REPUBULIKA Y'U RWANDA
KOMISIYO Y'IGIHUGU
Y'UBUMWE N'UBWIYUNGE
B.P: 174 Kigali
E-mail : unity@nurc.gov.rw
Website: www.nurc.gov.rw

UBURYO N'IBIZIFASHISHWA MU GUKURIKIRANA UKO UBUMWE N'UBWIYUNGE BIHAGAZE MU NZEGO NO MU BIGO BIKORERA MU RWANDA

Kigali, Mata 2015

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Urutonde rw'amagambo y'impine

NURC : National Unity and Reconciliation Commission

RDB : Rwanda Development Board

RGB : Rwanda Governance Board

1. Intangiriro

Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yashyizweho muri Werurwe 1999 hakurikijwe Itegeko n° 03/99 ryo kuwa 03 Ukuboza 1999, ryaje guhindurwa kandi ryuzuzwa n'Itegeko n°35/2002 ryo kuwa 14/11/2002 naryo ryaje guhindurwa kandi ryuzuzwa n'Itegeko n° 35/2008 ryo kuwa 8 Kanama 2008. Ihame ryo gushyiraho Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ryashimangiwe n'Itegeko Nshinga ryo ku italiki ya 4 Kamena 2003, mu ngingo yaryo ya 178 nkuko ryagiye rihinduka kugeza ubu. Hashingiwe ku mpinduka zifuzwa nyuma ya Jenoside yakorewe Abatutsi zigamije guharanira amahoro, ubwiyunge n'iterambere, icyerekezo cya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ni ***''uguharanira igihugu cy'amahoro, cyunze ubumwe kandi kirangwa n'iterambere".*** Niyo mpamvu Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ifite inshingano zo guteza imbere Ubumwe n'Ubwiyunge mu Banyarwanda.

Leta y'u Rwanda yashyizeho Itegeko n°40/2013 ryo kuwa 16 Kamena 2013 rihindura kandi ryuzuza Itegeko n° 35/2008 risobanura imiterere n'imikorere ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge. Ryahinduye kandi ryujuje Ingingo ya 4 y'iri tegeko rigena inshingano za Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge. Muri izo nshingano harimo "***gukurikiranira hafi uburyo ibigo bya Leta n'ibyigenga, imiryango nyarwanda n'imiryango mpuzamahanga ikorera mu Rwanda, abayobozi n'Abanyarwanda muri rusange bubahiriza amahame na Politiki y'Igihugu y'Ubumwe n'Ubwiyunge''.***

Itegeko n°40/2013 rishimangira ko Leta y'u Rwanda izirikana ko Ubwiyunge ari ikibazo cy'insobe gifata impande nyinshi mu buzima bw'igihugu, akaba ari yo mpamvu bugomba guhora bunozwa iyo bibaye ngombwa. Nkuko Leta y'u Rwanda yemera ko Ubwiyunge bufata impande nyinshi, inemera ko inzego zitandukanye zigomba kubugiramo uruhare, bukaba bugomba kugerwaho n'umuntu ku giti cye, mu bigo bitandukanye, mu baturage no ku rwego rw'Igihugu.

Muri iyi myaka cumi n'itanu ishize, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yageze ku bikorwa bishimishije mu kuzuza inshingano zayo. Ingero z'ibikorwa byagezweho hagati ya 2009 na 2012, harimo kwigisha uburere mboneragihugu, inyigisho zirebana n'amahoro no gucyemura amakimbirane, kongera ubushobozi bw'abakozi, guteza imbere ubufatanye n'abafatanyabikorwa mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge. Mu Kwakira 2010, Abanyarwanda benshi (95.2%) bemezaga ko Igihugu kiri mu nzira iboneye ku birebana n'Ubumwe n'Ubwiyunge ndetse n'ibirebana n'imiyoborere myiza (NURC, 2010:30)[1].

Nubwo ibyo byagezweho bishimishije, byaragaragaye ko Ubumwe ari inzira igomba gukomeza, idashobora gusozwa ako kanya, ahubwo isaba imbaraga zihoraho ku bafatanyabikorwa bose.

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[1] NURC (October, 2010), Rwanda Reconciliation Barometer, Kigali

Mu bihe bishize, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yakoze ubushakashatsi bwo gukurikirana imiterere y'Ubumwe n'Ubwiyunge mu Rwanda, bwibanze ku bantu ku giti cyabo no mu baturage muri rusange.
Vuba aha, hatangajwe Iteka rya Perezida N° 03/01 ryo ku wa 19/01/2015 rigena uburyo Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izifashisha mu gukurikirana no gukora icukumbura ryimbitse ku bikorwa bibangamira Ubumwe n"Ubwiyunge, hagamijwe kubungabunga ubumwe bw'Abanyarwanda.

Urebye uruhare rukomeye ibigo bishobora kugira ku mikorere ya Guverinoma, iy'abayobozi bafata ibyemezo n'abaturage muri rusange, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yasanze ari ngombwa ko hakwitabwaho gukurikirana uko Ubumwe n'Ubwiyunge buteye mu bigo bya Leta n'ibyigenga, akaba ariyo mpamvu yiyemeje gutegura iyi nyandiko igaragaza ''**uburyo n'ibizifashishwa mu gukurikirana uko Ubumwe n'Ubwiyunge buhagaza mu bigo bikorera mu Rwanda".**

2. Intego n'uburyo inyigo yakozwe

Icyi gice kigaragaza intego z'iyi nyandiko yerekana uburyo n'ibizifashishwa mu ikurikirana; kikanerekana uburyo bwakoreshejwe kugirango hashyirweho uburyo bw'ikurikirana, gukusanya amakuru, kuyasesengura no gukora raporo z'ibyagezweho ku miterere y'Ubumwe n'Ubwiyunge mu bigo bikorera mu Rwanda.

2.1. Intego y'inyigo

2.1.1. Intego rusange

Intego rusange y'iyi nyigo ni ugushyiraho uburyo n'ibizifashishwa mu ikurikirana ry'uko Ubumwe n'Ubwiyunge bihagaze mu nzego no mu bigo bikorera mu Rwanda, kugirango haboneke uburyo bwo gushyira mu bikorwa amahame na Politiki y'Igihugu by'Ubumwe n'Ubwiyunge, hagamijwe kubuganguba Ubumwe bw'Abanyarwanda.

2.1.2. Intego zihariye

Intego zihariye ni:

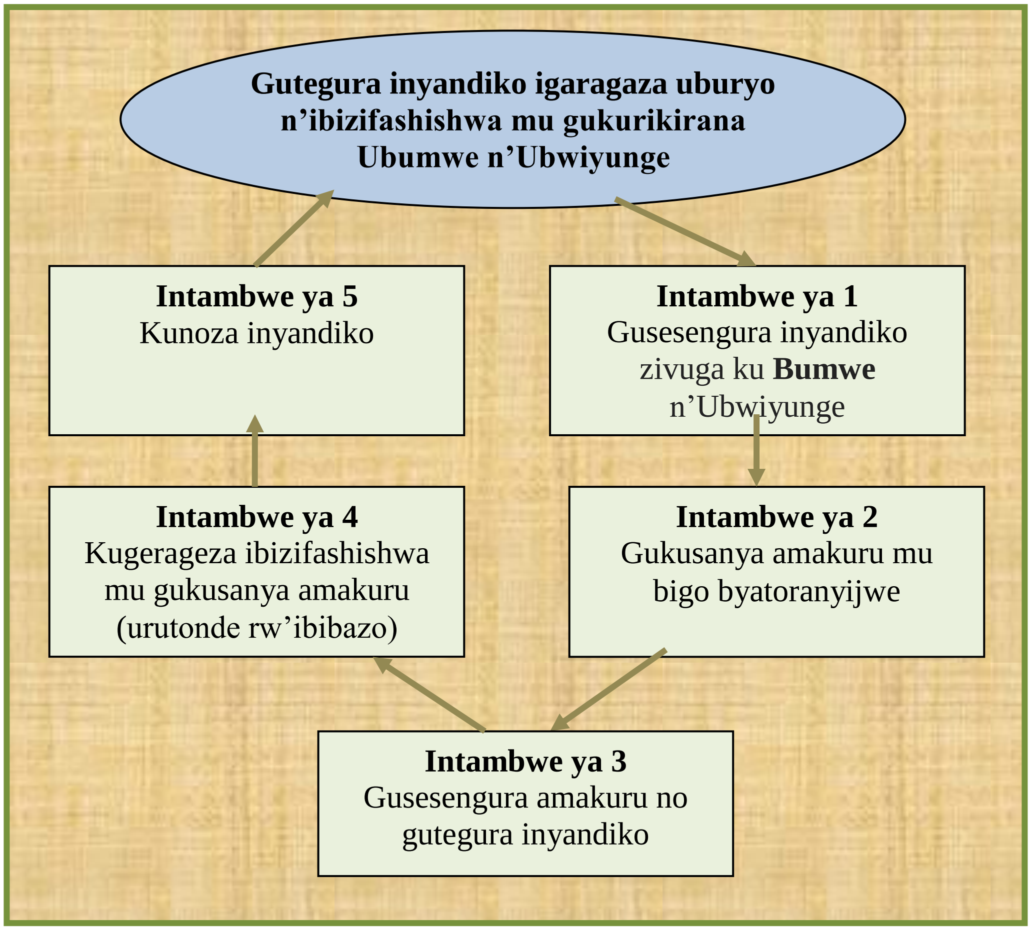
- Ugushyiraho uburyo bwo gukurikirana imiterere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo bya Leta n'ibitari ibya Leta;
- Ugushyiraho ibizifashishwa mu ikusanyamakuru, mu isesenguramakuru no gukora raporo z'ibyavuye mu ikurikirana ry'imitere y'Ubumwe n'Ubwiyunge.

2.2. Uko inyigo yakozwe

Gutegura iyi nyandiko igaragaza uburyo n'ibizifashishwa mu gukurikirana uko Ubumwe n'Ubwiyunge bihagaze mu nzego no mu bigo bikorera mu Rwanda, byashingiye kuri Politiki y'Igihugu y'Ubumwe n'Ubwiyunge. Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yifashishije

abagishwanama bakoranye ku buryo bwa hafi n'abakozi bayo. Gutegura iyi nyandiko byanyuze mu ntambwe enye z'ingenzi zigaragara mu ishusho rikurikira.

Ishusho ya 1: Isura rusange igaragaza intambwe zakurikijwe mu gutegura inyandiko igaragaza uburyo n'ibizifashishwa mu gukurikirana Ubumwe n'Ubwiyunge mu bigo bikorera mu Rwanda



Imbonerahamwe ikurikira iratanga ibisobanuro ku buryo burambuye kuri buri ntambwe yanyuzwemo.

Imbonerahamwe ya 1: Uko inyandiko igaragaza uburyo n'ibizifashishwa mu gukurikirana Ubumwe n'Ubwiyunge mu bigo bikorera mu Rwanda yateguwe

Intambwe	Ibyakozwe mu ncamake
Intambwe ya 1 Gusengura inyandiko zivuga ku Bumwe n'Ubwiyunge	Iyi ntambwe yari igamije gukusanya ibipimo byifashishwa mu gukurikirana Ubumwe n'Ubwiyunge biri mu nyandiko z'icyitegererezo. Hakozwe ibikorwa bikurikira: • Gusoma inyandiko z'ingenzi za Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge zivuga ku nsangamatsiko y'Ubumwe n'Ubwiyunge, harimo Politiki y'Igihugu y'Ubumwe n'Ubwiyunge, Raporo ya 2010 y'ubushakashatsi bukorwa buri myaka itatu bugaragaza igipimo cy'Ubumwe n'Ubwiyunge mu Rwanda, Raporo z'ibikorwa bya buri mwaka, n'ibindi. Habaye inama ya ekipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge igamije kungurana ibitekerezo ku buryo busanzwe bukoreshwa mu gukurikirana Ubumwe n'Ubwiyunge. • Kugaragaza ibipimo bisanzwe bikoreshwa mu gukurikirana Ubumwe n'Ubwiyunge mu bigo bikorera mu Rwanda no kureba ibindi bipimo byangombwa hakurikijwe umurongo ngenderwaho wa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge. • Gutegura urutonde rw'ibipimo bizifashsishwa mu gutara amakuru mu bigo bikorera mu Rwanda.

Intambwe ya 2
Gukusanya amakuru mu bigo byatoranyijwe
	Iyi ntambwe yari igamije kugenzura niba ibipimo byateguwe bishobora koko kwifashishwa mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge mu nzego n'ibigo bikorera mu Rwanda. Hakozwe ibikorwa bikurikira:
	
	• Hamwe n'itsida rya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge, hakozwe urutonde rw'inzego n'ibigo bizasurwa ku buryo buri cyiciro kivugwa muri Politiki y'Igihugu y'Ubumwe n'Ubwiyunge gihagararirwa. Muri urwo rwego, hatoranyijwe inzego n'ibigo bigera kuri 29 hashingiwe ku byari bisanzwe bizwi na Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge (reba umugereka wa 3) ;
	• Gusura ibigo byatoranyijwe mu rwego rwo gukusanya amakuru agamije gusuzuma niba ibipimo byateguwe bishobora kwifashishwa mu ikurikirana ry'Ubumwe n'Ubwiyunge. Hakozwe ibiganiro n'abakozi ku giti cyabo[2] ndetse no mu matsinda, hagamijwe:
	  ▪ Gusuzuma imyumvire inzego n'ibigo bifite ku birebana n'inshingano zabyo nkuko zigaragara mu nyandiko ya Politiki y'Igihugu y'Ubumwe n'Ubwiyunge, n'uko zishyirwa mu bikorwa ;
	  ▪ Gusesengura niba buri gipimo gisobanutse kandi gishobora gushyirwa mu bikorwa mu gukurikirana uko Ubumwe

[2] Muri buri kigo cyasuwe, hakorwaga ubwoko bubiri bw'ibiganiro bitandukanye, kimwe hamwe n'abayobozi ikindi hamwe n'abakozi basanzwe.

