

ISHAKIRO RY'ICYEGERANYO N° 4

AMGAMBO MPINE

URUPAPURO

1. IMANZA Z'INSHINJABYAHA

- 1.1. UBWAMBUZI BUSHUKANA-KURYOZA UMUKORESHA INDISHYI ZIKOMOKA KU CYAHA CYAKOZWE N'UMUKOZI (IBIGOMBA KUZUZWA)
.GUHAGARARIRA SOSIYETE
.KUBARA INDISHYI -IGIHE ZITANGIRA KUBARWA-AGACIRO FATIZO.....1
- 1.2. KUTARYOZA LETA INDISHYI ZIKOMOKA KU CYAHA CYAKOZWE N'UMUSIRIKARE HANZE Y'AKAZI ASHINZWE-ICYAHA GIKOREWE MU KAZI.....19
- 1.3. AGACIRO K'UBUJURIRE BWATANZWE N'UHAGARARIYE UMUBURANYI IYO ATAMWONGEYE UBUNDI BUBASHA
. KUDATANGA INGWATE Y'AMAGARAMA (IYO IKIREGO CY'UBUJURIRE GITANGIWE MU RUKIKO RUSOMYE URUBANZA)
.ICYEMEZO GIFASHWE N'URUKIKO RUKURU KU RWEGO RWA KABIRI RUTAGARAGAJE ITEGEKO RWASHINGIYEHO
.KUREKA URUBANZA.....43
- 1.4. UBUFATANYACYAHA MU BUHEMU (KUNYEREZA AMAFARANGA YA BANKI)-KWEMERA ICYAHA-IHINDURANYAMVUGO (IMBERE Y'UBUSHINJACYAHA-IMBERE Y'URUKIKO).....55
- 1.5. KUROGA-GUSABA IBINDI BIMENYETSO (BIKOZWE N'UMUBURANYI)-KWIFASHISHA (MU RWEGO RW'UBUJURIRE) IBIMENYETSO BYASHINGIWEHO MU RWEGO RUBANZA
.UBUHAMYA BUTANZWE N'UMWANA-ICYAHA KIMENYEKANYE GITINZE.....73
- 1.6. GUSAMBANYA UMWANA W'UMUHUNGU (BIKOZWE N'UMUKOBWA MUTO)-GUHINDURA IMVUGO IMBERE Y'INKIKO-KUBA BITARI NGOMBWA KO HAKORWA RAPORO Y'ISUZUMA RYO KWA MUGANGA N'UKO HABAZWA ABANDI BATANGABUHAMYA
. KUTAGENERA UBWUNGANIZI UWAKOZE ICYAHA ARI MUTO IYO ABURANA YARABAYE MUKURU.....85

2. IMANZA Z'IMBONEZAMUBANO

- 2.1. GUSIBA URUBANZA-GUTAMBAMIRA URUBANZA RWASIBWE (BIKOZWE N'UWARUHAGARARIWEMO).....99

3. IMANZA Z'UBUTEGETSI

- 3.1. AMASEZERANO Y'UBUKODE BW'IKIBANZA-KUTUBAHIRIZA IMIHANGO YO GUTANGA IKIBANZA –GUSABA INDISHYI ZO KUDAHABWA IKIBANZA WARI WEREMEREWE
. KUDAHINDURA IKIREGO (MU RWEGO RWA MBERE NO MU BUJURIRE).....109
- 3.2. ICYEMEZO CY'UMUTUNGO UMWE CYANDITSE KU BANTU BABIRI BATANDUKANYE-IKIREGO GITANZWE N'ITSINDA RY'ABANTU RITANGIRA UBUZIMA GATOZI-ITANGWA RY'AMAGARAMA KU KIREGO CYATANZWE N'ITSINDA RITANGIRA UBUZIMA GATOZI.....123
- 3.3. KUGARUKA KU MASEZERANO BIKOZWE N'URUHANDE RUMWE MU BAYAGIRANYE-IKIREGO CYIHUTIRWA GISABA IHAGARIKA RY'ICYEMEZO CY'UBUTEGETSI-INDISHYI ZIKOMOKA KU GIHOMBO GITWE N'ICYEMEZO CY'UBUTEGETSI

.INZITIZI Z'UBUKERERWE MU BUJURIRE-IMINSI Y'UBUJURIRE KU MUBURANYI
WAMENYESHEJWE ITARIKI Y'ISOMWA-UBUKERERWE BW'UBUJURIRE
BWEMERWA(IMPAMVU).....131

4. IMANZA Z'UBUCURUZI

- 4.1. AMASEZERANO Y'UBUGURE-GUSHYIKIRIZA ICYAGUZWE UMUGUZI(UMUYOBOZI MUKURU
MU MWANYA W'IKIGO AYOBORA)
.IBYARANGIJE KUBA UBURENGANZIRA BW'UMUKOZI (ADASHOBORA KUVUTSWA)-
IBYOROHAREZA UMUKOZI AKAZI(ASHOBORA KUVUTSWA)
.IKIREGO KIGAMIJE KWIREGURA (GITANZWE NYUMA Y'IBURANISHA RY'IBANZE)
.KWIBESHYA MU KWANDIKA(BIGARAGAYE MU MYANZURO Y'UMUBURANYI)
.KUTAGARAGAZA ABO USHAKA KUREGA MU MYANZURO ITANZWE MU KIREGO
CY'UBUJURIRE.....147

ISHAKIRO RY'ICYEGERANYO N°5

AMAGAMBO MPINE

URUPAPURO

1. IMANZA ZIREBA AMATEGEKO ANYURANYIJE N'ITEGEKO NSHINGA

- 1.1. GUSABA GUKURAHU INGINGO Y'ITEGEKO-GUSABA GUKURAHU INGINGO YA 121 Y'ITEGEKO
N°13/2004 RYO KUWA 17/05/2004 RYEREKEYE IMIBURANISHIRIZE Y'IMANZA
Z'INSHINJABYAHA NK'UKO RYAHINDUWE KANDI RYUJWE KUGEZA UBU
.AGACE K'INGINGO KADAHUJE N'ITEGEKO NSHINGA
.UMWIHARIKO WO GUKURIKIRANA IBYAHA-ICYAKORWA URUKIKO RUSANZE HARI ABANDI
BANTU BAKEKWAHO ICYAHA BATAREZWE N'UBUSHINJACYAHA.....1

2. IMANZA Z'INSHINJABYAHA

- 2.1. KUREKA IKIREGO CY'UBUJURIRE BIKOZWE N'USHINJWA.....21

3. IMANZA Z'IMBONEZAMUBANO

- 3.1. IMANZA Z'IMBONEZAMUBANO-GUSABA UBUTANE BISHINGIYE KU MPAMVU
Y'UBUSAMBANYI BUKOZWE N'UMWE MU BASEZERANYE IMBERE Y'AMATEGEKO
BATARABANA
.UKUTITABA NTA MPAMVU K'UREGWA
.KUDAHABWA INDISHYI ZIKOMOKA KU MAKOSA UTATANGIYE IBIMENYETSO
.GUKURIKIRANA IKIREGO CY'UBUTANE NTA BWUMVIKANE BUBANJE.....31

4. IMANZA Z'UBUTEGETSI

- 4.1. KUTAGAMBIRIRA IKIBI(MAUVAISE FOIS) MU MASEZERANO-KUTABASHA KUGARAGARIZA
URUKIKO UWAGAMBIRIYE IKIBI MU MASEZERANO
.IKIREGO KIGAMIJE IBIGOMBA GUKORWA BIDATEGANIJWE MU MASEZERANO
.AGACIRO K'IBIMENYETSO BISABWA N'UMUBURANYI
.KWAKA INDISHYI ZIKOMOKA KU KABABARO K'UNDI

- .IKIREGO MU RWEGO RW'UBUJURIRE KITAGARAGAZA INENGE MU IFATWA RY'ICYEMEZO KIJURIRWA
- .IKIREGO GITANZWE BWA MBERE MU RW'UBUJURIRE
- .IBIGIZE INDISHYI ZIGENEWE UGOMBA INSHINGANO IGIHE AMASEZERANO ATUBAHIRIJE N'UWO BAYAGIRANYE.....39
- 4.2. GUSABA IBIGENERWA UMUKOZI IYO AKUWE KU KAZI NTA KOSA NTA N'IBARUWA IMUSEZERERA-INGARUKA KU MUKOZI Z'IBYEMEZO BIFATWA MU RWEGO RW'AKAZI IYO MU RUKIKO AGIZWE UMWERE
- .IBISABWA KUBANZA GUKORWA KUGIRA NGO UMUKOZI WA LETA AFATIRWE IBIHANO MU RWEGO RW'AKAZI
- .AGACIRO K'ICYEMEZO GISIMBUZA UMUKOZI UNDI KU BYEREKEYE UBURENGANZIRA BW'USIMBUWE MU KAZI
- .IKIREGO GISHYA GITANZWE MU RWEGO RW'UBUJURIRE
- .AGACIRO K'IMYANZURO ITANZWE NYUMA MU RUKIKO UGERERANIJE N'IYATANZWE MBERE.
- .KUDASUBIZWA MU NTOKI AMAFARANGA Y'UBWITEGANIRIZE K'UMUKOZI WAKUWE KU KAZI IGIHE AYATSINDIYE
- .GUSABA INDISHYI ZIKOMOKA KU GIHOMBO CY'UMUKOZI WAFUNZWE KANDI ARI UMWERE
- .KUDAFATA ABAKOZI KIMWE BARI MU BIHE(CIRCONSTANCES)BIMWE –IKOMATANYA RY'INDISHYI ZIKOMOKA KU GIHOMBO CY'UMUKOZI IYO UMUKORESHA ATUBAHIRIZA SITATI RUSANGE Y'ABAKOZI BA LETA
- .IMENYESHA RY'IBYEMEZO BIREBA UMUNTU KU GITI CYE.....63
- 5. IMANZA Z'UBUCURUZI**
- 5.1. GUHAMAGARA UMUBURANYI-IKOSA KU MWIRONDORO W'UMUNTU USIGIWE INYANDIKO IHAMAGARA ARIKO BIGARAGARA KO YAGEZE KURI NYIR'UBWITE.
- .KUGOBOKESHA MU RUBANZA KU RWEGO RW'UBUJURIRE (ibisabwa)
- .AGACIRO K'AMAGAMBO UMUBURANYI YIVUGIYE MU RUBANZA.
- .IRANGIZA RY'URUBANZA RY'AGATEGANYO KU BINTU BITIMUKANWA BITABURANWA (byatanzweho ingwate)
- .AGACIRO KEMEJWE MU CYAMUNARA KARI HASI Y'AGACIRO NYAKURI K'IKIGURISHWA(icyakorwa).....95
- 5.2. URUBANZA RUBANZIRIZA URUNDI-KONGERA GUPFUNDURA IBURANISHA BIDASABWE N'ABABURANYI.
- .IMIKIRIZE Y'URUBANZA YIVUGURUZA KU BURYO BUKABIJE
- .URUBANZA RUTAGARAGAZA NA BUSA IMPAMVU IBYEMEZO BYAFASHWE BISHINGIYEHO.....121
- 5.3. GUHINDURA AMASEZERANO MU BURYO BUTUMVIKANYWEHO
- .GUSABA INDISHYI ZIKOMOKA KU GUTAKAZA AMAHIRWE (PERTE D'UNE CHANCE) BITEWE N'UTUBAHIRIJE INSHINGANO ZE
- .KWIYIMA AVOKA (MU RUBANZA RWO KURWEGO RW'UBUJURIRE) KUBERA ISANO YA HAFI AFITANYE N'UMUCAMANZA WABURANISHIJE KU RWEGO RWA MBERE
- .AGACIRO KA RAPORO Y'IMPUGUKE INYURANYE N'IMYUMVIRE Y'ABACAMANZA

.INDISHYI ZIKOMOKA KU GUTESHWA AGACIRO BYATEYE GUTAKARIZWA ICYZERE .AGACIRO K'INGINGO Z'UMUBURANYI ZIDAREKEJWE N'IBIMENYETSO.....	131
5.4. GUSABA MU KIREGO CYIHUTIRWA IHAGARIKWA RY'ICYEMEZO GITEGEKA IRANGIZA RY'URUBANZA –KUTAKIRA IKIREGO CYIHUTIRWA MU GIHE BIGARAGARA KO URUBANZA RW'UBUJURIRE REMEZO GISHINGIYEHO BUTAZAKIRWA .UBUJURIRE KU CYEMEZO CYAFASHWE MU KIREGO CYO KUBYUTSA URUBANZA.....	153
5.5. GUSABA GUSUBIRISHAMO URUBANZA-KUTITABA K'UWAREGEYE GUSUBIRISHAMO URUBANZA-GUSIBISHA URUBANZA BIKOZWE N'UREGWA IYO UWAREZE ATITABYE-IBINDI BYIFUZO BYIYONGERA KURI IRYO SABA.....	161
6. IMANZA Z'UMURIMO	
6.1. GUSUBIRISHAMO URUBANZA-KUTITABA NTA MPAMVU IKOMEYE K'UHAGARARIYE UMUBURANYI. .INGARUKA Z'IMYITWARIRE MIBI Y'UHAGARARIYE UMUBURANYI MU RUBANZA.....	169
6.2. IMPAKA ZITURUTSE KU MPANUKA IBAYE KU MUKOZI UKORA NTA MASEZERANO Y'UMURIMO-IBIGARAGAZA KO HABAYEHO AMASEZERANO Y'UMURIMO HAGATI Y'UHEMBA N'UHEMBA	
6.3. IMANZA ZIBURANISHWA N'INGEREKO Z'IMIRIMO-UKUTAKIRA IKIREGO KIGAMIJE KWIREGURA IGIHE IKIREGO CY'IREMEZO KITAKIRIWE.....	181

