komeza ku kibazo kibaza amasaha asanzwe akora mu cyumweru.

C11	(IZINA) Ubusanzwe akora amasaha angahe mu cyumweru?	A. Mu murimo w’ingenzi B. Akandi kazi	A <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> B <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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Niba umuntu yarakoze akazi kamwe mu cyumweru gishize, baza umubare w'amasaha asanzwe akora mu cyumweru muri uwo murimo hanyumawandike igisubizo uhawe.

Ku bafite imirimo myinshi, baza amasaha basanzwe bakora mu murimo wabo w'ingenzi, hanyuma ubaze n'ayo basanzwe bakora mu yindi mirimo. Akazi k'ingenzi ni agakorwa amasaha menshi.

Ku muntu wasubije ko amasaha asanzwe akora ahindagurika, mufashe kumenya umubare w'amasaha asanzwe akora mu cyumweru. Ibuka ko ubusanzwe bivuga 50% by'igihe no kuzamura, cg ingengabihe y'amasaha y'akazi yakunze gukoreshwa mu mezi 4 cg 5 yahise. Hano hari amabwiriza yagufasha kugereranya amasaha umuntu asanzwe akora:

Koresha umubare wuzuye (Iminota 30 no gusubiza hejuru uyibaremo isaha).

Sobanuzza umenye neza umubare nyawo igihe umuntu atanze ikigereranyo cy'amasaha ati: "nkora amasaha ari hagati ya 40-45 mu cyumweru".

Ku bantu bakora umubare w'amasaha uhindagurika buri cyumweru, gerageza kubona igisubizo ugendeye ku mubare w'amasaha bakora akenshi.

Urugero: Niba mu kwezi gushize, mu byumweru 3 yarakoze amasaha 35 buri cyumweru, ariko mu cyumweru cya 4 agakora amasaha 45, ubwo urandika amasaha 35.

Bariramo amasaha y'inyongera asanzwe akora nubwo yaba atayahemberwa. Urugero: nk'umunyamategeko ukora amasaha 60 mu cyumweru, ariko akaba ahemberwa gusa 40, amasaha asanzwe akora ni 60.

Ku bantu batangiye gukora mu minsi 7 ishize, babaze umubare w'amasaha bateganyaga gukora mu cyumweru.

Niba akazi kararangiye mu cyumweru fatizo, baza umubare w'amasaha yari asanzwe akora mu cyumweru muri ako kazi, nanone kandi niba yaratakaje akazi ntagire akandi abona, amasaha y'ubusanzwe aba ayo yari asanzwe akora mu gihe yari afite akazi. Ariko rero, niba yarahise atangira akandi kazi gashya muri icyo cyumweru, uzandika amasaha yakozwe muri icyo murimo yombi, kubera uyu muntu azafatwa nk'ufite akazi karenze kamwe, akazi k'ingenzi kaza agashya yabonye, Kubijyanye n'amasaha ubusanzwe yakozwe uzafata amasaha azajya akora mu kazi gashya yabonye maze akandi kazi ushyiremo zero.

Birashoboka ko umuntu wakoze mu cyumweru fatizo yaba adafite umubare w'amasaha asanzwe akora. Icyo gihe umubare w'amasaha asanzwe akora ni 0. Aha tureba wa muntu wakoze bimumunguye kandi agakora mu mwanya ufite undi usanzwe awukoramo.

Urugero, umuntu uri mu kiruhuko cy'izabukuru wakoze amasaha 20 mu bucuruzi bw'inshuti ye mu cyumweru fatizo, ariko ubusanzwe adakora. Amasaha asanzwe ni 0 naho ayo yakoze ni 20, Umunyeshuri wari mu kiruhuko agakora muri businesi y'urugo kubera uwakoragamo adahari cg yarwaye.

Umuntu wese wakoze yagakwiye kugira amasaha asanzwe akora. Umuntu wabonye akazi k'igihe gito n'ubwo yaba adasanzwe akora ntahabwa zero ku masaha asanzwe.

Urugero: Umuntu wahamagawe n'inshuti ngo akore servisi muri hotel atarasanze akora, ndetse n'umuntu wabonye ikiraka cy'ubuyedi hari inzu irigusanwa ariko atarasanze abikora. Iyo usanze umuntu yatangiye akazi uwo munsu, wandika amasaha ubusanzwe akora kugirango tutamutakaza.

Ikigamijwe ni ukubaza umubare w'amasaha asanzwe akorwa kuri C11 mu kumenya neza imiterere y'akazi k'umuntu, no kubaza kuri C12 na C13 umubare w'amasaha yakoze mu minsi 7 ishize.

C12	Mu minsi 7 ishize, (IZINA) yakoze iminsi ingahe?	A. Mu kazi ke k'ingenzi B. Akandi kazi	A __ B __
C13	Mu minsi 7 ishize, (IZINA) yakoze amasaha angahe?	A. Mu kazi ke k'ingenzi B. Akandi kazi	A __ __ B __ __

Amasaha yakozwe mu cyumweru cy'ifatizo, ahwanye n'igihe cyakoreshejwe mu gukora imirimo itandukanye cg Serivisi mugihe fatizo iki n'iki. Habarirwamo kandi amasaha ajyanye n'iy mirimo nko gutegereza, kwitaba telephone, ikiruhuko cyo kunywa icyayi, gusenga, n'ibindi. Aha ntihabarirwamo amasaha y'ikiruhuko cy'akazi (conge annuel), ikiruhuko cya Leta, ikiruhuko cy'uburwayi n'ibindi biruhuko, cg se amasaha yo kujya no kuva mu rugo ujya ku kazi, ikiruhuko kirekire nk'icyo gufungura n'ikijyanye n'amasomo, n'ubwo cyaba cyatangiwe uruhushya n'umukoresha.

Mu bibazo bibaza amasaha yakozwe, icya mbere kibaza iminsi umuntu yakoze mu minsi 7 ishize. Reba niba umuntu yarafashe iminsi y'ikiruhuko mu minsi 7 ishize, Urugero. Nko kuwa gatandatu, ku cyumweru, umunsi w'ikiruhuko rusange, uw'uburwayi cg undi munsi. Ku bantu bakora ariko batari mu kazi mu minsi 7 ishize, andika 0 mu minsi na 00 mu masaha y'akazi kuri C12 na C13

Niba umuntu yari afite umurimo umwe mu cyumweru gishize, baza umubare w'iminsi n'amasaha yakoze hanyuma wandike igisubizo muri A mu kazu kabugenewe kuri C12. Ndetse wandike "00" muri B

Ku bantu bakoze akazi karenze kamwe mu cyumweru gishize, andika umubare w'iminsi bakoze mu kazi k'ingenzi no mu tundi tuzi tubumbiye hamwe maze wandike ibisubizo ahabugenewe mu gice A na B.

Kurikiza amabwiriza akurikira:

Koresha umubare bumbe (iminota 30 ihwanye n'isaha)

Ku bantu bikorera, ubariramo amasaha yakoreshejwe mu gutangira ubwo bucuruzi (business), n'ubwo bwaba butaratangira.

Bariramo amasaha yakozwe mu bucuruzi bw'undi muntu.

Bariramo amasaha yakozwe nta gihembo abona mu kazi gasanzwe kagenerwa umushahara cg ikindi gihembo (urugero: umwarimu ukosora impapuro)

Bariramo amasaha yakozwe mu kazi kadahemberwa mu muryango cg ubucuruzi bw'umwe mu bavandimwe be.

Ntihabarirwamo amasaha yo gufata amafunguro cg ay'umuganda.

Niba umuntu yari afite umurimo umwe mu cyumweru gishize, baza umubare w'amasaha yakoze hanyuma wandike igisubizo kuri A mu kazu kabugenewe kuri C13. Ndetse wandike "00" muri B

Ku bafite akazi karenze kamwe, baza umubare w'amasaha bakoze mu cyumweru gishize mu kazi k'ingenzi ndetse no mu tundi tuzi twose. Andika igisubizo muri A na B ukurikije uko abiguhaye.

Ikibazo cya C14 kirisubiza ubwacyo tugendeye ku buryo bwo kubaza hakoreshejwe porogaramu yabugenewe.

C14	UBAZA. TERANYA AMASAH A YOSE HAMWE (IZINA) YAKOZE KURI C11 WANDIKE IGISUBIZO GIKWIYE	1. Minsi y'amasaha 35 → C16 2. Amasaha 35 - 48 → Section D 3. Amasaha 49 no kuzamura	<input type="checkbox"/>
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Urebeye ku gisubizo cyatanzwe kuri C11 ku mubare w'amasaha asanzwe akorwa mu cyumweru. Teranya ayabonetse ku gice cya A n'igice cya B, Niba amasaha ari minsi ya 35, igisubizo kikujiyana ku kibazo cya C14 hanyuma ujye kuri C16.

Niba igiteranyo kuri C11 kiri hagati y'amasaha 35 na 48, igisubizo kikujiyana ku gika D.

Hanyuma, niba igiteranyo cy' amasaha kuri C11 ari 49 cg hejuru, igisubizo kikujiyanekuri C14 ukomeze ubaze ibibazo bikurikira kuri C15 ku mpamvu yo gukora amasaha akabije kuba menshi.

C15	Ni iyihe mpamvu y'ingenzi yatumye (IZINA) akora amasaha menshi mu cyumweru?	1. Imiterere y'akazi 2. Kubona amafaranga menshi 3. kubura abakozi 4. Kurangiza akazi ku gihe 5. Indi mpamvu (yivuge) → Section D	<input type="checkbox"/>
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Gukora amasaha menshi y'akazi bishobora gutera ikibazo ku mikorere myiza y' umubiri cg ubuzima. Bishobora kandi kubangamira izindi gahunda umukozi ashobora kubangikanya n'akazi nko kwiga kwita ku rugo. Na none kandi, amasaha menshi y'akazi akenshi ntabwo aba agendanye n'ibihembo bitangwa kuri ako kazi. Impuzandengo itarengwa yemeranyijweho ku kugereranya amasaha y'akazi (cg "amasaha y'ikirenga" n'umuryango mpuzamahanga wita ku mirimo "ILO") ni amasaha 48 mu cyumweru. Umuntu ukora amasaha 49 cg arenze mu cyumweru afatwa nk'ukora "Amasaha y'ikirenga".

Kuri aba bantu, baza impamvu y'ingenzi ituma bakora amasaha menshi mu cyumweru, ndetse uherye ku gisubizo ubonye uhitemo kuri C15 ikirango bihwanye.

Utitaye ku gisubizo cyatanzwe, jya ku gika D hanyuma ubaze ku mitere y'akazi cg umurimo wabo w'ingenzi.

Ku bantu basanzwe bakora amasaha ari minsi ya 35 mu cyumweru, hari ibibazo bibabazwa bigamije kureba niba bashakisha (C16), bifuza (C17) akazi k'inyongera, cg niba biteguye gukora (C18) amasaha y'inyongera. Amasaha y'inyongera agomba kuba atandukanye n'aya:

Amasaha y'inyongera ku kazi akora

Akandi kazi yasabwa kiyongera ku nshingano asanganwe

Akazi gashya gafite amasaha arenze ayako yari asanzwe akora.

C16	Mu byumweru 4 bishize, (IZINA) yigeze ashaka akazi kiyongera kuko asanganwe cg akazi gashya?	1. Yego → C18 2. Oya	<input type="checkbox"/>
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Niba igisubizo cyabonetse cyerekana ko umuntu ashaka gukora amasaha y'inyongera mu kazi cg yashakishije akandi kazi, andika 1 mu kazu kabugenewe kuri C16 hanyuma ujye ku kibazo cya C18. Niba atari ibyo jya ku kibazo gikurikira cya C17.

C17	(IZINA) yaba yifuza gukora amasaha y'inyongera kuyo asanzwe akora mu cyumweru mu gihe yayishyurirwa?	1. Yego 2. Oya → Igika D	<input type="checkbox"/>
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Abantu bamwe na bamwe bashobora kuba badashakisha bashishikaye aho bakora amasaha y'inyongera, ariko bashobora kwifuza gukora amasaha y'inyongera kugirango babone amafaranga menshi cg kubera indi mpamvu niba habonetse ayo mahirwe kuri bo. Kubera iyo mpamvu, baza ibibazo guhera kuri C17 nusanga koko yarifuje gukora amasaha y'inyongera mu cyumweru, hitamo 1 “Yego”. Niba atari ibyo hitamo 2 “Oya” ujye ku gika D.

Ku bantu bashubije ko bashakaha aho bakora amasaha y'inyongera kuri C16 cg bifuzaga gukora amasaha menshi mu cyumweru ku kibazo cya C17, baza ikibazo cyanyuma cya C18 urebe niba biteguye kuba batangira kuyakora mu byumweru 2 biri imbere.

C18	Haramutse habonetse akazi k'inyongera (IZINA) yabasha kugatangira Mu gihe kitarenze ibyumweru 2?	1. Yego 2. Oya → IgikaD	<input type="checkbox"/>
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Niba umuntu ashubije Yego, hitamo 1 kuri C18. Ubundi ukurikize amabwiriza. Igisubizo cyose aguhaye jya ku gika D

3. C19-C26 (Kumenya abashomeri n'abashobora kuba bakora”potential labour force”)

Abantu bose byagaragaye ko badafite akazi mu bibazo byabanjirije ibi ngibi (C01-C09) boherezwa hano kugirango hamenyekane neza niba koko ari abashomeri cyangwa abashobora kuba bakora cg bashakira akazi (potential labour force).

Abashomeri ni abantu bari mu myaka yo gukora bujuje ibi bikurikira:

- kuba Atari afite akazi mu minsi 7 ishize;
- kuba yaragize icyo akora ashakisha akazi mu byumweru 4 bishize; kandi
- akaba yari yiteguye gutangira akazi mu minsi 7 ishize cg yagatangira mu byumweru 2 biri imbere habonetse amahirwe y'akazi.

Hari icyitonderwa ku bantu batari mu kazi ariko bakaba bashobora kuboneka gusa bakaba batariyeze bashakisha akazi kubera barangije kwizera akazi (bakorera abandi cg bikorera) mu minsi mike iri imbere (*Abatangira akazi mu gihe kiri imbere*). Aba bafatwa nk'*abashomeri* n'ubwo batagize icyo bakora mu gushakira akazi mu gihe gito gishize, bapfa kuba biteguye kuba bagatangira igihe icy'aricyo cyose.

Abashobora kuba bakora (potential labour force) ni abantu bose bari hejuru y'imyaka yo gukora, badafite akazi kandi ntibabwo n'abashomeri, ahubwo akaba ari:

(a) abashakisha akazi ariko badashobora guhita baboneka ako kanya akazi karamutse kabonetse (unavailable job seekers) (b) abadashakisha akazi ariko bashobora guhita baboneka ako kanya amahirwe y'akazi abonetse (available non job seekers).

Ubu bushakashatsi ku bakora mu Rwanda bwakoresheje ibibazo 7 (C19-C26) mu kwerekana abashomeri n'abantu bashoboye kuba bakora ariko badakora. Ibyo bibazo ni ibi bikurikira.

C19	Mu byumweru 4 bishize, (IZINA) yashatse akazi gahemberwa cg yagerageje gutangira akazi kabyara inyungu?	1. Yego → C21 2. Oya	<input type="checkbox"/>
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Ikibazo cya mbere mu rutonde rw'ibibazo 7 twavuze haruguru kerekera n'ubushakashatsi akazi gahemberwa akariko kose cg "kugerageza" gutangira kwikorera mu byumweru 4 bishize, habariwemo no gushaka ibyangombwa by'inzira. Niba igisubizo ari yego hitamo 1 "Yego" kuri C19 hanyuma ukomeze kuri C21 ku buryo bwo gushaka akazi. Niba Atari ibyo hitamo 2 "Oya" kuri C19 ubundi ukomereze ku gikurikiraho.

C20	(IZINA) yaba yarabonye akazi cg yarateguye gutangira kwikorera akazi kabyara inyungu Mugihe kitarenze ibyumweru 4?	1. Yego → C25 2. Oya → C23	<input type="checkbox"/>
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Iki kibazo kigamije kureba niba umuntu yaba yarabonye akazi cg yarateganyije gutangira kwikorera mu byumweru 4 biri imbere. Nk'uko byavuzwe haruguru, aba bantu bashobora kuba batarigeze bashaka akazi kubera ko bizera ko babonye akazi cg bazatangira kwikorera.

Hitamo 1 "Yego" nurangiza usimbuke ujye kuri C25 ubaze niba ubu yiteguye kugatangira. Niba Atari ibyo hitamo 2 hanyuma ujye kuri C23 ubaze impamvu atashatse akazi.

C21	Ni iki (IZINA) Yakoze mu byumweru 4 bishize ashaka akazi cg gutangira kwikorera?	Ibisubizo byinshi birashoboka, nturenze 4 Niba ntacyo yakoze (8) → C23	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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Impamvu yo kubaza iki kibazo cya C21 iri mu byiciro bibiri: (a) kumenya uburyo umuntu yakoresheje ashaka akazi gahemberwa cg ashaka kwikorera; no (b) kugenzura niba igisubizo cy'uko yashatse akazi cyatanze C19 aricyo. Muri rusange umuntu afatwa nk'uwashatse akazi, mu gihe uko kugashaka bishobora gutuma agahabwa nta kindi gikorwa bimusabye. Urugero, Kwigira kugirango abone Dipolome, Gufata igipapuro basabiraho akazi, no kwandika CV ntibifatwa nk'uburyo bwo gushaka akazi.

Uru rutonde rwerekana uburyo 7 bwo gushaka akazi.