Intambwe	Ibyakozwe mu ncamake
	n'Ubwiyunge byimakazwa mu nzego n'ibigo bikorera mu Rwanda ; ▪ Kungurana ibitekerezo ku ireme ry'ibipimo kugirango hatoranywe ibishobora gushyirwa mu bikorwa neza kurusha ibindi.
Intambwe ya 3 Gusesengura amakuru no gutegura inyandiko	Amakuru yakusanyijwe mu nzego n'ibigo byasuwe amaze gusesengurwa, yifashishijwe mu gutegura inyandiko y'ibanze igaragaza uburyo buzakoreshwa n'ibizifashishwa mu gukurikirana uko Ubumwe n'Ubwiyunge bihagaze mu nzego n'ibigo bikorera mu Rwanda. Hari hagamijwe ibi bikurikira: • Gushyiraho uburyo bw'ikurikirana buzifashishwa mu nzego n'ibigo bitandukanye hakurikijwe inshingano zabyo mu gushyira mu bikorwa Politike y'Igihugu y'Ubumwe n'Ubwiyunge; • Gutegura ibizifashishwa mu gukusanya no gusesengura amakuru ndetse no gukora raporo mu rwego rwo gushyira mu bikorwaikurikirana ry'uko Ubumwe n'Ubwiyunge byimakazwa mu nzego n'ibigo bikorera mu Rwanda; • Gushyiraho uburyo bwo gukusanya amakuru hifashishijwe ikoranabuhanga, buzakoreshwa bibaye ngombwa na Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge mu gukurikirana uko n'Ubumwe n'Ubwiyunge byimakazwa mu nzego n'ibigo. Inyandiko yateguwe yasuzumiwe mu nama zakozwe muri Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge kugirango inozwe.
Intambwe ya 4 Kugerageza ibizifashishwa mu gukusanya amakuru (urutonde rw'ibibazo)	Hari hagamijwe kureba niba urutonde rw'ibibazo byateguwe rushobora gukoreshwa ku buryo busobanutse mu gukusanya amakuru ku miterere y'Ubumwe n'Ubwiyunge. Ku bufatanyebw'abakozi ba Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge n'abagishwanama, hatoranyijwe ibigo 10 bitari mu byasuwe igihe cyo gukusanya amakuru kugirango abe ariho hakorerwa igeragezwa ry'urutonde rw'ibibazo, byaje gusubizwa n'abantu 32 hakoreshejwe inyandiko. Ibyavuye mu igerageza byagaragaje ko hari zimwe mu ngorane mu gusubiza ibibazo, bikaba byaratumye urutonde rw'ibibazo runozwa.
Intambwe ya 5 Kunoza inyandiko	Ibyavuye mu gikorwa cyo kugerageza urutonde rw'ibibazo byatumye hari ibikosorwa mu nyandiko yari yarateguwe, hanyuma yongera kuganirwaho mu nama zitandukanye z'Abakozi n'Abakomiseri ba Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge. Izo nama zafashije mu kunoza ibikubiye mu nyandiko no gutegura inyandiko ya nyuma igaragaza uburyo n'ibizifashishwa mu gukurikirnana uko Ubumwe n'Ubwiyunge bihagaze mu nzego n'ibigo bikorera mu Rwanda.

3. Incamake ya Politiki y'Igihugu y'Ubumwe n'Ubwiyunge

Uyu mutwe uribanda ku ishingiro rya Politiki y'Igihugu y'Ubumwe n'Ubwiyunge, amahame y'ingenzi ngenderwaho y'iyo Politiki ndetse n'uruhare rw'inzego zitandukanye mu guyishyira mu bikorwa Politique y'Igihugu y'Ubumwe n'Ubwiyunge. Izi ngingo nizo zishingirwaho mu gukurikirana uko Ubumwe n'Ubwiyunge bihagaze mu bigo bikorera mu Rwanda.

3.1. Ishingiro rya Politiki y'Igihugu y'Ubumwe n'Ubwiyunge

Politiki y'Igihugu y'Ubumwe n'Ubwiyunge yatangajwe muri Gicurasi 2007. Ishingiye ku mahame y'imiyoborere myiza u Rwanda rwiyemeje guharanira nk'uko byemezwa n'Itegeko Nshinga rya Repubulika y'u Rwanda ryo ku wa 04 Kamena 2003 nk'uko ryavuguruwe kugeza ubu, cyane cyane mu iranganshingiro ryaryo *(Ingingo ya 9 n'iyi 178)*. Iyi politiki kandi ishingiye ku bitekerezo byo mu "Cyerekezo 2020'', ibyo muri gahunda za Guverinoma n'ibiri mu Itegeko n°03/99 ryo kuwa 12/03/1999 rishyiraho Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge n'Itegeko n°35/2002 ryo kuwa 14/11/2002 nk'uko ryahinduwe kugeza ubu.

3.2. Amahame y'ingenzi ngenderwaho mu kubaka Ubumwe n'Ubwiyunge

Politiki y'Igihugu y'Ubumwe n'Ubwiyunge ishingiye ku mahame 8 y'ingenzi ngenderwaho akurikira[3]:

(1) Gushyira imbere ubunyarwanda n'inyungu z'Abanyarwanda bose mbere yo kwibonamo amoko, amasano, idini, akarere, igitsina n'ibindi;
(2) Kurwanya jenoside n'ingengabitekerezo yayo;
(3) Guharanira kuba mu gihugu kigendera ku mategeko no kubahiriza uburenganzira bwa muntu;
(4) Kurwanya ivangura n'ihezwa iryo ari ryo ryose;
(5) Gusenyera umugozi umwe mu kubaka igihugu;
(6) Komorana ibikomere no kubaka ubwizerane mu Banyarwanda bishingiye ku kwicuza, gusaba imbabazi no kuzitanga, kuvuga ukuri no kubaka icyizere cy'ejo hazaza;
(7) Kwibuka Jenoside yakorewe Abatutsi muri 1994 haharanirwa ko itazongera kuba ukundi;
(8) Kwiha agaciro no gukunda umurimo.

Ubumwe n'Ubwiyunge bireba ubuzima bwose bw'Igihugu. Bityo inzego zose, abantu ku giti cyabo, ibigo bya Leta n'ibigo byigenga bigomba kubishyigikira. Ni muri urwo rwego amahame y'Ubumwe n'Ubwiyunge agomba kwinjizwa muri gahunda z'ibikorwa bya buri kigo gikorera mu Gihugu.

[3] Inyandiko ya Politiki y'Igihugu y'Ubumwe n'Ubwiyunge, Kigali, Kanama 2007, urupapuro rwa11.

Leta y'u Rwanda izi kandi ko ibigo bitandukanye bifite inshingano zinyuranye, bityo yemera ko hejuru y'inshingano bishobora guhuriraho, buri kigo gifite umwihariko mu miterere yacyo wagifasha gushyira mu bikorwa kurusha ikindi Politiki y'Igihugu y'Ubumwe n'Ubwiyunge. Ni muri urwo rwego Leta y'u Rwanda yashyizeho ibyiciro by'ibigo mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge. Imbonerahamwe ikurikira irerekana ku buryo burambuye uruhare rwa buri cyiciro.

Imbonerahamwe ya 2: Uruhare rw'inzego n'ibigo bitandukanye mu gushyira mu bikorwaPolitiki y'Igihugu y'Ubumwe n'Ubwiyunge

Inzego	**Uruhare mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge**
Inzego z'ubuyobozi bw'ibanze	• Kumenyekanisha Politiki y'Igihugu y'Ubumwe n'Ubwiyunge ku buryo buri Munyarwanda yumva ayigize iye kandi akayubahiriza; • Kubahiriza Politiki y'Ubumwe n'Ubwiyunge mu gutegura imihigo ikorwa n'abaturage n'inzego z'ibanze; • Abayobozi b'inzego z'ibanze bagomba gukangurira buri Munyarwanda Politikiy'Igihugu y'Ubumwe n'Ubwiyunge; • Gukangurira buri gihe abaturage Ubumwe n'Ubwiyunge, mu mirimo yabo ya buri munsi ; • Gusuzuma uko Ubumwe n'Ubwiyunge buhagaze mu midugudu; • Gushimira ku mugaragaro no guhemba aho bishoboka abaturage bagaragaje ibikorwa by'intangarugero bishimangira Ubumwe n'Ubwiyunge n'izindi gahunda za Leta; • Gushyigikira no gukurikiranira hafi ibikorwa by'abaturage biteza imbere Ubumwe n'Ubwiyunge mu midugudu (mu miryango no mu nzego z'ubuyobozi) n'utugari (inzego z'utugari); • Gufatanya n'abakangurambaga (abakorerabushake b'Ubumwe n'Ubwiyunge) mu guteza imbere ibikorwa by'Ubumwe n'Ubwiyunge; • Kwifashisha ibipimo by'Ubumwe n'Ubwiyunge mu gusuzuma uko bitera imbere; • Gushishikariza abaturage kurwanya ubukene n'ubujiji nka zimwe mu nzitizi zibangamiye Ubumwe n'Ubwiyunge.
Inzego nkuru za Leta, Ibigo bya Leta n'ibyo Leta ifitemo imigabane	• Kwinjiza Politiki y'Ubumwe n'Ubwiyunge mu igenamigambi; • Gushyiraho no gushyigikira amahuriro y'Ubumwe n'Ubwiyunge muri buri kigo; • Guharanira ko amategeko ashyirwaho cyangwa ahindurwa, ibyemezo bifatwa na gahunda z'Igihugu zinyuranye zubahiriza ihame ry'Ubumwe n'Ubwiyunge; • Ministeri y'Ubutabera by'umwihariko ifite inshingano yo kwigishaAbanyarwanda n'Abanyamahanga amategeko ahana ivanguran'ingengabitekerezo ya jenoside; • Guharanira ko amategeko y'umwihariko ya buri kigo yubahiriza Politiki y'Ubumwe n'Ubwiyunge.
Sosiyete Sivile (Amadini, Ibitangazamakuru, Imiryango mpuzamahanga n'Imiryango yigenga idaharanira inyungu	• Kugira uruhare mu gufasha Abanyarwanda gukira ibikomere, kuvugisha ukuri, gusaba imbabazi no kuzitanga no kubaka icyizere cy'ejo hazaza; • Kugira uruhare mu kumenyekanisha gahunda z'Igihugu zigamije ubumwe n'imibanire myiza y'abaturage; • Kugira uruhare rugaragara mu kurwanya ubukene n'ubujiji cyane cyane mu cyaro, kubera ko ubukene n'ubujiji ari zimwe mu nzitizi zikomeye z'Ubumwe n'Ubwiyunge.

Inzego	Uruhare mu gushyira mu bikorwa Politiki y’Igihugu y’Ubumwe n’Ubwiyunge
Abikorera	• Kwirinda no kurwanya ivangura iryo ari ryose mu gutanga imirimo, hagamijwe guteza imbere Ubumwe n’Ubwiyunge n’Ihame ry’uburinganire; • Kugira uruhare rugaragara mu kurwanya ubukene no guteza imbere ishoramari cyane cyane mu cyaro; • Guhanga imirimo itanga akazi ku bantu benshi.
Imitwe ya politiki yemewe mu Rwanda	• Kwirinda imikorere itandukanya Abanyarwanda ishingiye ku kwibonamo amoko,amasano, idini, akarere, igitsina n’ibindi; • Gukangurira abayoboke guteza imbere Ubumwe n’Ubwiyunge no kwamagana amacakubiri ayari yo yose n’ingengabitekerezo ya jenoside; • Gutoza umuco w’ubwubahane n’ubworoherane mu Banyarwanda; • Kugira imikorere irangwa na demokarasi kuko ari yo ituma abaturage bagira uruhare rusesuye mu bikorwa byabo; • Gushyigikira ubutabera no guca umuco wo kudahana.
Abafatanyabikorwa mu iterambere	• Gushyigikira gahunda z’Ubumwe n’Ubwiyunge; • Gushyigikira ibikorwa by’abaturage biteza imbere Ubumwe n’Ubwiyunge; • Kwinjiza Ubumwe n’Ubwiyunge muri gahunda zose n’ibikorwa by’abaturage batera inkunga.

4. Incamake y’imiterere y’Ubumwe n’Ubwiyunge mu nzego n’ibigo bikorera mu Rwanda

Kugirango hategurwe uburyo n’ibizifashishwa mu ikurikirana ry’Ubumwe n’Ubwiyunge mu bigo bikorera mu Rwanda, hasuwe ibigo byatorayijwe 29 bya Leta n’ibitari ibya Leta hagamijwe kureba uko byinjiza Ubumwe n’Ubwiyunge muri gahunda n’ibikorwa bakora.

Ku birebana n’imyumvire y’Ubumwe n’Ubwiyunge no kumenya ko hariho Politiki y’Igihugu ibigenga, isura ry’ibigo ryagaragaje ko abakozi basanzwe n’abo mu nzego z’ubuyobozi bazi neza ko gushyigikira Ubumwe n’Ubwiyunge ari ingirakamaro mu iterambere n’umutuzo birambye by’Igihugu. Ariko ibigo bike nibyo bizi ko hariho Politiki y’Igihugu y’Ubumwe n’Ubwiyunge, nubwo yashyizweho kuva muri Gicurasi 2007.

Muri rusange, kumenya ko hariho Politiki y’Ubumwe n’Ubwiyunge biri ku rugero runini mu bigo bifite inshingano zifite aho zihurira n’Ubumwe n’Ubwiyunge kurusha ibigo bifite inshingano zindi. Mu bigo byasuwe, usanga gusobanukirwa n’ingingo zikubiye muri Politiki y’Igihugu y’Ubumwe n’Ubwiyunge biri mu kigero cyo hasi.. Ku bijyanye no kumenya inshingano Leta y’u Rwanda yahaye ibyiciro bitandukanye by’ibigo mu gushyira mu bikorwa Politiki y’Igihugu y’Ubumwe n’Ubwiyunge, byaragaragaye ko izo nshingano zitazwi.

Ibyiciro by’ibigo byose byasuwe byakoze mu gihe gishize cyangwa bikomeza gushyigikira ibikorwa bitandukanye biteza imbere imibanire myiza n’Ubumwe n’Ubwiyunge mu bakozi ndetse no mu baturage. Bimwe muri ibyo bikorwa, harimo ibikorwa by’ubusabane hagati y’abakozi, gutwererana mu bukwe no gutabarana mu byago byabaye mu miryango y’abakozi, ibikorwa byo gushyigikirana binyuze mu bimina by’abakozi, n’ibindi. Nubwo ibyo bikorwa bifite ingaruka nziza mu guteza imbere Ubumwe n’Ubwiyunge, bifatwa nka gahunda zisanzwe

za buri gihe aho kuba gahunda ziteza imbere imibanire myiza mu kazi n'Ubumwe n'Ubwiyunge mu bigo.

Hari ibikorwa bifite uruhare rwihuse mu guteza imbere Ubumwe n'Ubwiyunge byagiye bwinjizwa buhoro buhoro muri gahunda z'ibigo, harimo kwibuka Jenoside yakorewe Abatutsi no kurwanya ingengabitekerezo ya Jenoside no kuyihakana. Mu bihe bya vuba, ibigo bimwe, cyane cyane ibya Leta, byatangije ibiganiro bigamije guteza imbere Ubunyarwanda nk'inkingi y'Ubumwe n'Ubwiyunge birambye binyuze muri gahunda ya Guverinoma yitwa "Ndi Umunyarwanda". Mu gushimangira inshingano zabyo zo guteza imbere Ubumbwe n'Ubwiyunge, ibigo bimwe byemeza ko byashyizeho amategeko ngengamikorere, amabwiriza na politiki byo kutihanganira na gato ivangura iryo ari ryo ryose.

5. Uburyo n'ibizifashishwa mu gukurikirana Ubumwe n'Ubwiyunge mu nzego n'ibigo

5.1. Ibishingirwaho mu gukora ikurikirana ry'Ubumwe n'Ubwiyunge

Ikurikirana ry'Ubumwe n'Ubwiyunge mu nzego n'ibigo bikorera mu Rwanda rizakorerwa mu byiciro byose by'inzego n'ibigo bivugwa mu nyandiko ya Politiki y'Igihugu y'Ubumwe n'Ubwiyunge. Ibyo byiciro ni ibi bikurikira:

- ✓ Inzego z'ubuyobozi bw'ibanze;
- ✓ Inzego nkuru za Leta: ibigo bya Leta n'ibyo Leta ifitemo imigabane;
- ✓ Imiryango ya Sosiyete Sivile;
- ✓ Abikorera;
- ✓ Imitwe ya politiki yemewe mu Rwanda;
- ✓ Abafatanyabikorwa mu iterambere.