ISHAKIRO RY'ICYEGERANYO N°6

AMAGAMBO MPINE

URUPAPURO

1. IMANZA Z'INSHINJABYAHA	
1.1. IMPAMVU NYOROSHYACYAHA –UBUSEMBURE .IMPAMVU ZIKURAHU ICYAHA-UKWITABARA.....	1
1.2. KUDAHINDURA IKIREGO KU RWEGO RW'UBUJURIRE .AGACIRO K'IGIKORWA CYANGWA INYANDIKO YAKOZWE N'UTABIFITIYE UBUBASHA MU RWEGO RW'IPEREREZA .UKWIHA NO GUKORESHA IGIKORESHO CY'AKAZI MU NYUNGU BWITE Z'UMUKOZI NTA RUHUSHYA RW'UMUKORESHA UBIFITIYE UBUBASHA .UKUDASHOBOKA K'UBUFATANYACYAHA IGIHE ICYAHA BWARI GUSHYINGIRAHU KITEMEJWE N'URUKIKO.....	13
2. IMANZA Z'IMBONEZAMUBANO	
2.1. KUREKA IKIREGO NO KUREKA URUBANZA(ITANDUKANIRO KU RUHARE RW'UREGWA) .KUTAGENERWA INDISHYI K'UREGWA IYO UREGA ARETSE IKIREGO.....	29
2.2. KUGURISHA IKINTU CY'UNDI NTA HESHABUBASHA (PROCURATION) .KUTABAHO K'UBUZIME BW'UBURENGANZIRA BW'UWAZIMIYE KU MUTUNGO WE, HAGATI Y'ABO BASANGIYE UMURYANGO.....	37
2.3. GUSABA UBUTANE BISHINGIYE KU MPAMVU Y'UBURWAYI BWO MU MUTWE BW'UMWE MU BASHAKANYE IGIHE BIGARAGAYE KO ATAZAKIRA KUBERA KUTIVUZA.....	43

2.4. IMANZA Z'IMBONEZAMUBANO-URUBANZA RUBANZIRIZA URUNDI-KUTARUJURIRA
RWONYINE

.KUBURANISHA BWA MBERE URUBANZA RUBANZIRIZA URUNDI MU RUKIKO RUKURU

.KUTABA IMPAMVU Y'UBUJURIRE MU RUKIKO RW'IKIRENGA.....47

3. IMANZA Z'UBUCURUZI

3.1. KUTUBAHIRIZA IMINSI Y'UBUJURIRE-UMUNSI FATIZO W'IBARA RY'IBIHE BY'UBUJURIRE

.KUTABANGOMBWA KUMENYESHA IMIKIRIZE Y'URUBANZA K'UMUBURANYI WITABIRIYE

IBURANISHA RYA NYUMA AKANARIMENYESHWAMO UMUNSI W'ISOMWA.....59

3.2. UBURIGANYA MU GUTANGA UMUTUNGO ABASHYINGIRANYWE BAHURIYEHO

.INGARUKA IYO UMUTUNGO ABASHYINGIRANYWE BAHURIYEHO UTANZWE UMWE
ADAHARI KANDI ATABIZI

.UMWENDA UFASHWE N'UMWE MU BASHAKANYE UNDI ATABIZI ATARI KU MPAMVU ZO
GUTEZA IMBERE URUGO.....71

3.3. AMASEZERANO Y'UBWIKOREZI

.UBUBASHA BW'INKIKO BUSHINGIYE KU IFASI MU MANZA ZEREKEYE AMASOSIYETE
Y'UBUCURUZI N'AMATEGEKO AKURIKIZWA

.UBUZIME BW'UBURENGANZIRA BWO KUREGA KU MASEZERANO Y'UBWIKOREZI

.UBURENGANZIRA (MU BIREBANA N'IGIHE) BW'UWISHYURIYE NYIR'AMAKOSA-INDISHYI
Z'UBWISHINGIRE KUGIRA NGO NAWA YISHYURWE.

.INGARUKA ZO KWISHYUZA MU BIREBANA NO GUHAGARIKA UBUZIME BW'IKIREGO.....87

3.4. AMASEZERANO Y'UBUGURE BW'IKINTU KIZWI MU BWOKO BWACYO GUSA

.KUMVIKANA KU GICIRO CY'IKIGURISHWA KIZWI MU BWOKO BWACYO GUSA-GUTAKARA
KWACYO CYAMAZE KUMENYEKANA

.UKUDASAZA KW'IKIREGO GUTURUTSE KU GUTINDA KWANDIKA URUBANZA BITEWE
N'IMPAMVU ITIGOBOTORWA

.GUTANGA NO KWISHINGIRA ICYAGURISHIJE NKA ZIMWE MU NSHINGANO Z'UGURISHA

.GUKURURWA MU MANZA NTA MPAMVU.....105

4. IMANZA Z'UMURIMO

4.1. UKUDASUBIRA INYUMA K'UMUSHAHARA UMUKOZI YARI AGEZEHO

.IBIRARANE BIKOMOKA KU GUHEMBWA UMUSHAHARA BASUBIJE INYUMA

.KUBARA IMPEREKEZA (Igihe zirenze izo umuburanyi asaba)

.KUTITIRANYA NO KUTABANGIKANYA INDISHYI ZIGENERWA USEZEREWI KU KAZI,
N'IMPEREKEZA ZIGENERWA USHYIZWE MU KIRUHUKO CY'IZABUKURU.

.GUKERERWA GUTANGA IMPEREKEZA (Indishyi zakwa)

.ISHIMWE RISHINGIYE KU MUSARURO W'IKIGO NO KU MANOTA Y'UMUKOZI (ibisabwa
kugira ngo ritangwe).....129

ISHAKIRO RY'ICYEGERANYO N°7

AMAGAMBO MPINE

URUPAPURO

1. IMANZA ZIREBA AMATEGEKO ANYURANIJE N'ITEGEKO NSHINGA

- 1.1. GUSABA GUKURAHU INGINGO YA 176 Y'ITEGEKO N°12/2007 RYO KUWA 27/03/2007
RIGENGA AMASOKO YA LETA
.UBUBASHA BW'URUKIKO RW'IKIRENGA MU MANZA ZIREBA AMATEGEKO ANYURANYIJE
N'ITEGEKO NSHINGA
.UKUDAKURIKIRANWA, UKUDAFATWA, UKUDAFUNGWA N'UKUDAHANIRWA ICYAHA IGIHE
BIDATEGANIJWE N'AMATEGEKO
.UKUTABA NGOMBWA KO ICYAHA N'IGIHANO KIGITEGANIRIJWE BIBANGIKANYWA MU
NGINGO ZIMWE
.UKUDAFATA INGINGO Y'ITEGEKO ITUMVIKANA NK' AHO INYURANYIJE N'ITEGEKO NSHINGA
.INSHINGANO Y'UMUCAMANZA IGIHE HARI INGINGO ITUMVIKANA NK' AHO INYURANIJE
N'ITEGEKO NSHINGA
.INSHINGANO Y'UMUCAMANZA IGIHE HARI INGINGO ITUMVIKANA
.UKUDASOBANURA INGINGO Z'AMATEGEKO MPANABYAHA MU BURYO
BUGENEKEREJE.....1

2. IMANZA Z'INSHINJABYAHA

- 2.1. ICYAHA KITAGWIRIRIYE NYIR'UKUGIKORA-UBUSEMBURE MU GUKORA ICYAHA -AHO
BUTANDUKANIYE NO KWIHIMURA-UBURYOZWE BW'ICYAHA CYAKOZWE NYIR'UKUGIKORA
YABANJE KWITESHA UBWENGE
. INYOROSHYACYAHA ISHINGIYE KU KUBA NYIR'UKUGIKORA YABANJE KWITESHA UBWENGE
.UKUGAMBIRIRA ICYAHA BIKURIRAHU INYOROSHYACYAHA -UBWISANZURE
BW'UMUCAMANZA MU GUHA AGACIRO IMPAMVU NYOROSHYACYAHA-IMYAKA IGIFUNGO
KIDASHOBORA KURENZA
.UKO BIGENDA IYO IGIHANO CYATANZWE N'URUKIKO RUBANZA KIRENGEJE IGIHE
NTARENGWA GITEGANYWA N'AMATEGEKO.....19
- 2.2. ICYAHA CYO GUSAMBANYA UMWANA W'UMUKOBWA W'IMYAKA CUMI N'IBIRI
.AGACIRO K'UBUJURIRE BWANDIKIWE PEREZIDA W'URUKIKO (AHO KWANDIKIRA
UMWANDITSI W'URUKIKO).....31

3. IMANZA Z'IMBONEZAMUBANO

- 3.1. UKUTAKIRA IKIREGO CYIHUTIRWA GISHINGIYE KU RUBANZA RW'IREMEZO URUKIKO
RUDAFITIYE UBUBASHA39
- 3.2. AMASEZERANO ASHINGIYE KU BUHANGA(CONTRAT D'ENTREPRISE)-UKUTITWA
UMWIKOREZI HASHINGIWE GUSA KU KUBA WARAGIRANYE N'UMWIKOREZI AMASEZERANO
ASHINGIYE KU BUHANGA
.UKUTITWA UMWIKOREZI HASHINGIWE GUSA KU KUBA UKODESHA IMODOKA Yawe ARI
UMWIKOREZI

.GUTANDUKANYA PRIME YAKWA UMUKOresha NA KOMISIYO YAKWA BAHEREYE KU KAZI KAKOZWE.....	45
3.3. IMPAKA ZIKOMOKA KU MUTUNGO UHURIWEHO N'ABABANA MU BURYO BUTEMEWE N'AMATEGEKO	
.UKUTAGIRA AGACIRO K'IMIRIMO YO GUFATA NEZA UMUTUNGO UGERERANIJE N'ICYEMEZO KIGARAGAZA NYIRAWO	
.INYANDIKOMVAHO-URUHARE RWAYO MU GUKEMURA IMPAKA –GUTUNGA IBINTU NTA BURIGANYA.....	55
3.4. UKUGURISHA IKINTU KIMWE KU BANTU BABIRI	
.GUSESA AMASEZERANO Y'UBUGURE BWA KABIRI BITUMA HABAHO IGIHOMBO KU MUGUZI WA KABIRI-UKUBITANGIRA INDISHYI.....	61
4. IMANZA Z'UBUCURUZI	
4.1. UKUTUMVIKANA HAGATI Y'ABAGIZE ISOSIYETE(IKIBIGARAGAZA)	
.ISESWA RYA SOSIYETE(IBISABWA)	
.AGACIRO K'INYANDIKO Y'IGENZURA RYAKOZWE N'UMUHANGA WISHYIRIWEHO N'UMWE MU BABURANYI.....	71
4.2. KWEMEZA IRANGIZARUBANZA RY'AGATEGANYO	
.GUHAGARIKISHA IRANGIZARUBANZA RY'AGATEGANYO RYAKOZWE MU NZIRA ZINYURANYIJE N'AMATEGEKO	
.UKUTABANGOMBWA GUTANGA INGWATE (CAUTION) K'UMUBURANYI W'UMUNYAMAHANGA IGIHE YEMERA UMWENDA MU RUBANZA	
.UKUTABANGOMBWA K'UMUCAMANZA YEREKANA IMPAMVU ZIKOMEYE ZATUMA HABA IRANGIZARUBANZA RY'AGATEGANYO.....	97
4.3. AGACIRO K'IBIVUZWE N'UMUBURANYI KU BYEREKEYE IMENYESHA RY'IMIKIRIZE Y'URUBANZA IYO NTA KINDI KIMENYETSO KIBIVUGURUZA	
.GUKOresha INGINGO ITEGANYWA N'ITEGEKO RUSANGE KU BYO ITEGEKO RYIHARIYE RITAVUHO	
.KUDASUBIRISHAMO URUBANZA MU RUKIKO RW'IKIRENGA.....	107
4.4. INGARUKA ZO GUTANGA INGUZANYO KURI SOSIYETE ITAGIRA UBUZIMAGATOZI-UKUTABASHA KUGARAGAZA UBURIGANYA BWAKOZWE MU MASEZERANO N'UWATSE BWO KUMWISHYUZA MU GIHE YAYIHawe BITURUTSE KU BURANGARE BWA BANKI	
.KUREGA UTARAGOMBAGA KUREGWA-KUBA KUGARAGAZA UWAGOMBAGA KUREGWA ATARI INSHINGANO Y'UREGWA.....	115
5. IMANZA Z'UBUTEGETSI	
5.1. GUTANDUKIRA BIKOZWE N'UMUNTU MU ISHYIRWA RY'AMASEZERANO YAGIRANYE N'UBUYOBOZI-UBUBASHA BWO KUBURIZAMO IRYO TANDUKIRA KU RUHANDE RW'UBUYOBOZI	
.KUDASABA INDISHYI ZIKOMOKA KU BYANGIRITSE KUBERA ICYEMEZO CYAFASHWE N'UBUYOBOZI BITURUTSE KU MAKOSA USABA INDISHYI YAKOZE MU ISHYIRWA MU BIKORWA RY'AMASEZERANO YAGIRANYE N'UBUYOBOZI KANDI YIYEMERERA	

.UBURENGANZIRA BURENZE BW'UBUTEGETSI(MU IFATWA RY'IBYEMEZO) MU MASEZERANO BWAGIRANYE N'UMUTURAGE –ICYO UMUTURAGE YAKORA KUGIRA NGO ARENGERE UBURENGANZIRA BWE IGIHE ABONA BUBANGAMIWE N'UBUTEGETSI	
.AMABWIRIZA ATANZWE N'URWEGO RW'UBUTEGETSI RUREBERERA URWO RUYAHAYE (Tutelle) RUFITE UBUZIMA GATOZI-URYOZWA INGARUKA Z'ISHYIRWA MU BIKORWA RYARYO.....	125
5.2. KUDATAMBAMIRA URUBANZA MU RUKIKO RW'IKIRENGA.....	137
6. IMANZA Z'UMURIMO	
6.1. IGIHE IKIRUHUKE CY'IZABUKURU GIFATIRWAHO KU MUKOZI UKORERA IKIGO CYIGENGA CYANGWA UKORERA UWIKORERA-GUSESA AMASEZERANO Y'UMURIMO Y'IGIHE KITAZWI KUBERA IKIRUHUKE CY'IZABUKURU CY'IMBURAGIHE(PENSION ANTICIPEE)	
.GUHA UMUKOZI AKAZI UZI NEZA KO YAGEJEJE IGIHE CY'IZABUKURU UGAHITA UMWIRUKANA ARICYO UMUJIIJE(UKO AMATEGEKO ABITEGANYA)	
.INDISHYI Z'AKABABARO ZIHABWA UMUKOZI WIRUKANIWE UBUSA	
.UMUBARE W'AMAFARANGA Y'IMPEREKEZA KU MUKOZI WIRUKANYWE CYANGWA USESEWE AMASEZERANO Y'UMURIMO	
.INTEGUZA KU MUKOZI WASINYE AMASEZERANO Y'IGIHE KITAZWI ASHESHE MU MINSI Y'IKIRUHUKE	
.KUTABANGIKANYA UBURYOZWE BUSHINGIYE KU MASEZERANO N'UBUSHINGIYE KU IKOSA KUTAKIRA IBIREGO BISHYA MU BUJURIRE.....	145

ISHAKIRO RY'ICYEGERANYO N° 8

AMAGAMBO MPINE

URUPAPURO

1. IMANZA ZIGAMIJE GUKURAHU INGINGO INYURANYE N'ITEGEKO NSHINGA

1.1. UBUBASHA BW'URUKIKO RUKURU MU MANZA Z'IMBONEZAMUBANO KU RWEGO RW'UBUJURIRE-KUBA INGINGO IDATEGANYA IBISABWA BIMWE KU BUJURIRA KU RWEGO RWA MBERE NO KU RWEGO RWA KABIRI-KUTABIFATA NK'IVANGURA MU BABURANYI.