1. Gushakisha igishoro, ibyangombwa byo gutangira gukora, uruhushya
2. Gushaka ubutaka, inzu yo gukorera, Imashini, ibikoresho, amafumbire,
3. Gushaka inshuti yamufasha, umuvandimwe cg undi wamufasha,

4. Kwiwandikisha cg kubaza mu bigo bya Leta cg byigenga bihuza abashaka akazi n'abagatanga,
5. Gusaba akazi umukoresha, Gushakishiriza aho bakorera, ahakorerwa imirimo y'ubuhinzi bworozi, ku miryango y'ibigo, mu isoko cg ahandi hahurira abantu benshi
6. Gushakisha ahari akazi mu binyamakuru no kohereza dosiye aho wumvise bashaka abakozi
7. Kohereza dosiye isaba akazi ku mbuga nkoranyambaga zitanga amakuru y'ahari akazi.
8. Nta buryo na bumwe bwakoreshejwe
9. Ikindi, kivuge

Rimwe na rimwe abasaba akazi bashobora kuba barakoresheje uburyo burenze bumwe. Ibisubizo birenze kimwe biremewe ariko nturenze 4 kuri C21.

Hitamo 1 ku bantu bifuzaga gutangira kwikorera mu gihe begeranyaga amafaranga, bashaka ibyangombwa cg uburenganzira bwo kwikorera, habariwemo n'abashaka inzandiko z'inzira bashaka kwikorera cg kujya gukorera abandi.

Koresha 2 ku bantu bagerageje gutangira kwikorera mu bucuruzi cg ubuhinzi bwabo, bashakisha imirima, inzu, imashini cg ibindi bikoresho.

Muri rusange, igikorwa icyo aricyo cyose gikozwe mbere y'uko hatangizwa ubucuruzi cg kwikorera gifatwa nkaho umuntu ashaka akazi. Hanyuma igikozwe cyose ubucuruzi cg kwikorera bimaze gutangira bifatwa nk'akazi k'uwikorera.

Koresha 3 ku bantu babajije amakuru y'akazi babinyujije mu bavandimwe cg inshuti.

Koresha 4 ku bantu bagiye kureba abakoresha cg ibigo bihuza abakozi n'abakoresha. Habariwemo abantu bagiye gusaba akazi mu bigo bishyira mu myanya abakozi.

Koresha 5 ku bantu birebeye imbona nkubone umukoresha (habariwemo ibiro by'ushinzwe abakozi) bamusuye ku giti cyabo, bamutelefonnye, cg bamwandikiye kuri email. Uyu muntu ashobora kuba yaravuganye n'umukoresha wamuha akazi cg undi muntu ufite ijamba mu biro bye. Kuba umuntu yafashe igipapuro cyuzuzwa basaba akazi ntibifatwa nk'uburyo bwo gushaka akazi mu gihe atagitanze aho asaba akazi.

Koresha 6 ku bantu banditse basaba akazi kubera amatangazo basomye mu binyamakuru cg ahandi hantu. Koresha uwo mubare gusa niba umuntu yaranditse asaba akazi, **NTABWO** ari uko umuntu yarebye iryo tangazo, cg yarisomye. Kugirango harebwe neza niba umuntu yarashubije itangazo ry'akazi, uwo muntu agomba kuba yaranditse cg yaravuganye n'umukoresha cg umuhagarariye. Ikinyuranyo kiri hagati yo kureba no gusubiza itangazo ni ngombwa kucyumva. Abantu barebye amatangazo gusa mu binyamakuru ntibafatwa nk'abashatse akazi bashishikaye. Abasomye amatangazo bakagerageza kuyasubiza niba bafatwa nk'abashaka akazi.

Koresha 7 ku bantu banditse basaba akazi bakoresheje kohereza CV cg ibaruwa isaba akazibakohereza kumbuga nkoranya mbaga. Ntukoreshe uwo mu bare mu gihe umuntu yujuje urupapuro rusaba akazi ariko ntagire icyo akora ngo arwoherereze umukoresha.

Koresha 8 niba usubiza yagize ati: “Simbizi” cg “Ntacyo”. Nibigenda gutyo simbuka ujye kuri C23.

Koresha 9 niba umuntu nta na kimwe mu bisubizo 7 byatanzwe haruguru yaba yaguhaye. Muri icyo gihe wandika uburyo akubwiye yakoresheje mu magambo. Ntuzandike ibisubizo bidasobanutse nka “ndi kwiga kwandikisha mudasobwa,” “kwiga kugirango azabone akazi keza”, etc. Ntuzakoreshe iki kirango mu gihe umuntu ari mu mahugurwa y’akazi cg akurikira amasomo/ ubumenyi buzatuma abona akazi byerekeranye.

Niba hari ubundi buryo bugaragaye butari mu bwavuzwe, bwandike ahabugenewe, uze gushakisha witonze urebe koko niba ntaho wabona ubushyira ufatanije n’abakuyobora. Nusanga ari ntaho wabushyira ubone gukoresha ikirango 9.

C22	Hashize amezi angahe (IZINA) adakora kandi agerageza gushaka akazi gahemberwa cg kwikorera?		<input type="text"/>
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Ku bantu bashubije ko bashakishije akazi mu byumweru 4 bishize, baza ikibazo cya C22 kugirango umenye neza amezi bamaze bashaka akazi bashishikaye.

Iki gihe kibarwa uherye igihe yatangiye gushakisha akazi ashishikaye cg igihe yahagarikiye akazi yari afite ubushize.

Umaze gusubiza ikibazo cya C22 ku bantu bigeze gushaka akazi mu byumweru 4 bishize, simbuka ujye ku kibazo cya C25 umenye niba yaba yiteguye gukora.

C23	(IZINA) yakwemera gukora haramutse habonetse akazi cg uburyo bwo kwikorera?	1. Yego 2. Oya → Igika F	<input type="text"/>
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Ikibazo C23 kibazwa umuntu utarigeze ashaka akazi mu byumweru 4 bishize. Ikibazo kigamije kumenya umuntu ushaka gukora mu gihe haboneka amahirwe y’akazi.

Niba umuntu atakwemera gukora, hitamo 2 “Oya” kuri C23 hanyuma ukomereze ku gika F kibaza akazi yigeze gukora (Mu gihe cyahise).

Niba igisubizo ari “yego”, hitamo 1 maze ukomereze ku kibazo cya C24 kibaza impamvu y’ingenzi atigeze ashaka akazi mu byumweru 4 bishize.

C24	Ni iyihe mpamvu y’ingenzi yatumye (IZINA) atarashatse akazi gahemberwa cg gutangira kwikorera mu byumweru 4 bishize?	Reba neza ikirango	<input type="text"/>
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Ibisubizo bishoboka bikubiye mu birango 14 bikurikira:

1. Uburwayi
2. Ubumuga
3. Amashuri
4. Gutwita

5. Kwita ku mwana muto/ abakuze/ abarwayi
6. Umuryango warabyanze
7. Gucika intege kubera kubura akazi kamunyuze mu gihe cyashize
8. Kubura uburambe, icyiciro cy'amashuri gisabwa cg ubumenyi budahuye
9. Kubura akazi aho atuye
10. Abakoresha bamfata nk'umwana cg nk'umusaza
11. Kubura kw'ibikorwa remezo (Amazu, Imihanda, ubwikorezi, Serivisi zitanga akazi)
12. Ahandi hantu hava amafaranga (Izabukuru, gukodesha)
13. Ipfunwe/ Ikimwaro
14. Indi, yivuge?

Impamvu ya 07 kugeze ku ya 10 zifatwa nk'izijyanye n'isoko ry'umurimo, zikaba zerekana “abacitse intege mu gushaka akazi” akaba ari bamwe mu bagize icyiciro cy' abashobora kuba bakora ariko batashatse akazi (potential labour force).

Hitamo01 ku bantu bari barwaye, na 02 ku bantu bafite ubumuga. Koresha 03 ku bantu biga cg bari mu yandi mahugurwa.

Koresha 04 ku bantu batigeze bashaka akazi kubera gutwita. Ukoreshe 05 ku bantu bafite ibibazo byo kwita ku bana, nk'impamvu zo kubegera, kubaba iruhande, cg kubaha indero ikwiye. Ubariremo impamvu z'uburwayi buri mu muryango, kwita ku bantu bakuze, etc.

Koresha 06 ku bantu bavuzeko batigeze bashaka akazi kubera umuryango wabo utashakaga ko bakora.

Koresha 07 ku bantu bigeze bashaka akazi ariko ntibabone akabanyuze. Aha tubariramo n'abandi babiterwa n'impamvu, nko kuvuga bati :“Sinabashije kubona akazi kajyanye n'ibyo nize”.

Koresha 08 ku bantu batigeze bashaka akazi kubera nta mashuri bafite cg nta bumenyi bugendanye n'umurimo buhagije bafite, cg bumva nta bumenyi buhagije bafite ugereranyije n'ubusabwa ku isoko ry'umurimo.

Koresha 09 ku bantu batekereza ko nta kazi gashobora kuboneka aho batuye ubariyemo ‘uwagize ati: “Nta kazi kaboneka inaha”, “nta mafaranga akiriho”, Nta kazi ko gukoresha imashini kariho”, etc

Koresha 10 ku bantu bashubije ko nta kazi kaboneka kuri bo kubera imyaka bafite. Aha habarirwamo kandi: “abantu bakiri bato cyane kuburyo batabona uruhushya rwo gukora, abashubije ko ntawaha akazi umuntu ufite imyaka 70 kujyana hejuru, cg se umuntu wabwiye n'umukoresha ko nta kazi gashobora kuboneka hafi aho kubera imyaka ye. (Akazi gasaba abantu bakiri bato cg abakuze ariko badashaje)

Koresha 11 ku bantu batigeze bashaka akazi kubera ko nta bikorwa remezo biri aho batuye. Ubariyemo n'abantu batigeze bashobora gushaka akazi kubera ko yabuze uburyo bwo kugerayo

Koresha 12 ku bantu batigeze bashaka akazi kubera ko bari bafite ahandi bakura amafaranga nko ku bukode cg ay'izabukuru.

Koresha 13 ku bantu batigeze bashaka akazi kubera kugira ipfunwe ry'uko yumva atisanga ku isoko ry'umurimo.

Koresha 14, niba hari indi mpamvu itari muri izi zavuzwe haruguru mu magambo make.

C25	Haramutse habonetse amahirwe y'akazi cg kwikorera,(IZINA) yari gutangira gukora mu minsi 7 ishize cg mu byumweru 2 biri imbere?	1. Yego → Igika F 2. Oya	__
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Ikibazo cya C25 kibazwa abantu bose bavuze ko bashakishije akazi mu byumweru 4 bishize cyangwa abifuzaga gukora amahirwe y'akazi aramutse abonetse. Impamvu y'iki kibazo ni ukumenya neza niba biteguye kuba batangira akazi ubu. Kuvuga ngo “Witeguye gutangira” bivuga ko habonetse amahirwe y'akazi, uwo muntu yaba yiteguye guhita akora ako kanya, cg mu byumweru 2 biri imbere.

Koresha 1 mu kazu kabugenewe kuri C25, niba ubu uwo muntu yiteguye kuba yakora, hanyuma ujye ku gika F.

Koresha 2, mu gihe atiteguye gutangira gukora, ujye kuri C26 ku mpamvu y'ingenzi ituma atiteguye guhita atangira akazi karamutse kabonetse.

C26	Ni iyihe mpamvu y'ingenzi yatumye (IZINA) atarashoboraga gutangira akazi mu minsi 7 ishize cg mu byumweru 2 biri imbere?	1. Kwiga, Amahugurwa 2. Kubyara, Kurera umwana 3. Gukomereka, Uburwayi 4. Umuryango 5. Ikindi, Kivuge → Igika F	__
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Iki kibazo cya C26 kigamije kubaza impamvu y'ingenzi ibuza umuntu kuba atarashoboraga gukora mu minsi irindwi ishize cg mu byumweru bibiri biri imbere, Uzurisha ikirango kijyanye n'igisubizo uhawe kuri C26. Niba igisubizo kitari mu byatanzwe kuri C26, koresha 5 hanyuma ucyandike mu magambo make uhawe n'usubiza.

Iki kibazo nicyo giheruka ibibazo bibazwa ku gika C kuri buri muntu uri mu kigero cyo gukora. Umaze kuzuzamo ibirango bikwiye, jya ku gika F kibaza ku kazi umuntu yakozwe mu gihe cyashize.

V. IGIKA D.IMITERERE Y'AKAZI

Iki gika kigizwe n'ibibazo 27 bibazwa abagize urugo bafite imyaka 14 gusubiza hejuru, bamaze kugaragara nk'abakora mu gika C. Ibi bibazo bigamije kwerekana imiterere y'umurimo cg ubucuruzi (Business) umuntu akora, n'icyo akora, aho akorera, imikorere, amasezerano y'akazi, amafaranga yinjiza, kwiwandikisha kw'ikigo akoreramo, umubare w'abakozi bakorana, n'uko aho akora hateye.

Igika D kibaza ibibazo ku murimo w'ingenzi, ubarwa hakurikijwe uwo basanzwe bakora amasaha menshi, ku bantu bafite umurimo urenze umwe, nk'uko byagenwe n'amabwiriza mpuzamahanga mu bijyanye n' ibarurishamibare ku masaha y'akazi. Amakuru agendanye n'imiterere y'indi mirimo azabazwa mu gika cya E.

D01-D02 (Icyo umuntu akora)

Umurimo umuntu akora ni umurimo uwo ariwo wose ukorwa n'umuntu ufite akazi (Cg umurimo wakoze mu gihe cyashize), tutitaye mu kureba icyo aho akora bakora cg imikorere. Amakosa menshi aboneka mu ibarurishamibare ni ukuntu abantu bavuga/basobanura icyo bakora mu ntonde z'ibibazwa. Kugirango twirinde ayo makosa ni ngombwa ko tubaza ibyo bibazo twifashishije andi makuru kugirango ayo makuru azashyirweho ikirango ku buryo buboneye kandi bunoze.

D01	A. Mu kazi k'ingenzi yari afite mu minsi irindwi ishize, (IZINA) yakoraga iki?	_____	_____
		(icyo umuntu akora)	ISCO

Ibirango bikoreshwa hano ni bijyanye na ISIC_08 igena imiterere y'umurimo ndetse n'ibirango mpuzamahanga byawo. Iyo usubiza ikibazo kijyanye n'icyo umuntu akora, wibanda cyane cyane ku miterere y'akazi hibanzwe ku miterere y'akazi, urwego, ubumenyi busabwa ndetse imbaraga. Ni ukuvuga ko akazi umuntu akora ubanza kukarebera ku rwego runaka. Habaho inzego icumi bitewe n'imiterere, ubumenyi ndetse n'imbaraga bisabwa mu kazi; ni ngombwa rero ko utekereza ikirango byajyana urebeye kuri izo nzego.

Urugero: Niba umuntu akubwiyeko ari umwarimu, hita utekereza icyiciro cy'abahanga (professionals), ubundi ushakishe ikirango bijyanye

Niba umuntu akubwiye ko ari umucuruzi mushakire mu kicire cy'abakora ubucuruzi na serivisi, naho niba umuntu akubwiye ko ari nyakabyizi mu buhinzi cg ubwubatsi mushakire mu cyiciro cyanyuma kuko iyo mirimo akenshi isaba imbaraga z'amaboko.

Kuva ku kiciuro cya mbere rero kugera ku cya nyuma, hakurikizwa ubuhanga, ubumenyi cyangwa imbaraga kugirango ubashe gukora neza ako kazi.

D02	Mu kazi (IZINA) Akora, ku bwawe ni ikihe cyiciro cy'amashuri gito ubona umuntu yaba afite ngo abashe kugakora neza?	<ol style="list-style-type: none"> 1. Ntayo 2. Amashuri y'inshuke 3. Amashuri abanza 4. Icyiciro cya mbere cy'amashuri yisumbuye 5. Amashuri yisumbuye 6. Amashuri y'imyuga 7. Kaminuza 	<input type="checkbox"/>
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Impamvu y'iki kibazo D02 ni ukumenya neza abafite ubumenyi/amashuri budahuye n'ibyo bakora mu kazi.

D03 (Icyo aho akorera bakora)

Icyo aho akora bakora kijyana n'umurimo ubyara inyungu ikigo (establishment) cyaho uyu mukozi yakoreye mu minsi irindwi ishize gikora. Ikigo gishobora kuba, umurima, butiki, aho bacukura amabuye y'agaciro/umucanga, atoliye, cg ahandi hakorerwa indi mirimo. Ni ngombwa gutandukanya ikigo gifatwa nka "Entreprise" n'ikigo muri rusange "establishment". "Entreprise" igira amategeko ayigenga kandi ishobora kugira aho ikorera henshi, naho ikigo gisanzwe (Establishment) gikorera ahantu hamwe (Physical adress).

Mu kwerekana neza ibi tuvuze, reka dufate urugero rw'abantu bakorera uruganda rw'ibinyobwa runini ariko rufite aho rukorera henshi, hamwe bakora

ibirahure by'amacupa, ahandi bakora ibinyobwa bakanabishyira mu macupa, hakaba hari nahandi bashyira mu makarito bakanapakira imodoka zitwara ibyo bicuruzwa. Niba dutandukanyije neza ibigo bakorera tugendeye kuri (Entreprise) nk'ifatizo, icyo aho akora bakora cyakabaye "**gukora ibinyobwa**". Ku rundi ruhande, niba ufashe ko ari "ikigo gisanzwe" (Establishment) twavugako uwo muntu akora mu kigo "Gikora ibirahure n'ibindi bikoze mu birahure", "Gikora ibyo kunywa" Cg "Gupakira".

