Ijambo rya Nyakubahwa Madame Jeannette Kagame mu isabukuru y'imyaka 20 y'impuzamuryango PRO-FEMME TWESE HAMWE,

Lemigo Hotel, 1 Werurwe 2013

Ba Nyakubahwa Ba Ministre

Banyacyubahiro mwese muri hano

Banyamuryango ba PRO-FEMMES TWESE HAMWE

Mwiriweho?

Nagirango mbashimire ubutumire mwampaye bwo kuza kwifatanya namwe kwizihiza isabukuru y'imyaka 20 PRO-FEMMES TWESE HAMWE imaze. N'ukuri n'ukubabona umuntu akagirango biroroshye. Kubabona nyuma y'ikigihe cyose birashimishize.

Mumfashe kandi tubashimire ko mwaharaniye guteza imbere ihame ry'uburinganire, kwimakaza umuco w'amahoro n'ibikorwa binyuranye by'amajyambere kuva mu Ukwakira 1992**.** Ngira ngo dukurikije amateka y'igihugu cyacu, twese turibuka ko icyo gihe kitari cyoroshye! kuko nta mahoro yari mu Rwanda.

Dufite leta idukunda yadufashishize, nagirango tubashimire. Kugira uruhare mu kubaka umuryango nyarwanda, mwimakaza umuco w'amahoro, mwatanze umusanzu mu kwihutisha gahunda ubuyobozi bw'igihugu bwihaye, yo guhindura imyumvire no guhangana n'ibihe bibi twari tuvuyemo. Amahoro niyo yabaye ishingiro ryo kubaka icyizere ndetse no kwereka umunyarwandakazi, uruhare rwe mu iterambere no kurwanya ihohoterwa rimukorerwa, cyane cyane ko abenshi muribo bari bayoboye imiryango.

Ibikorwa byanyu byatumye muhabwa amashimwe atandukanye, ariko ishimwe rya mbere mbona, ni urwego umunyarwandakazi amaze gutera muri iyi myaka ishize.

Kuba igitekerezo cyatangijwe n'imiryango 13 ubu ikaba imaze kugera kuri 58, bigaragaza ko, imbuto yatewe yuhiwe neza, ikaba imaze no gutanga umusaruro koko.

Nk'uko mubizi isabukuru ni igihe cyo kwisuzuma ! Ni igihe cyo kwihitiramo icyerekezo kinoze kandi kirambye.

Nk'umuryango rero, ni iki iyi myaka 20 yabigishije mwakomerezaho cyangwa mwakosora?

PRO-FEMMES TWESE HAMWE yabaye nk'icyo nakwita ***" Pepiniere"***, Abanyarwandakazi bari mu buyobozi baciyemo. Ni gute abo bayobozi barushaho kujya bagaruka bakongera ifumbire muri ya pepiniere, kugira ngo ingemwe zirimo (arizo ya mashyirahamwe) zikomeze gushisha no gukura neza, haba mu mikorerere, imitekerereze, no kugera ku ntego ziyemeje?

PRO-FEMMES TWESE HAMWE nk'urwego-ngishwanama kandi urwego-mpuzabikorwa, mwarushaho mute guhuza ibikorwa by'imiryango, kuyongerera ubumenyi no kugira aho bageza abanyamuryango babo? Ese mwarushaho mute kuba ijwi rimwe ry'iyo miryango aho kugira ngo buri wese abe nyamwigendaho?

Nk'abanyarwanda, mwakora iki kugirango twizere ko amahoro twiyubakiye, dushaka kuraga abana bacu, atazahungabana? Twabarera dute kugira ngo bamenye guhangana n'uwo ariwe wese washaka kuyahungabanya?

Kuri iyi sabukuru rero, mwongere mutekereze kuri izi ngingo ndetse n'izindi zatuma imyaka 20 iri imbere igira akarusho kuri iyi irangiye.

Haracyari urugendo kugira ngo Umunyarwandakazi agere ku mahoro atuma atuza, akigirira icyizere bityo agaharanira kwiteza imbere no kurinda ihohoterwa rimukorerwa.