- ITEGEKO RINYURANYE N'AMASEZERANO MPUZAMAHANGA.....1

2. IMANZA Z'INSHINJABYAHA

2.1. KUDAFATA UKWEMERA IBYAHA BITINZE NK'IMPAMVU YO KUTAGABANYIRIZWA IBIHANO

- UBUBASHA BW'UMUCAMANZA BWO KUGABANYIRIZA CYANGWA KUTAGABANYIRIZA IBIHANO UMUBURANYI WEMEYE ICYAHA.....15

3. IMANZA Z'IMBONEZAMUBANO

3.1. AMASEZERANO Y'IGURISHA RY'IKINTU CY'UNDI

- IKIGARAGAZA UBUKURU MBONEZAMUBANO BW'UMUNTU
- UBUSHOBOZI NKA KIMWE MU BISABWA KUGIRA NGO AMASEZERANO AGIRE AGACIRO

- KUGURISHA IBINTU UMUNTU YASIGIWE N’ABO YUMVA NEZA KO BAPFUYE AKABAZUNGURA NYUMA BAKAZA KUBONEKA
 - IBIKORWA BYAKOZWE NTA BURYARYA N’UBITUNZE KU BUTAKA BW’UNDI.....27
- 3.2. KUGOBOKA MU RUBANZA –IBISABWA
- UBURENGANZIRA BWA BURI MUNTU KU MUTUNGO WE
 - KUGURISHA IKINTU CY’UNDI
 - AGACIRO K’IBIKORWA BYAKOZWE MU BURYARYA KU BUTAKA BW’ ABANDI
 - INKURIKIZI Y’IGIKORWA CY’UMUNTU CYANGIRIJE UNDI
 - IRANGIZARUBANZA RY’AGATEGANYO KU BITIMUKANWA
 - UKWIYEMERERA MU RUBANZA K’UMUBURANYI.....39
- 3.3. IMANZA Z’IMBONEZAMUBANO-IMPAMVU Z’UBUTANE-GUHOZWA KU NKENKE NO GUTUKWA IBITUTSI NYANDAGAZI.
- KUTABANA NK’UMUGORE N’UMUGABO KW’BASHAKANYE KU BURYO BATAGISHOBOYE GUSHINGA UMURYANGO NDEMYABUZIMA
 - KWITA KU NYUNGU Z’UMWANA MU KUGENA UMUBYEYI UHABWA ABANA
 - IVANGAMUTUNGO RUSANGE
 - IRANGIRA RY’AMASEZERANO Y’IVANGAMUTUNGO RUSANGE RITEWE NO GUTANA BURUNDU KW’BASHINGIRANYWE-IGABANA RY’UMUTUNGO.....51
- 4. IMANZA Z’UBUCURUZI**
- 4.1. KURANGIZA BY’AGATEGANYO URUBANZA IYO UREGWA YEMERA IGICE CY’UMWENDA GUSA.
- KUTARENZA, MU KURURANGIZA, AGACIRO K’IGICE CY’UMWENDA WEMEWE.....60
- 4.2. UBUBASHA BW’URUKIKO RW’IKIRENGA BUSHINGIYE KU KIBURANWA IYO AGACIRO KACYO KATIGEZE KAGARAGAZWA CYANGWA AKAGARAGARA MU NYANDIKO ZIREBANA N’IKIBURANWA KARI HASI YA 20.000.000FRW.
- UBUJURIRE BUSHINGIYE KU KUBA URUBANZA RWACIWE RUTAGARAGZA IMPAMVU ZIHAGIJE RUSHINGIYEHO
 - KUDATANGA IBIREGO BYEREKEYE INGINGO Z’AMATEGHEKO ANYURANYE N’ITEGEKO NSHINGA MU MANZA Z’UBUCURUZI.....77
- 4.3. IKIREGO KITAKIRIWE KUBERA IBURABUBASHA RY’UREGA-IKIREGO GISHINGIYE KU MASEZERANO UMWE MU BASHAKANYE YAGIRANYE N’ABANDI-IBURABUBASHA RY’UTANZE IKIREGO YITWAJE GUSA KO YASHAKANYE N’URUHANDE RUMWE MU BASINYE AYO MASEZERANO.....85
- 4.4. KUNANIRWA KWISHYURA UMWENDA WA BANKI HAGAFATIRWA INGWATE
- KUTARENGA IMBIBI Z’ICYAREGEWE MU GUCA URUBANZA
 - IKIREGO CY’UBUJURIRE BWURIRIYE KU BUNDI-IGISABWA KUGIRA NGO CYAKIRWE
 - INZIRA YO GUSESA AMASEZERANO ATANGIYE GUSHYIRWA MU BIKORWA.....95
- 4.5. IGIHANGANO CY’UMWIMERERE
- UBURENGANZIRA BW’UMUHANZI KU BIHANGANO YATANGIYE UBURENGANZIRA RUNAKA

• GUKORESHA IGIHANGANO MU BURYO BUTARI UBWUMVIKANYWEHO MU MASEZERANO.	
• KUBARA INDISHYI ZIHABWA UWO IGIHANGANO CYE CYAKOSESHEJWE MU BURYO BUNYURANIJE N’AMATEGEKO, IYO BIDASHOBOKA KUMENYA AGACIRO K’INYUNGU NYIRIKUGIKORESHA YAKUYEMO	
• INSHINGANO Z’UWAKOZE IKOSA KU BIREBANA N’IBYANGIRITSE BITEWE N’IKOSA RYE.....	133
4.6. KUBURA ISHINGIRO KW’IKIREGO GISABA KUBYUTSA URUBANZA(RWAHANAGUWE) KUBERA AMAKOSA Y’UTANZE IKIREGO.....	147
5. IMANZA Z’UBUTEGETSI	
5.1. KWANGA K’UMUTEGETSI NTA MPAMVU KURANGIZA URUBANZA IKIGO AYOBORA CYATSINZWEMO-IGIHANO GIHATIRA KURANGIZA URUBANZA –UGOMBA KUGIHABWA	
• IGIHE NTARENGWA URUBANZA LETA YATSINZWEMO RUGOMBA KURANGIZWAMO.....	157
6. IMANZA Z’UMURIMO	
6.1. GUHINDURA IBIKUBIYE MU MASEZERANO Y’AKAZI UMUKORESHA ATABANJE KUBYUMVIKANAHO N’UMUKOZI-UMUKOZI WANZE UMURIMO YAHINDURIWE(UTANDUKANYE N’URI MU MASEZRANO Y’AKAZI) AGAHITAMO KUREKA AKAZI.	
• IGIHE NTARENGWA CYO KUJURIRA.....	169

ISHAKIRO RY'ICYEGERANYO N° 9

AMAGAMBO MPINE

URUPAPURO

1. IMANZA ZIREBA AMATEGEKO ANYURANYIJE N'ITEGEKO NSHINGA

1.1. • UBUSHYINGIRANWE BWEMEWE MU MATEGEKO YU RWANDA - UBUSHYINGIRANWE BW'ABABANAGA NK'UMUGORE N'UMUGABO BATARASHYINGIRANYWE

• IGABANA RY'IMITUNGO IGIHE UMWE MU BABANAGA NK'UMUGORE N'UMUGABO BATARASHYINGIRANYWE AGIYE GUSHYINGIRWA MU BURYO BUTEGANYWA N'AMATEGEKO –UKO BIGENDA

• UKUDAFATA KO INGINGO YA 39 Y'ITEGEKO N°59/2008 RYO KU WA 10/09/2008 RIKUMIRA KANDI RIHANA IHOHOTERWA IRYO ARI RYO RYOSE RISHINGIYE KU GITSINA INYURANYIJE N'IYA 26 Y'ITEGEKO NSHINGA IGIKA CYA MBERE

• ITANDUKANIRO RIRI HAGATI Y'IGABANA RY'UMUTUNGO W'ABABANAGA NK'UMUGABO N'UMUGORE BATARASHYINGIRANYWE MU GIHE BARETSE KUBANA, N'IGABANA RY'UMUTUNGO MU GIHE HABAYE UBUTANE HAGATI Y'ABABANAGA BARASHYINGIRANYWE

• ICYO INGINGO YA 39 Y'ITEGEKO N°59/2008 RYO KU WA 10/09/2008 RIKUMIRA KANDI RIHANA IHOHOTERWA IRYO ARI RYO RYOSE RISHINGIYE KU GITSINA IGAMIJE.....3

2. IMANZA Z'INSHINJABYAHA

2.1. • IHINDURAMVUGO MU KWEMERA ICYAHA (IMBERE Y'INZEGO Z'IPEREREZA-MU RUKIKO) - KUTAGUFATA NK'UKWAKOZWE MU BURYO BUDASHIDIKANYWAHO BYATUMA UREGWA AGABANYIRIZWA IBIHANO

• IGABANYAGIHANO KU CYAHA CY'UBWICAMUBYEYI – AHO RIDAKORESHWA – KUTABIFATA NK'AHO RIBUJIJWE KU MPAMVU NYOROSHYACYAHA MURI RUSANGE

• KWEMERA ICYAHA BITINZE – KUTABIFATA NK'IMPAMVU UBWAYO YO KUTAGABANYIRIZWA IGIHANO.....19

2.2. • KUDATESHWA AGACIRO K'UBUHAMYA BISHINGIYE GUSA KU KUBA BWARATANZWE N'ABAFITANYE AMASANO YA BUGUFI CYANGWA N'ABAFITE INYUNGU MU RUBANZA

• KUDAFATIRWA MU CYUHO NO KUDAFATANWA IBYIBWE – KUTABISHINGIRAHO NK'IMPAMVU UBWAYO ITUMA UREGWA AGIRWA UMWERE

• UBWISANZURE BW'UMUCAMANZA MU GUKORA IPEREREZA – KUDAFATA NK'IKOSA RYAKOZWE N'UMUCAMANZA UTARAKOZE IPEREREZA KU BO UMUBURANYI YIFUZAGA KO RIKORWAHO

• AGACIRO K'UBUHAMYA BUSHINGIYE KU BYO ABATANGABUHAMYA BUMVISE ARIKO BATIBONEYE UBWABO.....27

2.3. • URUKIKO RUFITE UBUBASHA BWO KUBURANISHA IBYAHA BISOBEKERANYE IYO KIMWE MURI BYO CYAKOZWE N'UMUSIRIKARI

- ICYAHA CYO GUHISHIRA IBYIBANO – KUDAFATA UWAGUZE IKINTU CYIBWE NK'UWAKOZE ICYAHA CYO GUHISHIRA IBYIBANO MU GIHE YAKIGUZE KU MUGARAGARO ATAZI KO CYIBWE

- KUMENYA KO ICYO UMUNTU YAKIRIYE GIKOMOKA KU CYAHA –IGIHE BIGOMBA KUREBERWAHO KUGIRA NGO AFATWE NK'UWAKOZE ICYAHA CYO GUHISHIRA IBIKOMOKA KU CYAHA.....35

2.4. UKWIBESHYA MU MYANDIKIRE Y'URUBANZA BIGARAGARIRA BURI WESE (erreur manifeste) - KUTABIFATA NK'AHO URUKIKO RWAHINDUYE IKIREGO

- AGACIRO K'UBUHAMYA BW'UREGA (partie plaignante) CYANGWA BW'UWAHOHOTWEWE (VICTIME) MU MANZA Z'INSHINJABYAHA

- UBWISANZURE BW'UBUGENZACYAHA MU GUSHAKISHA IBIMENYETSO.....47

2.5. U MUTANGABUHAMYA W'INGIRAKAMARO UFITE ICYO APFA N'UMUBURANYI - KUTABIFATA NK'UMUZIRO WATUMA ATABAZWA ICYO AZI KU RUBANZA

- UKWIVUGURUZA K'UMUTANGABUHAMYA - KUTAKUREBERA GUSA KU MAGAMBO AKOresha UBWAYO CYANGWA KU KUBA ADAHUZA NEZA IMVUGO

- INSHINGANO Y'UMUCAMANZA YO GUHUZA INYITO Y'ICYAHA N'IGIKORWA UBWACYO GIKURIKIRANYWE – KUTABIFATA NK'AHO URUKIKO RWACIRIYE URUBANZA KU KITARAREGEWE

3. IMANZA Z'IMBONEZAMUBANO

3.1. • URUBANZA RWACIWE KU KIREGO GISUBIRISHAMO INGINGO NSHYA – KUTARUJURIRIRA.....65

3.2. • IMANZA Z'IMBONEZAMUBANO – UBUJURIRE MU RUKIKO RW'IKIRENGA KU RUBANZA RWATANGIRIYE MU RUKIKO RWISUMBUIYE - URUKIKO RUSUZUMA AGACIRO K'IKIBURANWA KA 20.000.000 KUGIRA NGO BWAKIRWE (Iyo abaturanyi batakaragaje ubwabo).....73

4. IMANZA Z'UBUCURUZI

4.1 • KWISHYURA IMISORO ITAZIGUYE KU NYUNGU Y'IBICURUZWA BYATANZWE KU MWENDA – UKUTITWAZA KO UMWAKA WAGOMBAGA KWISHYURIRWAMO WARANGIYE NGO BIBE IMPAMVU YO KWANGA KUWISHYURA

- IGIKORWA CYO KWIYANDUKUZA MU BASORESHA N'IGIKORWA CYO KWIYANDUKUZA MU BACURUZI – KUTABIFATA KIMWE

• KUGURA IGICURUZWA KU WIYANDUKUJE MU BASORESHWA GUSA ARIKO AGAKOMEZA IBIKORWA BY'UBUCURUZI – KUTABIFATA NK" AHO HABAYEHO KUKIGURA N'UTAKIRI UMUCURUZI.....85

4.2. • AMASEZERANO – IBISABWA KUGIRANGO ABE YUZUYE

• KWEMERA GUKORA AMASEZERANO – IGIHE BIREBERWA KO KWABAYEHO (muri rusange)

