

Ibibazo bikunze kubazwa

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Amategeko y'umurimo mu Rwanda
Hari impamvu ntakumirwa

Muri ibi bihe bya COVID-19, BPN irimo kukorana na ba Rwiyemezamirimo 150 ikurikirira hafi amakuru yabo. Muri iyi dokima dusubiza ibibazo byagiye bibazwa n'aba rwiyemezamirimo benshi. Tuzajya dukomeza twongeremo amakuru mashya, tunayabagezeho. Niba ufite ikibazo runaka cyangwa se igisubizo cyagirira bagenzi bawe akamaro, nti ushidikanye kubimenyeshya Coach wawe muli BPN.

1. Ese amategeko y' umurimo avuga iki ku burenganzira no kunshingano zanyje nk'umukoresha mu bihe nk'ibi turimo?

Icyo amategeko y' umurimo ateganyanya

Itegeko ry'umurimo riteganyanya ibi bikurikirira mu guhagarika by' agateganyo amasezerano y' akazi:

Ingingo ya 18: Guhagarika by' agateganyo amasezerano y' akazi

- 5 ° Ikigo gihagaritse imirimo yacyo by'igihe gito bitewe n'impamvu z'ubukungu cyangwa za tekiniki;
- 6 ° Hari impamvu ndakumirwa zituma imirimo y'ikigo ihagarara (force majeure).

Mu bihe nk' ibyo, ni byiza kumenyeshya abakozi ihagarikwa by' agateganyo ry' amasezerano y' akazi kugera igihe ibyo bihe (ibyo ari byo byose) bizarangirira.

Ni gute wabyitwaramo:

1. Andikira abakozi ibaruwa ibamenyeshya ko kubera ibihe bikomeye mu bukungu n' impamvu ntakumirwa, ikigo cyafashe icyemezo cyo guhagarika by' agateganyo amasezerano y' akazi kugera igihe ibyo bihe (COVID-19) bizarangirira ku buryo ikigo cyazongera gushobora gukora. Umugenzuzi w' umurimo muri icyo fasi agomba kubimenyeshwa.
Byaba byiza kubaza umugenzuzi w' umurimo akakugira inama mu bigomba kujya mu iriyo baruwa igihe waba wumva utizeye icyo kwandikamo.
2. Hamagara buri mukozi ku giti cye umusobanurire uko ibintu bimeze n' impamvu ikigo kidashoboye gukomeza kumuhemba umushahara we.
3. Ku bigo bigishoboye kuba byatanga imishahara y' abakozi, ingoboka zimwe na zimwe (ziyongera ku mushahara) urugero nk' ingoboka y' ingendo, yo guhamagara kuri telefoni n' ibindi zishobora kugabanywa cyangwa zikanavanwaho mu gihe abakozi baba batagikora na gato.

Mu bihe by' ihagarikwa ry' agateganyo:

- Ntibyitezwe ko ikigo kigomba gukomeza guhemba abakozi
- Ntibivuze ko ikigo cyirukanye abakozi mu bihe nk'ibi
- Niba ikigo kigishoboye gufasha abakozi kibagera ingoboka nto buri kwezi, byaba ari ingenzi. Muzirikane ko abakozi bari batanzwe n' umushahara gusa.

Iseswa ry' amasezerano y' akazi

Ntabwo byaba ari byiza gusesa amasezerano y' akazi mu bihe nk' ibi kuko bishobora guhenda ikigo kurusha guhagarika amasezerano by' agateganyo.

Article 31: Nubwo byaba bitabangamiye izindi ngingo ziteganyijwe muri iri tegeko, gusesa amasezerano y'akazi kubera impamvu z'ubukungu, za tekiniiki cyangwa iz'uburwayi ku mukazi umaze nibura amezi cumi n'abiri (12) akora nta guhagarika, bituma umukoresha amuha impererekeza zo gusezererwa ku kazi.

2. Ni izihe nama twabagira?

Ni byiza ko abakoresha bakora uko bashoboye kwose bakaguma bavugana n' abakozi babo. Hamagara kugira ngo umenye ibyo barimo bakora, niba imiryango yabo imeze neza, cyane cyane ku birebana n' ubuzima, kuko birashoboka ko umukozi cyangwa umwe mu muryango we yarwara COVID-19 nk'abandi bose.

Gerageza umenye uko bamerewe niba batugarijwe n' ubukene umenye n' uburyo bagerageza guhangana nabwo kandi niba bishoboka ubashyigikire mu buryo ubwo ari bwo bwose.

Twabarigira inama ko abakoresha bagerageza guhamba abakozi u kwezi kwa gatatu kuko kwari kwamaze gutangira. Bigenze bityo byakwereka n'abakozi ko umukoresha ahora abazirikana ku buryo ahora yiteguye no kuba yabahemba mu gihe byatungurana ntibashobore gukora.

Kuba washobora kubahemba umushahara w' ukwezi kwa kane nabwo byaba akarusho kubabishoboye kubera ko ari ibihe byaje bitunguranye. Abatabishoboye nabo bashobora kugenera abakozi ingoboka nto runaka kugira ngo nabo bashobore kwibeshaho kandi ***babone ko ubabera umuyobozi uhora areba kure, ubazirikana haba mu bihe byiza ndetse no mu bihe bibi.***

Dore numero za bamwe mu bagenzuzi b' umurimo:

Bakunze kugenda basimburana bava mu Karere bajya mu kandi, niyo mpamvu ntaho babarizwa hahoraho. Ariko bashobora kubafasha bakababwira uwo mwahamagara icyo gihe mu Karere muherereyemo. Bafite ubushobozi bwo gusubiza n'ibindi bibazo waba ufite.

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