Gutegura uburyo n'ibizifashishwa mu gukurikirana uko Ubumwe n'Ubwiyunge bihagaze mu nzego n'ibigo bikorera mu Rwanda byashingiye cyane cyane ku mahame umunani yemejwe agomba kugenderwaho mu kubaka Ubumwe n'Ubwiyunge, no ku nshingano zahawe ibyiciro bitandukanye by'inzego n'ibigo mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge[4].

Umurongo wagendeweho, ni uko gukurikirana imiterere y'Ubumwe n'Ubwiyunge bigomba gushingira ku bipimo bisobanutse bizwi, bifasha kumenya impinduka zigaragara mu nzego n'ibigo mu kwimakaza Ubumwe n'Ubwiyunge. Habanje kugaragazwa ingingo zashingirwaho mu gukurikirana Ubumwe n'Ubwiyunge zihuriweho n'inzego n'ibigo byose birebwa n'ikurikirana, hagamijwe kureba impinduka zigenda zigaragara muri buri kigo nkuko bigaragara mu mahame agomba kugenderwaho mu kubaka Ubumwe n'Ubwiyunge, no mu nshingano zahawe ibyiciro bitandukanye by'inzego n'ibigo mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge.

[4] Amahame umunani y'ingenzi ngenderwaho mu kubaka Ubumwe n'Ubwiyunge, ndetse n'inshingano z'inzego n'ibigo mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge bigaragara mu ngino 3.2 n'iya 3.3 muri iyi nyandiko.

Nyuma hateguwe imbonerahamwe igaragaza ibizashingirwaho mu gukora ikurikirana ry’Ubumwe n’Ubwiyunge, yerekana ingingo z’ingenzi mu ikurikirana, ibigomba kuzuzwa kugirango habeho ireme mu kwimakaza Ubumwe n’Ubwiyunge, ibipimo bigari bigomba kuzibandwaho, n’ibipimo bicirirtse bigaragaza ubwoko bw’amakuru akenewe mu kumenya ibyagezwemo mu Bumwe n’Ubwiyunge.

Ibice bigaragaza ibizibandwaho mu gukora ikurikirana ry’Ubumwe n’Ubwiyunge bisobanuye nu ngingo zikurikira:

1. **Ingingo z’ingenzi mu ikurikirana ry’Ubumwe n’Ubwiyunge**: iki cyiciro kigaragaza ahantu hakenewe impinduka zigomba kwitabwaho n’ikurikirana ry’Ubumwe n’Ubwiyunge. Bityo ingingo zikeneweho amakuru zigaragaza ahantu h’ingenzi Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge izashakira amakuru azayifasha kumenya niba kwinjiza Ubumwe n’Ubwiyunge muri gahunda z’ibigo byarateye imbere cyangwa byarasubiye inyuma.

2. **Ibigomba kuzuzwa**: ibi bigaragaza uko byagenda kwimakaza Ubumwe n’Ubwiyunge biramutse bikozwe neza kuri buri ngingo y’igenzi ikeneweho amakuru. Ibigomba kuzuzwa bifasha kumenya niba ingingo z’ingenzi mu ikurikirana ry’Ubumwe n’Ubwiyunge zifite ireme ukurikije intego ikurikirana ry’Ubumwe n’Ubwiyunge rifite. Ibigomba kuzuzwa biramutse bigezweho, ni ikimenyetso cyagaragaza ko Ubumwe n’Ubwiyunge bwarushaho gutera imbere.

3. **Ibipimo bigari**: byereka Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge ahakwiye gushyirwa imbaraga mu ikurikirana ry’Ubumwe n’Ubwiyunge. Ni kuri ibi bipimo bigari Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge ishingiraho mu gukusanya amakuru ku mpinduka zabaye mu kwimakaza y’Ubumwe n’Ubwiyunge.

4. **Ibipimo biciriritse:** ibi bipimo bishingiye ku bipimo bigari, bifasha mu gukurikirana uko Ubumwe n’Ubwiyunge bitezwa imbere. Ibipimo biciriritse byerekana neza amakuru akenewe na Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge, byerekana ibimenyetso bifatika byemeza ko Ubumwe n’Ubwiyunge byimakajwe muri buri kigo. Muri urwo rwego, ibipimo biciriritse bitanga amakuru ashobora gupimwa ku buryo bufatika, afasha gusuzuma ku buryo bugaragara uburyo Ubumwe n’Ubwiyunge byimakajwe.

Imbonerahamwe ikurikira irerekana amakuru y’ibishingirwaho mu gukora ikurikirana ry’Ubumwe n’Ubwiyunge mu nzego n’ibigo bikorera mu Rwanda.

Imbonerahamwe ya 3: Ibishingirwaho mu gukora ikurikirana ry'Ubumwe n'Ubwiyunge

Ingingo z'ingenzi mu ikurikirana ry'Ubumwe n'Ubwiyunge	**Ibigomba kuzuzwa**	**Ibipimo bigari**	**Ibipimo biciritse**
1. Kwinjiza Ubumwe n'Ubwiyunge mu igenamigambi	Mu gihe Ubumwe n'Ubwiyunge byinjijwe mu igenamigambi rya buri kigo, politiki y'igihugu na gahunda z'Ubumwe n'Ubwiyunge byakwitabirwa, bityo bikoroha kubishyira mu bikorwa ku buryo bufatika. Ibyo bizagira ingaruka nziza ku myitwarire y'abakozi bakora mu bigo, bitange umusanzu mu guhindura imyitwarire n'imitekerereze y'abaturage baho abakozi batuye ku birebana n'Ubumwe n'Ubwiyunge.	Igenamigambi ryubahiriza Ubumwe n'Ubwiyunge,	• Hariho gahunda y'ibikorwa/imihigo ya buri mwaka yimakaza Ubumwe n'Ubwiyunge; • Hariho imboni y'Ubumwe n'Ubwiyunge; • Hariho amahuriro ku Bumwe n'Ubwiyunge,
2. Guteza imbere Ubunyarwanda n'imibanire myiza mu Banyarwanda	Niba ibigo bishyigikiye ibikorwa bigamije guteza imbere Ubunyarwanda n'imibanire myiza mu Banyarwanda, bizagira uruhare mu kumvikanisha ko Abanyarwanda basangiye igihugu kimwe, no kongera ubwizerane hagati yabo, bityo bigire uruhare mu kubaka igihugu kimwe, bizatume Ubumwe n'Ubwiyunge bitera imbere ku buryo burambye.	Uburyo bwashyizweho bwo kwimakaza Ubunyarwanda n'imibanire mwiza mu Banyarwanda.	• Ibiganiro bijyanye na gahunda ya "Ndi Umunyarwanda." bikorwa ku buryo buhoraho; • Ibikorwa bishimangira imibanire myiza, gufashanya no gutabarana bitezwa imbere, bigashyigikirwa; • Hashyizweho uburyo bwo komorana ibikomere byatewe n'amateka.
3. Kurwanya ivangura n'amacakubiri	Niba ibigo bishyigikiye ibikorwa bigamije kurwanya ivangura n'amacakubiri ayo ari yo yose, ubutabera hagati y'Abanyarwanda bwatera imbere, icyizere cy'ejo hazaza kikiyongera ku buryo burambye, bityo Ubumwe n'Ubwiyunge bugasagamba.	Uburyo bwashyizweho bwo gukumira no guhana ivangura n'amacakubiri.	• Hariho amabwiriza yanditse arebana no gutanga serivisi izira ivangura; • Hariho politiki yo gutanga akazi, amategeko n'amabwiriza y'ikigo bikumira ivangura n'amacakubiri. • Uburyo bungana mu gukoresha umutungo w'ikigo n' amahirwe ikigo gitanga; • Kutihanganira na gato (guhana) ivangura

Ingingo z'ingenzi mu ikurikirana ry'Ubumwe n'Ubwiyunge	Ibigomba kuzuzwa	Ibipimo bigari	Ibipimo biciritse
			n'amacakubiri ayo ari yo yose.
4. Ubukangurambaga ku Bumwe n'Ubwiyunge	Niba ibigo bishyigikiye ibikorwa bigamije ubukangurambaga ku Bumwe n'Ubwiyunge, imitekerereze ku Bumwe n'Ubwiyunge yarushaho kunoga kandi ikubahirizwan'Abanyarwanda, bityo bigatuma Ubumwe n'Ubwiyunge ku rwego rw'Igihugu bushimangirwa ku buryo burambye.	Ibikorwa bigamije ubukangurambaga ku Bumwe n'Ubwiyunge.	• Inama zikangurira abaturage Ubumwe n'Ubwiyunge zirakorwa; • Hari ingero z'ibikorwa byavuye mu ikangura ku Bumwe n'Ubwiyunge .
5. Gushyigikira ibikorwa by'abaturage bigamije Ubumwe n'Ubwiyunge	Niba ibigo biteye inkunga ibikorwa by'abaturage bigamije Ubumwe n'Ubwiyunge, Ubumwe n'Ubwiyunge bwarushaho kwitabirwa bihereye mu nzego zo hasi.	Inkunga zigenewe gushyigikira ibikorwa by'abaturage bigamije kwimakaza Ubumwe n'Ubwiyunge.	• Inkunga zifatika zitangwa (amafaranga, ibintu/ibikoresho, ibihembo (ishimwe) ku bikorwa by'indashyikirwa; • Inkunga zidafatika (ubujyanama, kubaka ubushobozi, ibiganiro...)
6. Gukurikirana no gusuzuma uko Ubumwe n'Ubwiyunge bihagaze	Inzego n'ibigo ziramutse zikurikiranye kandi zigasuzuma ibigerwaho n'ibibangamira Ubumwe n'Ubwiyunge, zakoroherwa mu kubona amakuru abifasha mu gufata ibyemezo biboneye mu gukemura ibibazo by'ingenzi, bityo guteza imbere Ubumwe n'Ubwiyunge mu Banyarwanda bigashimangirwa,	Uburyo bukoreshwa mu gukurikirana uko Ubumwe n'Ubwiyunge bihagaze.	• Hariho ibikorwa ngarukagihe by'ikurikirana n'isuzuma ry' Ubumwe n'Ubwiyunge ; • Hakorwa raporo ngarukagihe zigaragaza uko Ubumwe n'Ubwiyunge bitera imbere.
7. Ibyabangamira Ubumwe n'Ubwiyunge	Niba ibibangamiye cyangwa ibishobora kubangamira Ubumwe n'Ubwiyunge mu Banyarwanda bigaragajwe ku buryo buhoraho muri buri kigo, byatuma hafatwa vuba na bwangu ingamba ziboneye zigamije guteza imbere Ubumwe bw'Abanyarwanda.	Ibikorwa bibangamiye cyangwa bishobora kubangamira Ubumwe n'Ubwiyunge.	• Hariho amatsinda y'abironda bakurikije uturere bakomokamo, amako, amadini n'ibindi; • Hariho ugutoneshwa kwa bamwe hakurikijwe uturere bakomokamo, amako, amadini n'ibindi; • Imyitwarire mibi igaragara mu mvugo ; • Imyitwarire mibi igaragara mu nyandiko.
8. Gukumira no	Niba mu bigo hashyizweho uburyo bwo gukumira no	Uburyo bwo gukumira no gukemura	• Hariho mu kigo urubuga rwo guhana amakuru no kuganira

Ingingo z’ingenzi mu ikurikirana ry’Ubumwe n’Ubwiyunge	Ibigomba kuzuzwa	Ibipimo bigari	Ibipimo biciritse
gukemura amakirambirane	gukemura amakimbirane, byafasha mu gushimangira amahoro mu kazi, ibyo bikagira ingaruka nziza mu gushimangira Ubumwe n’Ubwiyunge mu bigo, bityo bikagera no muri sosiyete nyarwanda. .	amakimbirane.	hagamijwe gukumira no gukemura amakimbirane; • Hariho mu kigo umurongo ngenderwaho washyizweho wo gukumira no gukemura amakimbirane; • Hariho uburyo bukoreshwa mu kuganira ku buryo buhoraho n’abaturage hagamijwe gukumira no gukemura amakimbirane; • Hakorwa ibikorwa bigamije kwimakaza umuco wo gukumira no gukemura amakimbirane.

5.2. Uburyo buzifashishwa mu gukurikirana Ubumwe n’Ubwiyunge

Gukurikirana Ubumwe n’Ubwiyunge mu nzego n’ibigo bikorera mu Rwanda bizakorwa hashingiwe ku ngingo zikeneweho amakuru, ibipimo bigari n’ibipimo biciritse byagaragajwe mu mbonerahamwe iri haruguru.

Bitewe n’umubare munini w’ibigo byakagombye gukurikiranwa mu gihugu hose, buri mwaka hazajya hatoranwa ibigo bike mu byiciro 6 by’ibigo bigomba gukurikiranwa. Ibyo bigo bizajya bisimburanwa buri mwaka kugirango buri kigo gikorera mu Rwanda kizagire amahirwe yo kugira uruhare muri icyi gikorwa cyo gukurikirana Ubumwe n’Ubwiyunge. Hari uburyo butanu buzajya bwifashishwa mu gukurikirana uko Ubumwe n’Ubwiyunge bihagaze mu bigo bikorera mu Rwanda.

5.2.1. Uburyo bwa 1: Gukurikirana Ubumwe n’Ubwiyunge hifashishijwe urutonde rw’ibibazo

Ikurikirana ry’Ubumwe n’Ubwiyunge rizashingira ku rutonde rw’ibibazo bizajya bisubizwa n’umuntu ku giti cye ku buryo izina rye ritamenyekana.Urwo rutonderugizwe n’ibibazo bisubizwa muri make nta gusobanura ibisubizo, hamwe n’ibibazo bisubizwa mu bwisanzure, ibisubizo bigasobanurwa. Ubwo buryo buhuza ibibazo bisubizwa hagamijwe kugaragaza imibare ku byasubijwe n’ibibazo bisubizwa hagamijwe kugaragaza ibitekerezo bwite by’abasubije.

Ikusanyamakuru hifashishijwe urutonde rw’ibibazo rishobora gukorwa mu buryo bubiri:

- ***Gukoresha urutonde rw'ibibazo bisubizwa hakoreshejwe impapuro*** mu gihe ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yagiye gusura ikigo;
- ***Gukoresha urutonde rw'ibibazo bisubizwa hakoreshejwe ikoranabuhanga,*** bigakorwa muri buri kigo bitabaye ngombwa ko ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ijya gusura ikigo.

Muri buri kigo kizaba cyatoranyijwe, hazajya habazwa **abakozi basanzwe n'abari mu nzego z'ubuyobozi.** Ni ngombwa gukusanya ibitekerezo kuri ibyo byiciro byombi by'abakozi kugirango hagaragare isesengura bakora ubwabo rigaragaza uko Ubumwe n'Ubwiyunge buhagaze aho bakora, hagamijwe kugaragaza mu buryo butabogamye ibitekerezo by'ibyo byiciro byombi by'abakozi.

Muri buri kigo kizaba cyatoranyijwe, ibibazo bizajya bisubizwa n'umubare munini ushoboka w'abashobora kubazwa, bazajya biyuzuriza ubwabo ibisubizo.Nubwo ibibazo bizasubizwa hatagaragajwe amazina y'ababajijwe, amakuru azakusanwa azagaragariza Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge amazina y'ibigo byabigizemo uruhare ndetse n'ibyiciro by'abasubije hakurikijwe ibyiciro babarizwamo (icyiciro cy'abakozi basanzwe n'icyiciro cy'abari mu nzego z'ubuyobozi).

Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izifashisha ubu buryo mu bigo muri rusange hagamijwe gusesengura aho kwimakaza Ubumwe n'Ubwiyunge bigeze, hakurikijwe ingingo zagenywe zishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge. Gukoresha ***urutonde rw'ibibazo bisubizwa hakoreshejwe impapuro*** mu gihe ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yagiye gusura ikigo ni bwo buryo buzibandwaho mu ntangiriro, hagamijwe kugirango haboneke umusaruro mwiza. Kwifashisha urutonde rw'ibibazo bisubizwa hakoreshejwe ikoranabuhanga nabyo birashoboka, ariko si ngombwa buri gihe. Bizakorwa cyane cyane mu gihe uburyo bwo gukurikirana Ubumwe n'Ubwiyunge mu bigo bizaba bimaze gushinga imizi.

5.2.2. Uburyo bwa 2: Gukurikirana Ubumwe n'Ubwiyunge hifashishijwe ibiganiro n'abakozi ku giti cyabo

Ubu buryo buzakoreshwa hagamijwe guhura n'abatanga amakuru b'ingenzi bari mu byiciro by'abayobozi n'abakozi basanzwekugirango haganirwe ku ngingo zisaba ubushishozi no kugira ibanga, bityo hakusanywe amakuru ku cyo abakozi ku giti cyabo batekereza ku miterere y'Ubumwe n'Ubwiyunge mu bigo byabo.

Ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izashobora gutoranya hagati y'uburyo bubiri bwo kubaza ibibazo:

- ✓ ***Kubaza ibibazo bidafite urutonde rugenderwaho, biha usubiza ubwisanzure busesuye:*** abakozi bashishikarizwa gutanga ibitekerezo byabo mu bwisanzure ku bibazo muri

rusange cyangwa se ku ngingo zihariye zishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge.

- ✓ ***Kubaza ibibazo hakurikijwe urutonde rwateguwe mbere n'ubaza***: hifashishwa imfashabiganiro hariho urutonde rw'ibibazo byateguwe mbere, ku ngingo zishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge, ariko ku buryo kubisubiza bikorwa mu bwisanzure.

Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izifashisha ubu buryo hagamijwe gusobanukirwa n'ibitekerezo bya buri muntu ku miterere y'Ubumwe n'Ubwiyunge, cyangwa se by'umwihariko mu bigo bifite ibibazo bibangamiye Ubumwe n'Ubwiyunge, kugirango hasesengurwe ku buryo bwihuse impamvu zibangamiye Ubumwe n'Ubwiyunge kandi hashakwe ibisubizo bikwiye.

5.2.3. Uburyo bwa 3: Gukurikirana Ubumwe n'Ubwiyunge hifashishijwe ibiganiro mu matsinda y'abakozi

Ibiganiro mu matsinda bihuza abantu barebwa by'umwihariko n'ingingo cyangwa ikibazo kihariye. Bikoreshwa mu gusengura ibitekerezo ku buryo bwihuse, hagamijwe kubona amakuru ku mitekerereze cyangwa imyitwarire y'abantu bitabiriye ibiganiro, cyangwa se hagamijwe kubona amakuru ku byifuzo byabo ku ngingo irimo isuzuma.

Muri buri kigo kizaba cyatoranyijwe ngo gikorerwemo ikurikirana ku Bumwe n'Ubwiyunge , Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izaba ishobora guhitamo hagati y'ubwoko bubiri bw'amatsinda:

- ✓ ***Amatsinda y'abakozi bafite icyo bahuriyeho***, agizwe gusa n'abakozi basanzwe, cyangwa se n'abakozi bo mu nzego z'ubuyobozi bw'ikigo;
- ✓ ***Amatsinda y'abakozi bavanze***, ahuza icyarimwe abakozi basanzwe n'abakozi bo mu nzego z'ubuyobozi bw'ikigo.

Ubu buryo buzakoreshwa mu gucukumbura amakuru amwe akenewe mu gikorwa cyo gukurikirana imiterere y'Ubumwe n'Ubwiyunge, cyangwa se bukoreshwe mu bigo bishobora kuba bigaragaramo ibyabangamira Ubumwe n'Ubwiyunge, hagamijwe kumenya impamvu yabyo no gushaka ibisubizo binoze byafasha mu kwimakaza ubumwe mu nzego n'ibigo.

5.2.4. Uburyo bwa 4: Gukurikirana Ubumwe n'Ubwiyunge hifashishijwe ibiganiro bihuza ibigo bitandukanye

Ibiganiro bihuza ibigo birangwa n'umushyikirano w'abantu benshi, bahagarariye ibigo mu ngeri zitandukanye bikorera mu gace kamwe kugirango haganirwe ku ngingo zihariye zirebana n'Ubumwe n'Ubwiyunge.

Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izategura ibiganiro hagati y'ibyiciro bitandukanye by'ibigo kugirango ibashe gucukumbura ibibazo by'insobe n'ibisubizo byateza imbere Ubumwe n'Ubwiyunge. Ibiganiro bizibanda ku kugaragaza uko kwimakaza Ubumwe n'Ubwiyunge mu bigo no mu baturage bihagaze, hakurikijwe ingingo zishingirwaho mu ikurikirana ry'Ubumwe

n'Ubwiyunge, hagamijwe kugenzura uko inzego zubahiriza amahame shingiro na Politiki y'Igihugu y'Ubumwe n'Ubwiyunge n'uruhare rwazo mu gushyira mu bikorwa iyo Politiki.

Ubu buryo buzakoreshwa mu gusesengura ku buryo bugari uko Ubumwe n'Ubwiyunge bugenda butera imbere mu bigo no mu baturage muri rusange, ibigenda bigerwaho mu gushimangira Ubumwe n'Ubwiyunge n'imibanire myiza mu baturage, inzitizi zigaragara n'uburyo zabonerwa ibisubizo.

5.2.5. Uburyo bwa 5: Gusesengura inyandiko

Hejuru y'uburyo bwose bumaze kuvugwa haruguru, ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izacukumbura inyandiko zitegurwa muri buri kigo kizaba kirebwa n'ikurikirana n'igenzura ry'imiterere y'Ubumwe n'Ubwiyunge, hagamijwe kubona gihamya ifasha kugenzura ireme ry'amakuru yatanzwe n'abasubije ibibazo byabajijwe.

Ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izaba yagiye gusura ibigo izajya isaba ko bayiha inyandiko zihari, nk'inyandiko z'igenamigambi na raporo z'ibikorwa zishobora gutanga amakuru ku bimenyetso byerekana uko Ubumwe n'Ubwiyunge byimakajwe.

5.3. Gushyira mu bikorwa uburyo bwo gukurikirana uko Ubumwe n'Ubwiyunge byimakazwa

5.3.1. Uruhererekane rw'intambwe zuzuzanya

Gushyira mu bikorwa ikurikirana ry'uko Ubumwe n'Ubwiyunge byimakazwa mu nzego n'ibigo bikorera mu Rwanda, bizakorwa mu ntambwe 5 zuzuzanya, nkuko bigaragara ku ishusho ikurikira.

Ishusho ya 2: Intambwe zo gushyira mu bikorwa ikurikirana ry'Ubumwe n'Ubwiyunge
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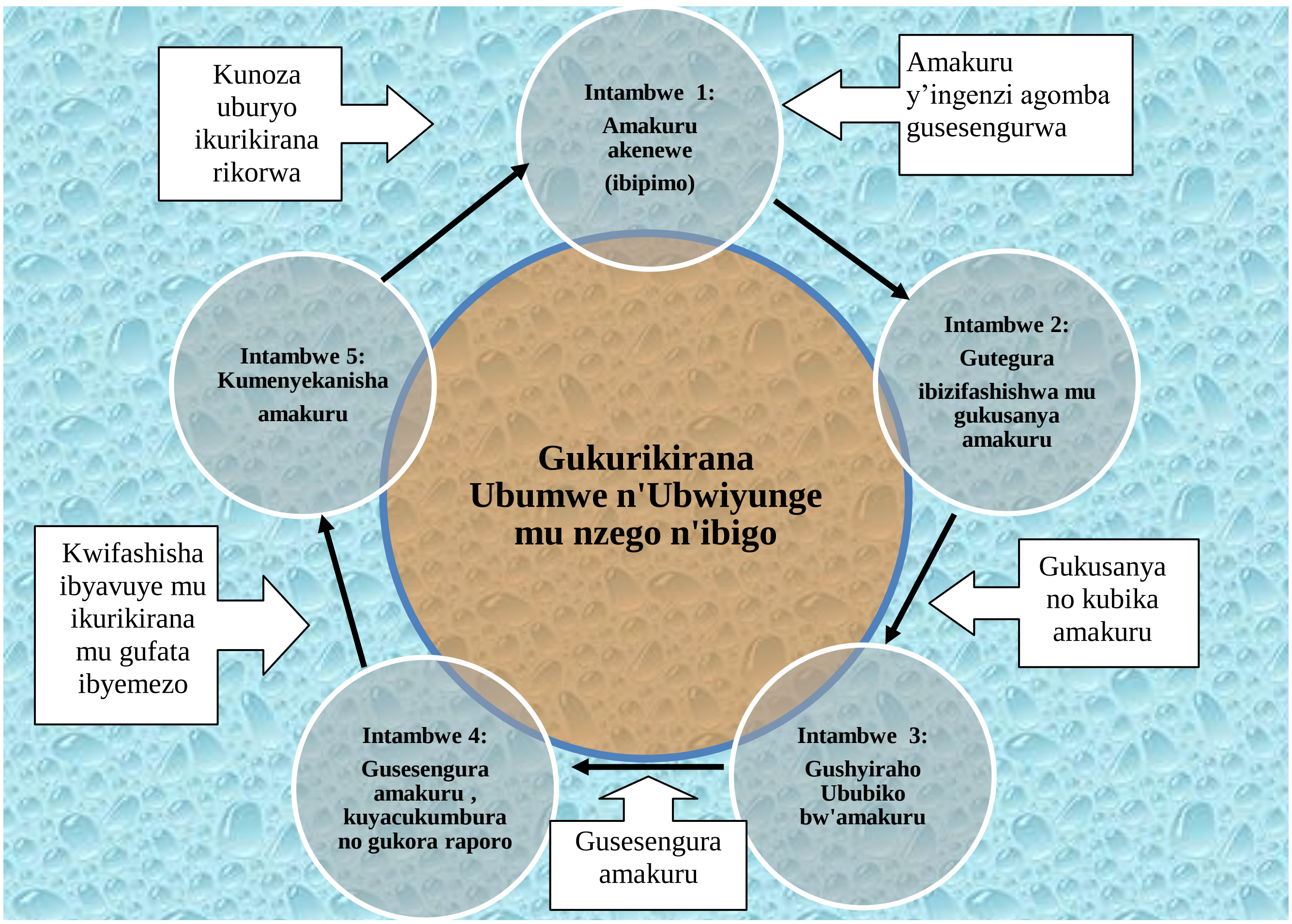


Imbonerahamwe ikurikira irasobanura muri make ziriya ntambwe eshanu zifasha mu gukurikirana Ubumwe n'Ubwiyunge.

Imbonerahamwe ya 4: Intambwe zo gushyira mu bikorwa ikurikirana ry'Ubumwe n'Ubwiyunge

Intambwe	Ibisobanuro

Intambwe	Ibisobanuro
Intambwe 1: Amakuru akenewe (Ibipimo)	Ibipimo bigaragaza aho umuntu ahera akora ikurikirana. Kugirango habeho ikurikirana ry'Ubumwe n'Ubwiyunge ku buryo buhoraho, ibipimo byashyizweho hashingiwe ku mahame y'ingenzi ngenderwaho mu kubaka Ubumwe n'Ubwiyunge, hanashingiwe kandi ku ruhare rw'inzego zitandukanye mu gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge. Kugirango haboneke ibipimo biringaniye, cyane cyane hirindwa uburyo bw'ikurikirana ry'Ubumwe n'Ubwiyunge bugoranye mu kubushyirwa mu bikorwa, hibanzwe ku bipimo by'ingenzi byahurirwaho n'inzego zose.
Intambwe 2: Gutegura ibizifashishwa mu gukusanya amakuru	Kuri buri gipimo, hari amakuru ateganyijwe azakusanywa kugirango hamenyekane niba impinduka zari zitezwe zarabaye cyangwa zitarabaye. Urutonde rw'ibibazo bizajya byifashishwa mu gutara amakuru rwarateganyijwe. Urwo rutonde rw'ibibazo rushobora gusubizwa hakoreshejwe impapuro cyangwa se hakoreshejwe ikoranabuhanga. Kubera iyo mpamvu, hashyizweho uburyo urutonde rw'ibibazo ruzajya rusubizwa hakoreshejwe interineti. Hazajya hanategurwa imfashabiganiro hakurikijwe uburyo Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yahisemo mu gukurikira uko Ubumwe n'Ubwiyunge bihagaze mu bigo.
Intambwe 3: Gushyiraho ububiko bw'amakuru	Kugirango amakuru ashobore gukoreshwa, amakuru yakusanyijwe hifashishijwe urutonde rw'ibibzo azajya ahita ashyirwa mu bubiko buhuriza hamwe amakuru hakurikijwe buri gipimo. Mu gihe ikusanyamakuru rizaba ryakozwe hakoreshejwe inyandiko, amakuru azahurizwa mu bubiko nyuma yo kuyashyira muri mudasobwa hakoreshejwe ikoranabuhanga (software). Ububiko buzajya buhita bwikora mu gihe amakuru yakusanyijwe mu buryo bw'ikoranabuhanga. Mu gihe amakuru yakusanyijwe hifashishijwe imfashabiganiro, azajya ahurizwa ku mafishi yabigenewe yo kuyasesengura. Ububiko bw'amakuru buzafasha Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge kubona amakuru ku miterere y'Ubumwe n'Ubwiyunge mu bigo bikorera mu Rwanda igihe cyose izaba iyakeneye.
Intambwe 4: Gusesengura amakuru, kuyacukumbura no gukora raporo	Isesengura ry'amakuru rishobora gukorwa hashingiwe ku mibare y'ibyasubijwe cyangwa hakurikijwe ibitekerezo byatanzwe, bitewe n'uburyo bwakoreshejwe mu gutara amakuru. Isesengura rizafasha kugaragaza ibigenda neza n'ibitagenda neza hashingiwe ku makuru yagaragaye ku bipimo bigari n'ibipimo bicirirtse nk'uko byagaragajwe mu mbonerahamwe y'ikurikirana ry'Ubumwe n'Ubwiyunge. Gukora raporo ni igikorwa cy'ingenzi mu ikurikirana ry'uko Ubumwe n'Ubwiyunge bihagaze, kubera ko yifashishwa mu gufata ibyemezo. Muri urwo rwego, raporo y'ikurikirana ry'uko Ubumwe n'Ubwiyunge bihagaze mu bigo bikorera mu Rwanda izajya itangazwa buri mwaka.
Intambwe 5: Kumenyekanisha amakuru	Amakuru akubiye muri raporo ya buri mwaka agomba kugezwa ku bakeneye kuyakoresha, kugirango yifashishwe mu gufata ibyemezo hagamijwe kubungabunga Ubumwe bw'Abanyarwanda. Kubera iyo mpamvu, buri rwego cyangwa ikigo kizaba cyakorewe ikurikirana rigaragaza uko Ubumwe n'Ubwiyunge bihagaze kigomba kubona iyo raporo. Na none amwe mu makuru y'ingenzi azaba yagaragaye azifashishwa na Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge mu gukora izindi raporo zinyuranye. Kuri ubwo buryo, ibyavuye mu ikurikirana ry'uko Ubumwe n'Ubwiyunge bihabaze bizongerera ubushobozi Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge mu gufata ibyemezo bisobanutse kandi mu gihe gikwiye. Ibyo bizaterwa n'uko Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izabyifashisha mu kugena ibigomba gukorwa mu mwaka ukurikiyeho, hagamijwe kongera imbaraga mu kwimakaza Ubumwe n'Ubwiyunge mu nzego n'ibigo bikorera mu Rwanda.