• KWEMERA GUKORA AMASEZERANO MU BYEREKEYE ISOKO RY'IMIGABANE – IGIHE BIFATWA KO UKO KWEMERA KWABAYEHO

• ISARANGANYAMIGABANE RYATEGANYIJWE MU NYANDIKO IHAMAGARIRA KUGURA – KUDAFATA KO RWIYEMEZAMIRIMO WAGENYE UMUSHORAMARI IMIGABANE IRI MUNSI Y'IYO YARI YASINYIYE MURI "APPLICATION FORM" YAHINDUYE AMASEZERANO

• CONTRE-PROPOSITION KURI OFFRE YATANZWE – UKO IKORWA.....95

5. IMANZA Z'UMURIMO

5.1. • UKUTAGIRA UBURENGANZIRA KU MUSHAHARA IGIHE UMUNTU ATAHOZE

• ISUBIKWA RY'AMASEZERANO RITEWE N'IMPANUKA IKOMOKA KU KAZI - UBURENGANZIRA BW'UMUKOZI KU MUSHAHARA MU GIHE CY'ISUBIKA RY'AMASEZERANO RITEWE N'IMPANUKA IKOMOKA KU KAZI – KUTAKA IMISHAHARA Y'IGIHE KIRENGA KU CYO AMATEGEKO ATEGANYA

• UBURENGANZIRA BW'UMUKOZI BWO GUSABA GUSUBIZWA MU KAZI NYUMA Y'IGIHE CY'ISUBIKWA RY'AMASEZERANO RYATURUTSE KU MPANUKA YAKAGIRIYEMO – INGARUKA IYO ATAGASUBIJWEMO NTA MPAMVU

• ICYEMEZO CYA MUGANGA WAVUYE UMUKOZI WAGIRIYE IMPANUKA KU KAZI – KUTAGIFATA NK'IMPAMVU UBWAYO ITUMA UMUKOZI ASUBIZWA MU KAZI MU GIHE BIDATEGANYIJWE N'AMATEGEKO

• INDISHYI NTARENGWA ZIGENERWA UMUKOZI WIRUKANYWE KU KAZI MU MU BURYO BUNYURANYIJE N'AMATEGEKO.....111

5.2. • AMASEZERANO Y'UMURIMO Y'IGERAGEZWA – UKO AGOMBA KUBA AMEZE, IGIHE ARANGIRIRAHU N'IHINDUKA RYAYO MU MASEZERANO ARUNDUYE (contrat définitif) – UKO BIGENDA

• UKUDAKOMEZA GUFATA UMUKOZI NK'UKIGENGWA N'AMASEZERANO Y'IGERAGEZWA, IYO IGIHE CYARYO YARI YARASINYIYE CYARANGIYE NTIHABEHO KUCYONGERA MU BURYO BUTEGANYIYA N'AMATEGEKO – UKO BIGENDA

• UKUTABA NGOMBWA KO IYONGERA RY'IGIHE CY'IGERAGEZWA RIBA RITEGANYIJWE MU MASEZERANO Y'IBANZE – KURYEMERA K'UMUKOZI

• KWIRUKANA UMUKOZI NYUMA Y'IGIHE CY'IGERAGEZWA CYASINYWE MU MASEZERANO - KUDAFATA KO UMUKOZI YIRUKANYWE AKIRI MU GIHE CY'IGERAGEZWA MU GIHE NTA BIMENYETSO UMUKORESHA YEREKANA KO CYARI CYARONGEREREWE – INKURIKIZI IYO ATABYEREKANYE

• ISESWA RY'AMASEZERANO Y'AKAZI Y'IGIHE KITAZWI – UKO RIKORWA - INKURIKIZI IYO RYAKOZWE MU BURYO BUNYURANYIJE N'AMATEGEKO

• UKUTITIRANYA IGIHE CYO KWIMENYEREZA KU KAZI (période de stage) N'IGIHE CY'IGERAGEZWA KU KAZI (période d'essai)

• UBURENGANZIRA BW'UMUKOZI KU KIRUHUKO CY'UMWAKA – UKO KIBARWA N'INKURIKIZI IYO AMASEZERANO ASHESHEWE CYANGWA AKARANGIRA UMUKOZI ATARAGIHABWA

- UKO AMAFARANGA ASIMBURA IKIRUHUKO ABARWA IYO ISESWA CYANGWA IRANGIZWA RY'AMASEZERANO RIBAYEHO UMUKOZI ATARAMARA UMWAKA KU KAZI
- KWAKA INDISHYI Z'AKABABARO ZISHINGIYE KU GUTAKARIZWA ICYZERE KWATEWE NO KWIRUKANWA BINYURANIJE N'AMATEGEKO-INSHINGANO YO KUGARAGAZA ISHINGIRO RYAZO.....119

ISHAKIRO RY'ICYEGERANYO N° 10

AMAGAMBO MPINE

URUPAPURO

1. IMANZA ZIREBA AMATEGEKO ANYURANYE N'ITEGEKO NSHINGA

1.1. INSHINAGNO Y'URUKIKO YO KUGARAGAZA IMPAMVU RWASHINGIYEHO MU GUCA URUBANZA

- UBUBASHA BW'URUKIKO RUKURU MU KUBURANISHA KU RWEGO RW'UBUJURIRE-IMANZA ZACIWE KU RWEGO RWA KABIRI N'URUKIKO RWISUMBUYE ZITAGARAGAZA NA BUSA IMPAMVU ZISHINGIWEHO MU ICIBWA RYAZO
- ICYO INGINGO YA 106, IGIKA CYA KABIRI, AGACE KA 1^o, Y'ITEGEKO NGENGA N° 51/2008 RYO KU WA 09/09/2008 RIGENA IMITERERE, IMIKORERE N'UBUBASHA BY'INKIKO IGAMIJE-KUDAFATA KO INYURANIJE N'INGINGO YA 141 IGIKA CYA 2 Y'ITEGEKO NSHINGA
- UBUBASHA BW'UMUCAMANZA MU GUSUZUMA KO IMIKIRIZE Y'URUBANZA ITAGARAGAZA NA BUSA IMPAMVU ZASHINGIWEHO MU KURUCA
- KUDAFATA NK'AHU MU GUTEGANYA IBIGOMBA KUBAHIRIZWA KUGIRA NGO UMUBURANYI AKORE UBUJURIRE BWA KABIRI UMUSHINGAMATEGEKO YANYURANYIJE N'AMASEZERANO MPUZAMAHANGA ASUMBANYA ABUBURANYI.....3

2. IMANZA Z'INSHIN JABYAHA

2.1. UKWEMERA ICYAHA BITINZE-KUTABIFATA NK'IMPAMVU UBWAYO YO KUTAGABANYIRIZWA IBIHANO.

- ICYAHA CY'UBWAMBUZI BUSHUKANA NK'INGARUKA Z'ICYAHA CYO GUKORA NO GUKORESHA INYANDIKO MPIMBANO-IGIHE BIFATWA KO HABAYEHO ICYAHA CY'UBWAMBUZI BUSHUKANA KU WAKOZE ICYAHA CYO GUKORA NO GUKORESHA INYANDIKO MPIMBANO.
- GUKURIKIRANA ICYAHA CY'UBWAMBUZI BUSHUKANA HAKORESHWEJWE INYANDIKO MPIMBANO-UBUBASHA BW'URUKIKO BWO GUTANGA NO KUDATANGA ISUBIKAGIHANO.....19

2.2. UBUBASHA BW'ABABURANYI BWO GUTANGA NO KUREKA IKIREGO

- UBUBASHA BW'UBUSHINJACYAHA BWO GUKURIKIRANA NO KUDAKURIKIRANA UWAKOZE ICYAHA

- UBUBASHA BW'UBUSHINJACYAHA BWO KUREKA UBUJURIRE-UKUDAFATWA NK' AHO BYASABWE N'URWEGO IGIHE BYAKOZWE N'UMUSHINJACYAHA UBWE WARI URI MURI URWO RUBANZA-KUTAKWAKIRA
- GUKOresha ITEGEKO RYEREKEYE IMIBURANISHIRIZE Y'IMANZA Z'IMBONEZAMUBANO, IZ'UBUCURUZI, IZ'UMURIMO N'IZ'UBUTEGETSI MU GIHE NTA YANDI MATEGEKO ATEGANYIJWE.....37

3. IMANZA Z'IMBONEZAMUBANO

3.1. INSHINGANO Y'UMUBURANYI YO GUTANGA INGWATE Y'AMAGARAMA MU GUTANGA IKIREGO

- ITANGWA RY'AMAGARAMA IYO ITSINDA RY'ABABURANYI RIREGA CYANGWA RIREGWA MU RUBANZA-INSHINGANO YO KWISHYURA INGWATE Y'AMAGARAMA KURI BURI WESE MU BARIGIZE
- UKUTABA NGOMBWA KO URUKIKO RWAJURIRIWE RUSUZUMA INENGE ZABAYE KU NZEGO ZIBANZA MU RUBANZA RWAJURIRIWE, MU GIHE RWEMEJE KO UBUJURIRE BUTAKIRIWE.....53

4. IMANZA Z'UBUCURUZI

4.1. ITANDUKANIRO HAGATI Y'AMASEZERANO Y'UBWIKOREZI N'AMASEZERANO Y'UBUKODE GUSA BW'IMODOKA.

- KURYOZWA INDISHYI UMWIKOREZI UTUBAHIRIJE INSHINGANO YO GUSHYITSA IBYO YIKOREYE AHO BYAGOMBAGA KUGEZWA
- UBURYOZWE BW'UMWIKOREZI KU BIKORWA BYAKOZWE N'ABASHOFERI BE-ISHINGIRO RYABWO-KUTITIRANYA UBURYOZWE CYAHA N'UBURYOZWANDISHYI KU MUKOresha BUSHINGIYE KU MAKOSA CYANGWA ICYAHA CYAKOZWE N'UMUKOZI WE
- UBURENGANZIRA BWA NYIR'IMIZIGO BWO GUHITAMO KUREGERA INDISHYI HAGATI Y'UMWIKOREZI N'UMUSHOFERI WE ZISHINGIYE KU BYO UMUKOZI WE YAKOZE KU MIZIGO YARI YIKOREYE
- ITANGWA RY'INGWATE YAKWA UMUNYAMAHANGA UREGWA-ABASONERWA KUYITANGA -KUTAKA INGWATE AMASOSIYETE AKOMOKA MU BIHUGU BIGIZE UMURYANGO W'AFURIKA Y'UBURASIRAZUBA.....67

4.2. IBARWA RY'INYUNGU MU GIHE CY'ISORESHWA RY'UMUSORO KU NYUNGU-IVANYWA RY'IGIHOMBO MU NYUNGU Y'IBIKORWA Y'IBIHE BY'UMUSORO WAKWA ISOSIYETE-IGIHE RIDAKORWA.

- KUDAFATA KO HABAYEHO IHINDUKA RY'AGACIRO CYANGWA RY'IMIGABANE MU GIHE SOSIYETE ITAKIRIHO BITWE N'UKO YAGUZWE YOSE N'INDI SOSIYETE-KUTIMA AMAHIRWE SOSIYETE YAYIGUZE YO KUVANIRWAHO IGIHOMBO CY'IYO YAGUZE MU NYUNGU Z'ISORESHWA.....75

4.3. INSHINGANO YIHARIYE YA BANKI IGURIZA RIBYARA INYUNGU RIKOZWE N'UMUTURAGE USANZWE-KUTARISHYIRA MU MIRIMO YA BANKI

- KUTITIRANYA AMASEZERANO Y'IGURIZA RIBYARA INYUNGU N'ANDI MASEZERANO YIHARIYE
- UBUBASHA BW'UMUCAMANZA BWO KUGARURA KU RWUNGUKO RUSANZWE INYUNGU Z'IKIRENGA ZASABWE UGOMBA KWISHYURA-IGIHE BIKORWA
- KUTAZANA KU RWEGO RW'UBUJURIRE IBIREGO BITAGIWEHO IMPAKA KU RWEGO RUBANZA.....85

5. IMANZA Z'UBUTEGETSI

5.1. IFATWA RY'IBYEMEZO BY'UBUTEGETSI-KUDAFATA NK'ICYEMEZO CY'UBUTEGETSI RAPORO Y'IMYANZURO YAFASHWE N'URWEGO RW'UBUTEGETSI MU GUHUZA IMPANDE ZIFITANYE IKIBAZO-KUTAKIRA IKIREGO GISABA KUYIKURAHU CYATANZWE BINYUJIJWE MU NZIRA ZISABA GUKURAHU ICYEMEZO CY'UBUTEGETSI (récour en annulation)

- UBUBASHA BW'URWEGO RW'UBUTEGETSI MU GUSHYIRISHA MU BIKORWA ICYEMEZO RWAFASHE MU RWEGO RW'UBUTEGETSI-UKUTABA NGOMBWA KO RUBISABA.....103

ISHAKIRO RY'ICYEGERANYO N°11

Amagambo mpine

Urupapuro

1. IMANZA ZIREBA AMATEGEKO ANYURANIJE N'ITEGEKO NSHINGA

- 1.1. GUSABA GUKURAHU INGINGO YA 39 Y'ITEGEKO NO59/2008 RYO KUWA 10/09/2008 RIKUMIRA KANDI RIHANA IHOHOTERWA IRYO ARIRYO RYOSE RISHINGIYE KU GITSINA . IYAKIRWA RY'IKIREGO -URUBANZA RWACIWE BURUNDU RUHINDUKA ITEGEKO.....3

2. IMANZA Z'INSHINJABYAHA

- 2.1. AGACIRO KAGOMBA GUHAHWA IGISUBIZO CYA TEST AND

. ISANO Y'AMARASO IRI HAGATI Y'ABAPIMWE-IYO IJANISHA RIBAYE 99,99% ICYO GISUBIZO KIBA CYIZEWE.....13

3. IMANZA Z'IMBONEZAMUBANO

- 3.1. AGACIRO K'IKIBURANWA -UREGA NIWE UGENA AGACIRO K'ICYO AREGERA MU NYANDIKO ITANGA IKIREGO AKUKUMVIKANAHO N'UWO AREGA-IYO HAVUTSE IMPAKA KAGENWA N'UMUCAMANZA YIFASHISHIJE EXPERTSE

.IMPAKA KU GACIRO K'IKIBURANWA ZISHOBORA KUVUKA MU RWEGO RWA MBERE CYANGWA ZIKAVUKIRA MU RWEGO RW'UBUJURIRE- IYO ZIVUTSE MU RWEGO RW'UBUJURIRE NTA CYABUZA UMUCAMANZA KUZIKEMURA AKORESHEJE EXPERTISE.....27

4. IMANZA Z'UBUCURUZI

- 4.1. GUTEGANYA INYUNGU MU MASEZERANO Y'IGURIZA -KUTABIFATA NKO KWIHA IMIRIMO YA BANKI

. UBUBASHA BW'UMWE MU BASHYINGIRANWE KU BURYO BW'IVANGAMUTUNGO BWO KUBA YAKORA KU GITI CYE IGIKORWA GISHOBORA KUGIRA INGARUKA KU NYUNGU Z'UMURYANGO

. KUGIRA UBUBASHA BUNGANA KW'ABASHYINGIRANWE KU BURYO BW'IVANGAMUTUNGO BWO GUKURIKIRANA UMUTUNGO NO KUWUHAGARARIRA NTIBIVUGA KO UMWE YAKWITIRANYWA N'UNDI MU BIKORWA BYABO BYEREKEYE AMASEZERANO BAGIRANYE N'ABANDI-UWASHYZE UMUKONO KU MASEZERANO ABA YIYEMEJE KUYUBAHIRIZA KU GITI CYE, KABONE NIYO YABA AREBA INYUNGU Z'UMURYANGO.