Imirimo imwe n'imwe ishobora gukorerwa ahantu hadafite aderesi. Aho bigoranye kumenya aho abakora bakorera bitewe n'imiterere y'umurimo bakora. Abubatsi, n'abakora umurimo wo gutwara abagenzi bari muri iki cyiciro. Abakora ibisenge, abafundi, nabo bashobora kuba bakorera imirimo yabo ya buri muni ahantu hatandukanye umuntu atabasha kurondora. Abikorera mu gutwara abagenzi bashobora gukorera ahantu henshi hatandukanye (Mu mihanda cg muri gare) Izi ngero zerekana uburyo abantu bakorera imirimo yabo ahantu hatandukanye. Umurimo ukorwa nabo bantu usanga ari umwe (Nko gutwara abantu) ariko ukorerwa ahantu henshi hatandukanye kandi hahindagurika.

Ni ngombwa kandi kumenya gutandukanya icyo aho umuntu akorera bakora ndetse n'icyo umuntu akora. Icyo aho ukorerwa bakora bireba IKIGO, naho icyo umuntu akora kireba UMUNTU ku gite cye. Ni ukuvuga ko umuntu ashobora kuba atwara "imodoka nini" akaba akorera mu "buhinzi bworozi". Nanone kandi, "umunyamabanga" ukora ku bitaro ashobora kuba akora nk' "umunyamabanga" akaba akorera muri "Serivisi z'ubuzima"

Nk'uko twabibonye kandi ku bigendanye n'icyo umuntu akora, ibi bibazo bibaza icyo aho umuntu akora bakora, bigabanyijemo ibice bibiri: Igice A kibaza izina ry'aho umuntu akorera n'igice B kibaza serivisi cg icyo aho hantu bakora. Ayo makuru atanzwe akoreshwa na NISR ishyiraho ibirango mpuzamahanga by'imirimo ibigo bikora.

D03	A. Izina ry'ikigo (IZINA) akorera ni irihe?	1. _____ _____ (Izina) 2. Umukozi wo mu rugo	_
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	3. Nta zina	
B. Aho (IZINA) akora n' iki bakora cy'ingenzi?	_____	ISIC _ _ _ _
	(Icyo bakora mu magambo)	

Mu gice cya A andika amazina y'aho akorera cg izina rya business akoreramo.

Urugero: Entreprise URWIBUTSO, Magazin LACOMETTE. Bamwe mu bakozi basubiza, bashobora kwanga kuvuga izina ry'aho bakorera. Ariko ayo makuru ni ay'ingenzi cyane cyane iyo dukosora ibijyanye n'umurimo ikigo gikora. Gerageza kubaza neza ayo makuru. Rimwe na rimwe, ni ngombwa kongera kwibutsa ubazwa ko ibisubizo aguhaye ari ibanga rikomeye.

Niba umuntu ari “umukozi wo mu rugo”, nta mpamvu yo kumubaza izina ry'umukoresha. Uzurisha 2 mu tuzu twabugenewe hanyuma mu gice B wuzuzemo

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“Imirimo yo mu rugo”.

Niba aho akorera nta zina bwite hafite (Urugero: Nka ba nyakabyizi cg abikorera bakorera ahantu hadafite aderesi ihoraho nko mu muhanda, mu murima, etc), koresha 3 mu tuzu twabugenewe ku gice “A” hanyuma ukomereze ku gice B ubaze ibyo bakora cg serivisi batanga nk'uko twabibonye haruguru.

Ingero:

D03A	Musanze Bakery plant
D03B	Gukora imigati, bakayigurisha kubayidandaza

D03A	Umubano wholesale bakery
D03B	Bagura imigati mu ruganda bakayigurisha ku bayirangura.

D03A	Rubangura bakery
D03B	Kugurishiriza imigati aho bakorera ku bantu no gukora iyo kwirira.

D03A	Ubuhinzi bwa Rubangura
D03B	Guhinga Ingano

D03A	Ubuhinzi bwa Rubangura
D03B	Guhinga Imboga

D03A	Rubangura Poultry Co.
D03B	Korora Inkoko

D03A	Rubangura laundry
D03B	Gufura no gutera ipasi imyenda

D03A	Rubangura laundry
D03B	Gufura amalido n'amatapi

D03A	Rubangura self-service laundry
D03B	Gufura imyenda bikoze n'abakiriya ubwabo bakoresheje imashini z'ikigo hanyuma bakishyura.

D03A	Rubangura shoes
D03B	Kugurisha no gusana inkweto

D04: Aho umuntu akorera (Sector of employment)

Aho umuntu akorera hagendanye n'ubwoko bw'ikigo umuntu akoreramo. Ubu bushakashatsi ku bakora bwakoresheje ibisubizo 7 kuri D04 mu kumenya neza aho umuntu akorera. Ni ngombwa gusomera ubazwa ibisubizo bishoboka kugirango ahitemo icyo bijyanye.

D04	(IZINA) akorera he muri aha hakurikira? SOMERA IBISUBIZO UBAZWA	SOMA 1. mu kigo cya leta/Ikigo cya leta cy'ubucuruzi 2.mu kigo gifashwa na leta 3.mu kigo cyigenga 4.Muri ONG Mpuzamahanga/Imiryango mpuzamahanga 5.Muri NGO Nyarwanda/Imiryango yabihaye Imana 6.muri Koperative 7.Mu rugo 8. Ahandi havuge.....	
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Koresha 1 ku bantu bakora muri Leta ahantu aha riho hose no mu nzego zose, ubariyemo abantu batowe n'abaturage gukora imirimo ihemberwa, abasivili bakorera abasirikare. Aha kandi habarirwamo abakozi mu mashuri ya leta ku nzego zose, abakozi b'ibigo by'ubucuruzi bya Leta, abakorera TV na Radio by'igihugu, n'abandi.

Koresha 2 ku bakora mu bigo bifashwa na Leta cyangwa ibyo Leta ifitemo imigabane nk'ibihuriweho n'abashoramari benshi. (Joint venture).

Koresha 3 ku bakorana n'abikorera mu bigo byabo. Bariramo abantu bose bakorera ikigo iki n'iki kigamije inyungu, ubariyemo n'abakorera ibigo binini, ibiciriritse n'ibitoya utitaye kucyo umuntu akora. Bariramo kandi abantu bikorera bagamije inyungu mu bucuruzi bwabo, iduka, ibiro, mu muhanda, mu bwubatsi, mu isoko, mu buhinzi bworozi n'ubwo baba barahombye mu gihe gito gishize. Abantu bakorera muri VUP, abakora imirimo yishyurwa n'abaturage nk'abanyerondo nabo bafatwa nk'abakorera ikigo kigenga.

Koresha 4 ku bakora mu miryango mpuzamahanga n'abakora mu zindi Leta/guverinema nko muri za Ambassade

Koresha 5 ku bakorera mu miryango itegamiye kuri Leta ikorera mu gihugu, ubariyemo abakorera amadini, abishyizehamwe (unions or associations), Ikigo cyashinzwe n'umuntu cg n'imiryango yigenga.

Koresha 6 ku bantu bakora mu makoperative. Ugomba kwita ku kumenya neza abakozi ba za Koperative kuko ibigo by'ubucuruzi bishobora kuba byanditswe nkaho ari Koperative, ariko bidakora nkayo. Nanone, bishora kuba bikora nka koperative ariko bitanditswe nkayo, cg bitanditswe na hamwe.

Koresha 7 ku bantu bakora mu ngo, nk'abakozi bo mu rugo, abazamu...

D05 (Imiterere y'umurimo)

Imiterere y'akazi umuntu akora akenshi iba igengwa n'amasezerano y'akazi mu buryo buziguye cg butaziguye umukozi agirana n'umukoresha. Ubushakashatsi ku bakora bwateganyije ibisubizo 7 kuri D05. Ibi bisubizo bikurikiza urutonde mpuzamahanga rw'imiterere y'umurimo (ICSE-1993).

D05	Muri aka kazi (IZINA) ni? SOMERA IBISUBIZO UBAZWA	<ul style="list-style-type: none">- Umukozi ukorera umushahara- Uwimenyereza umwuga uhembwa- Umukoresha (Ufite abakozi bahoraho- Uwikorera (Udafite abakozi bahoraho D18- Umunyamuryango wa koperative- Ufasha adahembwa mu bucuruzi bw'urugo cg bw'umuryango → D20- Ikindi (kivuge)	
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Baza ikibazo hanyuma umusomere ibisubizo

Koresha 1 kubakora bagaragaye nk'abakorera "umushahara" urugero, ufite amasezerano (yanditse cg Ayo mu magambo) cg mu buryo buziguye mu masezerano akena ibihembo bitagendeye cyane cyane ku musaruro yagaragaje. Igihembo gishobora kuba umushahara, Komisiyo ivuye mubyagurishijwe, umufuragiro, agahimbazamushi, cg ikindi gihembo nk'ibiryo, icumbi cg amahugurwa.

Koresha 2 ku bimenyereza umwuga bahembwa amafaranga cg ibintu.

Koresha 3 kubantu byagaragaye ko bikorera cg ari abafatanyaga bikorwa ariko buri umwe umwe "yikorera" urugero (a) Igihe igihembo kijyanye n'inyungu yabonetse ku bicuruzwa cg ibyo kumutunga, kandi (b) akoresha nibura umukozi umwe ku buryo buhoraho.

Koresha 4 kubantu byagaragaye ko bikorera cg umwe mubo bakorana "yikorera ku giti cye", ariko badakoresha undi mukozi uhembwa.

Koresha 5 kubantu bagaragaye nk'abakora muri koperative ikora ibintu cg itanga serivisi, ni "abikorera" ariko badafite umushahara uhoraho bahabwa na koperative. Muri koperative bahuriza hamwe umusaruro bakagabana inyungu cg igihombo.

Koresha 6 ku bantu bakora mu mirimo yo mu muryango bagaragaye nk'abantu bakora mu bigo bifite imirimo ibyara inyungu bikorwamo n'abo mu muryango, mu kazi nk'abikorera ariko bafite "umukozi" bakoresha ku buryo buhoraho.

Niba igisubizo ari 3,4 cg 5, simbuka ujye kuri D18 umubaze amafaranga yinjiza ku kwezi biturutse muri ako kazi akora cg ako yikorera. Niba igisubizo ari 6, simbuka ujye kuri D20 umubaze ubwoko bw'ikigo akorera. Hanyuma, niba igisubizo ari 1 cg 2 komeza ku bibazo bikurikira uhereye kuri D06 kugeza kuri D11 bibaza ubwoko bw'amasezerano n'ibihabwa umukozi.

D06-D08 (Amasezerano y'akazi)

Ibibazo bitatu bikurikira bibaza ibijyanye n'amasezerano y'akazi ku bakozi bahembwa, n'abimenyereza umwuga. Bibazwa umuntu washubije 1, 2 ku kibazo D05.

D06	(IZINA) akora afite? SOMERA IBISUBIZO UBAZWA	1. Amasezerano yanditse 2. Amasezerano atanditse	_
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Iki kibazo D06 kigamije kumenya imitere y'amasezerano hagati y'umukozi n'umukoresha.

Koresha 1 ku mukozi uhembwa, uwimenyereza umwuga) bafite amasezerano yanditse. Amasezerano yanditse agizwe n'amagambo yasinywe hagati y'umukozi n'umukoresha cg umuhagarariye, akaba akubiyemo, imiterere y'akazi cg inshingano umukozi afite mu kazi, umushahara n'izindi nyongera azahabwa arangije inshingano, ndetse n'igihe ayo masezerano azarangirira.

Ku bakozi ba leta bagengwa na sitati y'abakozi ba leta kimwe n'abatowe n'abaturage bakora mu nzego za Leta babihemberwa, n'abashyizwe mu myanya mu mirimo itandukanya ya leta, koresha 1.

Koresha 2 niba umukozi (uhembwa cg uwimenyereza umwuga) akorera ku masezerano yagiranye n'umukoresha mu magambo, atagira aho yanditse.

Utitaye ku gisubizo uhawe, baza ikibazo gikurikira cya D07 kibaza imiterere y'amasezerano

D07	Amasezerano y'akazi ka (IZINA) ateye ate?	1. Ahoraho (azarangirira igihe kitazwi) → D09 2. Amasezerano/kontaro y'igihe gito	_
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Koresha 1 niba amasezerano yanditse cg ari mu magambo ari ay'igihe gihoraho cg azarangira igihe kitazwi. Aya masezerano arebana n'igihe amasezerano atangiriraariko ntihavugwe igihe azasorezwa. Aha habarirwamo kandi abagengwa na SITATI y'abakozi ba Leta.

Koresha 2 niba amasezerano yanditse cg ari ayo mu mvugo gusa. Ariko igihe cyo gukora kikaba kigenwe n'ubwo gishobora kuba cyavugururwa. Aha habarirwamo, abakozi b'isizeni na ba nyakabyizi bahembwa ku munsu, ku cyumweru, ku kwezi cg hakurikijwe icyo bakoze.

Ku bantu bafite amasezerano ahoraho (bashubije 1 kuri D07), simbuka ujye ku kibazo cya D09. Ku bantu bafite amasezerano y'igihe gito (bashubije 1 kuri D07), kandi kizwi, komeza ku kibazo cya D08 gikurikira kibaza igihe ayo masezerano azamara.

D08	Ayo masezerano ni ay' igihe kingana iki?	1. Umunsi 2. Icyumweru 3. Ukwezi 4. Munsi y'umwaka 5. Umwaka no kuzamura	__
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Koresha 1 ku bantu bakora ku munsi. Bariramo n'abakora ku masaha cg hakurikije uko akazi gateye, aho icyo asabwa gukora ashobora kugikora mu munsi umwe cg mu masaha/iminota.

Koresha 2 ku bantu bafite amasezerano y' icyumweru. Ubariremo nabo bose bakora akazi bashobora kurangiza mu minsi mike cg iminsi iri munsi y'icyumweru.

Koresha 3 ku bantu bafite amasezerano y'akazi y' ukwezi. N'abakora akazi bapataniye kurangiza mu gihe gitoya kiri munsi y'ukwezi.

Koresha 4 ku bantu bakora bafite amasezerano ari munsi y'amezi 12 cg umwaka. Bariramo abakora mu gihe cy'isizeni n'abandi bakora bapatanye, aho muri rusange imirimo ishobora kurangira mu mezi make, mbese munsi y'umwaka.

Koresha 5 ku bantu bafite amasezerano y'igihe kizwi ariko kingana cg kiri hejuru y'umwaka umwe

D09-D11 (Ibihabwa umukozi na Sendika z'abakozi)

Ibizzo D09 na D10 bibaza ubwiteganyirize ndetse n'ikiruhuko gihemberwa cy'akazi cy'umwaka, icy'uburwayi cg bitewe n'impamvu kugirango harebwe abakora mu buryo butaboneye (informal jobs). Ku bafite akazi bahemberwa, uburyo bwo gukora butaboneye bugaragarira mu mibanire hagati y'umukozi n'umukoresha. Tugendeye k'uburyo mpuzamahanga, ku bakozzi bakora mu buryo butaboneye ibi bikurikira ntibyubahirizwa: gutanga umusoro hakurikije ayo yahembwe, Kumenyeshwa mbere yo guhagarikwa cg kwirukanwa, Ikiruhuko cy'akazi gihemberwa, n'ibindi).

Muri ubu bushakashatsi ku bakora, akazi kataboneye karebwa hakoreshejwe ubwiteganyirize ku mukozi, n'ibyho bemererwa mu kazi nk'ikiruhuko cy'akazi gihemberwa n' icy'uburwayi.

D09	Umukoresha wa (IZINA) yaba amutangira imisanzu ya:	A. Ubwiteganyirize bw'abakozi B. Imisanzu mu kwivuza 1. Yego 2. Oya 3. Ntabizi	A. __ B. __
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Ikibazo cya D09 gifite ibice 2: Igice A n'igice B. Baza buri gice ukwacyo hanyuma wandike igisubizo ku gice bijyanye mu tuzu twabugenewe kuri D09.

Ubwiteganyirize bw'abakozi buboneka kugice A ni ukuvuga ubwiteganyirize bw'izabukuru. Iki kibazo kibaza niba umukoresha agira uruhare mu guteganyiriza mukozi, ntabwo ari ukubaza niba umukozi ahabwa ayo mafaranga ubu.

Nanone kandi ku bwishingizi bw'ubuzima ku gice B, iki kibazo nacyo kibaza niba umukoresha agira uruhare mu gutanga imisanzu yo kwivuza ku mukozi, ntabwo ari ukubaza niba umukozi ahabwa ayo mafaranga ubu.

Kuri buri gice, hitamo 1 niba igisubizo ari “Yego”. Ukoreshe 2 niba igisubizo ari “Oya” na 3 niba atabizi

Noneho rero komeza ku kibazo gikurikira.

D10	(IZINA) yaba ahabwa bimwe muri ibi bikurikira n'umukoresha we?	<p>A. Gukomeza guhembwa ari mu ikiruhuko cy'umwaka</p> <p>B. Gukomeza guhembwa mu gihe arwaye</p> <p>C. Guhembwa mu gihe cy'ikiruhuko cyo kubyara</p> <p>1. Yego 2. Oya 3. Ntabizi</p>	<p>A. <input type="checkbox"/></p> <p>B. <input type="checkbox"/></p> <p>C. <input type="checkbox"/></p>
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Ikibazo cya D10 gifite ibice bitatu: A, B na C. Baza buri gice ukwacyo wandike igisubizo mu tuzu twabugenewe kuri D10.

Gukomeza guhembwa uri mu kiruhuko cy'umwaka cy'akazi harimo: ikiruhuko ushobora gufata ugatembera, ukaba uri mu rugo, ukajya mu birori, n'ibindi n'ibindi. Rimwe na rimwe, umukozi abona ingurane mu bwoko bumwe na bumwe bw'ikiruhuko atafashe kandi yari akigenewe. Ibyo nabyo birabarwa kuri iki kibazo.

Gukomeza guhembwa mu gihe urwaye cg wakomeretse ni igihe umukozi atari mu kazi kubera impamvu z'uburwayi cg gukomereka ariko umukoresha agakomeza kumuhemba.

