

Incamake y'Inyigo y'ibyagezweho n'imishinga y'umuryango “*L'Appel au Rwanda*”

**L'Appel, imyaka 20 y'ibikorwa mu Rwanda :
kuva mu bufasha bw'ubutabazi kugera ku
bikorwa biganisha ku «iterambere rirambye»**



Iyi nyandiko ni incamake y'inyigo y'ibyagezweho n'ibikorwa bya L'Appel mu Rwanda.

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I – Miterere rusange

Ibikorwa bya L'Appel mu Rwanda bigamije kuzamura mu buryo burambye imibereho y'abaturage batishoboye bikemura ibibazo byinshi by'ingenzi: uburezi, ubuzima, kubona amazi n'amashanyarazi, ndetse n'iterambere ry'ubukungu kimwe n'iry'imibanire. L'Appel yatangiye impinduka zikomeye mu mikorere yayo, iva mu mfashanyo zita ku kugoboka abari mu kaga yerekeza ibikorwa byayo muri gahunda y' "iterambere rirambye". Iri hinduka ryaje rihurirana n'ibisigisi by'ingaruka za jenocide yakorewe abatutsi mu 1994, hamwe n'ibibazo byagendanaga no kwongera kwiubaka ndetse n'iterambere ry'imibereho n'ubukungu byayikurikiye.

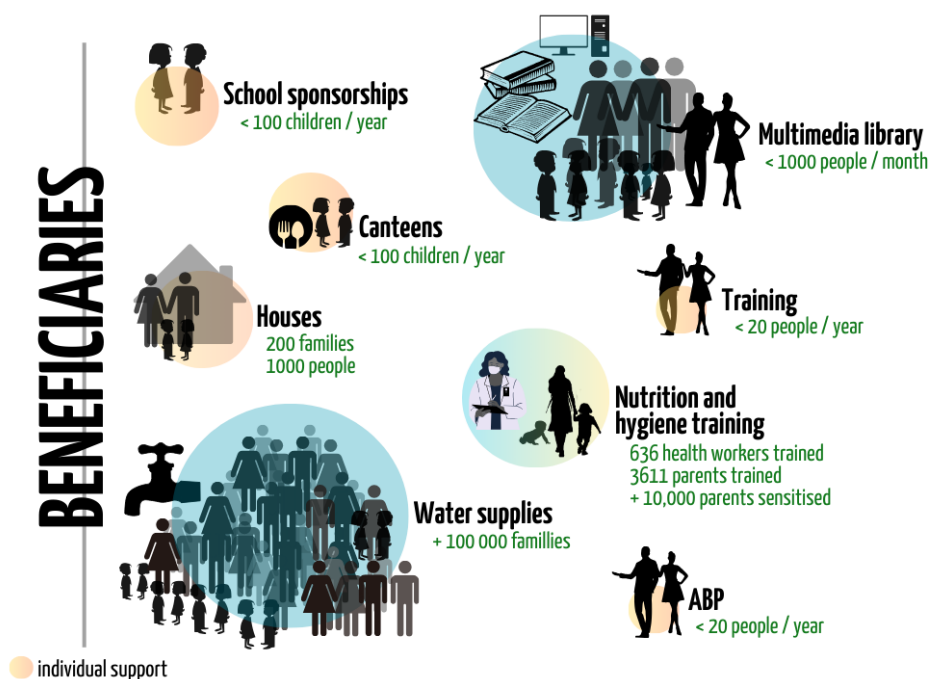


L'Appel yatangiye imishinga itandukanye y'igihe kirekire yagize ingaruka nziza zifatika ku buzima bw'abagenerwabikorwa bayo. Kubaka amazu byatumye imiryango myinshi ihabwa aho iba kandi hakwiriye, igizwe ahanini n'abagore bibana kandi bafite abana. Kunoza uburyo bwo gutanga amazi meza hifashishijwe imiyoboro ikoresha ingufu z'ubuharame byahinduye imibereho y'abantu ibihumbi, bigabanya ibyago by'indwara zanduzwa n'amazi mabi, ndetse binagabanya imirimo ikunze guharirwa abagore n'abana yo kuja gushaka amazi bitwaje amajerikani aremereye mu ntera ndende. Byagendanye kandi no gushyira imbere uburezi hashyirwaho ubuterankunga bwo gufasha abanyeshuri hakoreshajwe parrainages, amasomo y'umyuga, hafungurwa kantine zigaburira abana b'abanyeshuri, ndetse hanashyirwaho isomero rifasha by'umwihariko kugera ku burezi n'umuco.