Uburyo bwo gukurikirana uko Ubumwe n'Ubwiyunge bihagaze bushobora guhinduka igihe cyose bigaragaye ko ari ngombwa. Nyuma yo kubutangiza, bizaba ngombwa kugenda bunozwa

kurushaho kugirango bujyane n'ibihe. Bityo Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ishobora kwizera ko uburyo bukoreshwa ari uburyo koko bufasha gukurikirana neza imiterere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo bitandukanye.

5.3.2. Ikurikirana abo bireba bafitemo uruhare

Intego y'ikurikirana ry'Ubumwe n'Ubwiyunge, rikorwa na Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge, ni ugufasha abari mu bigo bitandukanye bikorera mu Rwanda gusesengura ubwabo imbogamizi ziri mu kwimakaza Ubumwe n'Ubwiyunge, no gushyiraho gahunda zifasha guteza imbere Ubumwe n'imibanire myiza y'Abanyarwanda. Kubera iyo mpamvu, gukurikirana uko Ubumwe n'Ubwiyunge byimakazwa mu bigo bikorera mu Rwanda bizakorwa ku buryo abo bireba bose babigiramo uruhare.

Kugira ngo gukurikirana uko Ubumwe n'Ubwiyunge byimakazwa bibe koko igikorwa abo bireba bafite mo uruhare, bizashingira ku ngingo zikurikira:

a) Kubanza guteguza ibigo byatoranyijwe gukorerwamo ikurikirana ry'uko Ubumwe n'Ubwiyunge bihagaze

Mbere y'uko hari ibikorwa byo gukurikirana uko Ubumwe n'Ubwiyunge bihagaze, ibigo byatoranyijwe bazabanza guhabwa amakuru kugirango byitegure. Muri urwo rwego, hazakorwa ibi bikurikira:

- Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izohereza buri kigo ibaruwa imenyesha ibikorwa biteganyijwe mu gukurikirana Ubumwe n'Ubwiyunge, igihe bizakorerwa n'igihe bizamara ;
- Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izasaba buri kigo gushyiraho umuntu umwe cyangwa babiri bazafatanya n'ikipe ya Komisiyo mu bikorwa byose bizakorwa. Abo bantu bazagira uruhare mu guhitamo abazasubiza ibibazo, mu gukora urutonde rw'inyandiko zizifashishwa mu kugaragaza ibimenyetso byerekana ibikorwa by'Ubumwe n'Ubwiyunge bihari, n'ibindi. Mu gihe muri ibyo bigo harimo imboni y'Ubumwe n'Ubwiyunge, niyo izakorana ku buryo bwa hafi n'ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ;
- Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakorana n'abo bakozi bazaba barashyizweho muri buri kigo, ibagezeho ku buryo burambuye uko ikurikirana ry'Ubumwe n'Ubwiyunge rizakorwa ;
- Abo bakozi nabo bazageza amakuru ku bandi bakozi muri buri kigo, ku birebana n'ikurikirana ry'Ubumwe n'Ubwiyunge n'uburyo amakuru azakusanywa.

b) Ibigo bizagira uruhare mu bikorwa byo gukurikirana Ubumwe n'Ubwiyunge

Ibikorwa bizafasha gukurikirana Ubumwe n'Ubwiyunge bizakorwa mu rwego rwo kongerera ubumenyi abo bireba kugirango ibigo bishobore gusobanukirwa n'akamaro ko kwimakaza Ubumwe n'Ubwiyunge mu bikorwa bikora buri munsi. Muri urwo rwego, hazakorwa ibi bikurikira :

- o Ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izirinda guhatira abagomba gusubiza gutanga amakuru akenewe. Abatanga amakuru nibo ubwabo bazafata icyemezo cyo gusubiza cyangwa kudasubiza ibibazo bazabazwa, kugirango bashobora gutanga ibitekerezo no kugaragaza imyumvire yabo ku bipimo by'ikurikirana ry'Ubumwe n'Ubwiyunge.
- o Mu gihe hakoreshejwe urutonde rw'ibibazo mu gukusanya amakuru, ba nyir' ubwite nibo baziyuzuriza ibisubizo aho kuba byakorwa n'ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge.
- o Mbere yo gusohora raporo ya nyuma, ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakoresha inama muri buri kigo cyakozwemo ikurikirana ry'Ubumwe n'Ubwiyunge, igamije kugaragariza abayobozi n'abakozi basanzwe ibyagezweho, no kubaha urubuga ngo bagire icyo babivuga ho.
- o Buri kigo kizahabwa raporo ya nyuma y'ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge

5.3.3. Uburyo bukulikizwa mu gushyira mu bikorwa ikurikirana ry'Ubumwe n'Ubwiyunge

Ibikorwa bwo gukurikirana Ubumwe n'Ubwiyunge bizategurwa ku buryo bunoze n'ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge, mu byiciro bine by'ingenzi bikurikira :

- **Icyiciro cya 1: Gutegura ibigomba gukorwa**

Hazibandwa kuri ibi bikorwa:

- Muri Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge, hazashyirwaho ikipe izaba ishinzwe gukora ikurikirana ry'Ubumwe n'Ubwiyunge, no kugena uruhare rwa buri wese ugize ikipe ;
- Hazakorwa inama z'abagize ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge, zigamije gukora urutonde rw'ibigo bigomba kugira uruhare mu gikorwa giteganyijwe, no guhita mo uburyo buzakoreshwa mu gukusanya amakuru, no kumvikana uko bizakorwa ;
- Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakurikizaho kumenyesha no guteguza ibigo byatoranyijwe ngo bikorwemo ikurikirana ry'Ubumwe n'Ubwiyunge. Ibaruwa ibimenyesha izohererezwa buri kigo.

- **Icyiciro cya 2: Gukusanya amakuru**

Muri iki cyiciro, ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izajya gusura buri kigo cyatoranyijwe kugirango iyobore ibikorwa bizafasha kugaragaza uko Ubumwe n'Ubwiyunge bihagaze. Bizakorwa mu ntambwe zikurikira:

- <u>Intambwe ya 1</u>: Ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izabanza kuganira n'umuyobozi w'ikigo kugirango ihabwe ku mugaragaro uburenganzira bwo gutangira ibikorwa;

- Intambwe ya 2: Ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakurikizaho inama itangiza igikorwa n'abakozi bose bagomba kugira uruhare mu ikurikirana ry'Ubumwe n'Ubwiyunge, kugirango bahabwe amakuru arambuye ku bikorwa biteganyijwe n'uburyo bigomba gukorwa ;

- Intambwe ya 3: Ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakusanya amakuru ikurikije uburyo izaba yemeje (reba ingingo ya 5.2). Uburyo buzifashishwa mu gutara amakuru burimo:
    a. Gukoresha urutonde rw'ibibazo;
    b. Ibiganiro n'abantu ku giti cyabo bafite amakuru y'ingenzi (ibiganiro bishingiye ku bibazo bidafite urutonde rugenderwaho, cyangwa ibiganiro hakurikijwe urutonde rw'ingingo z'ingenzi rwateguwe mbere);
    c. Ibiganiro mu matsinda (amatsinda y'abakozi bafite icyo bahuriyeho cyangwa amatsinda y'abakozi bavanze);
    d. Ibiganiro bihuza ibigo bitandukanye ;
    e. Gusesengura inyandiko.

Igihe ibikorwa byo gukusanya amakuru muri buri kigo bizamara gishobora kuva ku munsi umwe kugera ku minsi itatu, bitewe n'uburyo butandukanye buzakoreshwa. Muri rusange, hazakoreshwa uburyo butandukanye mu gukusanya amakuru, kugirango hashobore gukusanywa amakuru menshi ashoboka, by'umwihariko guhuza uburyo bwo gukusanya amakuru hagamijwe kugaragaza imibare (gukoresha urutonde rw'ibibazo rugizwe n'ibibazo bisubizwa muri make nta gusobanura ibisubizo), n'uburyo bwo gukusanya amakuru ibibazo bisubizwa mu bwisanzure hagamijwe kugaragaza ibitekerezo(ibiganiro n'abantu ku giti cyabo, ibiganiro mu matsinda), ibyo bikazafasha kubona amakuru anoze.

- Intambwe ya 4: Nyuma y'ibikorwa byo gutara amakuru, ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakorana inama ngufi n'abakozi bazaba bari mu kigo hagamijwe kubashimira no kubamenyesha ibikorwa bigiye gukurikira ho, bityo hasozwe ku mugaragaro igikorwa cyari giteganyijwe.

Icyiciro cya 3: Gusengura amakuru no gukora raporo

Iki cyiciro kigizwe n'ibikorwa bitandukanye bizakorwa n'ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yahawe inshingano yo gushyira mu bikorwa ikurikirana ry'Ubumwe n'Ubwiyunge. Dore uko ibyo bikorwa biteganyijwe:

- Guhuriza hamwe amakuru yakusanyijwe, mu gihe hakoreshejwe urutonde rw'ibibazo bisubizwa hifashishijwe inyandiko;
- Gusesengura amakuru yakusanyijwe, no gukora incamake y'ibimenyesto bigaragaza uko Ubumwe n'Ubwiyunge bwimakajwe muri buri kigo (reba ifishi ku mugereka wa 2);
- Gushyira mu byiciro ibigo hakurikijwe umusaruro wabyo mu kwimakaza Ubumwe n'Ubwiyunge (reba ingingo ya 5.5.2.);

- Kugaragaza imbaraga/ubushobozi, n’intege nke /imbogamizi bigaragara mu kwimakaza Ubumwe n’Ubwiyunge;
- Gutegura raporo y’ikurikirana ry’Ubumwe n’Ubwiyunge.

Icyiciro cya 4: Guha abo bireba urubuga rwo gutanga ibitekerezo

Kugirango ikurikirana ry’Ubumwe n’Ubwiyunge ribe koko igikorwa ba nyir’ubwite bafitemo uruhare kugera ku ndunduro, ikipe ya Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge izakoresha inama muri buri kigo cyakozwemo ikurikirana ry’Ubumwe n’Ubwiyunge kugirango hemezwe ibyagaragaye, hibandwa ku bimenyetso bigaragaza uko Ubumwe n’Ubwiyunge byimakajwe, no kwerekana imbaraga n’imbogamizi bihari. Abakozi b’ikigo bazahabwa umwanya wo kugaragaza ibitekerezo byabo, kugirango kwimakaza Ubumwe n’Ubwiyunge barusheko kubigira ibyabo.

Mu gihe bigaragaye ko, ku mpamvu zitandukanye, bigoye ko hakorwa inama muri buri kigo cyakozwemo ikurikirana ry’Ubumwe n’Ubwiyunge, hazakorwa inama rusange, ihuza ibigo byose cyangwa se ihuza buri cyiciro cy’ibigo.

5.4. Uburyo urutonde rw’ibibazo ruzakoreshwa mu gukusanya amakuru

Urutonde rw’ibibazo ni bumwe mu buryo bw’ingenzi buzifashishwa mu gukurikirana uko Ubumwe n’Ubwiyunge bihagaze mu nzego n’ibigo bikorera mu Rwanda. Ruzuzuzwa hakoreshejwe inyandiko cyangwa se hakoreshwe ikoranabuhanga.

5.4.1. Gusubiza urutonde rw’ibibazo hakoreshejwe inyandiko

Ikiza cy’ingenzi kiboneka mu gusubiza urutonde rw’ibibazo hakoreshejwe inyandiko, ni uko bizakorwa n’abasubiza ubwabo hari n’abakozi ba Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge bazaba bagiye gusura buri kigo gifite uruhare mu ikurikirana ry’uko Ubumwe n’Ubwiyunge bihagaze, ibyo bigatuma abasubiza babona uburyo bwo gusobanuza ibyo batumva neza kugirango bashobore gusubiza uko bikwiye ibibazo babajijwe. Tuzirikane ko gutara amakuru hifashishijwe urutonde rw’ibibazo bishobora guhuzwa n’ubundi buryo buzakoreshwa, nko gutara amakuru hifashishijwe ibiganiro n’abakozi ku giti cyabo, ibiganiro mu matsinda, cyangwa se gusesengura inyandiko hagamijwe kugenzura amakuru yatanzwe.

5.4.1.1. Guhitamo inzego n’ibigo

Guhitamo inzego n’ibigo bizakorwa mu ntambwe eshatu z’ingenzi zikurikira :

- **Intambwe ya 1: Gutoranya ibigo**
  Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge izajya ikora urutonde rw’ibigo bigomba gusurwa buri mwaka, ikurikike ibyiciro byose bivugwa muri Politili y’Igihugu y’Ubumwe n’Ubwiyunge. Ibigo bizajya bitoranywa hakurikijwe ibyo Komisiyo y’Igihugu y’Ubumwe n’Ubwiyuge ibona ko ari ingenzi kurusha ibindi byakwibandwaho mu gikorwa cyo gukurikirana imiterere y’Ubumwe n’Ubwiyunge.

- **Intambwe ya 2: Guha ibigo byaturanyijwe amakuru bikeneye**
  Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge izohererereza ibigo byatoranyijwe ibaruwa ibimenyesha igikorwa giteganyijwe cyo gukurikirana uko Ubumwe n’Ubwiyunge bihagaze> Muri iyo baruwa izagaragaza gahunda y’isura rizakorwa n’ikipe ya Komisiyo , n’uburyo buzakoreshwa mu gukusanya amakuru, by’umwihariko uburyo buzakoreshwa mu gutoranya abagomba kugira uruhare mu gusubiza ibibazo bizabazwa, bazaturuka mu bakozi basazwe n’abari mu nzego zifata ibyemezo. Hari uburyo bubiri bushobora gukoreshwa mu gutoranya abakozi bagomba gusubiza ibibazo: bashobora gutoranywa hakurikijwe ibyiciro by’abakozi cyangwa se abakozi bose bari mu kigo igihe cy’igikorwa cy’ikurikirana bakakigiramo uruhare.

- **Intambwe ya 3: Gusura ibigo byatoranyijwe mu rwego rwo gukusanya amakuru**
  Ikipe ya Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge izajya gusura buri kigo cyatoranyijwe mu rwego rwo gukusaya amakuru. Ikipe ya Komisiyo izajya aho abakozi bakorera, yitwaje urutonde rw’ibibazo rugizwe n’ibibazo bisubizwa muri make nta gusobanura ibisubizo , hamwe n’ibibazo umuntu asubiza yisanzuye kandi ibisubizo bye akabisobanura (reba urutonde rw’ibibazo ku mugereka).