Gukomeza guhembwa uri mu kiruhuko cyo kubyara birebana n'iminsi wemererwa igihe wabyaye kubagore cg abagabo nk'uko bigenwa n'itegeko.

Kuri buri gice cy'iki kibazo, koresha 1 niba igisubizo ari “Yego”. Koresha 2 niba igisubizo ari “Oya” na 3 niba atabizi.

Ikibazo cya D10D kibaza niba umukozi yishyura umusoro ku mushahara

D10D	(IZINA) Yaba yishyura umusoro ku mushahara we (PAYE/TPR)?	<p>1. Yego</p> <p>2. Oya</p> <p>3. Ntabizi</p>	<p><input type="checkbox"/></p>
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Iki kibazo kibaza niba umushahara w'ubazwa ubarirwa mu mishahara yishyura umusoro. Niba umushahara w'ubazwa wishyura umusoro hitamo “1=yego” naho niba utishyura umusoro kandi umushahara ugomba kuwishyura hitamo “2=Oya” naho niba atabizi, hitamo “3=Ntabizi”.

Umushahara ushobora kuba muto (munsi y'ibihumbi 30,000Frw) ku buryo

nyirawo atishyura PAYE/TPR. Muri icyo gihe koresha “1=Yego” kuko bibarwa nkaho yishyuye umusoro ungana na “0”.

Ikibazo cya D11 gikurikira kibaza niba umukozi aba mu ishyirahamwe rirengera inyungu z'abakozi (Sendika)

D11	(IZINA) yaba ari umunyamuryango w' urugaga rw'abanyamwuga cg sendika y' abakozi?	1.Yego 2.Oya 3. Ntabizi	<input type="checkbox"/>
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Koresha 1 ku mukozi uri mu ihuriro rivugira abakozi cg ishyirahamwe rirengera abakozi. Aha habarirwamo amashyirahamwe ahuriza hamwe ibikorwa by'amahuriro y'abakozi, ariko atagaragaye gutyo. Ingero: Ihuriro ry'abakora umwuga runaka, nk'abarimu, abaganga, abavoka, abakozi ba leta cg abapolisi. Aha ntihabirwamo ab'imiryango nka Rotary Club cg amashyirahamwe ya Siporo kuberako badatanga ubuvugizi muri rusange ahubwo babukorera abanyamuryango gusa.

Koresha 2 niba atabarizwa mu ihuriro cg sindika y'abakozi, cg niba umuntu atazi neza niba ihuriro arimo ari iritanga ubuvugizi muri rusange cg se ributangira abanyamuryango gusa.

Koresha 3 niba usubiza atazi neza niba aba mu ihuriro cg sinkika y'abakozi

D12-D17 (Uko umuntu ahembwa/yinjiza)

Igihembo cy'umukozi ukorera umushahara gikubiyemo ibi bikurikira: umushahara mu mafaranga ujyanye n'igihe yakoze, umurimo wakozwe, agahimbazamushi, ibindi bihembo mu bintu cg mu mafaranga, izindi nyongera ku mushahara ndetse n'ibindi bigenerwa umukozi nk'ubwiteganyirize2.

Ubu bushakashatsi bukoresha ibibazo 6 mu kumeya neza ibihembo/imishahara y'abakora. Ibibazo bibiri ku bakorera amafaranga (D12) na D13), ndetse n'ibibazo bitatu ku bahembwa ibintu (D14, D15 na D16) n'ikibazo kimwe cya D17 ku bantu batazi neza ayo binjiza cg ayo bakorera cg abanze gutangaza ingano y'umushahara wabo cyanga ibindi bihembo. Ibi bibazo nibyo tugiye kurebera hamwe.

	(IZINA) aherutse guhembwa amafaranga angahe mu murimo w'ingenzi akora?	1. Amafaranga 2. Yanze gusubiza → D17 3. Ntazibi → D17	<input type="checkbox"/>
D12B	Umubare w'amafaranga		
D13	Yari ay' igihe kingana iki?	1. Ukwezi 2. Iyumweru 2 3. Iyumweru Umunsi 4. umwaka 5. Ikindi, kivuge	<input type="checkbox"/>

Tuzi neza ko bamwe mu basubiza batavugaga neza ayo binjiza ku buryo nyakuri, ni ngombwa rero kubaza ibibazo byoroshye gusubiza. Banza umubaze amafaranga yahembwe cg yinjije igihe aherukira guhembwa/kwinjiza. Menya neza ko ubonye ikigereranyo mbumbe.

Andika igisubizo aguhaye mu tuzu twabigenewe kuri D12, hanyuma ubaze D13 igihe uwo mushahara/igihembo yatubwiye yakibonyemo. Hari abakozi bo mu bigo bimwe na bimwe nk'abakozi bo mu nganda, abarimu, abakozi bo mu rugo bagira umushahara ubarwa ku isaha cg umunsi ariko bakishyurwa ku kwezi cg mu cyumweru.

D14	(IZINA) yaba yarahawe ibindi bihembo mu murimo w'ingenzi we, nk'ibiryo, ibindi bikomoka ku buhinzi cg ku matungo etc.?	1. Yego 2. Oya → D20	<input type="checkbox"/>
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Baza D14 kugirango urebe neza niba umuntu yarahembwe, ku kazi ke k'ingenzi, mu bintu nk'ibiryo, Ibinyobwa, Petelori cg amafaranga yo kurya, cg ibindi bisa n'ibyo. Koresha 2 mu kazu kabugenewe kuri D14, niba umuntu atarigeze ahembwa mu bintu hanyuma ukomereze kuri D20.

Icyitonderwa: Ibintu bihabwa umukozi ku kazi kugirango agire ubuzima bwiza nk'icyayi cg amata ntabwo bibarwa nk'ibihembo mu kazi.

Koresha 1 mu kazu kabugenewe kuri D14, niba umuntu yarahawe ikindi gihembo kitari amafaranga, hanyuma ukomereze kuri D15.

Muri rusange, ibindi bihembo bitari amafaranga bishobora kubarirwa agaciro mu mafaranga hakurikije uko ibiciro byo ku isoko bihagaze.

D15A	Ibi bihembo bifite n'agaciro kangana iki mu mafaranga?	1.Amafaranga 2.Yanze gusubiza → D17 3.Ntazibi → D17	
D15B	Amafaranga		
D16	Byari iby' igihe kingana iki?	1. Ukwezi 2. Iyumweru 2 3. Iyumweru 4. Umunsi 5. Ikindi, kivuge	<input type="checkbox"/>

Andika igisubizo uhawe mu mafaranga ahwanye n'ibindi bihembo bitari amafaranga yabonye mu tuzu twabugenewe, hanyuma uhitemo 1 ku kibazo D15. Nurangiza ubaze ikibazo cya D16 kibaza igihe ibyo bihembo abihabwamo, maze wandike igisubizo aguhaye mu kazu kabugenewe kuri D16; hanyuma uhite usimbuka ujye kuri D20.

Niba umuntu yanze gusubiza cg atazi umubare w'ibindi bihembo ahabwa mu mafaranga, koresha 2 cg 3mu kazu kabugenewe kuri D15 hanyuma usimbuke ujye kuri D17

D17	Ushyize hamwe amafaranga n'ibindi bihembo, twavuga ko agaciro k'ibihembo mu mafaranga Yose hamwe wabonye ugereranije angana ate?	1. Munsi y'20,000 RWF 2. 20,000 – 29,999 RWF 3. 30,000 – 49,999 RWF 4. 50,000 – 99,999 RWF 5. 100,000 RWF no kuzamura 6. Yanze 7. Ntabizi → D20	<input type="checkbox"/>
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Ikibazo cya D17 kibazwa abantu bakora batazi cg batashatse kuvuga umushahara/ayu binjiza cg ntibavuge ibindi bihembo bahabwa bitari amafaranga. Kuri abangaba, ubaza ashobora gusobanurira neza usubiza kugirango abe yatanga umubare akoresheje ikigereranyo cy'ibyo yaba yarahembwe mu kwezi haba mu mafaranga cg mu bintu.

Urugero, ubaza ashobora kubaza ati: “Turamuste dushyize hamwe ibihembo byose mwaba mwarahawe mu kwezi gushize, twavuga ko ibyo bihembo byose byaba biri munsiy'ibihumbi 50.000FRw?”

Niba igisubizo ari “Yego”ushobora kumubaza nanone uti: “byari biri munsi y'ibihumbi 20000 FRw?”

Kurundi ruhande niba igisubizo ku kibazo wamubajije bwa mbere ari “Oya” mubaze niba agaciro k'ibihembo byose byari munsi y'100,000, komeza usiganuze neza, hanyuma ushyireho ikirango kijyanye n'igisubizo ubonye kuri D17 gutyo gutyo kugeza igihe urangiriza kuzuza neza iki kibazo.

Niba usubiza akomeje kwanga gutanga igisubizo gikwiye, komeza gusubiza ko atazi neza umushahara we cg ibindi bihembo cg yanze gusubiza, ukoresheje 6 cg 7 mu kazu kabugenewe kuri D17.

Tutitaye ku gisubizo duhawe kuri D17, simbuka ujye kuri D20 ubaze niba aho akorera banditse mu kigo cy'imisoro n'amahoro.

D18-D19 (Uko abikorera cg abakoresha binjiza)

Uko abakoresha cg abikorera bahembwa/binjiza bifatwa nkaho igihembo cyabo kingana n'inyungu cg urwunguko mu bikorwa bye. Bishobora kuburwa biturutse ku kinyuranyo cy'amafaranga yose yacurujwe n'ayasohotse. Iyo nyiri ikigo ari nawe ukiyobora kandi hakaba hari umushahara yigenera, uwo mushahara yigenera niwo uzandikwa.

Ku bikorera bakorera mu mirimo y'ubuhinzi bworozi bakoresha igice kimwe mu kubatunga ubwabo, bashobora kugereranya ibyo bakura mu musaruro byakoreshejwe mu kubatunga bakurikije uko isoko rihagaze cg uko agaciro kabyo gahagaze cyangwa bagatanga ikiguzi cy'amafaranga abigendaho kugira ngo biboneke (production cost) mu gihe nta giciro cyo ku isoko kizwi.

Ubushakashatsi ku bakora mu Rwanda bufata amakuru agendanye n'uko umuntu yinjiza yaba umukoresha cg uwikorera hakoreshejwe ibibazo bibiri D18 na D19. Ikibazo cya D18 kigerageza kubaza amakuru ku mafaranga runaka yinjiza mu kwezi avuye mu bucuruzi bwe cg ibikorwa bye, naho D19 ikaganzura neza niba amafaranga yavuzwe ari hejuru cg muni y'ikigereranyo ku mwaka.

<p>D18. (IZINA)Yaba yarinjije amafaranga angahe mu murimo w'ingenzi yakoze mu kwezi gushize?</p> <p>(Amafaranga winjije angana n'amafaranga yose yinjije ukuyemo ayo yakoresheje yose.)</p>	<p>A. <input type="text"/></p> <p>1. ____/____/____/____/____/____/____/____/____ → D19</p> <p>2. Yanze</p> <p>3. Ntabizi</p>
<p>Ayo harimo ayo yishyuye bamwe mu bagize urugo bamukorera ndetse nayo yakoresheje nayo yahaye abandi bantu cg abo mu muryango.)</p>	<p>B. <input type="text"/></p> <p>1. Muni yi 20,000 RWF 6. Yanze →D20 2. 20,000 – 29,999 RWF 7. Ntabizi →D20 3. 30,000 – 49,999 RWF 4. 50,000 – 99,999 RWF 5. 100,000 RWF no kuzamura</p>

Baza ikibazo cya D18 abakoresha n'abikorera hanyuma wandike igisubizo uhawe mu tuzu two hejuru hanyuma ujye ku kibazo cya D19.

Niba ubazwa yanze gusubiza cg atazi ayo yinjiza mu kwezi, koresha 2 cg 3 mu tuzu turi hejuru twabugenewe, hanyuma ugerageze kumubaza ikigereranyo nk'uko twabisobanuye haruguru uko babaza ibijyanye n'ibihembo.

Niba usubiza akomeje kwanga gutanga igisubizo nyacyo cg akomeje kuvuga ko atabizi, koresha 6 cg 7 mu tuzu twabugenewe kuri D18, hanyuma usimbuke ujye kuri D20.

Niba usubiza aguhaye kimwe mu bisubizo baza D19

D19	Ugereranije ubona ayo winjije mu kwezi gushize ari munsu, angana cg ari hejuru y' ikigereranyo cy'ayo wabonaga Buri kwezi mu gihe cyashize?	1. Munsu y'ikigereranyo 2. Ku kigereranyo 3. Hejuru y'ikigereranyo	<input type="checkbox"/>
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Kuberako habaho impinduka zijyanye n'isizeni mu bigendanye n'ubukungu n'umurimo ku bikorera, amafaranga yinjira mu kwezi haba ku mukoresha cg uwikorera ashobora guhinduka cyane bitewe n'ukwezi. Iki kibazo cya D19 kigamije kwerekana ayo umukoresha cg uwikorera yinjiza mu kwezi biturutse ku murimo akora niba ari hejuru cg munsu y'ikigereranyo cy'umwaka. Andika ikirango gihwanye n'igisubizo aguhaye mu tuzu twabugenewe kuri D19.

Ku bantu batangiye vuba, ubaza ukurikije ikigereranyo cyayo babonagamu kwezi uhereye igihe batangiye gukora.

D19-23 (Imiterere y'aho umukozi akorera)

Ibibazo kuva kuri D19-D23 bigamije kureba uburyo ubucuruza cg aho umuntu akorera hateye n'uko hakora. Aya makuru azakoreshwa mu kugereranya abakorera akazi mu bigo bitanditse (employment in informal sector), ndetse no gushyira mu byiciro abantu bakora hakurikijwe ubunini n'ubwoko bw'ikigo umukozi akoreramo.

Muri ubu bushakashatsi ku bakora, umukozi ukora mu kigo gikora mu buryo butanoze ni abantu bose bakora mu mirimo itari iy'ubuhinzi bakorera ibigo bitanditse mu (a) Ikigo cy'igihugu cy'imisoro n'amahoro cg se badatanga umusoro kuyo binjije (PAYE/TPR) n' (b) abantu badakoresha ibitabo by'ibaruramutungo ku buryo buhoraho.

Ibi bibazo bibazwa abakozi bose tubariyemo abakora bahembwa, abimenyereza umwuga bahembwa, abahugurwa mu kazi, abakoresha, abikorera, abakorera amakoperative acuruza, n'abafasha mu mirimo/ubucuruza bw'umuryango.

D20	Aho [IZINA] akora (Ikigo, ubucuruza) banditswe mu kigo cy'imisoro n'amahoro (RRA) cg Umukoresha amwishyurira umusoro k'umushahara/ TPR/ PAYE?	1. Yego 2. Oya 3. Ntabizi	<input type="checkbox"/>
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Koresha 1 niba ubucuruza cg ikigo kanaka akorera cyanditswe mu kigo cy'igihugu cy'imisoro n'amahoro.

Koresha 2 niba ubucuruza cg ikigo kanaka akorera kitanditswe mu kigo cy'igihugu cy'imisoro n'amahoro.

Koresha 3 niba usubiza atazi niba ubucuruza cg ikigo kanaka akorera cyanditswe mu kigo cy'igihugu cy'imisoro n'amahoro.

D21	Mu rwego rwo kugenzura ibikorwa by'ubucuruzi cg by'ikigo, umukoresha wa (IZINA) Yaba agira ibitabo by'ibarura mutungo bihora?	1. Yego 2. Oya 3. Ntabizi	<input type="checkbox"/>
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Hari ubucuruzi cg ibigo byanditswe mu kigo cy'imisoro n'amahoro mu Rwanda, ariko bidasabwa gutanga raporo z'imikorere. Baza niba ubwo bucuruzi cg icyo kigo kanaka akorera gikora ibaruramutungo rihoraho mu bitabo byabugenewe.

Koresha 1 mu kazu kabugenewe kuri D21 niba igisubizo ari "Yego", ukoresha 2 niba ari "Oya", ukoresha 3 niba usubiza atazi niba aho akorera bakora ibaruramari ku buryo buhora, hanyuma ukomereze kuri D22 na D 23 ubaze umubare w'abakozi bakorana n'ubazwa.

ICYITONDERWA: Ibaruramari rihoraho ni iritandukanya amafaranga yashowe mu bikorwa bibyara inyungu n'akoreshwa mu rugo kandi rikagaragaza uko ubucuruzi buteye muri raporo (Bilan/Balance sheet, Income statement/ Profit and Loss account) nibura buri mwaka.

D22	Ugereranyije ni abakozi Bangahe bishyurwa n'abatishyurwa bakorana na (IZINA) aho akorera? (Nawe urimo)	A. Minsi yi 10, andika Umubare. 10+ andika 0 muri A wuzuze B B. 10 no kuzamura 1. Abakozi10-30 2. Abakozi31-50 3. Abakozi51-100 4. Abakozi101+	A. <input type="checkbox"/> B. <input type="checkbox"/>
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"Umubare w'abakozi bakora ku buryo buhora" bakorera aho usubiza akorera ni ikigereranyo cy'umubare w'abakozi bahembwa n'abadahembwa bakora ku buryo buhora. Niba usubiza atabizi, baza umubare w'abakozi cg umubare w'abo baheruka gukorana mu minsi irindwi ishize cg mu cyumweru fatizo.

Mu gihe ikigo cy'ubucuruzi gikora imirimo itandukanye kandi gikorera ahantu hatandukanye (enterprise ifite amashami), umubare w'abakora wakagombye kuba ari uwo mu ishami ubazwa akoreramo aho kuba umubare w'abakozi b'ikigo cyose.