. IMPAMVU ITUNGURANYE KANDI IDASHOBORA KWIRINDWA-NTIBIFATWA NK'IMPAMVU ITUNGURANYE KANDI IDASHOBORA KWIRINDWA IYO HARI UBUNDI BURYO BWAASHOBORA GUTEGANYWA CYANGWA GUKORESHA KUGIRA NGO IYO MPAMVU YIRINDWE.....39

4.2. URUPAPURO RUTANGWA MU KOHEREREZANYA IBICURUZA IYO UGURA N'UGURISHA BATARI MU GACE KAMWE

.KUTARYOZWA IKINYURANYO HAGATI Y'IBICURUZA BYAGUZWE N'IBYO UMWIKOREZI YASHIKIRIJE UGOMBA KUBYAKIRA

.UBURENGANZIRA BW'ABABURANYI MU MANZA MBONEZAMUBANO BWO KUREKA URUBANZA RWABO-NTIBYEMERWA IYO URUBANZA RWAPFUNDIKIWE HASIGAYE ISOMWA RYARWO.....53

4.3. CHEQUES DE VOYAGES –BANKI IGOMBA KWISHYURA IYO ZIBWE

.UWIBWE IZO SHEKI ZO KU RUGENDO (CHEQUES DE VOYAGES) AKORA IMENYEKANISHA MU GIHE CYA VUBA KURI BANKI YAZIMUGURISHIJE-UWIBWE IZO CHEQUES YISHYURWA MU GIHE KITARENZE AMASAHA 48 KABONE NIYO MU ZIBWE HABA HARIMO IZARANGIJE KWISHYURWA ABANDI.....61

4.4. UKWISHINGIRA UMWENDA W'IKIGO UKORERA-KWIRUKANWA KW'UWISHINGIYE UMWENDA W'IKIGO YAKORERAGA NTIBIMUKURAHU INSHINGANO YARI AFITE NK'UMWISHINGIZI.

. INSHINGANO Z'UMWISHINGIZI ZIRANGIRA IYO UMWENDA UTAKIRIHO.....73

4.5. ABACURUZI BAHITAMO URUKIKO RUZABABURANISHA MU MAZESERANO BAGIRANA-UBUBASHA BW'INKIKO BUSHINGIYE KU IFASI MU MANZA ZEREKEYE AMASOSIYETE Y'UBUCURUZI N'AMATEGEKO AKURIKIZWA

.AMASEZERANO AGIRA AGACIRO KU BAYAGIRANYE GUSA – NTASHOBORA GUKORESHA KU BANDI BAKORA IBISA N'IBY ABAGIRANYE AMASEZERANO.....83

4.6. AMAFARANGA ASORESHA-INYUNGU UMUNTU YAVUKIJWE N'IBIHOMBO YATEJWE N'IGIKORWA RUNAKA IYO URUKIKO RWEMEJE KO ABISUBIZWA AYO MAFARANGA ABARWA AKUWEHO UMUSORO.....91

4.7. UBUBASHA BW'IKIGO CY'IGIHUGU GISHINZWE KWISHYUZA IMISORO N'AMAHORO BWO KWISHYUZA AMAHORO N'HAZABU BITABAYE NGOMBWA KO UMUSORESHA AKURIKIRANWAHO ICYAHA-KOMISERI WA ZA GASUTAMO ASHOBORA GUKORESHA UBU BURYO IYO USORESHA YEMERA ICYAHA ASHINJWA.....105

5. IMANZA Z'UBUTEGETSI

- 5.1.UBUJURIRE BWURIRIYE KU BUNDI-BURAKIRWA N'UBWO UBUJURIRE BW'IBANZE BWABA BUTAKIRIWE.....119
- 5.2.GUHABWA INTEGUZA -KUTABIFATA NK'IKIMENYETSO CYO KWIRUKANWA BIDA KURIKIJE AMATEGEKO
. ICYEMEZO CY'AKAZI-UMUKOYESHA WIRUKANYE UMUKOZI AHITA AMUHA N'ICYEMEZO CY'AKAZI AKO KANYA.....127

ISHAKIRO RY'ICYEGERANYO N°12

Amagambo mpine

Urupapuro

1. URUBANZA RUJYANYE NO GUSABA GUKURAHO ICYEMEZO CYIRUKANA UMUDEPITE MU NTEKO ISHINGAMATEGEKO

1.1.GUSABA GUKURAHO ICYEMEZO CY'INTEKO ISHINGAMATEGEKO CYIRUKANA UMUDEPITE KUBERA IMYITWARIRE MIBI-KWEMEZA KO UMUDEPITE UGARAGAYEHO RIMWE CYANGWA MENSHI MU MAKOSA AKURWA KU MIRIMO YE.

- IKURIKIRANWA RY'UMUDEPITE MU MANZA NSHINJABYAHA-NTIBYAMBURA UMWITWE W'ABADEPITE UBUBASHA BWO KUMUKURIKIRANA KU BIREBANA N'IMYITWARIRE YE.
- GUFATIRWA IBIHANO MU RWEGO RW'AKAZI-KUTABIFATA NKO KUNYURANYA N'IHAME RY'UKO UMUNTU AFATWA NK'UMWERE IGIHE INKIKO ZITARAMUHAMYA ICYAHA.....3

2. IMANZA Z'INSHINJABYAHA

2.1.IMANZA Z'INSHINJABYAHA-UBUSEMBURE-NTIBYITWA UBUSEMBURE IYO IGIKORWA UBUSHINGIRAHU CYABAYE IMPITAGIHE-BYITWA KWIHORERA.

- UBUHOTOZI - KWITABARA-BYITWA KWITABARA IYO WUGARIJWE MURI AKO KANYA N'IKINTU GISHOBORARA KUKUGIRIRA NABI-NTIBYITWA KWITABARA IYO WIRINDA IKIZABA MU NZAGIHE.....15

2.2.IMANZA Z'INSHINJABYAHA-ICYAHA CYO KUROGA-IBYO KURYA CYANGWA KUNYWA BISHOBORA KWICA BWANGU CYANGWA BITINZE.

- KUGAMBIRIRA UBUZIMA BW'UMUNTU-GUKOYESHA UBUROZI-KUTITA KU NGARUKA KWAGIZE-KWIYAMBAZA UBUNYAMA BW'ABAGANGA CYANGWA ABANYAMA MU BY'IMITI N'UBUTABIRE.....25

3. IMANZA Z’IMBONEZAMUBANO

3.1. IMANZA Z’IMBONEZAMUBANO-KUJURIRA URUBANZA UBWABYO BIHAGARIKA IRANGIZA RYARWO-IKIREGO GISABA GUHAGARIKA IRANGIZA RY’URUBANZA RWAJURIRIWE-GUSABA IBYO USANGANYWE.

- IBIREGO BYIHUTIRWA-BIGOMBA KUBA BYUJUJE IBINTU BITATU BY’INGENZI-INDISHYI ZIJYANYE NO GUKURURWA MU MANZA-KUTAZITANGA MU BIREGO BYIHUTIRWA-INDISHYI Z’IKURIKIRANARUBANZA ZISHOBORA GUTANGWA MU BIREGO BYIHUTIRWA.....37

3.2. IMANZA Z’IMBONEZAMUBANO-GUTAMBAMIRA URUBANZA RWACIWE KU RWEGO RWA NYUMA-UBUJURIRE KU RUBANZA RW’ITAMBAMIRA RUBANZA-KUTABWAKIRA IYO N’URUBANZA RWATAMBAMIWE NARWO RWARI RWARACIWE KU RWEGO RWA NYUMA.
.....49

4. IMANZA Z’UBUCURUZI

4.1. IMANZA Z’UBUCURUZI-GUSESA AMASEZERANO KUBERA KUTISHYURA-KUTAGIRA IBYO USABA WURIRIYE KU MAKOSA WAKOZE-GUKOMEZA KUBARA INYUNGU.

- AMASEZERANO Y’UBWISHINGIZI KU BICURUZWA BYATANGIWE INGUZANYO NA BANKI-INSHINGANO Z’UWAHAWA INGUZANYO ZO GUKURIKIRANA IBICURUZWA BYANGIRITSE-KUBIMENYESHA BANKI YAGENWE KUZISHYURWA N’UMWISHINGIZI.
- GUTANGAZA ABATARISHYUYE BANKI HAKURIKIJE AMABWIRIZA YA BANKI NKURU Y’U RWANDA-NTIBIFATWA NKO KWANDAGAZA ABANTU-BIGAMIJE AHUBWO KUBUMBATIRA UBUKUNGU
BW’IGIHUGU.....61

4.2. IMANZA Z’UBUCURUZI-UBUBASHA BWO KUREGA-KUTABUTANDUKANYA N’INYUNGU UREGA ABA AFITE IYO YITABAJE URUKIKO NGO RUKEMURE IKIBAZO CYE.....77

4.3. IMANZA Z’UBUCURUZI-IRANGIZARUBANZA RY’AGATEGANYO-IRANGIZARUBANZA RY’AGATEGANYO-KURITANGA NIYO UREGWA YABA ATEMERA INGANO Y’UMWENDA.

- AMASEZERANO Y’INGUZANYO YATANZWEMO INGWATE-KUTEMERA INGANO Y’UMWENDA-IRANGIZARUBANZA RY’AGATEGANYO RISHOBORA GUTANGWA IYO MU GUTANGA IKIREGO HAREGEWE UMWENDA GUSA.....87

4.4. IMANZA Z’UBUCURUZI-GUSUBIRISHAMO URUBANZA-IYAKIRWA RY’IKIREGO CYO GUSUBIRISHAMO URUBANZA-IMPAMVU ITUMA IKIREGO KITAKIRWA-KUJURIRA ICYEMEZO CYAFASHWE KU KIREGO CYO GUSUBIRISHAMO URUBANZA CYONYINE.

- URUBANZA RUTEGURA URUNDI-KURUJURIRA HAMWE N'URUBANZA MU MIZI.....97

4.5. IMANZA Z'UBUCURUZI-KAMERE Y'AMAFARANGA AVANWA MU NYUNGU ZISORESHWA-INYUNGU Z'UMURIMO-AMAFARANGA YASOHOTSE AJYANA N'IMIRIMO Y'UBUCURUZI-AGOMBA KUBA YARABARUWE MU BURYO BWEMEWE N'AMATEGEKO.

- UBWIGENGE BW'UMWAKA W'ISORESHA-NTA MWAKA UVANGWA N'UNDI.
- IGIKORESHO GIKORESHA MU RUGO N'UMUYOBOZI MU RWEGO RWO KUMWOROHEREZA AKAZI-AMAFARANGA YO GUTEGANIRIZA UBUSAZE BWACYO-KUTAYAKURA MU NYUNGU ZISORESHWA IYO ISANO ITAZIGUYE N'AKAZI ISHIDIKANYWAHO.....105

5. IMANZA Z'UBUTEGETSI

5.1. IMANZA Z'UBUTEGETSI-ICYEMEZO CY'UMUCAMANZA NSHINJABYAHA-GUKURIKIZA ICYEMEZO CY'UMUCAMANZA IYO YEMEJE KO HABAYEHO CYANGWA HATABAYEHO KIMWE MU BYO UMUKOZI AKURIKIRANYWEHO.

- KUTAGIRIRA UMUKOZI ICYZERE-KUBIGIRA IMPAMVU Y'IYIRUKANWA-KUBITANGIRA IMPAMVU YUMVIKANA-KUBYANDIKA MU CYEMEZO CY'INTEGUZA.....119

ISHAKIRO RY'ICYEGERANYO N° 13

AMAGAMBO MPINE

URUPAPURO

1. IMANZA Z'INSHINJABYAHA

1.1. IMANZA Z'INSHINJABYAHA-KUDAHAMWA N'ICYAHA MU RWEGO RWA MBERE-UBUJURIRE BW'ABAREGERA INDISHYI-KUBA UBUSHINJACYAHA BUTARAJURIYE-KUTAGENA IGIHANO KU WARI WAGIZWE UMWERE MU RWEGO RWA MBERE-GUSHINGIRA KU RUHARE RWABO MU IKORWA RY'ICYAHA MU KUGENA INDISHYI.

- INDISHYI MBONEZAMUSARURO-ISANO IRI HAGATI Y'UZISABA N'UWAKOREWE ICYAHA-INSHINGANO UWAKOREWE ICYAHA YARI AFITE ZO KWITA KURI UWO USABA INDISHYI.....1

1.2. IMANZA Z'INSHINJABYAHA-UBURENGANZIRA BWO KUNGANIRWA-UBURENGANZIRA BUDASHOBORA GUHUNGABANYWA-KUTUBAHIRIZA IRYO HAME-IBYEMEZO BYAFASHWE BITESHA AGACIRO.