Muri iyi minsi mwumva havugwa ikibazo cy'ihohoterwa mu ngo, bigatuma umuntu yibaza ikibitera. Chairperson yabyise 'n'akateye':

- Ese ni uko icyo kibazo kiyongereye?
- Ni uko se imiryango yahindutse?
- Cyangwa n'ubusanzwe byabagaho ntibimenyekane none ubu abantu bakaba barahugukiye kubivuga?

Dukwiye kwitonda kuko abantu batwitirira ibindi, bakaduha isura mbi. Hakwiriye gukorwa ubushakashatsi bugaragaza impamvu nyazo zitera ibyo bibazo bityo hagafatwa n'ingamba zihamye. Kandi **PRO-FEMMES TWESE HAMWE** n'imiryango iyigize, musanzwe mugira ibikorwa by'ubushakashatsi, kuburyo byaborohera gutanga uwo musanzu. Twabizera ko mwabidukorera.

Iyo utekereje aho tuvuye n'aho tugeze hari ibyo mbona dukwiriye kongeramo ingufu muri uru rugamba rwo guhindura imyumvire no kwiteza imbere:

- *Hakenewe **kurushaho kwimakaza ibiganiro mu muryango** kuko bigaragara ko hakiri icyuho kinini kinatuma ndetse habaho n'ubwumvikane bucye n'ubukene mu muryango.*

- *Biragaragara ko **hakenewe gutegura urubyiruko rwifuza kurushinga mu kubaka no kubana neza mu mahoro** hagamijwe iterambere ry'urugo **no kubereka iyo batabanye neza sibo bonyine bigiraho ingaruka**; ahubwo bihungabanya cyane cyane ubuzima n'imikurire y'abana bazabyara. Inzobere mu mibanire y'ingo zikwiriye kwiga uburyo hajyaho urubuga ruhoraho rwo guhugura no gukomeza guhugura abo babyeyi b'ejo.*
- *Murusheho **kwegera imiryango ibanye mu makimbirane** no kuyifasha guhindura imyumvire kuko ahari amakimbirane nta terambere rishobora kuhaboneka. Amahoro aganje mu miryango no mu buzima bwa buri munsi bikwiriye kuba umuco ; kwamagana ihohoterwa nabyo ni byiza ariko uburyo burambye bwo kurikumira ni uburere bwiza dutanga.*
- *Mufashe umuryango nyarwanda **kongera imyumvire** ku bijyanye n'ihame ry'uburinganire n'ubwuzuzanye bigamije iterambere. Uburinganire n'ubwuzuzanye ntibikwiye gufatwa nk'umutwaro cyangwa ukwigaranzura, bikwiriye kuba umuco mu banyarwanda.*
- *Abanyarwandakazi dukwiye gushyira hamwe ibyiza twagezeho, abato bakwifashisha. Ibyo biradusaba **kwandika, gutanga ubuhamya** no kumenyekanisha ibyo twagezeho. Ubundi buryo ni ubwa **mentoring:** mu myaka 20 Abanyarwandakazi benshi bamaze kugira ubunararibonye mu nzego zose: haba mu buyobozi, politiki, ubushakashatsi n'ibindi bikwiriye kwigishwa abakiri bato kandi kare, bagakura ari indashyikirwa.*

Mu myaka 40, umubyeyi aba amaze kuba igikwerere, afite ubushobozi, yuzuye ubunararibonye akaba n'icyitegererezo ku bakiri bato. Twizeye

ko tuzabona PRO-FEMMES TWESE HAMWE nk'uwo mubyeyi n'iyo myaka itaragera!

Mu gusoza, nagira ngo nsabe abari hano bose bamfashe tubashimire kuba mufite icyerekezo cyo kugendana n'ibihe tugezemo birimo n'inyubako nshya muteganya kubaka mu minsi iri imbere.

Nibutsa ko icyo cyerekezo kigomba kujyana no kurushaho kunoza imikorere no kuba urwego ngishwanama rw'imiryango yose igize PRO-FEMMES TWESE HAMWE; maze iyo miryango ikagira akarusho mu mikorere.

Nsoze kandi mbizeza kuzakomeza gufatanya namwe kugira ngo inzozi zanyu zizabe impamo ariko nongera kubasaba gukomeza kubiba imbuto z'amahoro n'ubwumvikane mu muryango kuko ari byo bizatuma iterambere twifuza riramba. U Rwanda rwacu turukunde, turukorere, turubumbatire.

Isabukuru nziza.