Mu gice cya A kuri iki kibazo, gerageza kubaza niba icyo kigo kanaka akoreramo gifite minsi y'abakozi 10 bakora mu buryo buhora bahembwa cg badahembwa. Niba igisubizo ari "Yego", baza umubare nyawo. Ku banyabiraka bakora nka Nyakabyizi ndetse akenshi no ku bakoresha batandukanye, baza abakozi bakoranye nawe uminsi wa nyuma aherutse gukora.

Niba igisubizo ari "Oya", kandi ubazwa akaba akorera mu kigo kigizwe n'abakozi bahoraho 10 cg hejuru yabo, gerageza kumubaza uwo mubare hanyuma wandike ikigereranyo kirimo umubare w'abo mu kazu kabugenewe kuri D22. Hanyuma ujye ku kibazo gikurikira kibaza aho akorera.

D23	Ahantu (IZINA) akorera buri munsu ni hantu ki?	01. Mu rugo 02. Inyubako ifatanye n'urugo 03. Mu rugo rw'umukiriya/ rw'umukoresha 04. Mu biro, iduka, uruganda, cg ahantu hakorerwa hazwi 05. Ikibanza mu isoko 06. Abatembereza ibicuruzwa 07. Mu muhanda 08. Ku butaka, ishyamba, ibiyaga/amazi, mu birombe. 09. Ku mabaraza y'amazu y'ubucuruzi 10. Ahakorerwa imirimo y'ubwubatsi 11. Ahandi, havuge	_ _
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Ubwoko bw'ahantu ubazwa akorera bwerakana amakuru y'ubwoko bw'umurimo akora. Amakuru ashobora kwifashishwa mu gushyira mu byiciro urwego rw'umurimo ubyara inyungu akoreramo mu gihe ibisubizo nka "simbizi" byabonetse nkaho tubaza niba ikigo cyanditswe mu kigo cy'imisoro n'amahoro cg niba kishyurira abakozi bacyo umusoro ku mushahara kuri D20 na D21.

Ubwoko bw'umurimo bw'aho ubazwa akorera budafite aho bukorera hazwi, cg ubazwa akorera ahantu hafunguye nko mu kirongozi cg mu muhanda, mu modoka, cg se bukorera aho umukoresha atuye, abakorera akazi ahantu hataboneye (informal sector unit).

Baza ikibazo cya D23 abantu bose bafite akazi hanyuma wandike igisubizo mu kazu kabugenewe. Urugero, Ubazwa ari gukora ikiraka cyo gutera inzu irangi mu rugo rw'umuntu ku giti cye, aho akorera ni "mu rugo rw'umukiriya", naho ikirango ni "03"

D24-D27 (Uburambe mu kazi, Gukoresha mudasobwa mu kazi)

Abafite akazi bose babazwa igihe bamaze batangiye gukora cyose hamwe. icyo gihe kingana n'igiteranyo cy'umubare w'amezi n'imyaka ubazwa amaze mu kazi gahemberwa cg mu mirimo ye ibyara inyungu, yaba atarigeze ahagarara kuva yatangiye gukora cyangwa yaragiye ahagarara, akongera agakora.

D24	(IZINA) amaze igihe kingana iki akora (uburambe bwose hamwe)?	1. < 3 Amezi 2. Amezi 3- <6 3. Amezi 6- <12 4. Umwaka 1- < 2 5. Imyaka 2- < 5 6. Myaka 5 +.	_
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Baza D24 abantu bose bafite akazi umaze kumenya neza uburambe bwose hamwe mu kazi, hanyuma wandike igisubizo uhawe mu tuzu twabugenewe, hanyuma ukomereze ku kibazo gikurikira kibaza niba akenera gukoresha mudasobwa mu kazi ke ka buri munsu.

D25	Mu kazi ka buri muni ka (IZINA) yaba akenera mudasobwa mu kuzuza inshingano ze?	1. Yego 2. Oya → D27	__
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Iki kibazo kigamije kumenya ikorana buhanga mu iterambere ry’umurimo. Niba ubazwa ashubije ko akenera mudasobwa kugirango atunganye akazi ke ka buri muni, koresha 1 mu tuzu twabugenewe, naho niba adakenera mudasobwa ukoreshe 2 kuri D25. niba igisubizo ari “Oya”, simbuka ujye kuri D27 urebe neza niba ubazwa afite akandi kazi ka kabiri.

D26	(IZINA) Yaba akoresha mudasobwa mu kazi ke ka buri muni?	1. Yego 2. Oya	__
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Iki kibazo kigamije kureba niba wa muntu ukenera mudasobwa mu kazi ke ka buri muni ko ayikoresha cg atayikoresha kubera ko ntayo afite mu kazi cg indi mpamvu. Igisubizo cyose aguhaye jya ku ibwiriza rikurikira kuri D27.

D27	UBAZA: Reba ikibazo cya C10 niba afite akandi kazi cg ntako	1. Yego → Igika E 2. Oya → Igika G	__
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D27 nicyo kibazo cya nyuma kuri iki gika D. Ni ibwiriza rigusaba kugenzura ibisubizo wahawe. Kiragufasha kumenya igika uganaho ushingiye ku makuru wahawe n’ububiza kubyerekeranye no kuba afite umurimo umwe cyangwa myinshi.

Reba igisubizo wahawe kuri C10 ku bafite akazi karenze kamwe. Niba igisubizo ari “1” (“Yego”), baza ibibazo byo ku gika E bibaza imitere y’akazi ka kabiri. Naho niba igisubizo ari 2 (“Oya”) baza ibibazo byo ku gika cya G bibaza imirimo y’ubuhinzi ngandururugo mu kwezi gushize.

VI. IGIKA E: IMITERERE Y' AKAZI KA KABIRI

Igika E kireba umuntu wasubije ku kibazo C10 ko yakoze umurimo wa kabiri yikorera cyangwa awuhemberwa mu minsi 7 ishize. Aba bantu basabwa kuvuga imiterere y'akazi cg umurimo wabo wa kabiri.

Ku bantu bafite imirimo irenze ibiri ihemberwa cg bikorera, babaze umurimo bakozemo amasaha menshi

E01-E04 (Umurimo wa kabiri, ishami ry'umurimo, aho akora bakora iki n'amasezerano afite y'akazi)

E01	<i>Mu kazi ka kabiri ka (IZINA)</i>		
	<i>yakoraga iki iminsi 7 ishize?</i>	<i>(icyo umuntu akora)</i>	ISCO

Ikibazo E01 kireba akazi n'ibyo umuntu ashinzwe mu kazi ke cg umurimo we wa kabiri. Kurikiza amabwiriza amwe nayo mu kibazo D01 kubyo umuntu ashinzwe mu kazi ke cg umurimo we wa kabiri.

E02	A. Izina ry'ikigo (IZINA) akorera irihe? (niba rihari)	1. Izina	_
		2. Umukozi wo murugo 3. Ntazina	
	B. Aho (IZINA) akora bakora iki cy'ingenzi?		ISIC _ _ _ _

Ikibazo E02 kireba izina ryaho (IZINA) akora nicyo bakora cy'ingenzi mu kazi ke cg umurimo we wakabiri. Kurikiza amabwiriza amwe nayo mu kibazo D03.

E03	Akazi ka kabiri ka (IZINA) agakorera he muri aha hakurikira...?	SOMA 1. Ikigo cya leta/Ikigo cya leta cy'ubucuruzi 2. Ikigo gifashwa na leta 3. Ikigo cy'igenga/ Abikorera 4. NGO Mpuzamahanga/ Imiryango mpuzamahanga 5. NGO Nyarwanda/Imiryango yabihaye Imana 6. Koperative 7. Mu rugo 8. Ahandi havuge _____	_
	SOMERA IBISUBIZO IBAZWA		

Ikibazo E03 kireba aho (IZINA) akora n'imiterere y'ikigo akoramo mu kazi/umurimo we wa kabiri. Kurikiza amabwiriza amwe nayo mu kibazo D04.

E04	Mu kazi ka kabiri ka (IZINA) ni...? SOMERA IBISUBIZO IBAZWA	1. Umukozi uhembwa 2. Uwimenyereza umwuga uhembwa 3. Umukoresha(Ufite abakozi bahoraho) → E07 4. Wikorera (udafite abakozi bahoraho) → E07 5. Umunyamuryango wa koperative → E07 6. Gufasha adahembwa mu bucuruzi bw'urugo cy umuryango → E10 7. Ikindi (kivuge)	<input type="checkbox"/>
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Ikibazo E04 kireba amasezerano (IZINA) afite mu kazi ka kabiri. Kurikiza 53 | Page

Amabwiriza amwe nayo mu kibazo D05.

Niba yasubije 3, 4 cg 5 ku kibazo E04, jya ku kibazo E07 ku kwandikisha ubucuruzi cg uwo murimo ku bikorera. Niba igisubizo ari 6, jya ku kibazo E10 kivuga aho akorera uko hameze. Bwanyuma, niba yasubije 1, 2 cg 7 komeza n'ibibazo E05 kugeza kuri E06 kugirango umenye niba uwo murimo wa kabiri wa (IZINA) wanditse mu kigo cy' imisoro n'amahoro.

E05-E10 Gukora akazi katanditse n'akazi ka kabiri (Informal sector and employment in secondary job/activity)

Mu bihugu byinshi, akazi ka kabiri akenshi usanga gakorerwa mu bigo bikora mu buryo butanditswe (informal sector). Kugirango rero umubare nyakuri wiyo mirimo umenyekane neza, ibibazo biranga ibyo bikorwa cg akazi bigomba kubazwa ku murimo w'ingenzi w'usubiza ndetse n'umurimo wa kabiri.

E05	Umukoresha wa (IZINA) yaba amutangira ibi bikurikira..?	A. Ubwiteganyirize bw' abakozi B. Imisanzu mu kwivuzwa 1. Yego, 2. Oya, 3. Ntabizi	A. <input type="checkbox"/> B. <input type="checkbox"/>
E06 A	(IZINA) A. Gukomeza guhembwa ari mu kiruhuko cy'umwaka/guhemberwa ikiruhuko atafashe.	1. Yego, 2. Oya, 3. Ntabizi	A. <input type="checkbox"/>
E06 B	(IZINA) yaba akomeza guhembwa n'umukoresha we mu gihe arwaye cg yakomeretse	1. Yego, 2. Oya, 3. Ntabizi	B. <input type="checkbox"/>
E06 C	(IZINA) yaba akomeza guhembwa n'umukoresha we mu gihe cy'ikiruhuko cyo kubyara?	1. Yego, 2. Oya, 3. Ntabizi	C. <input type="checkbox"/>

Ikibazo E05 na E06 kireba abakozi gusa mu kazi kabo ka kabiri. Kurikiza amabwiriza amwe nayo Ku kibazo D09 na D10 ku bijyanye n'abakozi n'akazi kabo

k'ingenzi. Hanyuma ukomeze n'ibibazo E07 na E08 ku biranga imikorere yaho akorera mu kazi ka kabiri akora.

E07	Aho [IZINA] akora(Ikigo, ubucuruzi) banditswe mu kigo cy'imisoro n'amahoro(RRA) cg umukoresha amwishurira umusoro k'umushahara/ TPR)?	1.Yego, 2. Oya, 3. Ntabizi	<input type="checkbox"/>
E08	Mu rwego rwo kugenzura ibikorwa by'ubucuruzi cg by'ikigo, umukoresha wa (IZINA) yaba agira ibitabo	1.Yego, 2. Oya,	<input type="checkbox"/>
	by'icungamutungo bihoraho?	3. Ntabizi	

Ibibazo E07 na E08 bibazwa abantu bose bakora, uwimenyereza umwuga ahembwa abarwa kimwe n'abikorera mu murimo wa kabiri. Kurikiza amabwiriza amwe nayo Ku kibazo D20 na D21 ku mikorere n'imiterere y'aho akorera.

Ibibazo bikurikira nabyo E09 na E10 bibazwa abantu bose bakora, uwimenyereza umwuga ahembwa abarwa kimwe n'abikorera mu murimo wa kabiri. Kurikiza amabwiriza amwe nk' ayo ku kibazo D22 na D23 ku mubare w'abakozi bakorera ikigo, ubwoko bwacyo n'aho gihereye.

E09	Ugereranyije ni abakozi bangahe bahoraho bishyurwa n' abatishyurwa bakorana na (IZINA) aho akorera?(Nawe arimo)	A. Munsi yi 10, andika umubare. Hejuru y'icumi andika 0 muri A, hanyuma wuzuze B B. 10 no kuzamura 1. Abakozi 10-30 2. Abakozi 31- 50 3. abakozi 51-100 4. abakozi 101+	A. <input type="checkbox"/> B. <input type="checkbox"/>
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E10	Ahantu (IZINA) akorera buri munsi ni hantu ki?	01. Mu rugo 02. Inyubako ifatanye n'urugo 03. Mu rugo rw' umukiriya/ rw' umukoresha 04. Mu biro, iduka , uruganda, cg ahantu hakorerwa hazwi 05. Ikibanza mw'isoko 06. Abatembereza ibicuruzwa 07. Umuhanda/amayira 08. Ku butaka, ishyamba, ibiyaga/amazi, mu birombe. 09. Ku mabaraza y'amazu y'ubucuruzi 10. Ahakorerwa imimo y'ubwubatsi 11. Ahandi(<i>havuge</i>): → IGIKA G	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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Iki kibazo nicyo cya nyuma mu ruhererekane rw'ibibazo ku murimo wa kabiri. Kuri buri gisubizo cyose ubonye, jya ku gika cya G kibaza imirimo na serivisi byo mu rugo bidahemberwa.

E011-E11 Umubare w'akazi n'ibihembo/inyungu/umushahara

Mu minsi irindwi umuntu ashobora gukora akazi karenze kamwe, ashobora gukora nk'umukarani, yataha agakora izamu ahantu umunsi ukurikiyeho agahingira amafaranga ndetse akaba yanakora ubucuruzi muri iyo minsi irindwi ishize; ibibazo bikurikira birashaka kumenya umubare w'imirimo ihemberwa cg yinjiza amafaranga umuntu yakoze mu minsi irindwi ishize ndetse n'icyo byamwinjirije.

	Uretse akazi k'ingenzi, mu minsi 7 ishize (IZINA) yakoze imirimo ingahe ihemberwa cg yinjiza amafaranga?		
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Iki kibazo kirashaka kumenya umubare w'imirimo ihemberwa cg yinjiza amafaranga ukora yakoze ukuyemo uw'ingenzi yavuze mu gika D; aha bigomba kumvikana ko nubwo ako kazi yaba atakigakora ku munsi ugeze murugo nuwo murimo ugomba kuwubara, apfa kuba yarawukoze mu minsi irindwi ishize kandi ukaba warabyaye inyungu cg yarawuhembewe.

E12	Ushyize hamwe ibihembo byose muri iyo mirimo bifite agaciro kangana iki mu mafaranga?	1 Andika Frw ____/____/____/____/____/____/____ 2 Yanze → IGIKA G 3 Ntabizi → IGIKA G Ukora adahembwa mu bucuruzi → 4 IGIKA G bw'urugo/umur yango	
E13	Byari iby' igihe kingana iki?	1 Ukwezi Ibyumweru 2 bibiri icyumweru 3 kimwe 4 Umunsi umwe 5 Umwaka → IGIKA G	

Nkuko twabivuze mu gika D, tuzi neza ko bamwe mu basubiza batavugaga neza ayo binjiza ku buryo nyakuri, ni ngombwa rero gufasha usubiza umwibutsa ko amakuru ari ibanga. Baza umubare w'amafaranga yahembwe cg yinjijye igihe aherukira guhembwa/kwinjiza. Menya neza ko ubonye ikigereranyo mbumbe.

Kuri buri murimo yakubwiye yakoze mubaze ayo yinjijye, ku bakoze imirimo yarangiye muri iyo minsi 7 gerageza kumenya iminsi bakoze nayo bahembwe ubishyire hamwe urebe ikigero wakoresha mu kibazo E13 kugirango bibashe guhura.

Ku bahembwa mu gihe gitandukanye tuvuge k'umunsi uwundi murimo ku cyumweru; koresha impuzandengo y'umunsi maze wandike ayo yahembwe ku munsi. IFASHISHE AMABWIRIZA YO KUBIBAZO D12-D18, kuburyo babara amafaranga yinjijye.

VII. IGIKA F: AKAZI KAKOZWE MU GIHE CYASHIZE

Igika F kireba abantu bose batakoze mu minsi 7 ishize. Impamvu y'iki kibazo ni ukugaragaza niba umuntu yarigeze akora mu gihe cyashize, n'impamvu yamuvanye ku kazi aherutse n'imiterere y'uwo murimo/akazi n'uburyo abayeho muri icyo minsi. Aya makuru azatanga isesengura ryimbitse ku bashomeri ndetse n abandi batari ku isoko ry'umurimo nk'abari mu kiruhuko cy'izabukuru.

Iki gika gifite ibibazo birindwi, kuva kuri F01 kugeza kuri F07.

F01	(IZINA) yaba yarigeze gukora nibura iminsi 15 ikurikiranye akorera umushahara cyangwa ibindi bihembo bitari amafaranga niyo byaba ari mu bucuruzi bwe bwite cg ubw'umuryango?	1. Yego 2. Oya → F05	_
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Bwa mbere, baza niba umuntu yarigeze akorera umushahara cg ikindi gihembo mu mafaranga cg ibindi bihembo bitari amafaranga ushyizemo n'ubucuruzi bwe cg bw'umuryango. Muri ubu bushakashatsi umuntu wigeze gukora akazi mu gihe cy'iminsi 15 ikurikiranye kakaza guhagarara arebwa n'iki kibazo.

Hitamo 1 niba igisubizo ari "Yego" hanyuma ukomeze n'ikibazo F02 ku mpamvu yatumye ahagarika akazi yaherutse gukora.