- KWIMWA UBURENGANZIRA BWO KUNGANIRWA-İKOSA RİKOMEYE-GUTA AGACIRO KW'İMİBURANIRE YA MBERE-URUKIKO RWAJURIRIWE RUSUZUMA BWA MBERE İBIYANYE N'İCYAHA.
- UWAREZWE AFUNZE-GUKOMEZA KUMERA ATYO KUGEZA İGIHE URUBANZA RUCIRIWE.....11

2. İMANZA Z'İMBONEZAMUBANO

- 2.1.İMANZA Z'İMBONEZAMUBANO-GUSUBİRİSHAMO URUBANZA İNGİNGO NSHYA-KUJURIRA İCYEMEZO CYAFASHWE KU KİREGO GISABA GUSUBİRİSHAMO URUBANZA İNGİNGO NSHYA-KUTAKIRA UBUJURIRE KU RUBANZA RUSUBİRİSHAMO İNGİNGO NSHYA**
- İNDİSHYI Z'İKURİKİRANA RUBANZA-İGİHEMBO CY'AVOKA.....27
- 2.2.İMANZA Z'İMBONEZAMUBANO-KURANGIZA URUBANZA-İCYEMEZO CY'UMUCAMANZA-KWİMURA İCYAMUNARA-KONGERA GUSABA İCYEMEZO CY'UMUCAMANZA.....37**

3. İMANZA ZİYANYE NO GUKOSORA NO GUSOBANURA URUBANZA

- 3.1.URUBANZA RUKOSORA URUNDI-KURUBURANİSHA ABABURANYI BATIRIWE BAHAMAGARWA-GUKOSORA AMAKOSA YAKOZWE N'URUKIKO KU BİYANYE N'İMİBARE İSHİNGİRWAHO MU KUBARA AMAFARANGA Y'UBUKODE.....45**
- 3.2.URUBANZA RUSOBANURA URUNDI-GUSHYIRA MU BİKORWA İCYEMEZO CY'URUKIKO-KUTABA NGOMBWA KO URUKIKO RURONDORA ABO BİREBA**
- KURANGIZA URUBANZA-İMYANDİKİRE Y'İMANZA-KUTABA NGOMBWA KO İBYEMEJWE BİSUBİRWAMO MURI RUTEGETSE-KURANGIZA İGİCE KİREBANA N'İCYEMEZO CY'URUKIKO CYOSE-KUTAREBA GUSA RUTEGETSE.....47

4. İMANZA Z'UBUTEGETSI

- 4.1.İMANZA Z'UBUTEGETSI-GUSHYIRWA MU KİRÜHUKO CY'İZABUKURU-İKİGENDERWAHO MU KUGENA İMPEREKEZA N'İSHİMWE-UMUŞAHARA UHANİTSE UMUKOZI YARI AGEZEHO AŞİRWA MU KİRİUHUKO CY'İZABUKURU-UMUŞAHARA WA NYUMA UBARİRWAHO UBWWİTEGANİRİZE-KUWUBARİRAHO İSHİMWE RY'UMUKOZI UGIYE MU KİRÜHUKO CY'İZABUKURU .**
- İNDİSHYI ZO KWİRÜKANİRWA UBUSA-KUBURA KW'AMASEZERANO Y'AKAZI-KUTAZİGENA İYO UZİSABA ATAGENGWA N'İTEGEKO RY'UMURİMO(Code du travail)
 - İGİHANO CYO GUHATİRA KWİSHYURA-UBUŞAKE BUBİ BWO KWİSHYURA-KUTAKİGENA İYO BİGARAGARA KO HARI UBUŞAKE BWO KWİSHYURA.....61
- 4.2.İMANZA Z'UBUTEGETSI-İNGWATE Y'AMAGARAMA-ABAJURİRA BENŞİ BAHUJE İKİBURANWA-KUDASUZUMA UBUJURİRE BW'UTATANZE AMAGARAMA.**

- UBURYOZWE BW'INDISHYI KURI LETA –IBYANGIJWE N'UMUKOZI LETA ISHINZWE KUREBERERA-IGIKORWA GIKOZWE MU RWEGO RW'IMIRIMO UMUKOZI ASHINZWE-KUGARAGAZA KO HARI UMUYOBOZI WABIMENYE AKABIMWEMERERA CYANGWA SE AKABIRANGARAHU.
- IGIKORESHO CYAKORESHEJWE –KUGARAGAZA KO YAGISHIKIRIJWE N'UGISHINZWE.....79

4.3. IMANZA Z'UBUTEGETSI-UMUKOZI UGENGWA NA SITATI RUSANGE Y'ABAKOZI BA LETA-KUJURIRIRA INZEGO Z'UBUTEGETSI CYANGWA INKIKO ZIBISHINZWE-KUJURIRA KU BUTEGETSI BUKURIYE UWAHAWA IGIHANO –KUJURIRA KURI KOMISIYO Y'ABAKOZI BA LETA.

- ITEGEKO RISHYIRAHU URWEGO RUTAKAMBIRWA-ISHYIRWAHO RY'ABAYOBOZI B'URWEGO-UKUTABA NGOMBWA GUTAKAMBA IYO URWEGO RUTAKAMBIRWA RWASHYIZWEHO ARIKO RUTAHABWA ABAYOBOZI.
- AMAKOSA YO MU RWEGO RW'AKAZI-UMUSHAHARA UMUKOZI YAHEMBWE-INSHINGANO Z'UMUKORESHA ZO KWEREKANA KO UMUKOZI ATAKOZE-KUDASABA URUKIKO GUSABA UMUKOZI KUGARURA IMISHAHARA YAHEMBWE IGIHE WARI UZI NEZA KO UMUKOZI AKORA AHANDI.....89

4.4. IMANZA Z'UBUTEGETSI-KUMENYESHA UMUKOZI IBYO AKURIKIRANYWEHO-UBURENGANZIRA BWO KWISOBANURA-GUFATIRWA IGIHANO.

- UMUKOZI W'URWEGO USHINZWE AMATEGEKO-UBUSHUTI HAGATI Y'UFITE IKIBAZO N'UMUKOZI USHINZWE AMATEGEKO-GUTEGURIRA UFITE IKIBAZO IBARUWA IGENEWE ABAYOBZI-KUTABIFATA NK'IKOSA RY'AKAZI.
- GUTAKAZA AMAHIRWE BIGATINGIRWA INDISHYI-KUBITANGIRA IBIMENYETSO –KWEREKANA KO AYO MAHIRWE ATARI INZOZI CYANGWA SE IBYASHOBOKAGA
- IHAME RY'ITANGWA RY'INDISHYI-GUSANA IBYANGIRITSE-KWEREKANA ICYANGIRIJWE.....109

4.5. IMANZA Z'UBUTEGETSI-IKIMENYETSO MU MANZA –UBUHAMYA BWATANZWE MU RUNDI RUBANZA-KUBWIFASHSHA KU RUBANZA RUSA NARWO-KUTABIFATA NK'IKOSA.....112

4.6. IMANZA Z'UBUTEGETSI-AMASEZERANO Y'UBUTEGETSI-IBIGIZE AMASEZERANO Y'UBUTEGETSI-IKITAGOMBA KUBURA KUGIRA NGO AMAZESERANO YITWE AY'UBUTEGETSI-KUBA UMWE MU BAGIRANYE AMAZESERANO ARI UBUTEGETSI-KUBA UBWABYO BIDAHAJIJE NGO YITWE AY'UBUTEGETSI.....120

ISHAKIRO RY'ICYEGERANYO N°14

AMAGAMBO MPINE

URUPAPURO

1. IMANZA ZIREBA AMATEGEKO ANYURANYIJE N'ITEGEKO-NSHINGA

1.1. IMANZA ZIGAMIJE GUKURAHU INGINGO ZINYURANYIJE N'ITEGEKO-NSHINGA-GUSIBA URUBANZA-GUHAMAGARA ABABURANYI MBERE YO KURUSIBA.

- KUBA INGINGO ITAGARAGAZA IBYO ABABURANYI BAGOMBA GUKORA KUGIRA NGO BITITWA KO BARANGAYE-KUTABIFATA NK' AHO IYO INGINGO INYURANYIJE N'ITEGEKO-NSHINGA.
- KUTEMERERWA KONGERA KUBURANA URUBANZA RWASIBWE RURI MU BUJURIRE, RWASUBIRISHIJWEMO, RWASUBIRISHIJWEMO INGINGO NSHYA RWABYUKIJWE- KUTABIFATA NK' AHO BINYURANYIJE N' IHAME REMEZO RYO KUBAKA LETA IGENDERA KU MATEGEKO.
- GUSUBIRISHAMO URUBANZA, KUBYUTSA URUBANZA , KUJURIRA URUBANZA – KUDAKURIKIRANA IKIREGO HAGASHYIRA IGIHE CY' AMEZI ATANDATU-KUTONGERA KUBURANISHA BENE IZO MANZA IYO ZASIBWE-KUBA IBIHE IBIHE BYAGENewe BENE IZO NZIRA BIBA BYARARENZE URUBANZA RWARABAYE ITEGEKO NTAKUKA.....2

2. IMANZA Z'INSHINJABYAHA

2.1. IMANZA Z'INSHINJABYAHA-UBUFASHA BW'INSHUTI Y'URUKIKO (AMICUS CURIAE)-NI RYARI BYEMEWE? -UKO PROCEDURE YA AMICUS CURIAE IKORESHA AHANDI.

- AMICUS CURIAE-GUFASHA URUKIKO-KUBA ABABURANYI UBWABO BADASHOBORA GUFASHA URUKIKO BIHAGIJE MU GUKEMURA IKIBAZO -GUFASHA URUKIKO MU BUMENYI BUTANDUKANYE.
- GUKORESHA AMICUS CURIAE-KUBA IDATEGANIJWE MU RWANDA-IGIHE CYOSE URUKIKO RUSANGA BYAGIRA AKAMARO MU GUCA IMANZA NEZA YAKORESHA.
- IBIGOMBA KUZUZWA KUGIRANGO AMICUS CURIAE YEMERWE-KUGIRA UBUMENYI BUKWIRIYE-KUGEZA KU RUKIKO IBITARASESENGUWE MU MYANZURO Y'ABABURANYI-NTABWO ARI UBURENGANZIRA-UBUBASHA BW'URUKIKO BWO KUYEMERERA CYANGWA KUTAYEMERERA.
- KUBA NTA GISHYA AMICUS CURIAE IZANYE MU RUKIKO- KUTAYEMERERA KUGIRA ICYO IVUGA MU RUBANZA.....16

2.2. IMANZA Z'INSHINJABYAHA-UBURYOZWE BW'ICYAHA CYAKOZWE N'ABO USHINZWE KUYOBORA-KUBA IGIKORWA CYARAKOZWE N'UYOBORWA NTIBIBUBAZA UMUYOBOZI WE KUBIRYOZWA-KUBA YARI AZI CYANGWA YARAGOMGABA KUMENYA KO UTEGEKWA YAKOZE CYANGWA YITEGUYE GUKORA-KUDAFATA ICYEMEZO GIKWIYE CYO GUHANA CYANGWA KUBUZA IKORWA RY'ICYAHA.

- KURYOZA UMUYOBOZI WA GISIRIKARE CYANGWA WA GISUIVIRI IBYAHA BYAKOZWE N'ABO YAYOBORAGA-KUBA ATARASHOBOYE GUKUMIRA CYANGWA KUBURIZAMO IKORWA RYABYO.....26

2.3. IMANZA Z'INSHINJABYAHA-UMUNYAPOLITIKI- UMUNTU URANGWA N'IBITEKEREZO N'IMYUMVIRE MIZIMA BYO GUTEZA IMBERE IMIBEREHO MYIZA Y'ABATURAGE BOSE N'AMAJYAMBERE Y'IGIHUGU-KUGERA KU BUTEGETSI MU NZIRA ZA DEMOKARASI.

- UBWISANZURE BWA MUNTU MU GUTANGA IBITEKEREZO-KUBA BUSHOBORA KUZITIRWA N'AMATEGEKO YA BURI GUHUGU CYANE CYANE IYO ARI NGOMBWA KUBUNGABUNGA UMUTEKANO W'IGIHUGU- UTANGA IBITEKEREZO AGIRA AHO ATAGOMBA KURENGA MUBYO AVUGA CYANGWA YANDIKA-IYO BIGANISHA KU IVANGURA IRYO ARIRYO RYOSE N'AMACAKUBIRI.
- UBURENGANZIRA BWA MUNTU BWO GUTANGA IBITEKEREZO-NTIBUGOMBA KUBANGAMIRA UBW'ABANDI-KUTABUKORESHA MU NYUNGU BWITE Z'UMUNTU
- ICYAHA CY'UBUGAMBANYI-INAMA YO GUTEGURA UBUGAMBANYI- KUMVIKANA KU MUGAMBI W'UBUGAMBANYI-ABANTU BABIRI CYANGWA BARENZEHO-IFATWA RY'ICYEMEZO CY'UBUGAMBANYI-KUBA UBWABYO BIHAGIJE KUGIRANGO ICYAHA CY'UBUGAMBANYI KIBEHO.....39

3. IMANZA Z'IMBONEZAMUBANO

3.1. IMANZA Z'IMBONEZAMUBANO-IGICIRO GITANZWE MU CYAMUNARA-UBURENGANZIRA BW'UBEREWEMO UMWENDA N'URIMO UMWENDA BWO GUSABA KO ICYAMUNARA GISHYIRWA KU WUNDI MUNSI-KUBISABA UKORESHA ICYAMUNARA .

- KUNGANIRWA MU NKIKO-UBUTUMWA BUHABWA ABUNGANIRA ABANDI MU NKIKO-KUBA AVOKA ASONERWA KUBUSABWA NTIBIVUZE KO ATAGOMBA KUBUGIRA KANDI AKABUGARAGAZA BIBAYE NGOMBWA.....54

3.2. IMANZA Z'IMBONEZAMUBANO- IKIREGO CYIHUTIRWA-UBWIHUTIRWA BUTUMA UMUCAMANZA AFATA ICYEMEZO HADATEGEREJWE KO URUBANZA RW'IBANZE RUCIBWA-KUBUSUZUMA HASHINGIWE KU MITERERE Y'URUBANZA, UBWIHUTIRWE N'IBINDI.....63

3.3. IMANZA Z'IMBONEZAMUBANO-IMPAMVU URUBANZA RUSHINGIYEHO-IMIKIRIZE YIVUGURUZA KU BURYO BUKABIJE-GUHINDUKA KW'IREME RY'IMIKIRIZE Y'URUBANZA UBWARWO-KUBIFATA NK'AHO URUBANZA NTA MPAMVU NA BUSA RUSHINGIYEHO.....68

4. IMANZA Z'UBUCURUZI

4.1. **IMANZA Z'UBUCURUZI**-UBUJURIRE BWURIRIYE KU BUNDI-NTAKIBUZA KO BWANAREBANA N'IZINDI NGINGO Z'URUBANZA ZIPFA KUBA ZARABURANYWEHO MU RWEGO RWA MBERE-GUKORWA N'UREGWA MU BUJURIRE.