5.4.1.2. Gusubiza urutonde rw’ibibazo

Amakuru azakusanywa mu byiciro bikurikira :

1. **Intambwe ya 1:** Muri buri kigo kigomba kugira uruhare mu gikowa cyo gukurikirana uko Ubumwe n’Ubwiyunge bihagaze, ikipe ya Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge izajya ibanza kugirana ikiganiro n’abayobozi kugirango ibanze kubasobanulira uko igikorwa giteye mbere yo gutangira gutara amakuru.

2. **Intambwe ya 2:** Ikipe ya Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge izakurikizaho inama itangiza igikorwa hamwe n’abakozi bose basabwa gusubiza ibibazo, bari mu cyiciro cy’inzego z’ubuyobozi n’icy’abakozi basanzwe.

3. **Intambwe ya 3:** Buri mukozi ugomba gusubiza azahabwa urutonde rw’ibibazo, ajye kwiherera, abisubize ako kanya ; naho ikipe ya Komisiyo y’Igihugu y’Ubumwe

n'Ubwiyunge izaba ihari ikusanye impapuro zose zimaze gusubizwa. Igerageza ryakozwe ryagaragaje ko gusubiza urutonde rw'ibibazo bitwara hafi iminota itarenze cumi n'itanu.

5.4.1.3. Gushyirahamwe amakuru yakusanyijwe

Nyuma yo gutara amakuru, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izifashisha abakozi babihugukiwe kugirango bahurize hamwe muri mudasobwa amakuru yakusanyijwe, hakoreshejwe ikoranabuhanga (software). Ibyo bishobora kuzakorwa hifashishijwe uburyo bw'ikoranabuhanga buvugwa muri iyi nyandiko cyangwa se hifashishijwe ubundi buryo busanzwe bukoreshwa mu gutara amakuru ku birebana n'imibereho y'abantu.

5.4.2. Gusubiza urutonde rw'ibibazo hifashishijwe ikoranabuhanga

Uretse urutonde rw'ibibazo bizasubizwa hifashishijwe inyandiko, hari n'uburyo bwo kubisubiza hakoreshejwe ikoranabuhanga. Ubu buryo buzifashisha ibibazo bimwe nk'ibiri ku rutonde rwuzuzwa hakoreshejwe inyandiko ; itandukanyiriza akaba ariko gusubiza ibibazo bizajya bikorerwa kuri interineti, bitabaye ngombwa ko ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ijya gusura inzego cyangwa ibigo. Gukoresha ikoranabuhanga bifite inyungu z'ingenzi zikurikira:

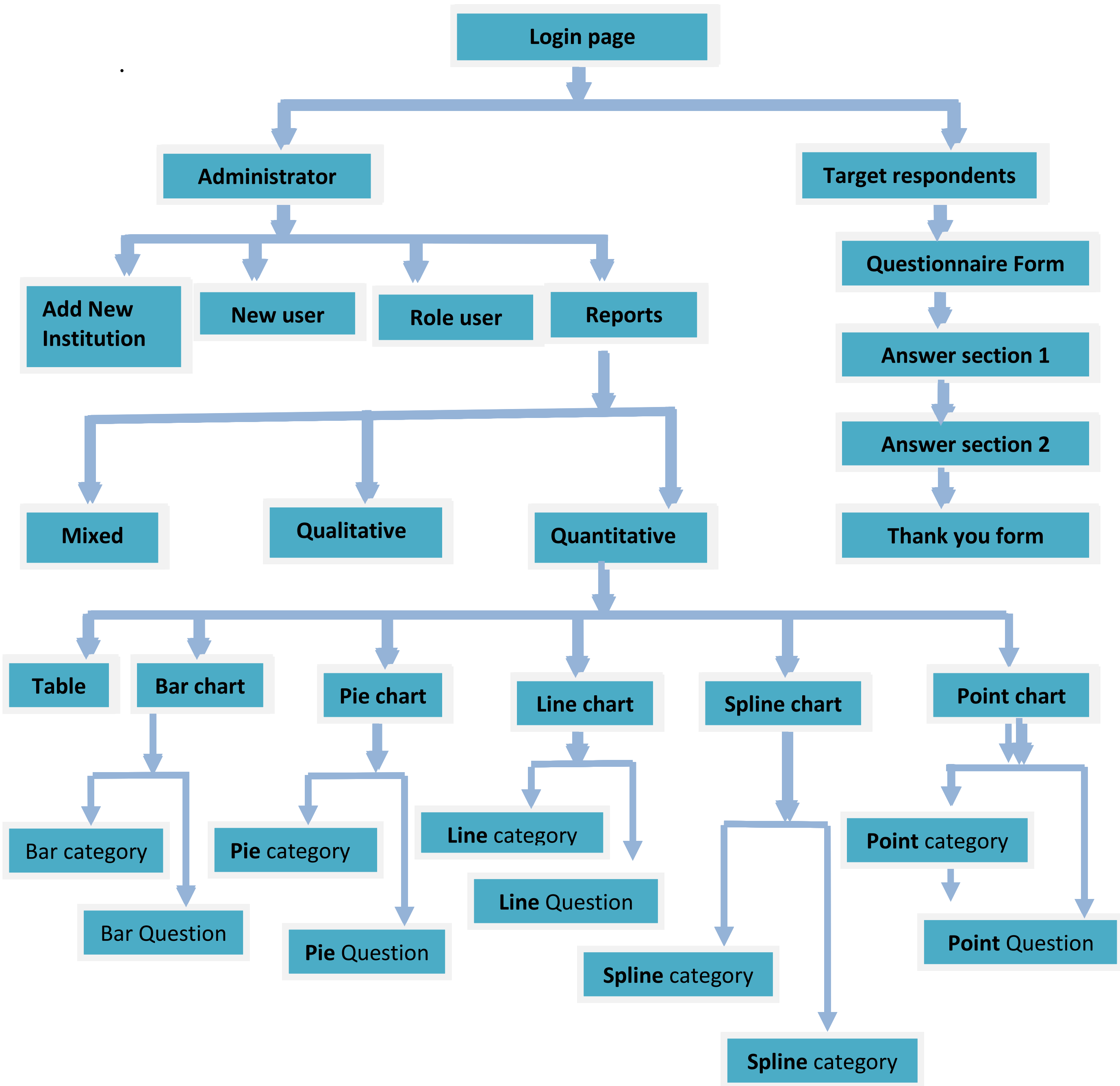
- Uburyo buhendutse bwo gukusanya amakuru;
- Uburyo bwihuse bwo gukusanya amakuru;
- Amakuru yakusanyijwe ahita yihuriza hamwe ako kanya;
- Gusesengura amakuru hagamijwe kugaragaza imibare y'ibyasubijwe bihita byikora.

Cyakora, imbogamizi mu gukoresha ubu buryo ni uko kuba abasabwa gusubiza ibibazo baba bari bonyine, bashobora kubikora nk'abarangiza umuhango gusa kandi nta buryo bwo kugenzura ukuri kw'ibisubizo byatanzwe.

5.4.2.1. Imitere y'uburyo bwifashisha ikoranabuhanga

Imiterere yerekana uko uburyo bwifashisha ikoranabuhanga bukoreshwa iragaragazwa n'iri ishusho :.

Ishusho ya 3: Imitere y'uburyo bwifashisha ikoranabuhanga (mu rurimi rw'icyongereza)



5.4.2.2. Intambwe Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakurikiza mu gutoranya abagomba gusubiza

Uburyo bwo gutoranya abagomba gusubiza ibibazo bikorwa mu ntambwe zikurikira.

- ✓ **Intambwe ya 1:** Nyuma yo guhitamo inzego n'ibigo bitandukanye birebwa n'ikurikirana ry'Ubumwe n'Ubwiyunge, ushinzwe ikoranabuhanga azinjiza ahabigenewe amazina y'inzego n'ibigo byatoranyijwe.

- ✓ **Intambwe ya 2 :** Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izandikira inzego n'ibigo byatoranyijwe ibimenyesha igikorwa kigiye gukorwa cyo gukurikirana uko Ubumwe n'Ubwiyunge bihagaze, inasaba urutonde rw'abakozi bose bafite "e-mail" n'imyanya y'akazi yabo.

- ✓ **Intambwe ya 3 :** Hashingiwe ku rutonde rw'abakozi yabonye, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izahitamo abagomba gusubiza ibibazo, ikurikije ibyiciro bibiri by'abakozi basanzwe n'abakozi bari mu nzego z'ubuyobozi.

- ✓ **Intambwe ya 4 :** Ushinzwe ikoranabuhanga azakurikizaho kugena uburyo buri wese ugomba gusubiza ibibazo, agena icyo azakora, hakurikijwe urwego rw'abakozi abarizwamo, rwaba urwego rw'abakozi basanzwe cyangwa urwego rw'abayobozi.

- ✓ **Intambwe ya 5 :** Buri wese ugomba gusubiza ibibazo, azahabwa izina azakoresha n'umubare w'ibanga bimufasha kwinjira mu ikoranabuhanga no kugira uruhare mu gikorwa cyo gukurikirana uko Ubumwe n'Ubwiyunge bihagaze.

- ✓ **Intambwe ya 6 :** Ibyo nibirangira, buri wese ugomba gusubiza ibibazo azohererezwa ubutumwa kuri « e-mail » ye bumumenyesha inzira agomba kunyuramo kugirango yinjire mu ikorabuhanga, yuzuze urutonde rw'ibibazo n'uburyo abigenza kugirango yohereze ibisubizo.

5.4.2.3. Intambwe zizakurikizwa n'abasubiza ibibazo

Mu gusubiza urutonde rw'ibibazo no kubyohereza kuri interineti, abasubiza bazakurikiza intambwe zikurikira.

- ➢ **Intambwe ya 1:** Ugomba gusubiza azakurikiza amabwiriza amwinjiza mu ikoranabuhanga azaba yahawe na Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge mu butumwa azaba yohererejwe mbere kuri "e-mail" ye;

- ➢ **Intambwe ya 2:** Nabikurikiza, ugomba gusubiza ibibazo azahita abona ako kanya idirishya rimwereka aho ashobora gutangirira gusubiza ibibazo;

- ➢ **Intambwe ya 3 :** Ugomba gusubiza ibibazo azabona aho yemerewe kwinjiza izina akoresha azaba yahawe n'umubare w'ibanga bijyanye;

- **Intambwe ya 4 :** Nyuma y'icyo gikorwa, urupapuro ruriho ibibazo ruzahita rugaragara. Ugomba gusubiza, azabanza gusoma amabwiriza, akomeze asubiza ibibazo ;

- **Intambwe ya 5 :** Ibibazo bishobora gusubizwa ingunga imwe cyangwa se bigakorwa mu byiciro bitandukanye bitewe n'umwanya usubiza afite. Kubera iyo mpamvu, nyuma ya buri kibazo, usubiza ahabwa uburyo bwo kohereza buhoro buhoro ibyo amaze gusubiza, hakurikijwe buri cyiciro cy'ibibazo, kugeza amaze gusubiza ibibazo byose.

5.4.2.4. Ibirebana n'ububiko bw'amakuru

Hifashishijwe ikoranabuhanga, amakuru amaze gukusanwa agenda ahurizwa buhoro buhoro kandi ako kanya mu bubiko bw'amakuru, bigakorwa ku buryo bw'imibare cyangwa bw'ibitekerezo byatanzwe bitewe n'imiterere y'ibibazo biba byasubijwe.

Bitewe n'imiterere y'amakuru azaba akenewe (kugaragaza imibare ku byasubijwe cyangwa ibitekerezo by'abasubije), ushinzwe ikoranabuhanga cyangwa abashakashatsi ba Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge bazajya bahitamo amakuru bakeneye. Mu bubiko bw'amakuru agaragaza imibare, amakuru abarika niyo yonyine azagaragara mu gihe amakuru agizwe n'amagambo gusa azagaragara mu bubiko bw'amakuru akusanya ibitekerezo. Hari n'ububiko bwagenewe gukusanya icyarimwe ubwo bwoko bubiri bw'amakuru.

5.4.3. Ingamba zifasha kugirango ikurikirana ry'Ubumwe n'Ubwiyunge rigire ireme

Kugirango abagomba gusubiza bazitabire kuzuza urutonde rw'ibibazo nta cyo bishisha, nta makuru menshi asabwa yerekeye ubuzima bwite bw'abagomba gusubiza. Ku rutonde rw'ibibazo bizasubizwa hakoreshejwe inyandiko ndetse n'uruzasubizwa hifashishijwe ikoranabuhanga, nta zina ry'uwasubije rizagaragara. Mu gihe hakoreshejwe ikoranabuhanga, usubiza aramutse abishatse ashobora guhindura izina yahawe n'umubare w'ibanga, agakoresha irindi zina yihimbye.

5.5. Uburyo bwo gusesengura amakuru no gutegura raporo y'ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge

5.5.1. Uburyo bwo gusesengura amakuru

Gusesengura amakuru yakusanyijwe bizajya bikorwa hakurikijwe ibipimo byashyizweho. Amakuru yakusanyijwe ashungurwa kandi agasesengurwa hakurikijwe ko hagamijwe kugaragaza imibare ku byasubijwe cyangwa ibitekerezo byatanzwe.

a) Gusesengura amakuru hagamijwe kugaragaza imibare

Haba hakoreshejwe uburyo busanzwe cyangwa bw'ikoranabuhanga mu gukusanya amakuru, buri buryo bwakoreshejwe (software) bufasha guhuriza hamwe amakuru yakusanyijwe kuri buri kibazo akimara kwinjizwa mu mashini yabigenewe, akajya mu bubiko bwayo. Amakuru yakusanyijwe azajya asesengurwa hakurikijwe ayo Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge ikeneye, byaba ku rutonde rwose rw'ibibazo cyangwa se ku bibazo byihariye.

b) Gusesengura amakuru hagamijwe kugaragaza ibitekerezo byatanwe

Amakuru agaragaza ibitekerezo byakusanyijwe mu magambo azajya asesengurwa harebwa ingingo zigaragaza imiterere y'ubutumwa, hakurijwe amagambo y'ingenzi yakoreshejwe n'ibitekerezo by'ingenzi bigenda byibandwaho n'abatanze ibisubizo.Amakuru agaragaza ibitekerezoazajya ashyirwa mu byiciro hifashishijwe amafishi yateguwe.

5.5.2. Gushyira inzego n'ibigo mu byiciro hakurikijwe umusaruro wabyo mu kwimakaza Ubumwe n'Ubwiyunge

Nyuma yo gusesengura amakuru (hagamijwe kugaragaza imibare no kugaragaza ibitekerezo byatanzwe), ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izakora incamake y'ibimenyetso byagaragaye muri buri kigo kandi kuri buri ngingo y'ingenzi y'ikurikirana ry'Ubumwe n'Ubwiyunge, hakurikijwe ibipimo bigari n'ibiciriritse. Ibyo bizafasha gukora ifishi ya buri kigo yerekana ibimenyetso bigaragaza uko Ubumwe n'Ubwiyunge byimakajwe (reba urugero rw'ifishi iri ku mugereka wa 2).