Hitamo 2 niba igisubizo ari "Oya" hanyuma usimbuke ujye ku kibazo F05 ku hantu h'ingenzi akura ibimutunga.

F02	Ni iyihe mpamvu y'ingenzi yatumye (IZINA) ahagarika akazi yahemberwaga cg kwikorera?	01. Kwirukanwa cg kugabanya abakozi 02. Ikigo cyarasheshwe cyarahombye 03. Aho yakoreraga barafunze 04. Kiruhuko cy'izabukuru 05. Uburwayi, gukomereka cg ubumuga 06. Gutangira amasomo cg kuyitegura 07. Gutwita cg inshingano z'umuryango 08. Umuryango wahisemo ko aguma mu rugo 09. Gushaka akazi keza 10. Imiterere y'akazi (umushahara muto, kwishyurwa batinze, gutura kure y'akazi, akazi kagoye) 11. Akazi k'igihe gito/akazi k'isizeni/umushinga warangiye/ Kontaro yarangiye 12. Guhohoterwa/ Guteshwa agaciro 13. Indi mpamvu (yivuge)	_ _
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Hitamo 1 niba umuntu yararetse akazi /umurimo yakoraga bitewe no guhagarikwa, kugabanya abakozi mu kigo, urugero, akazi gake, akazi gakuweho cg izindi mpamvu zatumye akazi k'umuntu katagihari.

Hitamo 2 niba ikigo cyarasenyutse, urugero bitewe no guhomba cg cyaragurishijwe.

Hitamo 3 niba aho akorera harafunze burundu, urugero bitewe no kubura kw'ibikoresho,

Hitamo 4 niba umuntu yarahagaritse akazi ke bitewe no kujya mu kiruhuko cy'izabukuru ku bushake cg ku gahato. Urugero "akuze cyane atagishoboye gukora",

Hitamo 5 niba umuntu yarahagaritse akazi ke bitewe n'impamvu z'uburwayi, Urugero, kubera uburwayi bw'umuntu cg ubumuga cg se akazi karamusabaga imbaraga nyinshi.

Hitamo 06 niba umuntu yarahagaritse akazi ke bitewe no gusubira kwiga cg se gutangira amasomo mashya kugirango abone impamya bushobozi yisumbuyeho.

Hitamo 07 niba umuntu yarahagaritse akazi ke kubera gutwita, ishingano zo kwita ku muryango, urugero, kuvuka k'umwana, kwita ku mwana, uburwayi mu muryango. Shyiramo n'izindi mpamvu nko gushaka, ikiruhuko cg kwimuka.

Hitamo 08 niba umuntu yarahagaritse akazi ke bitewe nuko abagize umuryango bifuzaga ko adakora akaguma mu rugo.

Hitamo 09 niba umuntu yarahagaritse akazi kugira ngo ashake akeza kurushaho.

Hitamo 10 niba umuntu yarahagaritse akazi ke bitewe nuko aho yakoreraga muri rusange batarabafataga neza. urugero, amasaha menshi y'akazi, umushahara muke, ubwumvikane buke n'umuyobozi, etc.

Hitamo 11 niba akazi gaherutse kari akigihe gito, akajyanye n'ibihe (sizeni) cg karakozwe kakarangira. Urugero, akazi kamaze igice cy'umwaka, cg ihinga ryarangiye. Harimo akazi k'igihe gito karangiye cg aho umuntu yasimburaga nko mu kwigisha.

Hitamo 12 mugihe umuntu yahagaritse akazi kubera guteshwa agaciro cg ihohoterwa iryo ariryo ryose, yaba gukubitwa cg rishingiye ku gitsina.

Hitamo 13 ugaragaze impamvu y'igisubizo kitashoboye kugaragara mu byavuzwe haruguru, urugero, "kuva mu gisirikare" cg "kumva atagishaka gukora".

Igisubizo cyose uhawe komeza ku kibazo F03.

F03	A. Mu kazi ke (IZINA) yakoraga iki?	(Icyo umuntu akora) ISCO	
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Ku bantu bavuze ko bakoze mu gihe cyashize, baza ikibazo F03 ku murimo n'inshingano z'umukozi mu kazi/umurimo yakoraga. Kurikiza amabwiriza amwe nayo ku kibazo D01 ku mirimo n'inshingano z'umukozi mu kazi ke/umurimo.

F04	A. Aho (IZINA) yakoreraga bahitaga gute?	1. _____ _____ (Izina) 2. Umukozi wo murugo 3. Ntazina	____
	B. Aho (IZINA) yakoraga bakoraga iki cy'ingenzi?	_____ _____ (Description)	ISIC ____

Ku kibazo F04 kireba izina ryaho umuntu yakoraga n'ibyo bakoraga. Kurikiza amabwiriza amwe nk'ayo ku kibazo D03.

F05	Nihe h'ingenzi (IZINA) akura amafaranga (ibyo kumutunga)?	01 Ababyeyi 02 Uwo bashakanye 03 Umwana 04 Ku bandi bagize umuryango 05 Ubwiteganyirize bw'izabukuru / abakozi 06 Mu musaruro w'urugo 07 Imfashanyo yahawe na VUP 08 Imfashanyo yahawe na FARG 09 Imfashanyo yavuye mu itorero, Imiryango y'igenga 10 Imfashanyo yahawe n'inshuti 11 Amafaranga yo mu mitungo ye/ ubwizigame 12 Akazi ka kera/ ikiraka cya kera 13 Aho yiga/buruse 14 Ahandi (havuge):	____
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Ikibazo F05 kireba abantu bose badakora kigaragaza ahantu h'ingenzi bakura uburyo bwo kubaho.

Vuga igisubizo kimwe gihuye n'ahantu h'ingenzi akura uburyo bwo kubaho. Mugihe aguhaye igisubizo kirenze kimwe, kuramo icy'ingenzi, urugero: uburyo abonamo amafaranga menshi.

Imfashanyo yahawe na VUP ni inkunga y'ingoboka itangwa binyuze muri gahunda ya Leta yo guteza imbere imirengye ihabwa abageze mu za bukuru cyangwa abafite ubumuga batabasha kugira icyo bakora, naho Imfashanyo itangwa na FARG ni inkunga n'ikigega gifasha abarokotse Genocide yakorewe abatutsi muri mata 1994 batishoboye.

F07	Ni ubuhe bumenyi [IZINA] akeneye kugira ngo yongere Amahirwe ye yo kubona akazi?	1. Ubumenyi bwihariye(technical skills) 2. Ubumenyi rusange (soft skills) 3.Kwimenyereza umwuga (Practical skills) 4. Ikindi (kivuge)?	__
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Ikibazo F07 kigamije kumenya niba hari ubumenyi umuntu udafite akazi akeneye kugirango yongere amahirwe ye yo kubona akazi. Baza ikibazo hanyuma wandike igisubizo mu kazu kabugenewe.

Ubumenyi bwihariye (Technical skills) ni ubumenyi bujyanye n’umwuga uyu n’uyu akenshi bwigirwa mu ishuri cyangwa mu mahugurwa. Urugero: ibaruramari, gukanika imodoka...

Ubumenyi rusange (soft skills) ni ubumenyi bushyigikira ubumenyi bwihariye kugira ngo akazi karusheho kugenda neza. Ubwo bumenyi bushobora kwigwa mu ishuri cyangwa ahatari mu ishuri. **Urugero:** Kuvuga ururimi runaka.

Ubumenyi ngiro/ kwimenyereza umwuga ni ukuvuga kuba wimenyereza umwuga, umuntu yigira kuwundi usanzwe ukora uwo mwuga, kugirango yongere amahirwe ye yo kubona akazi.

Nyuma yo kubaza no kwandika igisubizo kuri iki kabazo, jya ku gika gikurikira.

VIII. IGIKA G. IMIRIMO NA SERIVISI BYO MURUGO BIDAHEMBERWA MU MINSI 7 ISHIZE

Hakurikijwe amabwiriza mpuzamahanga ya vuba, umurimo uragutse cyane kuruta akazi kuko urimo ikintu cyose cyakozwe n'umuntu wese, yaba umugabo cg umugore mu byicyiro by'imyaka yose, kugira ngo gitange umusaruro ukoreshwa n'abandi cyangwa ukoreshwa n'uwakoze icyo gikorwa.

Impamvu y'ibibazo byo mu gika G ni ugutanga amakuru ku gihe cyakoreshejwe na buri muntu ugize urugo mu gukora imirimo na serivisi bitari iby'ubuhinzi kandi umusaruro uvuyemo ugakoreshwa n'abagize urwo rugo. Naho amakuru ajyanye n'ubuhinzi n'ibibukomakaho agaragazwa mu gika H.

Ibi bibazo bireba abagize urugo bafite imyaka yo gukora kuva ku myaka 14 kuzamura. Ntibireba abakozi bo mu rugo bakorera umushahara kubera bibarizwa mu murimo bahemberwa.

G01	Mu minsi 7 ishize (IZINA) yakoresheje amasaha angahe mu gutashya inkwi ubariyemo n'amasaha y'urugendo?	Amasaha	_ _
G02	Mu minsi 7 ishize (IZINA) yakoresheje amasaha angahe mu kuvoma amazi akoreshwa mu rugo ubariyemo n'amasaha y'urugendo?	Amasaha	_ _
G03	Mu minsi 7 ishize, (IZINA) yakoresheje amasaha angahe mu mirimo yo kwahira ubwatsi bw' amatungo, habariwemo amasaha y' urugendo?	Amasaha	_ _
G04	Mu minsi 7 ishize (IZINA) yakoresheje amasaha angahe mu mirimo yo gukora ibikoresho by'urugo (nk'uduseke, imyenda, inkweto, ibibumbano, imisambi, ibikoresho byo mu nzu n' ibindi bikoresho) biramba?	Amasaha	_ _
G05	Mu minsi 7 ishize (IZINA) yakoresheje amasaha angahemu mirimo y'ubwubatsi cg gusana inyubako zo mu rugo, ubworozi, umuhanda ujya iwe?	Amasaha	_ _
G06	Mu minsi 7 ishize, (IZINA) yakoresheje amasaha angahe mu mirimo yo mu rugo, habariwemo guhaha no guteka ibyo mu rugo?	Amasaha	_ _
G07	Mu minsi 7 ishize (IZINA) yakoresheje amasaha angahe yita kubana cg abakuze?	Amasaha	_ _

Ibibazo G01, G02, G03 naG04 byerekeranye n’imirimo izana ibikoresho mu rugo n’inkwi, amazi, ibibindi, imisambi, uduseke n’ibindi.

Ikibazo G01 kibaza ku gutashya inkwi zigenewe gukoreshwa mu rugo, **Ikibazo G02** kirebana no kuvoma amazi yo gukoresha mu rugo,

Ikibazo G03 Kibaza ibijyanye no kwahira ubwatsi. Hatabariwemo kuragira amatungo

Ikibazo G04 kibaza imirimo ijyanye no gukora ibikoresho by’urugo nk’uduseke, imyenda, inkweto, ibibumbano, imisambi, ibikoresho byo mu nzu cg ibindi bikoresho bimara igihe.

Ibibazo G05, G06 na G07 byerekeranye n’ imirimo ya serivisi ikorwa n’abagize urugo kandi bayikorera

Ikibazo G05 kibaza ibijyanye n’ubwubatsi ndetse no gusana inyubako zo mu rugo cg gukora umuhanda/ inzira ijya mu rugo

Ikibazo G06 kireba imirimo ikorwa mu rugo, kwita ku rugo, kugura no kwikorera imizigo, gutunganya no gutanga amafunguro, kujyana imyanda no kuyihindura ibindi kimwe no gukora isuku.

Ikibazo G07 cyo kibaza igihe ubazwa yakoresheje yita ku bakuze n’abana bato.

Amasaha yakoreshejwe muri buri gikorwa mu minsi 7 ishize, agomba kwandikwa aho yagenewe ku kibazo bijyanye. Naho ikibazo G01 G02 na G03, amasaha akoreshwa mu rugendo ni ukuvuga kugenda no kugaruka mu gutashya inkwi, kuvoma amazi no kwahira bigomba gushyirwamo nabyo.

IX. IGIKA H: UBUHINZI BW’IBIRIBWA BYO GUTUNGA URUGO (SUBSISTENCE FOODSTUFF PRODUCTION)

Ikibazo H00 kigamije kumenya uko abantu bumva imiterere (employment status) y’abantu bafite imyaka yo gukora ku isoko ry’umurimo, kugirango tubashe guhuza imyumvire y’abantu n’ibyiciro byabo hakurikijwe amabwiriza mpuzamahanga.

H00	Nihe h'ingenzi (IZINA) akura amafaranga (ibyho kumutunganga)?	<ol style="list-style-type: none"> 1. Ukorera umushahara/ inyungu. 2. Ukorera umushahara/ inyungu. 3. inyungu. 4. Umunyeshuri, Uwimenyereza umwuga 5. Imirimo yo murugo/kwita kumuryango 6. Ubuhinzi, ubworozi, bugamije gutunga urugo 7. Uburwayi bw’igihe kirekire/ Ubumuga 08. Izabukuru, udashobora gukora kubera uburwayi 	_ _
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Andika 1 niba umuntu yibonamo kuba akorera amafaranga, umushahara umufuragiho cg yikorera agamije inyungu.

Andika 2 niba umuntu ari umushomeri

Andika 3 niba umuntu akora adahembwa mu mirimo y'ubuhinzi bw'urugo cyangwa akaba yimenyereza umwuga ariko adahembwa

Andika 4 niba umuntu yita ku muryango gusa bigatuma adakora

Andika 5 niba umuntu ukora gusa ubuhinzi, ubworozi bugamije gutunga urugo

Andika 6 niba umuntu arwaye by'igihe kirekire, yarakomertse cg afite ubumuga butatuma akora

Andika 7 niba umuntu ari mu izabukuru cg ashaje kuburyo butatuma shobora gukora

Andika 8 niba umuntu ategereje amanota y' ibizamini bya leta kugirango amenye niba akomeza kaminuza cg ari ku rugerero.

Andika 9 ku kindi kintu icyo aricyo cyose kitavuzwe hejuru.

IX. IGIKA H: UBUHINZI BW'IBIRIBWA BYO GUTUNGA URUGO (SUBSISTENCE FOODSTUFF PRODUCTION)

Intego y'igika H ni ukwerekana abahinga ibigamije gutunga urugo no gukusanya amakuru ku miterere y'umurimo wabo.

Abahinga ibigamije gutunga urugo ni abo bose bakora uwo murimo mu buhinzi bwo gutunga urugo, uburobyi, gushaka ibyafasha mu mibereho y'urugo cg y'umuryango. Harimo ibikorwa bibyara umusaruro nko guhindura umusaruro uva mu buhinzi kugirango uhunikwe nugushakisha ibindi, byogukoresha mu rugo.

Igika H kigizwe n'ibibazo 11, bigabanyijwemo ibice 2. Igice cya 1 gifite ibibazo kuva kuri H01 kugeza H04, bireba abantu bose bafite imyaka yo gukora (kuva kuri 14 no kuzamura). Igice cya kabiri gihera ku ibibazo H05 kugeza H11. Ibi bibazo bireba urugo muri rusange bikaba bigamije kumenya umusaruro uboneka murugo uturutse mubuhinzi n' ubworozi ndetse nuburyo bukoreshwa.

H01-H04 (Imirimo mu buhinzi bw'urugo) (Work on family farm)

H01	Mu byumweru 4 bishize (IZINA) yaba yarakoze imirimo y'ubuhinzi – bworozi agamije ahanini gutunga urugo; nko Guhinga, Korora, Guhinga ubwatsi, gutuganya ibiribwa kugira ngo bihunike nk'ifu cg kumisha amafi?	1. Yego 2. Oya → Jya k'ukurikiye niba ntawe jya kuri I01A	__
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Andika 1 ahabugenewe ku kibazo H01 niba umuntu yarakoze mu byumweru 4 bishize umurimo wo kubona ibyo gutunga urugo biva mu buhinzi, uburobyi, cg gushaka ibindi byogukoresha.

Ibyo umuntu akoresha bivuye mu musaruro we, bifatwa nk'umusaruro ugamije gukoreshwa na nyirawo, abagize urugo, cg abandi bagize umuryango baba mu rundi rugo. Aha ntihabwirwamo ibyashowe kugirango uboneke.

Usubiza niwe ushobora kugaragaza icyo umusaruro uzakoreshwa, niba ari uwo gukoresha mu rugo cg se ikindi. Birashoboka n'ubwo umusaruro w'ubuhinzi, cg uburobyi nubwo uba ugamijwe ahanini gutunga urugo igice cyawe cg ibyasagutse bishobora kugurishwa cg kuguranwamo ibindi.

Umuntu afatwa nk'uwakozwe umurimo ubyara ibitunga urugo mu gihe yakozwe uwo murimo nibura isaha 1 mu byumweru bine bishize.

Ibi bikorwa birimo ubuhinzi, akarima k'igikoni, imboga cg imbuto, harimo gutera, kubagara ndetse no gusarura. Harimo guhinga ubwatsi, kwita ku matungo ubworozi bw'inkoko cg andi matungo yatanga inyama, amagi, amata, ubuki, impu cg ibindi. Harimo uburobyi bw'amafi cg ibindi byo mu mazi biribwa cg nk'ibikenerwa by'ibanze.

Na none, harimo gukusanya imbuto mu mashyamba, imizi, imiti cg ibindi bihingwa byokurya cg nk'ibikenerwa byibanze, kimwe no gutunganya ibiribwa ngo bihunikwe, nk'ifu cg inyama, ibikonjeshejwe, ibikoreshwa ngo ibiryo bitangirika, cg ibindi biribwa cg ibyo kunywa.

Andika 2 niba umuntu atarakoze bimwe muri ibi bikorwa mu kubona ibyo gutunga urugo biva mu buhinzi, uburobyi, cg gushaka ibindi byo gukoresha.

