GUTANGIZA GAHUNDA YO GUHANGA IMIRIMO KU RWEGO RW'UMUDUGUDU

Umushinga wateguwe na SAYIN PARTNERS Ltd

UMUDUGUDU W'INGENZI
AKAGARI KA BIBARE
UMURENGE WA KIMIRONKO
AKARERE KA GASABO
UMUJYI WA KIGALI

KU WA 25/01/2025

Ibyo iyi gahunda ishingiyeho:

1. **Abari mu bushomeri/abashakisha akazi:** ishingiro ry’umushinga
2. **Guhanga imirimo bihereye ku bari mu mudugudu:** impamvu iyi gahunda ari ho ihera
3. **Urugendo rwo guhanga imirimo**: Ibyo Sayin Partners Ltd izakorana n’abafatanyabikorwa
4. **Kwitura/Kwishyura ibyashowe mu guhanga imirimo**
5. **Kunoza no kwagura gahunda yo guhanga imirimo**

- **Uri mu bushomeri/ushakisha akazi**
    - Hari umuryango, urugo abamo/abarizwamo
    - Uwo muryango/urwo rugo rukaba hari isibo urimo/rurimo
    - Isibo ikaba hari umudugudu urimo…
    - Bivuze ko uwamenya abashomeri bari muri buri mudugudu yamenya abari mu gihugu cyose
- **Muri gahunda yo guhanga imirimo hibandwa:**
    - Ku kumenya uri mu bushomeri/ushakisha akazi
    - Ku kureba icyuho mu bumenyi/ubumenyingiro upimiye ku bukenewe ku isoko ry'umurimo
- Muri gahunda yo guhanga imirimo, abayinjiyemo bitwa **"abimenyereza akazi"** cyangwa **"abafatanyabikorwa"**

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Guhanga imirimo kubatuye mu mudugudu: isobanurampamvu no gutangiza umushinga

- **Guhanga imirimo: Ibiteganyijwe muri NST 2[1] (2024-2029)**

	Ku rwego rw’igihugu	**Ku rwego rw’umudugudu**	**Ibisobanuro**
Imirimo iteganyijwe guhangwa mu myaka 5 (uhereye muri 2024)	1,250,000	85	1,250,000 (imirimo/14,837 imidugudu= 84.25. Hahanzwe imirimo **85** ku rwego rw’umudugudu, ku mirimo 1,250,00 iteganyijwe ku rwego rw’igihugu harengaho imirimo 11,145.
Imirimo iteganyijwe guhangwa buri mwaka (uhereye muri 2024)	250,000	17	85 (imirimo)/5 (imyaka) cg 250,000 (imirimo)/14,837 (imidugudu)
Imirimo iteganyijwe guhangwa buri mwaka (uhereye muri	312,500	22	85 (imirimo)/4 (imyaka) cg 312,500 (imirimo)/14,837 (imidugudu) Hahanzwe imirimo 21 ku rwego rw’umudugudu buri mwaka, ku mirimo iteganyijwe guhangwa buri mwaka ku rwego rw’igihugu 312,500 haba haburaho imirimo 923 (=312,500-311,577).

1 *Gahunda ya 2 y’Igihugu yo kwihutisha iterambere*

2025)			Hahanzwe imirimo 22 ku rwego rw'umudugudu buri mwaka, ku mirimo iteganyijwe guhangwa buri mwaka ku rwego rw'igihugu 312,500 harengaho imirimo 13,914 (=326,414-312,500).

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Guhanga imirimo kubatuye mu mudugudu: isobanurampamvu no gutangiza umushinga

- **Gutangiza umushinga (VJCM) wo guhanga imirimo**
    - Intego ni ugukorera gahunda yo guhanga imirimo mu mudugudu wo mu mujyi (urban village) no mu mudugudu wo mu cyaro (rural village).
    - Muri buri mudugudu biteganyijwe ko gahunda izamara umwaka (2025-2026; 2026-2027)
    - Umushinga ureba buri wese uri mu mudugudu udafite akazi ahemberwa kandi wifuza kujya muri gahunda yo guhanga imirimo

- Umushinga uzatangira muri **Gashyantare 2025** , uhere mu mudugudu w' Ingenzi, Akagari ka Bibare, Umurenge wa Kimironko, Akarere ka Gasabo, Umujyi wa Kigali.

- Abateganyijwe kwiyandikisha mu mushinga mu mudugudu w'Ingenzi bagera kuri 20.

-3-Urugendo rwo guhanga imirimo: Ibyo Sayin Partners Ltd iteganya kugeza ku baziyandikisha muri gahunda yo guhanga imirimo

Kwifashisha Abatoza/Abajyanama/Inararibonye

- Gufatanya mu kugaragaza icyuho ("gap") cyiri mu bumenyi/ubumenyingiro bw'abashaka imirimo ugereraranyije n'ibisabwa kw'isoko ry'umurimo ("jobs market requirements").
- Gukorana gahunda igamije kurangiza icyo cyuho ku buryo ubumenyi/ubumenyingiro bugera ku rwego rw'ibisabwa ku isoko ry'umurimo
- Mu buryo buzakoreshwa harimo kubashakira aho bimenyereza umurimo banabonera cyane cyane ubumenyingiro ("internship"), bikuzuzwa no gukurikiranwa n'abatoza n'inama z'inararibonye ("coaches and mentors").

