

REPUBLIKA Y'U RWANDA



**KOMISIYO Y'IGIHUGU ISHINZWE
ABAKOZI BA LETA**

**GUSHAKA AKAZI MU NZEGO ZA LETA
NO MUBIKORERA**



INTEGO Y'IKIGANIRO

- Iki kiganiro kigamije gusobanurira abanyeshuri barangije amashuri uko akazi gashakwa,
- Nyuma y'ikiganiro, abanyeshuri bazaba bagihawe bazashobora gusobanurira abandi inshingano za Komisiyo n'uburyo akazi gashakwa.

IRIBURIRO

Igihugu cyacu cyaranzwe n'amateka mabi y'imiyoborere. Kuva mu mwaka 1962, akazi katangwaga hashingiwe ku ivangura rishingiye ku bwoko, irondakarere, icyenewabo n' ibindi bishingiye ku kubogama.

IRIBURIRO (BIRAKOMEZA)

Mu masezerano y'Amahoro y'Arusha yo mu mwaka wa 1993, Umuryango FPR Inkotanyi na Leta yari ku Butegetsu icyo gihe, zemeje ko hakwiriye gushyirwaho uburyo buboneye bwo gutanga akazi ku Banyarwanda ku buryo bunyuzemo mu mucyo kandi bumwe kuri bese, abanyarwanda bagahabwa amahirwe angana.

IRIBURIRO (BIRAKOMEZA)

Iyo ngingo yo guha amahirwe angana abanyarwanda mu gushaka akazi yashimangiwe n'ibiganiro byabereye mu Rugwiro (1997-1999);

Muri ayo masezerano no muri ibyo biganiro niho havuye **Komisiyo y'Igihugu ishinzwe Abakozi ba Leta**, iteganywa n'Ingingo ya 139 y' Itegeko Nshinga rya Repubulika y'u Rwanda ryo ku wa 04 Kamena 2003 ryavuguruwe muri 2015.

IRIBURIRO (Birakomeza)

Ubu Komisiyo igengwa n'Itegeko N° 67/2018 ryo ku wa 30/08/2018 rigena inshingano, imitunganyirize n'imikorere bya Komisiyo y'Igihugu ishinzwe Abakozi ba Leta.

ZIMWE MU NSHINGANO ZA KOMISIYO

1. Kugenzura ko inzego za Leta zishyira abakozi mu myanya y'imirimo binyuze mu mucyo kandi mu buryo bumwe ku bashaka akazi bose;
2. Gusuzuma raporo z'amapiganwa yakoreshejwe n'inzego za Leta n'ishyirwa mu myanya ry'abakozi ba Leta;
3. Gufata imyanzuro ku rwego rwa nyuma ku byemezo byo mu rwego rw'Ubutegetsi bijyanye n'imicungire y'abakozi ba Leta yajuririwe.

IMITERERE Y'ISOKO RY'AKAZI MU RWANDA

1. LETA (PUBLIC SERVICE): 2%

Urugero (Raporo ya Komisiyo 2019/2021)

- Imyanya yatangajwe: 2,021

- Abasabye akazi: 258,914

- Abapiganwe: 52,187

- Abatsinze: 4,548

2. ABIKORERA (PRIVATE SECTOR): 98%;

- GUHUZA ABAKORESHA N'ABASABA AKAZI (JOB NET): 1,172 Job fair, 6/12/2018

GUSHAKA AKAZI MU NZEGO ZA LETA

Uburyo bwo gushaka akazi mu nzego za Leta biteganwa n'ITEKA RYA PEREZIDA N° 128/01 RYO KUWA 03/12/2020 RYEREKEYE GUSHAKA ABAKOZI BA LETA N' AMAHUGURWA AHABWA ABAKOZI BAGITANGIRA AKAZI; AHO UBU HASIGAYE HAKORESHWA INZIRA Y'IKORANABUHANGA (*E-RECRUITMENT SYSTEM*)

E-RECRUITMENT SYSTEM NI IKI?

Urubuga rw'itumanaho mu gushaka akazi ruhuza umukoresha n'umukandida.

- ☞ Umukoresha arwifashisha atangaza imyanya ikenewe n'ibisabwa kuri buri mwanya, kugaragaza ibyemezo biba byafatiwe umukandida, rukanifashishwa kandi mu gutangaza amanota;
- ☞ Umukandida arwifashisha atanga dosiye isaba akazi (fotokopi y'impamyabushobozi cyangwa impamyabumenyi, fotokopi y'indangamuntu y'umwimerere n'ibindi bisabwa kuri uwo mwanya rukamufasha n'igihe cyo kujurira.

UKO AKAZI GASHAKWA HIFASHISHIJE E-RECRUITMENT

1. Gufunguza *account*
(www.mifotra.gov.rw);
2. Kureba imyanya igomba
gupiganirwa;
3. Kureba umwanya wujujeho
ibisabwa;
4. Kohereza dosiye yawe (submit);
5. Igisibizo kuri email yawe.

IBIGOMBA KWITABWAHO MU GUSHAKA AKAZI (P. Service, P.Sector)

- Reba *job profile* yawe uyihuze neza n'ibisabwa ku mwanya (gutegura neza dosiye isaba akazi);
- Kumenya igihe ikizamini kizabera no kuhagerera igihe kandi kwitwaza ibyangombwa (ID);
- Mu gihe hari aho watanze dosiye, guhora usura email yawe kugira ngo aho wasabye akazi batagufatira icyemezo kuri dosiye yawe isaba akazi ugatinda kubibona, bityo ukaba watakaza n'amahirwe yo kujurira

MURAKOZE

www.npsc.gov.rw

Email: info@npsc.gov.rw

Twitter: @npscrwanda

Facebook: Npsc Rwanda

PoBox: 6913

Toll free: 3999



✓ IBITEKEREZO

✓ IBIBAZO

✓ IBISUBIZO