Ibyo bizafasha ikipe ya Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge kugaragaza kuri buri ngingo y'ingenzi y'ikurikirana ry'Ubumwe n'Ubwiyunge kandi muri buri kigo hagaragazweimbaraga cyangwa ubushobozi biharangwa, ndetse n'intege nke cyangwa imbogamizi zihaboneka, bityo hafatwe imyanzuro y'ibikwiye gukorwa.

Hakurikijwe umusaruro w'ibyavuye mu byo tumaze kuvuga, ibigo bizashyirwa mu byiciro bitatu hakurikijwe umusaruro wabyo mu kwimakaza Ubumwe n'Ubwiyunge:

- **Icyiciro A (Ibigo bigaragaza ubushobozi buri hejuru):** muri icyi cyiciro hashyirwamo ibigo byateye imbere mu kwimakaza Ubumwe n'Ubwiyunge. Hagaragaramo ibigo byashyizeho uburyo bufatika kandi buhoraho bwo kwimakaza Ubumwe n'Ubwiyuge nibura mu ngingo 6 ku ngingo 8 z'ingenzi z'ikurikirana ry'Ubumwe n'Ubwiyunge, nkuko zigaragara mu bishingirwaho mu gukora ikurikirana ry'Ubumwe n'Ubwiyunge (reba ingingo ya 5.1).

- **Icyiro B (Ibigo bigaragaza ubushobozi buringaniye)**: muri icyi cyiciro hashyirwamo ibigo byatangiye kwimakaza Ubumwe n'Ubwiyunge nibura mu ngingo 4 ku ngingo 8 z'ingenzi

z'ikurikirana ry'Ubumwe n'Ubwiyunge, bikaba bigaragara ko ibikorwa bigenda bitera imbere.

- **<u>Icyiciro C (Ibigo bigaragaza ubushobozi buri hasi)</u>**: muri icyi cyiciro hashyirwamo ibigo bidafite ibikorwa bigaragara mu kwimakaza Ubumwe n'Ubwiyunge, cyangwa se ibigo bikiri mu ntango yo ku bikora. Muri ibyo bigo, harimo ibigo byatangiye ibikorwa byo kwimakaza Ubumwe n'Ubwiyunge ariko bikaba bikiri bike. (ntibiragera mu ngingo 4 ku ngingo 8 z'ingenzi z'ikurikirana ry'Ubumwe n'Ubwiyunge), cyangwa se ibigo bifite ibikorwa bidahoraho mu ngingo zitandukanye z'ikurikirana ry'Ubumwe n'Ubwiyunge, bigaragara ko bidafite uburambe.

5.5.3. Raporo y'ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge

Imbonerahamwe ikurikira ni urugero rushobora kwifashishwa mu gukora raporo igaragaza imiterere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo bikorera mu Rwanda.

Imbonerahamwe ya 5: Ibikubiye muri raporo y'ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge

Ibice bigize raporo	Ibikubiye muri raporo by'ingenzi	Ibisobanuro
Urupapuro rw'igifubiko	• Inyito y'ingenzi : Raporo y'ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo bikorera mu Rwanda • Inyito icirirtse: Umwaka (urugero: 2014-2015) • Byakozwe na Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge	• Mbere y'uko umuntu abumbura raporo, ibyanditse ku gifubiko bimuha igitekerezo cy'ibirimo.
Ishakiro	• Ishusho rusange y'ibikubiye muri raporo.	• Iki gice gifasha usoma raporo kumenya ibiyikubiyemo, bityo bigatuma amenya ibice bimushishikaje kurusha ibindi.
Urutonde rw'amagambo y'impine, imbonerahamwe n'amashusho	• Buri jambo ry'impine, buri mbonerahamwe na buri shusho bigararagara muri raporo bikorerwa urutonde rwihariye.	• Uru rutonde rufasha usoma raporo kumenya amagambo y'impine yakoreshejwe, no kumenya imbonerahamwe n'amashusho biri muri raporo.
Incamake	• Kugaragaza muri make intego z'ikurikirana ry'imitere y'Ubumwe n'Ubwiyunge; • Kugaragaza muri make ibyagezweho hakurikijwe buri ngingo ishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge Kugaragaza imyanzuro	• Iki gice cya raporo giha uyisoma ishusho rusange y'ibikubiye mu nyandiko.
Intangiriro	• Isobanurampamvu: Kuki hakorwa ikurikirana ry'Ubumwe n'Ubwiyunge? Komisiyo y'Igihugu y'Ubumwe	• Iki gice gifasha usoma raporo kumva neza impamvu yo gukurikirana imitere

Ibice bigize raporo	Ibikubiye muri raporo by'ingenzi	Ibisobanuro
	n'Ubwiyunge ikura he uburenganzira bwo gukurikirana imiterere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo bikorera mu Rwanda? • Uko ikurikirana riteye: Intego, ingingo zishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge; • Uko ikurikirana ryakozwe: intambwe zanyuzwemo, inzego n'ibigo byatoranyijwe; • Ibyagenze neza n'ibitaragenze neza mu ikurikirana ry'Ubumwe n'Ubwiyunge.	y'Ubumwe n'Ubwiyunge, n'aho Komisiyo y'Ubumwe n'Ubwiyunge ikura ububasha bwo ku bikora; • Iki gice gifasha kandi usoma raporo kumva neza ibigize ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge, uko byakozwe kugirango umusaruro wari utegerejwe ugerweho n'uko imyanzuro yafashwe.
Uko ibintu byifashe muri rusange	• Kuvuga muri make ibyagaragaye mu myaka ishize, n'uko ibintu byari bihagaze ubushize; • Imiterere y'Ubumwe n'Ubwiyunge yifashe ite mu nzego n'ibigo? • Inzego n'ibigo byaba biri mu nzira yo kwimakaza Ubumwe n'Ubwiyunge? • Ese kwimakaza Ubumwe n'Ubwiyunge bifatwa nkaho ari ingirakamaro?	• Icyi gice gifasha usoma raporo kumenya niba inzego n'ibigo bigenda birushaho guteza imbere Ubumwe n'Ubwiyunge cyangwa niba Ubumwe n'Ubwiyunge bugenda busubira inyuma.
Ibyavuye mu ikurikirana ry'Ubumwe n'Ubwiyunge	• Ibimenyesto byemeza ukwimakaza Ubumwe n'Ubwiyunge, kuri buri ngingo ishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge; • Ibyiciro by'inzego n'ibigo hakurikijwe umusaruro byatanze mu kwimakaza Ubumwe n'Ubwiyunge; • Ni ibihe byiciro by'inzego n'ibigo byujuje inshingano zabyo n'impamvu byashobotse? - *Imbaraga zagaragaye / ibyagenze neza* • *Ni ibihe by'iciro* by'ibigo bitujuje inshingano zabyo n'impamvu bitashobotse? - *Intege nke zagaragaye / ibitaragenze neza* • Ese inshingano zahawe inzego n'ibigo ziracyafite ireme?	• Iki gice cya raporo kerekana ibyavuye mu ikurikirana ry'imitere y'Ubumwe n'Ubwiyunge hifashishijwe ibipimo ngenderwaho; • Iki gice gifasha usoma raporo kumenya imitere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo byatoranyijwe.
Umusozo n'imyanzuro	• Ishusho rusange y'uko Ubumwe n'Ubwiyunge bihagaze mu nzego n'ibigo: incamake y'ibyagaragaye; • Ibyagenze neza/ imbaraga zigaragara; • Ibitaragenze neza/intege nke zigaragara ; • Imyanzuro: ni iki cyakorwa / cyanozwa	• Iki gice giha amakuru abafatanyabikorwa, barimo n'abafata ibyemezo, ku miterere y'Ubumwe n'Ubwiyunge no kubikenewe gukorwa kugirango inzego

Ibice bigize raporo	Ibikubiye muri raporo by’ingenzi	Ibisobanuro
	kugirango buri cyiciro cy’inzego n’ibigo kirusheho gushyira mu bikorwa inshingano zacyo mu kwimakaza Ubumwe n’Ubwiyunge ? Ibikorwa by’ingenzi bisabwa Komisiyo y’Igihugu y’Ubumwe n’Ubwiyunge, ibisabwa inzego n’ibigo n’ibisabwa abandi bafatanyabikorwa b’ingenzi.	n’ibigo bishobore kuzuza inshingano zabyo mu gushyira mu bikorwa Politike y’Igihugu y’Ubumwe n’Ubwiyunge.

6. Umusozo n'imyanzuro

Ibiganiro byabaye mu nzego n'ibigo 29 byatoranyijwe mu gihe cy'itegura ry'iyi nyandiko byagaragaje ko inyandiko ya Politiki y'Igihugu y'Ubumwe n'Ubwiyunge n'inshingano za buri cyiciro cy'inzego n'ibigo mu gushyira mu bikorwa iyo politiki bitazwi neza.

Nubwo bimeze gutyo, ibigo n'inzego byose byasuwe bifite ibikorwa biteza imbere Ubumwe n'Ubwiyunge mu bakozi no mu Banyarwanda muri rusange. Ku birebana n'ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo byasuwe, byose byemeza ko Ubumwe n'Ubwiyunge ari ingirakamaro kandi ko bizabigiramo uruhare.

Kugirango Ubumwe n'Ubwiyunge mu bigo birusheho gutera imbere, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yakora ibikorwa bikurikira:

(1) Kubarura inzego n'ibigo byose bikorera mu Rwanda, ari ibya Leta ari n'ibitari ibya Leta, no kumenya aho bibarizwa. Kugirango haboneke urutonde muri buri cyiciro, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge yakwifashisha inzego za Leta zibishinzwe, harimo RGB[5] ku birebana n'imiryango ya sosiyete sivile n'imitwe ya politike yemewe mu Rwanda, na RDB[6] kubirebana n'abikorera.

(2) Kumenyekanisha Politiki y'Igihugu y'Ubumwe n'Ubwiyunge kugirango inzego n'ibigo bimenye neza ibiyikubiyemo, inshingano bihabwa na Leta y'u Rwanda mu kuyishyira mu bikorwa. Dore uburyo bishobora gukorwamo:
   - Gukwirakwiza udutabo twa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge;
   - Kwifashisha itangazamakuru;
   - Kugirana inama n'inzengo n'ibigo binyujijwe mu mahuriro yabyo;
   - Gukwirakwiza udutabo turimo amabwiriza yo kwinjiza Ubumwe n'Ubwiyunge muri gahunda z'ibikorwa by'inzego n'ibigo bitandukanye;
   - Guhugura abayobozi b'inzego n'ibigo uburyo bakwinjiza Ubumwe n'Ubwiyunge mu iteganyamigambi;
   - Gusura ku buryo buhoraho inzego n'ibigo mu rwego rwo kubikangurira uburyo bwo gushyira mu bikorwa Politiki y'Igihugu y'Ubumwe n'Ubwiyunge.

(3) Gushyiraho imboni z'Ubumwe n'Ubwiyunge mu nzego n'ibigo. Imboni yaba ari umukozi ukurikirana ibirebana n'Ubumwe n'Ubwiyunge. Kugirango imboni zigere ku nshingano zazo, hakorwa ibi bikurikira:
   - Gusobanurira abayobozi b'inzego n'ibigo akamaro k'imboni z'Ubumwe n'Ubwiyunge;

[5] Rwanda Governance Board
[6] Rwanda Development Board

- Gusobanura neza inshingano z'imboni no gushyiraho uburyo zizajya zikora;
- Amahugurwa: imikorere inoze y'imboni izaterwa n'ubumeyi zizaba zifite ku birebana na Politiki y'Igihugu y'Ubumwe n'Ubwiyunge ari nabyo bizazifasha kuyinjiza mu iteganyamigambi;
- Guhugura abafite inshingano yo guhugura abandi muri buri kigo;
- Gukwirakwiza mu nzego n'ibigo integanyanyigisho k'Ubumwe n'Ubwiyunge.

(4) Mbere yo gutangira gushyira mu bikorwa ubu buryo bw'ikurikirana ry'imiterere y'Ubumwe n'Ubwiyunge, hagomba kubanza gukwirakwiza mu nzego n'ibigo ibizifashishwa mu ikurikirana, no gushyiraho gahunda yo kubisobanura. Ibyiza ni uko ibizifashishwa bigomba kubanza kuganirwaho n'inzego n'ibigo bireba kugirango babigire ibyabo.

(5) Kugaragaza neza uruhare rw'abakozi ba Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge kugirango ikurikirana ry'Ubumwe n'Ubwiyunge bizakorwe neza (ufite uruhare mu gukoresha ikoranabuhanga, gutoranya inzego n'ibigo, gukusanya amakuru no kuyasesengura, gukora raporo).

(6) Gushyiraho uburyo bwo kumenyekanisha ibyavuye mu ikurikirana ry'Ubumwe n'Ubwiyunge. Ni ngombwa gushyiraho uburyo bwo guhura kenshi n'inzego n'ibigo mu byiciro byabyo, hatagamijwe gusa kungurana ibitekerezo ku byagezweho, ahubwo harimo no gufasha inzego n'ibigo kumenya aho imitere y'Ubumwe n'Ubwiyunge igeze mu gihugu. Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izaha urubuga inzego n'ibigo byakorewe ikurikirana ku mitere y'Ubumwe n'Ubwiyunge kugirango bitange ibitekerezo ku byagaragajwe muri raporo.

(7) Kugirango hagaragare isura yuzuye y'imiterere y'Ubumwe n'Ubwiyunge mu Rwanda muri rusange, cyane cyane mu rwego rwo gukurikirana akamaro kwinjiza Ubumwe n'Ubwiyunge mu nzego n'ibigo bifitiye Abanyarwanda, Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge izinjiza ibyavuye mu ikurikirana ry'imitere y'Ubumwe n'Ubwiyunge mu nzego n'ibigo bikorera mu Rwanda muri raporo y'ubushakashatsi bukorwa buri myaka itatu bugaragaza igipimo cy'Ubumwe n'Ubwiyunge mu Rwanda (Rwanda Reconciliation Barometer).

7. Imigereka

Umugereka wa 1: Urutonde rw'ibibazo byifashishwa mu gutara amakuru

Ibisobanuro

Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge isobanura ko Ubumwe n'Ubwiyunge bw'Abanyarwanda ari *''imigenzereze y'abaturage bemera ko basangiye ubwenegihugu, umuco n'uburenganzira bungana, barangwa n'ubwizerane, ubworoherane, ubwubahane, uburinganire, ubwuzuzanye, ukuri, komorana ibikomere batewe n'amateka mabi baciyemo kugirango bashobore kwiteza imbere ku buryo burambye''.* Ibi birasaba umuryango nyarwanda guhinduka rwose, u Rwanda rukaba igihugu kirangwa n'Ubwiyunge n'Ubumwe, Abanyarwanda bisanzuyemo ku buryo bungana kandi gifite icyerekezo kimwe cy'ejo hazaza heza.

Zimwe mu nshingano za Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge harimo gukurikirana buri gihe uko Ubumwe n'Ubwiyunge bihagaze mu muryango nyarwanda, harimo n'ibigo binyuranye bikorera mu Rwanda. Niyo mpamvu Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge igusaba kwerekana uko ubona ikigo ukoramo kigira uruhare mu guteza imbere Ubumwe n'Ubwiyunge. Uru rutonde rw'ibibazo rugizwe n'ingingo 8, kubisubiza birasaba umwanya muto cyane. Niwuzuza neza ibi bibazo, uraba utanze inkunga ikomeye mu gushimangira inzira y'Ubumwe n'Ubwiyunge mu Rwanda. Komisiyo y'Igihugu y'Ubumwe n'Ubwiyunge irakwizeza ko amakuru utanga ari ibanga. Kandi, urutonde rw'ibibazo rwateguwe ku buryo ntawe ushobora kumenya izina ry'uwashubije.