Mu gihe ntakindi kibazo muri iki gika kibajijwe, simbuka ujye ku gika I kivuga ku miturire n'ibikoresho byo mu rugo.

H02	Uyu murimo akenshi (IZINA) awukora iminsi ingahe mu cyumweru?	Iminsi	_
H03	Uyu murimo kenshi (IZINA) ukora Amasaha angahe Ku munsu	Amasaha	_ _

Niba igisubizo ku kibazo H01 ari “Yego”, baza ibibazo H02 na H03 ku minsi n’amasaha byakoreshejwe mu bikorwa by’umusaruro w’ubuhinzi, uburobyi, cg gushaka ibindi byogukoresha.

Andika umubare w’iminsi yakoze muri uyu murimo mu cy’umweru ahabugenewe ku murongo H02 n’amasaha asanzwe akora mu cy’umweru ahabugenewe ku murongo H03. Andika umubare w’uzuye w’amasaha. Andika zero imbere y’umubare uri muni y’icumi. Urugero, niba umubare w’amasaha yakoze k’umunsi muri uyu murimo ari amasaha 7, andika “07”.

H05-H11 (Imiterere y’ubuhinzi bw’umuryango, Characteristics of family farm)

H05	Muri rusange, urugo rwanyu rwaba rwaragurishije cg rwaraguranye ibyavuye muri uwo murimo?	1. Oya, ntitwagurishije → H07 2. Kugurisha ibyasagutse rimwe na rimwe → H07 3. Yego, kuburyo buhoraho	__
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Andika 1 niba urugo rutajya rugurisha cg rugurana igice cy’ibyo rwejeje. Kuguranisha bivuga gutanga ibintu ugahabwa ibindi udakoresheje amafaranga.

Andika 2 niba urugo rujya rugurisha cg ruguranisha ibyasagutse kubyo rwejeje rimwe na rimwe. Rimwe na rimwe Buri gihe “bibaye ngombwa”.

Andika 3 niba urugo rujya rugurisha cg ruguranisha igice cy’ibyo rwejeje buri gihe ku buryo buhoraho.

Niba igisubizo ari 1 cg 2, simbuka ujye ku kibazo H07, naho niba igisubizo ari 3 baza ikibazo gikurikira H06.

H06	Ubusanzwe ugereranyije urugo rwanyu rugurisha ibingana iki?	1. ¼ cyangwa muni 2. Hejuru ya ¼ ariko muni ya 1/2 3. Hejuru ya 1/2 (>50%)	__
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Geregeza kugaragaza umusaruro urugo rugurisha buri gihe cg ruguranamo ibindi bintu. **Andika 1** niba ungana ¼ cg muni, ni ukuvuga 25% cg muni.

Andika 2 niba umusaruro wose ugurishwa uri hejuru ya ¼ ariko uri muni ya kimwe cyakabiri, ni ukuvuga hagati 25% na 50%.

Andika 3 niba umusaruro wose ugurishwa urenze kimwe cya kabiri nukuvuga hejuru ya 50%.

H07	Ni akahe gaciro ugereranyije mu Frw urugo rwanyu rwakuye muri uwo musaruro mu gihembwe Cy'ihinga gishize? (bara umusaruro wose w'ibihingwa byagurishijwe amafaranga nibyo bariye bivuye k'umusaruro w'ubworozi, uburobyi ukuyemo ikiguzi cyabitanzweho)	1. 0- 9,999 RWF 2. 10,000 - 39,999 3. 40,000 - 89,999 4. 90,000 - 179,999 5. 180,000 - 239,999 6. 240,000 no kuzamura	<input type="checkbox"/>
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Ikibazo H07 kireba abantu bose bakora ubuhinzi hatitawe ku kuba umusaruro uvamo ugurishwa cg uguranwamo ibindi bintu. Gerageza kugereranya amafaranga yose urugo rwabonye avuye mu musaruro mu gihembwe cy'ihinga rishize. Shyiramo umusaruro wose wagurishijwe amafaranga cg uwo urugo rwakoresheje, ibikomoka ku bworozi, n'ibikorwa by'uburobyi mu mezi 4 ashize n'amafaranga ukuyemo amafaranga yabitanzweho yose.

Niba igice cy'umusaruro cyaragurishijwe mu isoko, gerageza kwifashisha ayo makuru, ugereranye agaciro ku umusaruro wose w'urugo ushyizemo ibyagurishijwe mu isoko n'ibyo urugo rwakoresheje.

Andika amafaranga nyayo mu murongo wabugenewe kuri H07 ukurikije igisubizo uhawe cg ikigereranyo nyacyo ubonye.

H08	Ugereranyije n'igihembwe gishize, urugo rwanyu rwaba rwarabonye umusaruro uri kuruhe rugero?	1. Hejuru y'urugero 2. Ku rugero 3. Munki y'urugero	<input type="checkbox"/>
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Bitewe n'imihindagurikire y'ikirere agaciro k'umusaruro kagenda gahindagurika. Impamvu y'ikibazo H08 ni ukureba niba agaciro kanditswe kuri H07 kari hasi cg hejuru ku gihembwe fatizo gisanzwe.

Andika igisubizo nyacyo ku murongo wabugenewe kuri H08, ukomeze ku kibazo gikurikira.

H09	Mwaba rimwe na rimwe cg igihe cyose mukoresha umukozi wishyurwa mu mirimo y'ubuhinzi -bworozi?	1. Yego buri gihe 2. Yego rimwe na rimwe 3. Oya, nta narimwe → H11	<input type="checkbox"/>
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Baza usubiza niba hari abakozi bahembwa bakoresha mu mirimo y'ubuhinzi, ndetse unababaze inshuro babakoresha.

Andika 1 nibaurugo rukoresha buri giheb umukozi uhembwa ubuhinzi-bworozi. Andika 2 niba urugo rukoresha umukozi uhembwa rimwe na rimwe (rimwe na rimwe bivugako harigihe akoresha abakozi ubundi akikorera) Andika 3 niba urugo rudkoresha na rimwe umukozi uhembwa

Niba urugo rukoresha umukozi uhembwa rimwe na rimwe cg buri gihe, baza ibibazo bikurikira. Ubundi, Niba nta na rimwe urugo rujya rukoresha umukozi uhembwa, simbuka ujye ku kibazo cya H11.

H10	? Ukuyemo abagize urugo, abakozi bishyurwa mukoresha mu murimo w'ubuhinzi-bworozi ni bangahe?	1. 1 -3 2. 4 -5 3. Hejuru ya 5	<input type="checkbox"/>
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Baza umubare w'abakozi bakora muri uwo murimo w'ubuhinzi-bworozi bw'urugo. Kuramo abagize urugo bakora muri uyu murimo batushyurwa. Niba umubare uhindagurika bitewe nigihe cy'umwaka, baza igihe baba ari benshi cyane.

Andika 1 ku murongo wabugenewe kuri H10 niba umubare w'abakozi bahembwa ari 3 cg muni. Andika 2 niba umubare ari 4 cg 5. Hanyuma, Andika 3 niba umubare uri hejuru ya 5.

H11	Ubutaka Muhinga : Soma kandi utange igisubizo kuri buri kimwe	a. Mubufitiye icyangombwa cy'ubukode b. Murabwatisha mukagabana umusaruro c. Murabwatisha mugatanga icyatamurima d. Mubwatisha ku buntu e. Ni ubwa leta/rusange 1. Yego, 2. Oya	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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Ikibazo H11 nicyo cya nyuma muri iki gika. Gishaka kumenya amakuru ku buryo umuntu yabonye ubwo butaka ahinga. Ubutaka bushobora kuba bwabonywe mu buryo butandukanye, igusubizo kirenze kimwe kiremewe. Kuri buri buryo ubutaka bahinga bwabonetsemo, andika 1 niba ari “yego” cg 2 niba ari “Oya”.

Uburyo “a” buvuga igihe umuntu afite ubutaka cg urugo rubufiteye icyangombwa cyabwo cg ari ubwabo bwite.

Uburyo “b” bwerekana igihe ubutaka bwatishwa; nyirubutaka yemerera uwatisha ubutaka kubukoresha bakazagabana umusaruro uvuyemo.

Uburyo “c” bwerekana igihe ubutaka bwatishwa hatanzwe icyatamurima; uginga ubutaka yishyura nyirabwo amafaranga ku giciro kizwi kugirango abuhinge.

Uburyo “d” bwerekana igihe nyir'ubutaka abuha ubuhinga nta kiguzi amuciye.

Uburyo “e” bwerekana igihe ubutaka ari ubwa leta cg ubw'abantu rusange, ni ukuvuga Atari ubw' umuntu ku giti cye cg ikigo cy'ubucuruzi

X. IGIKA I: IMITURIRE N'IBIKORESHO BYO MURUGO

Ibibazo I01A - C: Ibyubakishije inzu ituwemo n'urugo

Ibi bibazo bigamije kumenya uko inzu urugo rutuyemo iteye: ibikoresho by'ingenzi bisakaye igisenge (ikibazo cya I01A), ibyubatswe inkuta (ikibazo cya I01B), ibishashe hasi mu nzu (ikibazo cya I01C). Umukarani yandika mu kazu kabugenewe ikirango kijyanye n'igisubizo ahawe. Niba inzu yubatswe n'ibintu byinshi bitandukanye, reba cg umubaze icyiganje. Niba inzu ari etaji (igorofa), andika ibisakaye itaji ya nyuma

Ikibazo I02: kigamije kumenya umubare w'ibyumba byo kuraramo inzu yurugo rwatoranyijwe ifite. Uko inzu yaba iteye kose, niba ituwe n'urugo rumwe ari narwo rubarurwa, umukarani w'ibarura abaza ibyumba by'urwo rugo gusa. Niba ituwe n'ingo nyinshi, abaza umubare w'ibyumba bikoreshwa n'urugo rwatoranyijwe; umubare w'ibyumba bikoreshwa n'izindi ngo urugo rubarurwa rubana nazo muri iyo nzu ntibibarwa. Ikigamijwe ni ukumenya umubare w'ibyumba byagenewe kurarwamurugo rwihariye.

Igihe hari andi mazu yo hanze ararwamo n'abana cyangwa abandi bantu babarirwa muri urwo rugo, bakaba batekera hamwe, ibyumba byayo mazu yo hanze nabyo bibarwa ku nzu ya nyiri urugo. Ibyumba bivugwa aha, ni ibigenewe kuryamamo gusa. Umuntu uba munzu y' icyumba kimwe gishobora araramo kandi kigakoreshwa nk'uruganiriro bifatwa nk'icyumba kimwe.

I03-I05: Imibereho rusange y'ingo

Ikibazo I03: Iki kibazo kigamije kumenya ubwoko bw'umusarane urugo rukoresha. Niba bafite umusarane wo mu inzu n'uwo hanze, andika ubwoko bw'uwo bakoresha cyane. Mu bice bimwe na bimwe by' igihugu aho bigoye gucukura umusarane bakaba bakoresha ubwoko bw' umusarane usa nkaho wohereza umwanda mu makoro/ amabuye ariko wubakiye neza andikako bakoresha “umusarane utinze” Ca akaziga ku kirango kijyanye n'igisubizo uhawe.

Ikibazo I04: kibaza uburyo bw'ingenzi urugo rukoresha mu kubonesha mu nzu iyo bwije. Ca akaziga ku kirango kijyanye n'igisubizo uhawe.

Ikibazo I05: kibaza uburyo bw'ingenzi urugo rwifashisha mu guteka ibyo kurya. Ca akaziga ku kirango kijyanye n'igisubizo uhawe.

Ikibazo I06: kigamije kumenya aho urugo ruvana amazi rukoresha. Niba rufite robine mu nzu cyangwa mu rugo, cg ruvoma amazi ahandi hantu. Ca akaziga ku kirango kijyanye n'igisubizo uhawe.

Ikibazo I07: Iki kibazo kibaza ibikoresho byo mu rugo urugo rwatoranyijwe rutunze. SOMERA UBAZWA ibikoresho biri ku rutonde rw'ibibazwa hanyuma ujye wandika 1 (Yego) niba icyo gikoresho agitunze koko mu rugo rwabo na 2 niba ntacyo

batunze. Niba igikoresho atunze cyarapfuye ariko ateganya kugikoresha vuba, wandika ko agitunze.

Ku kijyanye na kamera ivugwa muri uru rutonde ni yayindi yagenewe gufata amafoto tutabariyemo iyo muri telefoni. Naho Telefoni ni ukuvuga niba urugo cg umwe mubagize urugo yaba akoresha interineti (murandasi) haba muri Telefoni cg afite modemu (Access to internet).

Ikibazo I07B: mugihe usanze hari igikoresho kibumbatiye byinshi (urugero emplificateur) nabyo bufatwa nka radio

Ibibazo: I07Q-I13

Ikibazo I07Q: kibazwa ku rwego rw'urugo kikaba kigamije kumenya niba urwo rugo rufite internet. Aha ibikoresho bitanga internet bishobora kubamo umuyoboro wa internet (land lines), telephone, modem n'ibindi. Ibi bikoresho bigomba kuba bikora.

Ikibazo I08: iki kibazo kibazwa abantu bafite nibura imyaka 10. Kikaba kigamije kumenya umubare w'abantu mu bagize urugo bakoresheje internet mu mezi 12 ashize. Aha twakwibutsa ko umuntu uba murugo waba yarakoresheje internet muri cyber cafe cg yaratiye telephone agakoresha internet nawe abarwa nk'uwakoresheje internet. Iyo ari ntabwo wandika "0"

Ikibazo I09: iki kibazo kibazwa abantu bafite nibura imyaka 10. Kikaba kigamije kumenya umubare w'abantu mu bagize urugo bafite telephone igendanwa, twakwibutsa ko iyi telephone igomba kuba ikora. Iyo ari ntabwo wandika "0"

Ikibazo I10: iki kibazo kibazwa abantu bafite nibura imyaka 10. Kikaba kigamije kumenya umubare w'abantu mu bagize urugo bafite mudasobwa, aha twakwibutsa ko mudasobwa igomba kuba ifite ibyangombwa byose bituma ikora. Iyo ari ntabwo wandika "0".

Ikibazo I11: iki kibazo kibazwa abantu bafite nibura imyaka 10. Kikaba kigamije kumenya umubare w'abantu mu bagize urugo bakoresheje imbuga nkoranyambaga. Imbuga nkoranyambaga zivugwa aha ni nka facebook, tweeter, whatsapp, instagram, snapchat, wechat, weibo, viber, telegram n'izindi. Iyo ari ntabwo wandika "0".

Ikibazo I12: iki kibazo kibazwa abantu bafite nibura imyaka 10. Kikaba kigamije kumenya umubare w'abantu mu bagize urugo bakoresheje mudasobwa (computer). Iyo ari ntabwo wandika "0".

Ikibazo I13: iki kibazo kibazwa abantu bafite nibura imyaka 10. Kikaba kigamije kumenya umubare w'abantu mu bagize urugo bazi gukoresha kimwe mu bikoresho bikurikira: smartphone, tablet na computer. Iyo ari ntabwo wandika "0".

Shimira uwo mwaganiraga ubundi usoze ikiganiro ubundi wandike numero y'umurongo y'uwashubije ibibazo bijyanye n'ubushakashatsi.

XI. KWANDIKA KU MAZU N'INGO (LISTING)

1. Uburyo ibarura ryateguwe

Gutoranya ingo zizabazwa byakozwe ku nzego ebyiri: ku rwego rwa mbere hatoranyijwe udupande tw'ibarura muri buri Karere bishingiye ku mubare w'ingo zituye mu gapande k'ibarura wabonetse mu ibarurarusange ry'ingo muri 2012. Naho ku rwego rwa kabiri, hatoranyijwe ingo zikenewe kubazwa mu ngo zose zituye agapande k'ibarura (Ingo 16 muri buri gapande).

Umubare watoranyijwe kuri buri rwego ni uyu ukurikira:

ku rwego rwa mbere, hatoranyijwe udupande tw'ibarura 584
tuzakorerwamo ibarura

ku rwego rwa kabiri, hatoranwa ingo 16 muri buri gapande k'ibarura.

2. Kumenyekanisha imirimo y'ibarura

Mbere yo kujya mu mudugudu uzakorerwamo ibarura, abakozi bagize ikipe ya RLFS bazabanza kwimenyekanisha ku buyobozi bw'Akarere, Umurenge n'Akagari. Kuri buri rwego, bazerekana urwandiko rwandikiwe abayobozi banabasobanurire ikibagenza na gahunda y'imirimo y'ibarura. Nyuma yo kwimenyekanisha no kwemererwa gukora imirimo y'ibarura, abakozi b'ibarura bazerekeza mu mudugudu wa mbere bazakoreramo ibarura, babanze kwimenyekanisha ku mukuru w'umudugudu, bamwereke urwandiko rwandikiwe abayobozi rubasaba ubufatanye mu bikorwa by'ibarura.

Kugirango abayobozi n'abaturage b'umudugudu uzakorerwamo ibarura barusheho gusobanurirwa neza impamvu z'iki gikorwa mu mudugudu wabo, abakozi b'ibarura bagomba kubasobanurira ko umudugudu wabo uri mu midugudu izaba yatoranyijwe kuzakorerwamo ibarura ku bakora n' abashomeri mu turere twose tw'igihugu hakoreshejwe uburyo bwa tombora. Bazabasobanurira kandi ko mu gapande k'ibarura katoranyijwe mu mudugudu wabo (niba ugizwe n'udupande twinshi) hazatoranywa ingo 16 gusa.