Gukora ubushakashatsi n'imishinga bigamije guhanga imirimo ("researchers &developers")

- Kwiga uko isoko ry'umurimo rihagaze (Imirimo ikenewe muri iki kinyejana ndetse n'ahazaza: "future of jobs/work")
- Gukora imishinga hagendewe ku biboneka byabyazwa umusaruro biri mu mudugudu, mu nkengero zawo cyangwa ku mahirwe ari mu Karere/Uturere.
- Kureba ibitumizwa hanze y'igihugu bishobora gukorerwa mu Rwanda
- Gukorana n'abafatanyabikorwa mu kongerera agaciro ibihari, kunoza imikorere n'imikoranire ku buryo bizamura umusaruro bikongera n'umubare w'imirimo ihangwa.

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Urugendo rwo guhanga imirimo: Ibyo Sayin Partners Ltd iteganya kugeza ku baziyandikisha muri gahunda yo guhanga imirimo

Kwegeranya ubushobozi bw'amafaranga azakenerwa

1: Kubonera abazaba bari muri gahunda yo guhanga imirimo ibizaborohereza ("facilitation"

1,2M Rwf/ buri mwaka cyangwa **100K** Rwf/buri kwezi kuri buri muntu
24M Frw/buri mwaka cyangwa **2M** Rwf/buri kwezi ku bantu 20

Biteganyijwe ko ayo Frw azaturuka mu miryango y'abazaba bari muri gahunda, inshuti n'abaturanyi babo.

2: Amafaranga azishyura abatoza, abakora ubushakashatsi n'ibikorwa bya buri munsi

6M Rwf: ikiguzi kuri buri muntu wanditse muri gahunda yo guhanga imirimo (mu mwaka)
120M Rwf: ikiguzi ku bantu 20) mu mwaka

40% : kwishyura abatoza n'inararibonye bazakurikirana abari muri gahunda yo guhanga imirimo.
40%: kwishyura abakora ubushakashatsi n' imishinga bifasha mu guhanga imirimo
20%: kwishyura ibikorwa bya buri munsi ("operating costs")

Biteganyijwe ko ayo Frw azaturuka ku nkunga ibigo cyangwa abantu ku giti cyabo bazatera abazaba bari muri gahunda yo guhanga imirimo. Binateganywa ko hari abaziyemeza gushora imari mu mushinga.

Kwitura /Kwishyura ibyashowe mu guhanga imirimo

Birakenewe kugira ngo hazaboneke ubushobozi bwo gukomeza gahunda no ku bandi bazaba babikeneye.

- **Ku bazabona akazi batatangira guhembwa cyangwa ku bazihangira imirimo bakagira ibikorwa bibinjiriza**

(Hashingiwe ku masezerano bazaba baragiranye na Sayin Partners Ltd mbere yo gutangira gukorana muri gahunda yo guhanga imirimo)

Kwishyura nibura 3M Rwf buri muntu, hishyurwa nibura 10% ku mushahara.

Urugero: kwishyura hagati ya 50,000 Rwf na 30,000 Rwf buri kwezi,ku ufite umushahara wa 300,000 Rwf (yayishyura hagati y'imyaka 5 n'imyaka 8 n'amezi 4

Kwishyura 1.2M Rwf azaba yaratanzwe n'imiryango, inshuti , abaturanyi.

Urugero: **20K Rwf /buri kwezi**, byafata imyaka 5

- **Kwitura Abafatanyabikorwa ba Sayin Partners Ltd**

(Hashingiye ku masezerano bazaba barakoranye)

Mu bitaganyijwe harimo:

- *GUHEREKEZA UWATANZWE N'UMUFATANYABIKORWA ATAMWISHYIRIYE MURI GAHUNDA YO GUHANGA IMIRIMO*
- *GUSANGIZA UBUMENYI/UBUMENYINGIRO ABATUYE MU MUDUGUDU CYANGWA BAWUTURIYE*
- *GUKORERWA IMISHINGA/N'IBINDI BIKORWA SAYIN PARTNERS IKORA NTAKIGUZI*
- *GUSHORA MU GUHANGA IMIRIMO/IMUSHINGA*
- *GUHABWA IMIGABANE MU MISHINGA IZABA YATEGUWE*

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Kunoza no kwagura gahunda yo guhanga imirimo