Izina ry'ikigo: ....

Icyiciro ikigo kibarizwamo:

☐ Inzego nkuru za Leta ☐ Inzego z'ibanze ☐ Ibigo byigenga
☐ Sosiyete sivile ☐ Amashyaka yemewe ☐ Abafatanya bikorwa mu iterambere

Icyiro umukozi utanga amakuru abarizwamo:

☐ Umukozi uri mu nzego z'ubuyobozi
☐ Umukozi usanzwe

Ingingo 1: Kwinjiza Ubumwe n'Ubwiyunge mu igenamigambi

1.1. Ni ibihe bimenyetso bigaragaza ko igenamigambi ry'ikigo ukoramo ryubahiriza Ubumwe n'Ubwiyunge?

a) Ntabimenyetso bigaragara
b) Hariho gahunda y'ibikorwa/imihigo ya buri mwaka yimakaza Ubumwe n'Ubwiyunge
c) Hariho imboni y'Ubumwe n'Ubwiyunge
d) Hariho amahuriro ku Bumwe n'Ubwiyunge
e) Ibindi bimenyetso (bivuge). ……………………………………………………...........................

1.2. Ubona ute ibyo bimenyetso byagaragajwe (imbaraga cyangwa intege nke zigaragara/imbogamizi)?

………………………………………………………………………………………….............

Ingingo 2: Guteza imbere Ubunyarwanda n'imibanire myiza mu Banyarwanda

2.1. Ni ibihe bimenyetso bigaragaza ko ikigo ukoramo cyashyizeho uburyo bwo kwimakaza Ubunyarwanda n'imibanire myiza mu Banyarwanda?

a) Ntabimenyetso bigaragara
b) Ibiganiro bijyanye na gahunda ya "Ndi Umunyarwanda." bikorwa ku buryo buhoraho
c) Ibikorwa bishimangira imibanire myiza, gufashanya no gutabarana bitezwa imbere, bigashyigikirwa
d) Hashyizweho uburyo bwo komorana ibikomere byatewe n'amateka
e) Ibindi bimenyetso (bivuge). …………………………………………………..................................

2.2. Ubona ute ibyo bimenyetso byagaragajwe (imbaraga cyangwa intege nke zigaragara/imbogamizi)?
………………………………………………………………………………………….............

Ingingo 3: Kurwanya ivangura n'amacakubiri

3.1. Ni ibihe bimenyetso bigaragaza ko mu kigo ukoramo hari uburyo bwashyizweho bwo gukurikirana no guhana ivangura n'amacakubiri?

a) Ntabimenyetso bigaragara
b) Hariho amabwiriza yanditse arebana no gutanga serivisi izira ivangura
c) Hariho politiki yo gutanga akazi, amategeko n'amabwiriza y'ikigo bikumira ivangura n'amacakubiri
d) Uburyo bungana mu gukoresha umutungo w'ikigo n' amahirwe ikigo gitanga
e) Kutihanganira na gato (guhana) ivangura n'amacakubiri ayo ari yo yose
f) Ibindi bimenyetso (bivuge). …………………………………………………..................................

3.2. Ubona ute ibyo bimenyetso byagaragajwe (imbaraga cyangwa intege nke zigaragara/imbogamizi)?
………………………………………………………………………………………….............

Ingingo 4:Ubukangurambaga ku Bumwe n'Ubwiyunge

4.1. Ni ibihe bimenyetso bigaragaza ko ikigo ukoramo gifite ibikorwa bigamije ubukangurambaga ku Bumwe n'Ubwiyunge ?

a) Ntabimenyetso bigaragara
b) Inama zikangurira abaturage Ubumwe n'Ubwiyunge zirakorwa
c) Hari ingero z'ibikorwa byavuye mu bukangurambaga ku Bumwe n'Ubwiyunge
d) Ibindi bimenyetso (bivuge). …………………………………………………..................................

4.2. Ubona ute ibyo bimenyetso byagaragajwe (imbaraga cyangwa intege nke zigaragara/imbogamizi)?
………………………………………………………………………………………….............

Ingingo 5: Gushyigikira ibikorwa by'abaturage bigamije Ubumwe n'Ubwiyunge

5.1. Ni ibihe bimenyetso bigaragaza ko ikigo ukoramo gitera inkunga i ibikorwa by'abaturage bigamije kwimakaza Ubumwe n'Ubwiyunge?

a) Nta bimenyetso bigaragara
b) Inkunga zifatika

b1) Amafaranga
b2) Ibintu /Ibikoresho
b3) Ibihembo (ishimwe) ku bikorwa by'indashykirwa
b4) Ibindi bimenyetso (bivuge). …………………………………………………………

c) Inkunga zidafatika:
c1) Ubujyanama
c2) Kubaka ubushobozi
c3) Ibiganiro
c4) Ibindi bimenyetso (bivuge). ……………………………………………………………..

5.2. Ubona ute ibyo bimenyetso byagaragajwe (imbaraga cyangwa intege nke zigaragara/imbogamizi)?
……………………………………………………………………………………………..............

Ingingo 6 : Gukurikirana no gusuzuma uko Ubumwe n'Ubwiyunge bihagaze

6.1. Ni ibihe bimenyetso bigaragaza ko ikigo ukoramo cyashyizeho uburyo bukoreshwa mu gukurikirana uko Ubumwe n'Ubwiyunge bihagaze?

a) Hariho ibikorwa ngarukagihe by'ikurikirna n'isuzuma ku Bumwe n'Ubwiyunge
b) Hakorwa raporo ngarukagihe zigaragaza uko Ubumwe n'Ubwiyunge bitera imbere
a) Ibindi bimenyetso (bivuge). ……………………………………………………………………

6.2. Ubona ute ibyo bimenyetso byagaragajwe (imbaraga cyangwa intege nke zigaragara/imbogamizi)?
……………………………………………………………………………………………..............

Ingingo 7: Ibyabangamira Ubumwe n'Ubwiyunge

7.1 Ni ibihe bikorwa bigaragara mu kigo ukoramo bibangamiye cyangwa bishobora kubangamira Ubumwe n'Ubwiyunge?

a) Ntabikorwa bigaragara bishobora kubangamira Ubumwe n'Ubwiyunge
b) Hariho amatsinda y'abironda bakurikije uturere bakomokamo, amako, amadini n'ibindi
b) Hariho ugutoneshwa kwa bamwe hakurikijwe uturere bakomokamo, amako, amadini n'ibindi
c) Imyitwarire mibi igaragara mu mvugo
d) Imyitwarire mibi igaragara mu nyandiko
e) Ibindi bimenyetso (bivuge). ……………………………………………………………………

7.2. Ubona ute ibyo bikorwa byagaragajwe bishobora kubangamira Ubumwe n'Ubwiyunge?...

Ingingo 8: Gukumira no gukemura amakirambirane

8.1. Ni ibihe bimenyetso bigaragaza ko ikigo ukoramo cyashyizeho uburyo bwo gukumira no gukemura amakimbirane?

a) Ntabimenyetso bigaragara
b) Hariho mu kigo urubuga rwo guhana amakuru no kuganira hagamijwe gukumira no gukemura amakimbirane
c) Hariho mu kigo umorongo ngenderwaho washyizweho wo gukumira no gukemura amakimbirane
d) Hariho uburyo bukoreshwa mu kuganira ku buryo buhoraho n'abaturage hagamijwe gukumira no gukemura amakimbirane
e) Hakorwa ibikorwa bigamije kwimakaza umuco wo gukumira no gukemura amakimbirane
f) Ibindi bimenyetso (bivuge). …………………………………………………………………………...

8.2. Ubona ute ibyo bimenyetso byagaragajwe (imbaraga cyangwa intege nke zigaragara/imbogamizi)?..
……………………………………………………………………………………………..................................

Umugereka wa 2: Ifishi ikusanya amakuru ku bimenyestso bigaragaza uko Ubumwe n'Ubwiyunge byimakajwe mu bigo bikorera mu Rwanda

Ikigo:		**Umwaka w'icyitegererezo:**	
Ingingo zishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge	**Ibipimo bigari**	**Ibipimo biciritse**	**Ibimenyetso bigaragara**
1. Kwinjiza Ubumwe n'Ubwiyunge mu igenamigambi	Igenamigambi ryubahiriza Ubumwe n'Ubwiyunge.	• Hariho gahunda y'ibikorwa/imihigo ya buri mwaka yimakaza Ubumwe n'Ubwiyunge.	
		• Hariho imboni y'Ubumwe n'Ubwiyunge.	
		• Hariho amahuriro ku Bumwe n'Ubwiyunge .	
		• Ibindi bimenyetso.	
2. Guteza imbere Ubunyarwanda n'imibanire myiza mu Banyarwanda	Uburyo bwashyizweho bwo kwimakaza Ubunyarwanda n'imibanire mwiza mu Banyarwanda.	• Ibiganiro bijyanye na gahunda ya "Ndi Umunyarwanda." bikorwa ku buryo buhoraho.	
		• Ibikorwa bishimangira imibanire myiza, gufashanya no gutabarana bitezwa imbere, bigashyigikirwa.	
		• Hashyizweho uburyo bwo komorana ibikomere byatewe n'amateka.	
		• Ibindi bimenyetso.	
3. Kurwanya ivangura n'amacakubiri	Uburyo bwashyizweho bwo gukumira no guhana ivangura n'amacakubiri.	• Hariho amabwiriza yanditse arebana no gutanga serivisi izira ivangura.	
		• Hariho politiki yo gutanga akazi, amategeko n'amabwiriza y'ikigo bikumira ivangura n'amacakubiri.	
		• Uburyo bungana mu gukoresha umutungo w'ikigo n' amahirwe ikigo gitanga.	
		• Kutihanganira na gato (guhana) ivangura n'amacakubiri ayo ari yo yose.	
		• Ibindi bimenyetso.	
4. Ubukangurambaga ku Bumwe n'Ubwiyunge	Ibikorwa bigamije ubukangurambaga ku Bumwe n'Ubwiyunge.	• Inama zikangurira abaturage Ubumwe n'Ubwiyunge zirakorwa.	
		• Hari ingero z'ibikorwa byavuye mu gukangurira Abanyarwanda Ubumwe n'Ubwiyunge.	
		• Ibindi bimenyetso	
5. Gushyigikira ibikorwa by'abaturage	Inkunga zigenewe gushyigikira ibikorwa	• Inkunga zifatika zitangwa (amafaranga, ibintu/ibikoresho, ibihembo (ishimwe) ku bikorwa	

Ikigo:		**Umwaka w'icyitegererezo:**	
Ingingo zishingirwaho mu ikurikirana ry'Ubumwe n'Ubwiyunge	**Ibipimo bigari**	**Ibipimo biciritse**	**Ibimenyetso bigaragara**
bigamije Ubumwe n'Ubwiyunge	by'abaturage bigamije kwimakaza Ubumwe n'Ubwiyunge.	by'indashyikirwa.	
		• Inkunga zidafatika (ubujyanama, kubaka ubushobozi, ibiganiro...).	
		• Ibindi bimenyetso.	
6. Gukurikirana no gusuzuma uko Ubumwe n'Ubwiyunge bihagaze	Uburyo bukoreshwa mu gukurikirana uko Ubumwe n'Ubwiyunge bihagaze.	• Hariho ibikorwa ngarukagihe by'ikurikirna n'isuzuma ku Bumwe n'Ubwiyunge .	
		• Hakorwa raporo ngarukagihe zigaragaza uko Ubumwe n'Ubwiyunge bitera imbere.	
		• Ibindi bimenyetso.	
7. Ibyabangamira Ubumwe n'Ubwiyunge	Ibikorwa bibangamiye cyangwa bishobora kubangamira Ubumwe n'Ubwiyunge.	• Hariho amatsinda y'abironda bakurikije uturere bakomokamo, amako, amadini n'ibindi.	
		• Hariho ugutoneshwa kwa bamwe hakurikijwe uturere bakomokamo, amako, amadini n'ibindi.	
		• Imyitwarire mibi igaragara mu mvugo.	
		• Imyitwarire mibi igaragara mu nyandiko.	
		• Ibindi bikorwa	
8. Gukumira no gukemura amakirambirane	Uburyo bwo gukumira no gukemura amakimbirane.	• Hariho mu kigo urubuga rwo guhana amakuru no kuganira hagamijwe gukumira no gukemura amakimbirane.	
		• Hariho mu kigo umurongo ngenderwaho washyizweho wo gukumira no gukemura amakimbirane.	
		• Hariho uburyo bukoreshwa mu kuganira ku buryo buhoraho n'abaturage hagamijwe gukumira no gukemura amakimbirane.	
		• Hakorwa ibikorwa bigamije kwimakaza umuco wo gukumira no gukemura amakimbirane.	
		• Ibindi bimenyetso.	

Umugereka wa 3: Urutonde rw'ibigo byasuwe

Urwego	Ibigo byasuwe mu gihe cyo gukusanya ibitekerezo	Ibigo byasuwe mu gihe cy'igerageza ry'ibizifashishwa mu ikurikirana
Inzego z'ubuyobozi bw'ibanze	1. Akarere ka Kicukiro 2. Umurenge wa Kagarama (Akarere ka Kicukiro) 3. Akagari ka Kanserege (Umurenge wa Kagarama) 4. Umudugudu wa Mwiza (Akagari ka Kanserege) 5. Akarere ka Bugesera 6. Umurenge wa Ntarama (Akarere ka Bugesera) 7. Akagari ka Kanzenze (Umurenge wa Ntarama) 8. Umudugudu wa Rwangara (Akagari ka Kanzenze)	1. Akarere ka GASABO
Inzego nkuru za Leta	9. MIDIMAR 10. Inama y'Igihugu y'Urubyiruko 11. Komisiyo y'Igihugu Ishinzwe Abasezerewe mu Gisirikari 12. Ikigo Gishinzwe Gukurikirana Uburinganire 13. EWSA 14. BRD 15. Kaminuza Nkuru y'u Rwanda/Ishami Rya Science na Tekinoloji	2. MINISPOC (Minisiteri ya Siporo n'Umuco) 3. Inama y'Igihugu y'Abagore (NWC)
Sosiyete sivile	16. CEJP (Commission Episcopale Justice et Paix) 17. IMBARAGA (Urugaga rw'Abahinzi n'Aborozi mu Rwanda) 18. AMUR (Association des Musulmans du Rwanda) 19. RMC (Rwanda Media Commission / Media Self Regulation) 20. Tele10 Group 21. Prison Fellowship 22. World Vision	4. Search for Common Ground 5. INADES Formation Rwanda 6. RUSHYASHYA Newspaper 7. ADEPER
Imitwe ya Politike yemewe mu Rwanda	23. Ihuriro ry'Imitwe ya Politike yemewe mu Rwanda 24. PS IMBERAKURI	8. PDC (Parti Démocratique Centriste)
Abikorera	25. ULK 26. FSP 27. KCB	9. UTEXRWA 10. Lycée Notre Dame de Citeaux
Abaterankunga	28. PNUD 29. Umuryanga Wunze Ubumwe bw'Abanyaburayi	