3. Gushyira nimeru ku mazu no ku ngo cyangwa gushakisha ingo zikorewemo ubushakashatsi

Nyuma yo gusobanurira abayobozi n'abaturage bo mu mudugudu ikibagenza n'uko gahunda y'ibarura iteye, abakarani b'ibarura basaba umuyobozi w'umudugudu ubufasha mu kumenya neza imbibi z'agapande k'ibarura katoranyijwe hifashishijwe ikarita y'ako gapande k'ibarura buri mukarani azaba yahawe n'umuyobozi w'ikipe. Hakurikiraho igikorwa cyo gushyira nimeru ku mazu no gutoranya ingo zizabazwa cyangwa se gushakisha ingo zizakorerwamo ubushakashatsi, hagakurikiraho ibiganiro mu ngo.

4. Gufata gahunda y'ibiganiro mu ngo zizabazwa

Ni ngombwa guteguzza urugo umunsi umwe mbere yo gutangira Ikiganiro. Umukarani w'ibarura, aherekejwe n'umugenzuzi w'ikipe arimo, bashyikiriza nyiri urugo cyangwa umuhagarariye ibarura imumenyeshya ko urugo rwe rwatoranyijwe gukorerwamo ibarura ku bakora n'abashomeri bakamwereka n'ibyangombwa bibaranga (ikarita y'akazi) niba abisabye. Ni ngombwa kandi kumusobanurira muri make icyo ibarura rigamije.

5. Gushyira inimeru ku mazu no ku ngo

Umukarani w'ibarura amaze kumenya imbibi zigize agapande k'ibarura agiye kubarura, agomba gutangira gushyira nimeru ku mazu no ku ngo. Inzu izabarurwa, ni buri nzu ibamo abantu cyangwa itarimo abantu ariko ari cyo yubakiwe, cyangwa inzu ibamo abantu ariko atari cyo yubakiwe. Iyo nzu ishobora kuba ari icyumba kimwe cyangwa inzu ifite ibyumba byinshi, yitaruye cyangwa amazu menshi ari mu rupangu rumwe.

Inimeru z'amazu zizandikwa hakurikijwe uko amazu yegeranye n'uko akurikiranye kugira ngo hatagira amazu asigara adafite inimeru. Buri nzu mu mudugudu izagirwa n'inimeru z'imibare itatu uhereye kuri **001**. Iyo nimeru ibanzirizwa n'impinamagambo **RLFS (Rwanda Labour Force Survey)** kandi igomba kwandikwa ahagaragara.

Urugero: RLFS-001/001

Kwandika ku mazu n'ingo

Urugo: urugo ni uruba rushobora kuba rugizwe n'umuntu umwe cg abantu benshi babana baba bafitanye isano cg ntayo kandi basangirira hamwe amafunguro.

Inzu: inzu muri ubu bushakashatsi ni inyubako ituwe yaba aricyo yubakiwe cg ataricyo yubakiwe idatuwe kandi ishobora kuba ituwe n'urugo rumwe cg ingo nyinshi.

Iyo umukarani w'ibarura amaze kwandika nimeru ku mazu, azandukura kuri lisiti zabugenewe. Nimeru y'inzu n'urugo bijyana n'amazina ya ba nyiri urugo. Impamvu nyamukuru y'iki gikorwa ni ukugira ngo hatagira urugo rwibagirana cyangwa ngo rubarurwe kabiri.

Mu gushyira inimeru ku mazu no ku ngo hazaboneka amazu n'ingo bizaba biteye bitya:

Urugo rusanze

Inzu ituwe n'urugo rumwe:

Uzashyiraho inimeru y'inzu ikurikiwe n'inimeru y'urugo.

Urugero: RLFS- 001/001, ni ukuvuga inzu ya mbere ituwe n'urugo rumwe rwa mbere.

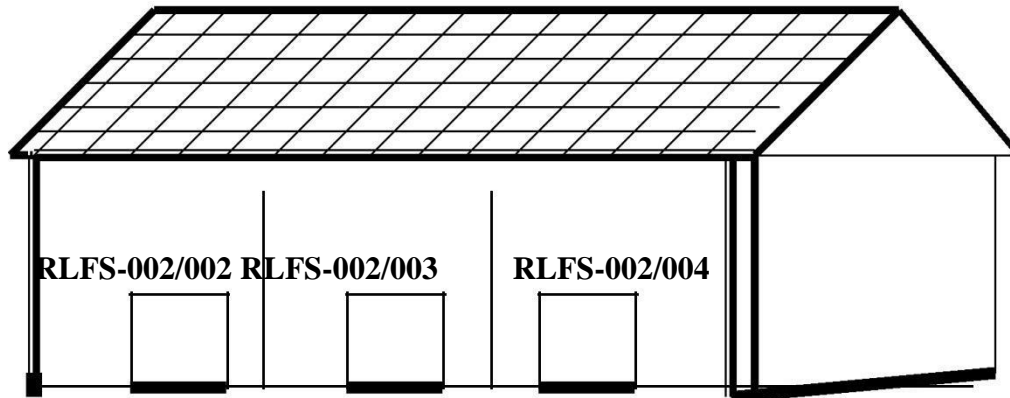
Inzu imwe ituwe n'ingo nyinshi:

Inimero y'inzu ni imwe kuri izo ngo zose kandi ikaba ikurikira inimero y'inzu yayibanjirije. Nimero z'ingo ziri muri iyi nzu n'izo zihinduka zonyine zikandikwa uko zikurikirana.

Urugero: RLFS - 002/002

RLFS - 002/003

RLFS - 002/004



Icyitonderwa: inimero z'inzu zigenda zihinduka uva ku nzu ujya ku yindi.

Inimero z'ingo nazo zigenda zihinduka ukurikije inimero z'ingo zazibanjirije.

Kandi iyi nzu ibaye iri mu rupangu ni byiza ko izi nimero zandikwa no ku rupangu muri ubu buryo: **RLFS-002/002 – 004**

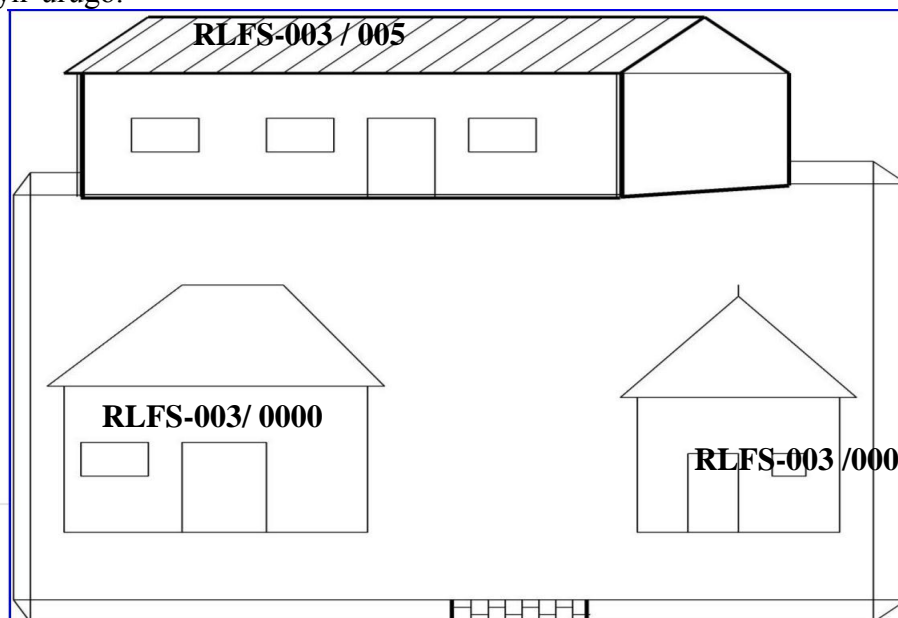
Inzu nyinshi zituwe n'urugo rumwe

Icyo gihe amazu yose azabona inimero imwe. Inzu ya nyir'urugo niyo yandikwaho inimero y'urugo; inzu zisigaye mu mwanya w'inimero y'urugo hazandikwaho amazero "000"

Urugero: RLFS-003/005, inzu ya nyir'urugo.

RLFS-003/000, inzu ya mbere iraramo abana cyangwa abakozi ba nyir'urugo.

RLFS-003/000, inzu ya kabiri iraramo abana cyangwa abakozi ba nyir'urugo.



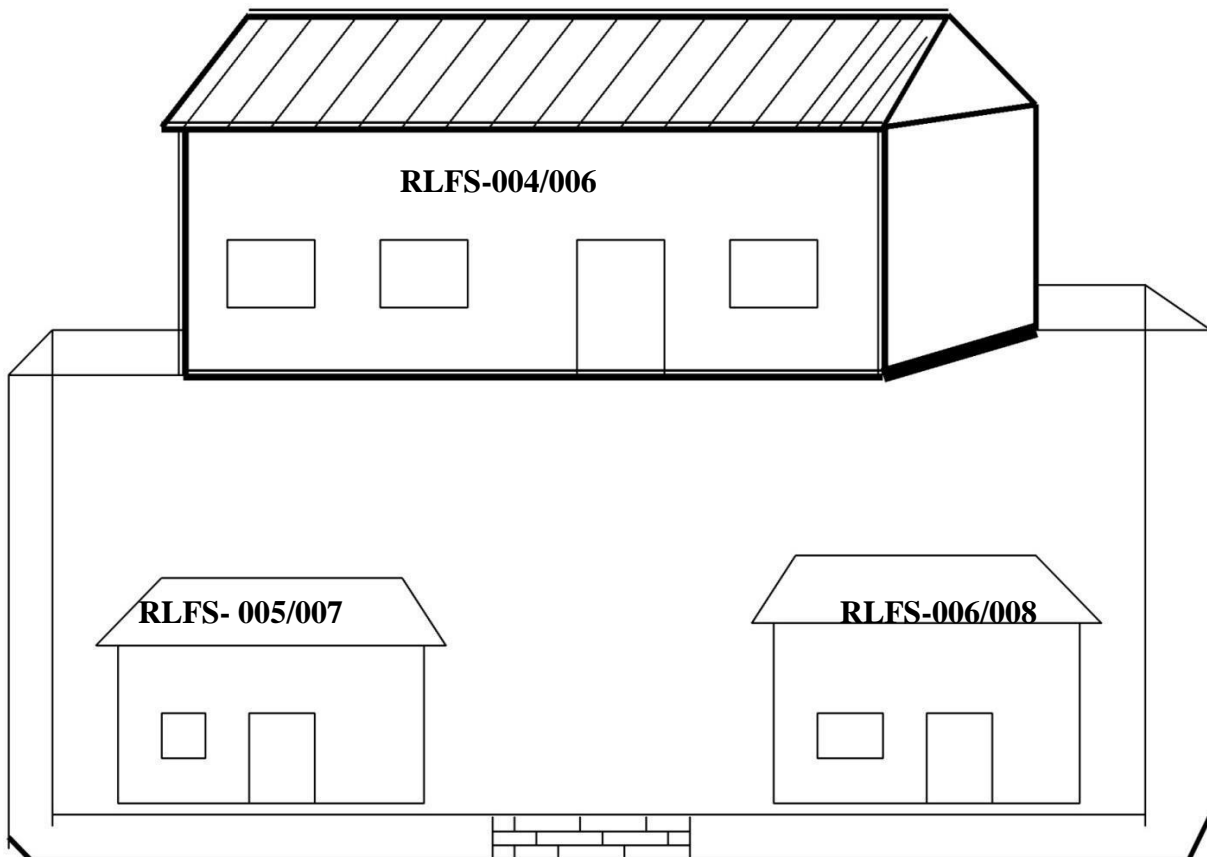
Inzu nyinshi zituwe n'ingo nyinshi

Izo nzu n'izo ngo zizagira inimeru zitandukanye, hakurikijwe uko inzu zituwe.

Urugero: Andika 1. **RLFS- 004/006**

2. **RLFS- 005/007**

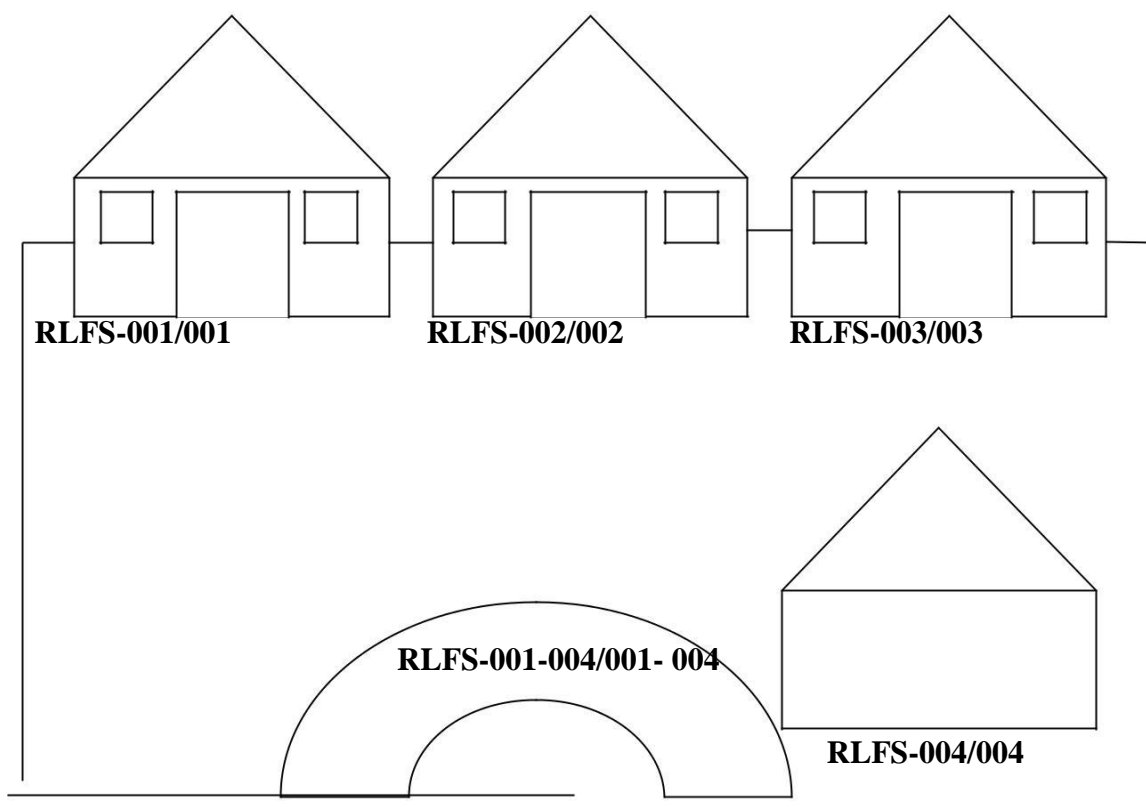
3. **RLFS- 006/008**



Icyitonderwa:

1. Ibikoni, imisarani, ibyumba bakarabiramo, amazu agenewe kubikwamo ibikoresho, ntibishyirwaho inimeru keretse haramutse habamo umuntu.
2. Mu gihe cyo kubarura ingo n'amazu, umukarani w'ibarura ashobora gusanga inzu cyangwa urupangu rutuwe n'ingo nyinshi. Hano umukarani w'ibarura asabwa gushyira ku muryango rusange w'inzu cyangwa urupangu nimeru igaragaza ko iyo nzu cyangwa urupangu rutuwe n'ingo nyinshi.

Urugero:



Urugero rutanzwe ruramenyesha ko muri runo rupangu harimo inzu enye zituwe n'ingo enye urebeye ku muryango w'uru rupangu.

Inzu imwe ituwemo n'abantu benshi bakodesha, buri umwe afite icyumba cye kandi yigengaho, akagirana amasezarano ku giti cye na nyir'inzu. Icyo gihe buri cyumba gihabwa nimeroy'urugo rwihariye.

Ibigo bituwemo

Ibigo bituwemo ni ukuvuga ibigo bya Polisi, bya Gisirikari, ibigo by'abihayimana, amagereza, amashuri yisumbuye n'amakuru n'ibindi bituwemo bitabarwa nk'ingo zisanzwe, muri ubu bushakashatsi ntibizabarurwa nta na nimeroy'urugo mu gihe cyo kwandika ku nzu no ku ngo.

Icyitonderwa.

Ku bigo bituwe ndetse n'inzu z'ubutegets (ibiro by'Umudugudu, by'Akagari, by'Umurenge, by'Akarere, by'Intara, Minisiteri, Kiliziya, Inganda, Inzu z'ubucuruzi,) ntibishyirwaho nimeroy'urugo, ariko ugomba kumenya neza niba nta rugo rutuyemo mbere yo kuhava, kuko hari igihe imbere mu kigo usanga harimo inzu ituwemo n'urugo.

Urugero: Umukozi ushinzwe imyitwarire y’abanyeshuri mu kigo cy’amashuri yisumbuye.

Niba imbere mu kigo harimo inzu ituwemo n’urugo ishyirwaho nimeru, kandi iyi nimeru y’inzu n’iy’urwo rugo zigashyirwa ku rwinjiriro rw’icyo kigo (ahantu hagaragara) cyangwa rw’iyo nzu itaragenewe guturwamo.

Ku nzu z’ubucuruzi muri rusange ntizishyirwaho nimeru, nyamara igihe inzu icururizwamo kandi aricyo yagenewe ariko uyicururizamo akaba anayituyemo icyo gihe izashyirwaho nimeru y’inzu n’urugo.

Byateguwe na:

Names	Position
BYIRINGIRO James	Survey Program Manager (SPM)
MUKUNDABANTU Jean Marc	Labour Statistician Team Leader
MWIZERWA Nicolas	Statistician
MUGENZI Gilbert	Statistician
KANYONGA Evelyne	Statistician
UWAMAHHORO Pacifique	Statistician
TUYISENGE Methode	Statistician
NGIRINSHUTI Fidele	Statistician
AYINGENEYE Seraphine	Statistician
TUYISHIME Sadi	Professional Intern

Bayobowe na:

- Farhad Mehran, Consultant