- GUHUZA IMANZA IYO IBIBURANWA BIFITANYE ISANO-ITEGEKO RYA PEREZIDA RIHUZA IMANZA-KUTABIGIRA IMPAMVU YO KUTAKIRA IKIREGO CYATANZWE MU BURYO BUKWIYE-KUBIGIRA IMPAMVU YO KUVANAHO URUBANZA IYO UBISABA ASHOBOYE KUGARAGAZA KO ARI INENGE YO MU RWEGO RUTESHA AGACIRO IBYAKOZWE MU RUBANZA.
- INSHINGANO Z'UMWIKOREZI-KUGEZA ABAGENZI AHO BASEZERANYE- GUKORA IBISHOBOKA BYOSE KUGIRA NGO IYO NSHINGANO IGERWEHO.....77

4.2. **IMANZA Z'UBUCURUZI**-ISOMWA RY'URUBANZA-IYIMURWA RY'ITARIKI Y'ISOMWA RY'URUBANZA-ITARIKI IHERERWAHO MU KUBARA IBIHE BY'UBUJURIRE.....87

5. **IMANZA Z'UBUTEGETSI**

5.1. **IMANZA Z'UBUTEGETSI**- GUTAKAMBA INSHURO NYINSHI-ITARIKI IHERERWAHO MU KUBARA IBIHE BYO KUREGERA URUKIKO-KUTABA NGOMBWA GUTEGEREZA IGISUBIZO CYERUYE CY'UMUTEGETSI WATAKAMBIWE.....95

6. **IMANZA Z'UMURIMO**

6.1. **IMANZA Z'UMURIMO**-IMPAMVU ISHINGIRWAHO MU KWIRUKANA UMUKOZI-KUBA YUMVIKANA KANDI ISOBANUTSE-GUSHYIRWA MU IBARUWA YIRUKANA UMUKOZI-KUBA IMPAMVU IRI MU IBARUWA YIRUKANA UMUKOZI IDASOBANUTSE BIFATWA NK' AHO NTA MPAMVU NA BUSA YASHINGIWEHO MU KWIRUKANA UMUKOZI.

- INSHINGANO Z'ISANDUKU Y'UBWITEGANYIRIZE BW'ABAKOZI YO KWISHYUZA IMISANZU Y'ABAKOZI-KUTABIFATA NK' AHO BIBUZA UMUKOZI WAKAYITANGIWE KWIBUTSA CYANGWA GUSABA KO YATANGWA.....103

ISHAKIRO RY'ICYEGERANYO N° 15

AMAGAMBO MPINE

URUPAPURO

1. **IMANZA Z'INSHINJABYAHA.**

1.1 . **IMANZA Z'INSHINJABYAHA**-GUHAMAGAZA ABATANGABUHAMYA BABAJIWE MU NZEGO Z'AMAPEREREZA-KUBAHAMAGAZA IYO UMUCAMANZA ASANGA ARI NGOMBWA-KUTABAHAMAGAZA IMBERE Y'URUKIKO NTIBIBUZA UMUCAMANZA UBURANISHA MU

MIZI GUSHINGIRA ICYEMEZO CYE KU BUHAMYA BATANZE.

- GUKORESHA AMAGAMBO ATANDUKANYE MU GUTANGA UBUHAMYA-KUTABIFATA UBWABYO NKO KUBUSHYA
- UBURENGANZIRA BWA MUNTU YEMERERWA N’ITEGEKO-NSHINGA-KUTABWITWAZA UBUNGAMIRA ABANDI CYANGWA UKORA IKIBUJIJWE N’AMATEGEKO.....3

1.2. IMANZA Z’INSHINJABYAHA-ICYAHA CYO GUHISHYIRA IBYIBANO- KUMENYA KO IBYAKIRIWE ARI IBYIBANO KUTABIFATA NK’ICYAHA NIYO UWABYAKIRIYE YABIMENYA NYUMA NTAHITE ABISUBIZA.....23

1.3. IMANZA Z’INSHINJABYAHA-GUKORA IPEREREZA CYANGWA KUBAZA ABATANGABUHAMYA-KUTABA NGOMBWA KO BIKORWA BURI GIHE UREGWA ABISABYE-KUBA URUKIKO RWANYUZWE N’IBIMENYETSO RWASHYIKIRIJWE N’ABABURANYI BABYIREGUYEHO BIHAGIJE

- AGACIRO K’UBUHAMYA –KUTAKAREBERA MU MUBARE W’ABABUTANZE-KUKAREBERA AHUBWO KU KURI KUBUKUBIYEMO, UKURI KWEMEZWA N’URUKIKO.....35

2. IMANZA Z’UBUCURUZI

2.1. IMANZA Z’UBUCURUZI-GUTANGA IKIMENYETSO GISHYA MU BUJURIRE-KUTABIFATA NK’AHO ARI IKIREGO GISHYA KIBUJIJWE GUTANGIRWA MU BUJURIRE

- KUVUTSWA AMAHIRWE-KUBIHERERWA INDISHYI IYO AYO MAHIRWE ARI NYAKURI KANDI YA BUGUFI.....45

2.2. IMANZA Z’UBUCURUZI-KUGOBOKA MU RUBANZA-NTIBYAKIRWA IYO UGOBOKA NTA NYUNGU YEMEWE N’AMATEGEKO AGARAGAZA, ITAZIGUYE KANDI YE BWITE.

- UBURENGANZIRA BWO KUGENZURA-KUTABUKORESHA IYO UZUNGURWA AKIRIHO.....53

2.3. IMANZA Z’UBUCURUZI- UBUJURIRE MU RUKIKO -ICYEMEZO CY’IBANZIRIZASUZUMA - NTAKIBUZA UMUBURANYI KUGARAGAZA KO UBUJURIRE BUTARI KWAKIRWA IMBERE Y’UMUCAMANZA UBURANISHA MU MIZI KANDI BIGASAZUMWA.

- ICYEMEZO CY’ABAKEMURAMPAKA-KUKIREGERA MU RUKIKO IYO GIFITE INENGE-KUJURIRIRA ICYEMEZO CY’URUKIKO -GUKORESHA AMATEGEKO ASANZWE IYO NTA MATEGEKO ABITEGANYA UKUNDI.
- ICYEMEZO CY’UBUKEMURAMPAKA-KUGIFATA NK’AMASEZERANO Y’ABANTU KU BURYO BAKEMURA IKIBAZO CYABO-KUTAGIFATA NK’URUBANZA RUCIWE KU RWEGO RWA MBERE.....63

3. IMANZA Z'UBUTEGETSI

3.1. **IMANZA Z'UBUTEGETSI**-UMWENDA UTURUKA KU KUDATANGA IMISANZU MU ISANDUKU Y'UBWITEGANYIRIZE Y'ABAKOZI Y'U RWANDA-UBUSAZE BW'UMWENDA UTURUKA KURI IYO MISANZU-KUTAWUFATA NK'UWASHAJE CYANGWA WAVUYUEHO IYO ISANDUKU Y'UBWITEGANYIRIZE ITAWISHYUJE MU GIHE GITEANYIJWE N'AMATEGEKO.

- KUDATANGA IMISANZU MU ISANDUKU Y'UBWITEGANYIRIZE BW'ABAKOZI-KUTABIFATA NK'UMWENDA W'IYO SANDUKU GUSA –UBUBASHA BW'ABAKOZI BWO GUTANGA IKIREGO CY'INDISHYI MU GIHE UMUKORESHA ATATANZE IYO MISANZU.....73

3.2. **IMANZA Z'UBUTEGETSI**-KUMENYESHA UWATSINDIYE ISOKO N'IBIRIKUBIYEMO-KUBIFATA NK' AHO AMASEZERANO ABA YABAYE.

- KWANGA KWAKIRA IBIKORESHO BY'UWATSINDIYE ISOKO NTA MPAMVU-KUBITANGIRA INDISHYI ZIJYANYE NO KUTUBAHIRIZA AMASEZERANO.....80

4. IMANZA Z'UMURIMO

4.1. **IMANZA Z'UMURIMO**-IYIRUKANWA RY'UMUKOZI-IBARUWA IMENYESHA UMUKOZI KO AMASEZERANO Y'UMURIMO YASESHWE-IYIRUKANWA RIFATWA NK'IRIDAKURIKIJE AMATEGEKO IYO IBARUWA YASINYWE N'UTABIFITIYE UBUBASHA .

- KUTABANGIKANYA UBURYOZWE BUSHINGIYE KU MASEZERANO N'UBUSHINGIYE KU IKOSA-INDISHYI ZIKOMOKA KUTUBAHIRIZA AMASEZERANO-KUTONGERA GUTANGA IZINDI NDISHYI ZISHINGIYE KU IKOSA MU GIHE HATANZWE IZISHINGIYE KU MASEZERANO.....89

4.2. **IMANZA Z'UMURIMO**-AMASEZERANO Y'UMURIMO Y'IGIHE KIZWI ATANDITSWE-KUTAYAFATA NK'ATARIHO AHUBWO AGAFATWA NK'AY'IGIHE KITAZWI.

- AMASEZERANO Y'UMURIMO ATANDITSWE Y'IGIHE KIZWI- KUTAYAFATA BURI GIHE NK'AY'IGIHE KITAZWI MU GIHE HARI IBIMENYETSO BISHOBORA KWEREKANA N'UBWO ATANDITSWE KO ARI AY'IGIHE KIZWI.
- IKOSA RIREMEYE RITUMA IMIKORANIRE HAGATI Y'UMUKOZI N'UMUKORESHA ITAGISHOBOYE KWIHANGANIRWA KUGEZA KU MPERA Y'AMASEZERANO-KUBIFATA NK'IKOSA RIKOMEYE RITUMA AMASEZERANO ASESWA NTA NTEGUZA.....97

ISHAKIRO RY'ICYEGERANYO N° 16

1. IMANZA Z'INSHINJABYAHA.

AMAGAMBO MPINE

URUPAPURO

1.1. **IMANZA Z'INSHINJABYAHA-** IMIGIRIRE N'IMYITWARIRE BIDASANZWE BY'UKURIKIRANYWEHO ICYAHA-KUTABIFATA UBWABYO NK'INDWARA Y'IBISAZI ITEGANYWA N'AMATEGEKO AHANA IBYAHA.

- IMYITWARIRE Y'UWAKOZE ICYAHA N'IBYARI BIKIKIJE ICYO CYAHA-KUBIHERAHO NK'IMPAMVU NYOROSHYACYAHA..... 3

1.2. **IMANZA Z'INSHINJABYAHA-** ICYAHA CYO KUREMA UMUTWE W'ABAGIZI BA NABI- KWISHYIRA HAMWE MU MUGAMBI WO KUGIRA NABI-KUTITA KU MUBARE W'ABISHYZE HAMWE NO KU GIHE UWO MUTWE UZAMARA.

- KUBA UWO MUTWE UDAFITE UMUYOBOZI-KUGAMBIRIRA GUKORA ICYAHA KIMWE-KUBA UBWABYO BIHAGIJE NGO ICYAHA CYO KUREMA UMUTWE W'ABAGIZI BA NABI KIBE CYABAYE.
- KWIFATANYA N'ABAGIZI BA NABI HAGAMIJWE KUBIMENYESHA INZEGO Z'UBUYOBOZI-KUTABIFATA NK'ICYAHA.....13

1.3. **IMANZA Z'INSHINJABYAHA-** INYANDIKO ITAGAMIJE KWIHESHA UBURENGANZIRA-KUDATERA IGIHOMBO UNDI MUNTU-KUTABIFATA NK'ICYAHA CYO GUKORA NO GUKORESHA INYANDIKO MPIMBANO.

- IKINYOMA CYANDITSE-KUTAGIFATA BURI GIHE NK'ICYAHA MU GIHE ICYANDITSWE KITADETAGANYIJWE N'AMATEGEKO AHANA..... 27

2. IMANZA Z'IMBONEZAMUBANO

2.1. **IMANZA Z'IMBONEZAMUBANO-**URUBANZA RUBANZIRIZA URUNDI-KAMERE Y'URUBANZA RUTAMBAMIRA URUBANZA RUBANZIRIZA URUNDI-KUTARUJURIRA RWONYINE.....39

2.2. **IMANZA Z'IMBONEZAMUBANO-** UBUBASHA BW'INTUMWA-GUKORA IBIRI MU MBIBI Z'UBUBASHA YAHAWA-KUTARYOZWA IBYEREKEYE AMASEZERANO YAKOZE IYO YAYAKOZE ITARENZE IMBIBI Z'UBUBASHA YAHAWA.

- GUKORA IBITARI MU MBIBI Z'UBUTUMWA YAHAWE- KUGIRA INSHINGANO KU BANDI IYO HARI AMAKOSA YAKOZE MU BUTUMWA YAHAWE.....45

2.3. **IMANZA Z'IMBONEZAMUBANO**- INYUNGU MU MASEZERANO MBONEZAMUBANO-GUHENDWA MURI AYO MASEZERANO-IBY'INGENZI KUGIRA NGO HEMERWE KO HABAYEHO UGUHENDWA MU MASEZERANO-UKU GUHENDWA BYEMEZWA N'UMUCAMANZA.

- INYUNGU ZIRENZE IZISANZWE BIGARAGARIRA BURI WESE-KUBA ZIGARAGARA KO BYATEWE N'INTEGE NKE, UBUSHOBOZI CYANGWA UBUMENYI BUKE KU RUHANDE RW'UWAZEMEYE-UGUHENDWA KWEMERWA IYO URUNDI RUHANDE RWARI RUZIKO UWEMEYE AFITE IBYO BIBAZO.....51

2.4. **IMANZA Z'IMBONEZAMUBANO**-INYANDIKO Z'IRANGAMIMIRERE ZITARIHO UMUKONO W'UMWANDITSI W'IRANGAMIMERERE-KUTABIFATA UBWABYO NK'INENGE YATUMA AMASEZERANO Y'UGUSHYINGIRWA ATESHA AGACIRO.