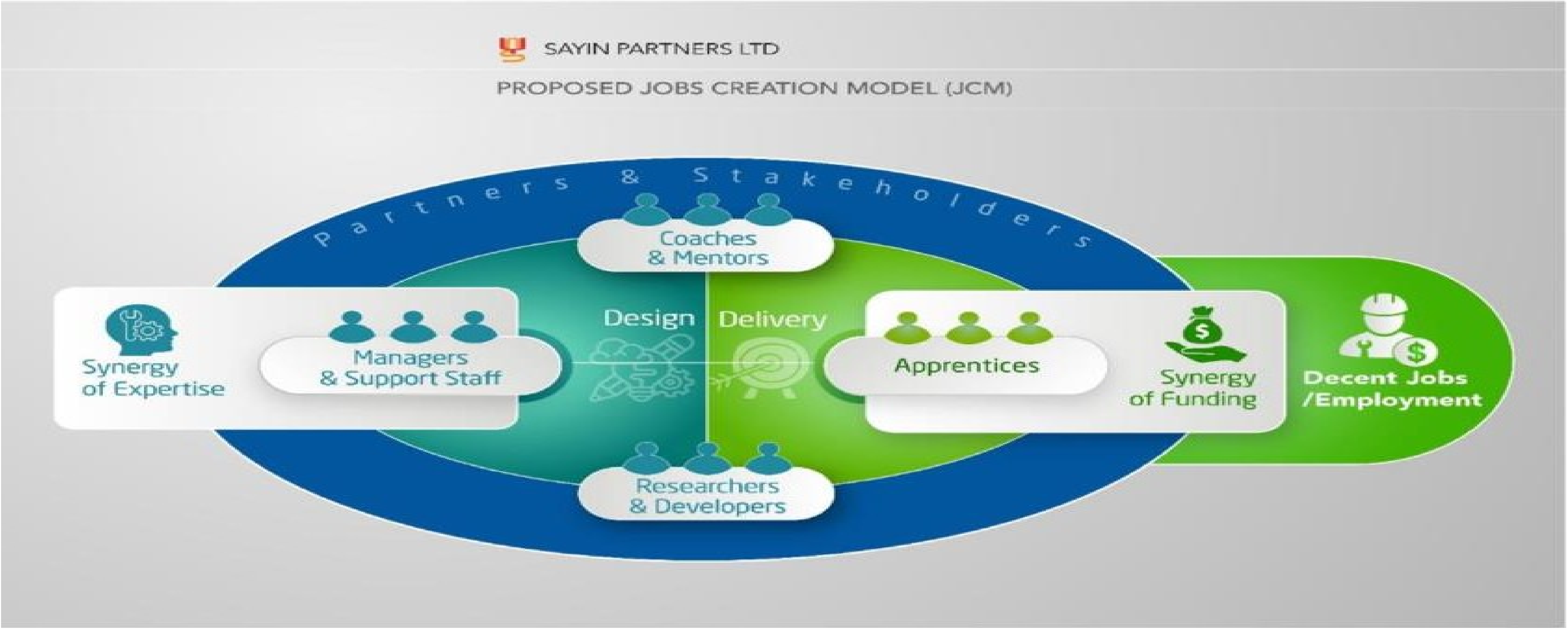
- Kwagurira umushinga mu yindi midugudu
- Kwaguriria umushinga mu bindi bihugu
- Gutegura inyandiko y'umushinga yakwifashishwa n'abandi babyifuza, irimo amasomo azaba yarigiwe mu ishyirwa mu bikorwa rya gahunda yo guhanga imirimo n'umusaruro uzaba waravuyemo.

- **Gukomeza kunoza umushinga**

  - Gukorana n'abandi bafatanyabikorwa hagamijwe gukomeza kwigira ku bikorwa neza ahandi no kubyinjiza muri gahunda yo guhanga imirimo
  - Gukomeza gukora ubushakashatsi hagamijwe no guhanga udushya bifasha mu guhanga imirimo na cyane cyane hashingiwe ku mihindagurike y'isoko ry'umurimo.

ISHUSHO Y'UMUSHINGA WO GUHANGA UMURIMO (JOBS CREATION MODEL: JCM)

APPRENTICES: **ABITOZA GUHANGA IMIRIMO/KWINJIRA KU ISOKO RY'UMURIMO//** MANAGERS&SUPPORT STAFF: **ABAKOZI BA SAYIN PARTNERS LTD//** COACHES&MENTORS: **ABATOZA N'ABAJYAMANA MU GUHANGA UMURIMO//**RESEARCHERS&DEVELOPERS: **ABASHAKASHATSI N'ABAKORA IMISHINGA MURI GAHUNDA YO GUHANGA IMIRIMO//**PARTNERS&STAKEHOLDERS: **ABAFATANYABIKORWA MURI GAHUNDA YO GUHANGA IMIRIMO//**SYNERGY OF EXPERTISE: **GUHURIZA HAMWE UBUMENYI/UBUMENYINGIRO N'UBUHANGA BW'IMPUGUKE ZITANDUKANYE//**SYNERGY OF FUNDING: **GUHURIZA HAMWE INKUNGA Y'AMAFARANGA//DECENT JOBS/EMPLOYMENT:** AKAZI KEZA, GAKWIYE /IMIRIMO MYIZA, IKWIYE// DESIGN: **GUTEGURA IBISABWA MU GUHANGA IMIRIMO//**DELIVERY: **KUGEZA IBYATEGUWE KU BARI MURI GAHUNDA YO GUHANGA IMIRIMO.**



MURAKOZE!