- INYANDIKO IFITE INENGE Y'IMYANDIKIRE-KUTABIFATA UBWABYO NK'INENGE YATUMA ITESHA AGACIRO URETSE MU BURYO NO MU GIHE BITEGANYIJWE N'AMATEGEKO.....61

3. **IMANZA Z'UBUCURUZI**

3.1. **IMANZA Z'UBUCURUZI**- URUBANZA RWASIBWE KUBERA KUTABURANISHWA-KONGERA KURUBYUTSA NK'INZIRA YO NYINE YO KONGERA KURUBURANA MU RUKIKO RWARI RWARAREGEWEMO.....69

- **IMANZA Z'UBUCURUZI**- KWISHINGIRA ISHYIRAHAMWE RITAGIRA UBUZIMA GATOZI- KUTABA UBWABYO URWITWAZO KU BISHINGIZI MU KUTUBAHIRIZA AMAZESERANO Y'UBWISHINGIRE BASINYE.
- ISHYIRAHAMWE RITAGIRA UBUZIMAGATOZI-KUTABA IMPAMVU UBWAYO YO GUTESHA AGACIRO AMASEZERANO RYASINYE KUBIFATA AHUBWO NK'IMPAMVU ITUMA RITAGARAGAZA NK'ISHYIRAHAMWE IMBERE Y'AMATEGEKO NA RUBANDA.....75

4. **IMANZA Z'UBUTEGETSI**

4.1. **IMANZA Z'UBUTEGETSI**- KUDATAKAMBA MBERE YO GUSHYIKIRIZA IKIBAZO INKIKO KU MPAKA ZIVUTSE HAGATI Y'UMUKOZI N'IKIGO CYA LETA –KUTABIFATA UBWABYO NK'IMPAMVU YO KUTAKIRA IKIREGO.

- KUTABA NGOMBWA KO UFATA ICYEMEZO MU RWEGO RW'AKAZI AKURIZA ICYEMEZO CY'UMUCAMANZA MPANABYAHA-KUBISUZUMA HAKURIKIJE IMITERERE YA BURI RUBANZA.....83

5.IMANZA Z'UMURIMO

5.1. **IMANZA Z'UMURIMO**- IMYANDIKIRE Y'AMASEZERANO Y'UMURIMO -IKIGAMIJWE MU MASEZERANO Y'IGERARAGEZWA -KUBANZA GUSUZUMA UMUKOZI- GUKORWA MBERE Y'UKO HASINYWA AMASEZERANO Y'AKAZI KU BURYO BUDASUBIRWAHO.

- IYONGERWA RY'AMASEZERANO Y'IGERAGEZWA-KUMENYESHWA UMUKOZI MU BURYO BWERUYE-GUKOMEZA GUKORA K'UMUKOZI URI MU IGERAGEZWA-KUTABIFATA NK'AHU YEMEYE IRYO YONGERWA RY'IGIHE CY'IGERARAGEZWA IYO ATARIGIZEMO URUHARE.
- IYONGERWA RY'IGIHE CY'IGERAGEZWA RITUBAHIRIJE AMATEGEKO-GUFATA UMUKOZI NK'UGENGWA N'AMASEZERANO Y'UMURIMO KU BURYO BUDASUBIRWAHO-KUBITANGIRA INDISHYI IYO ASHESHWE IGIHE KITARANGIYE.....95

ISHAKIRO CY'ICYEGERANYO N°17

ISHAKIRO

Amagambo mpine

Urupapuro

1. IMANZA ZIREBA AMATEGEKO ANYURANYE N'ITEGEKO-NSHINGA.

1.2 . ISHYIRWAHO RY'AMATEGEKO AGENA KO ABANTU BABURANIRA MU NKIKO ZITANDUKANYE KANYE BAREGWA IBYAHA BISA-KUTABIFATA UBWABYO NK'IVANGURA-GUSHYIRAHO AYO MATEGEKO MU RWEGO RWO GUTANGA UBUTABERA BUNOZE.

- GUSHYIRA ABANTU MU BYICIRO HAGAMIJWE KUGERA KU NTEGO YUMVIKANA, IGARAGARIRA BURI WESE KANDI BISHYINGIYE KU MATEGEKO-KUTABIFATA NKO KUVANGURA ABANTU.
- IHAME RYO KUJURIRA-KUBA UMUBURANYI AFITE UBURENGANZIRA BWO KUJURIRA MU RUKIKO RUMWE RWO HEJURU-KUTABIFATA UBWABYO NKO KUNYURANYE N'IHAME RYO KUJURIRA
- IHAME RYO KUTABUZA UMUNTU KUBURANIRA IMBERE Y'UMUCAMANZA ITEGEKO RIMUGENERA.....3

1.2. GUSUZUMA KO INGINGO CYANGWA ITEGEKO BITANYURANYIJE N'ITEGEKO-NSHINGA-KUBA NGOMBWA KO IYO INGINGO CYANGWA ITEGEKO BIBA BIRIHO KANDI BYUBAHIRIZWA

- KUBA INGINGO CYANGWA ITEGEKO BIDASOBANUTSE NEZA-KUTABIFATA UBWABYO NK' AHO BINYURANYIJE N'ITEGEKO-NSHINGA.
- UBWISANZURE BWA BURI WESE MU KUVUGA ICYO ATEKEREZA-KUTABIFATA UBWABYO NK'UBURENGANZIRA BWO KUVUGA IBYO YISHAKIYE.....15

1.3. INGINGO YA 27 AGACE KAYO KA 1 Y'ITEGEKO –NGENGA N°02/2010 OL RYO KU WA 09/06/2010 ITEGANYA KO INKIKO Z'IBANZE ZIZIBURANISHA BWA MBERE NA NYUMA IMANZA ZIVUGWA MU NGINGO YA 8 N'IYA 9 Y'IRYO TEGEKO- KUTABIFATA NK' AHO IYI NGINGO INYURANYIJE N'INGINGO YA 159 Y'ITEGEKO-NSHINGA.

- ABABURANYI BANYURA MU BUNZI BATUYE MU KAGARI KAMWE-GUSHYIKIRIZA IKIREGO CYABO URUKIKO RW'IBANZE RUKAKIBURANISHA BWA MBERE NA NYUMA –KUTABIFATA NKO KUBAVANGURA N'ABADATUYE MU KAGARI KAMWE KUKO BABURANA KANDI BAKANAJURIRA MU BURYO BUMWE.....29

2. IMANZA Z'INSHINJABYAHA

2.2. UKWEMERA ICYAHA GUTEGANYIJWE MU NGINGO YA77 Y'ITEGEKO N°01/2012 RYO KU WA 01/05/2012 RISHYIRAHU IGITABO CY'AMATEGEKO AHANA IBYAHA MU RWANDA-KUTABIFATA NK' AHO UMUSHINGAMATEGEKO YABUJIJE UKUNDI KWEMERA ICYAHA KUDAHEREKEJWE N'IBITEGANYIJWE N'IYO NGINGO KUBUJIJWE-GUFATA IBITEGANYIJWE MURI IYO NGINGO NK'INGERO NZIZA UMUSHINGAMATEGEKO YATANZE.....41

2.3. **IMANZA Z'INSHINJABYAHA**-KUBURANISHA BUNDI BUSHYA KU RWEGO RUMWE IBIREGO UREGWA YABURANYEHO KANDI URUNDI RUKIKO RWAFASHEHO UMWANZURO- KUBIFATA NK'IMPAMVU Y'IBURABUBASHA Y'URUKIKO RWA KABIRI.

- GUHUZA IMANZA ZIRI MU NKIKO ZIRUTANA KANDI ZIDAHUJE KAMERE-KUBIFATA NK'INENGE IKOMEYE ITUMA URUBANZA RWAJURIRIWE RUVANYWAHO KUKO RUBA RWARASHINGIYE KU MANZA ZIDAFITE AGACIRO.....47

3. IMANZA Z'IMBONEZAMUBANO

3.1. UBURENGANZIRA KU NDISHYI ZIKOMOKA KU CYAHA- KUBUFATA NK'UBURENGANZIRA KU MUTUNGO ABAZUNGURA B'UWAHOHOTWE BASHOBORA KUBUKORESHA N'UBWO YAPFA ATARATANGA IKIREGO

- INDISHYI ZAMAZE KUREGERWA-URUPFU RW'UWAZIREGEYE URUBANZA RUKIRI MU BUJURIRE-KUTABIFATA UBWABYO NK'IMPAMVU YATUMA ABAZUNGURA BE BATAZIHABWA IYO UWAPFUYE YARI YARAZIHAWA MU NKIKO ZABANJE.....59

4. IMANZA Z'UBUCURUZI

4.1. GUSUBIRISHAMO URUBANZA INGINGO NSHYA –KUBA UBWABYO BIDAHAHIKA IRANGIZA RYARWO KABONE NIYO KURURANGIZA BISHOBORA KUBA BYAGIRA INGARUKA KU WATSINZWE URUBANZA RUSUBIRISHWAMO.

- KUBA UWATSINZE URUBANZA RUSUBIRISHWAMO ATAGIFITE AHO ABARIZWA HAZWI NTA N’IMITUNGO AKIGIRA IZWI- KUBIFATA UBWABYO NKIBISHOBORA GUTUMA IRANGIZA RY’URUBANZA RWASUBIRISHIJE WEMO RIBA RIHAGARITSWE73

5. IMANZA Z’UBUTEGETSI

5.1.GUTSINDIRA ISOKO –IKIREGO CY’UTARATSINDIYE ISOKO WAPIGANYWE-KWEMERERA UWATSINDIYE ISOKO GUTAMBAMIRA ICYEMEZO GIHA AMAHIRWE UTARAHAWA ISOKO YO KONGERA GUSUZUMA IMITANGIRE YARYO.

- KWIBESHYA KURI KAMERE Y’URUBANZA-KUBIFATA UKO MU GIHE CYO KUJURIRA-GUSHYIKIRIZA IYO NENGE URUKIKO RWAJURIRIWE RUKAYIKOSORA
- ITARIKI IHERERWAHO MU KUBARA IBIHE BY’UBUJURIRE-KUTAYITIRANYA N’ITARIKI Y’ITANGWA RY’INGWATE Y’AMAGARAMA.
- KUGOBOKA MU RUBANZA-KUTABA UBWABYO BYIHAGIJE-IYO URUBANZA RW’IBANZE RUTAKIRIWE BITUMA N’UKUGOBOKA KUTAKIRWA.....83

ISHAKIRO RY’ICYEGARANYO N°18

ISHAKIRO

Amagambo mpine

Urupapuro

1. IMANZA Z’UBUCURUZI.

1.1. IBIGIZE IBIKORWA BY’UBUCURUZI-IBIKORWA BY’UBUCURUZI KU BW’IBANZE NO KU BW’INGOBOKA.

- IMPAKA KU BIKORWA BY’UBUCURUZI-UMUCURUZI UVUGA KO IGIKORWA RUNAKA KITINJIRA MU BUCURUZI BWE NIWE UBITANGIRA IBIMENYETSO.
- IGIKORWA CY’UBUCURUZI- ISANO HAGATI YACYO N’IBIKORWA IKIGO CY’IMARI CYANGWA UMUNTU KU GITI CYE BASANZWE BAKORA3

1.2.AMASHYIRAHAMWE Y’IGIHE GITO-KUTAGIRA AMATEGEKO SHINGIRO-KUBA UBWABYO BITAYEMERERA KUREGERA INKIKO.

- IKIREGO CY’AMASHYIRAHAMWE Y’IGIHE GITO-NTICYAKIRWA IYO KIDATANZWE N’ABAGIZE ISHYIRAHAMWE BOSE.....15

1.4. GUSUBIRISHAMO URUBANZA INGINGO NSHYA-IKIMENYETSO GISHYA KANDI CYA KAMARAMPAKA

.....27

2. IMANZA Z'IMBONEZAMUBANO

- 2.1.** GUTUNGA IKITIMUKANWA MU BURYO BW'UBURYARYA-KUBITANGIRA IBIMENYETSO K'UBIBURANISHA-KUKIGURA CYANGWA KUGITUNGA HATAZWI AMAKOSA ACYIHISHE INYUMA.
- KUGURA IKITIMUKANWA MU BURYO BUTARI UBW'UBURYARYA-KUGIRA UBURENGANZIRA KUBYONGEREWEHO NO KUTAKWA IKIGUZI CY'UBUKODE.....47

3. IMANZA Z'UBUTEGETSI

- 3.1.** ICYEMEZO CY'UMUYOBOZI- KUGIFATA NO KUKIMENYESHA MU MAGAMBO-KUBA UBWABYO BIDAHAJIJE KUGIRA NGO GIFATWE NK'IKIDAKURIKIJE AMATEGEKO.....61

- 3.2.** KUZAMURWA MU NTERA HAKURIKIJE IBITEGANYWA N'AMATEGEKO NGENGAMIKORERE-KUBITANGIRA IMPAMVU IYO BIDAHOZWE-KUBIGIRA IMPAMVU YO KUBYAKIRA INDISHYI IYO UMUKOZISHA NTA MPAMVU YAMENYESHEJE UMUKOZI YATUMYE ATAZAMURWA MU NTERA.....83

- 3.3.** AMASEZERANO Y'UBWUBATSI-UBURENGANZIRA BWA NYIR'INZU BWO GUSESA AMASEZERANO-KWISHYURA UMWUBATSI IBYO YAKOZWE N'INYUNGU YABYO.
- UMUBARE W'ABAHANGA-UGOMBA KUBA IGIHARWE-KUTABIFATA NK'INENGE YATUMA ITESHWA AGACIRO IYO YAKOZWE N'ABAHANGA BABIRI BITURUTSE KU BWUMVIKANE BW'ABABURANYI.
 - UBUTUMWA BWO KUBURANA MU NKIKO-KUTABA NGOMBWA KUBUTANGIRA INYANDIKO-IBIKORWA BIKOZWE N'AVOKA HANZE Y'URUKIKO-KUTABYITIRIRA UWO ABURANIRA MU GIHE ATABIGARAGARIJE UBUTUMWA.....101

- 3.4.** KOHEREZWA MU BUTUMWA-GUTINDA KUGARUKA KU KAZI-KUTABIFATA NK'IMPAMVU YO GUSERERWA NTA MPAKA KUBERA KUBURA KU KAZI-KUBIFATA AHUBWA NK'IKOSA RYO MU KAZI RISHOBORA GUSABIRWA IBISOBANURO .
- GUTINDA KUGARUKA KU KAZI-GUSERERWA NTA MPAKA UMUKOZI ATABYISOBANUYEHO-KUBIFATA NK'IMPAMVU ITUMA ICYEMEZO CYAFASHWE GITESHWA AGACIRO.....125

- 3.5.** ICYEMEZO GISEZERERA UMUNKOZI WAHAGARITSWE BY'AGATEGANYO-KUGIFATA MU GIHE CY'AMEZI ATANDATU-KUBIFATA NKO KWIRUKANWA BIDAURIKIJE AMATEGEKO IYO IHAGARIKWA BURUNDU RIBAYE NYUMA Y'AMEZI ATANDATU

- KUGENA INDISHYI ZIHABWA UWAHEZE MU GIHIRAHIRO NYUMA Y'AMEZI ATANDATU-KUTAZISHINGIRA KU MUSHAHARA UMUKOZI AYAHEMBWAGA-KUZIGENA AHUBWO MU BUSHISHOZI BW'UMUCAMANZA.....143