Mu gihe kirebwa n'iyi nyigo (2014-2024), ibikorwa bya L'Appel au Rwanda byari ibi bikurikira :

- **Kubaka amazu mashya** : Kuva mu 2014, kubaka amazu 200 byatumye hashoboka kwakirwa abantu barenga 1.000, 90% muri bo ni abagore bibana hamwe n'abana, cyangwa abagabo bafite ubumuga.
- **Kugeza amazi mu ngo hafatiwe ku miyoboro migari** : Kuva mu 2021, gukwirakwiza amazi mu ngo hafatiwe ku miyoboro yubatswe cyangwa yasanwe ni intego ikomeye y'Umuryango L'Appel. Muri 2023, amazu 25 yagejewe amazi.
- **Kubaka imiyoboro migari ikwirakwiza amazi atemba** : Kubaka cyangwa gusana imiyoboro 19 y'amazi atemba byafashije abantu bagera ku 100.000 kubona amazi.
- **Kantine** : Gutera inkunga kantine ya Wikwiheba bifasha kugaburira abana 50 ku munsu. Kantine ya kabiri yafunguwe mu mpera za Kanama 2024 i Kiruhura.

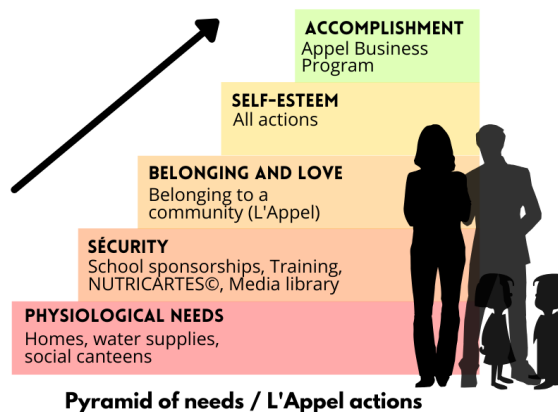
- **Inkunga yo kwiga** : Abana 64 bo mu miryango ikennye cyangwa b'imfubyi batewe inkunga muri uyu mwaka w'amashuri, kandi abana barenga 300 batewe inkunga kugeza barangije amashuri yisumbuye kuva 2004.
- **Amahugurwa ku mirire** : L'Appel iteza imbere umushinga NUTRICARTES®, ukoresha uburyo bwo guhugurira imirire myiza bushingiye ku bufatanye n'abigishwa, bukifashisha igikoreshe gisa n'umukino ushimishije. Abakozi b'ubuzima 636 n'ababyeyi 3,611 - cyane cyane ab'abagore, ni bo bahuguwe.
- **Inguzanyo ntoya** : Porogaramu y'inguzanyo iciriritse igenewe ibikorwa by'ubukungu yiswe *L'Appel Business Programm* (ABP) yageragejwe muri 2023. Uyu mushinga wafashije abahoze ari abana bishingiye na L'Appel (filleuls) 12 cyangwa abagenerwabikorwa bayo basanzwe (abagore 8 n'abagabo 4, hagati y'imyaka 23 na 45) kwihangira imirimo.
- **Isomero** : Isomero, ryafunguwe mu 2011, ubu rifite igice cyahariwe imikino hamwe n'icyumba cya za mudasobwa. Iri somero rizamo abantu barenga 1000 ugereranije buri kwezi. Rifite ubufatanye n'amashuri hamwe n'ibigo byita ku iterambere ry'abana bato (ECD).



Izi gahunda zose zigira ingaruka nziza zitaziguye mu kwigirira icyizere kw'abagenerwabikorwa, bikabafasha kuzamura imibereho yabo no guhindura uburyo ababo ndetse n'abaturage babana nabo bababona.

L'Appel Business Program yo itera intamwe yisumbuye cyane iyo itanga amahirwe ku bagenerwabikorwa yo kugera aheza binyuze mu mushinga wo kwihangira umurimo, gutyo ikagira uruhare mu kwibeshaho kwabo.

Kiriya gishushanyo kiri iruhande, cyifashishije piramide ya Maslow, kirerekana imbaraga zishobora guhuza ibikorwa byakozwe: ingaruka zazo zikomezanya iyo zihurijwe hamwe.



II — Isuzuma ry'akamaro k'ibyakozwe

— Akamaro ku mibereho

Igikorwa cya L'Appel cyatumye bishoboka kuzamura bigaragara imibereho y'abagenerwabikorwa. Kugira amazu ameze neza byashimangiye umutekano w'imiryango kandi byorohera imibanire yayo. Kubaka imiyoboro y'amazi byagize ingaruka nziza ku buzima n'imibereho myiza y'abaturage: kwegereza kurushaho amavomero byanabahaye umwanya munini wo gusubira mu masomo, uwo kugenera imyidagaduro, rimwe na rimwe uwo guharira ibikorwa bibyara inyungu. Guteza imbere uburyo bw'imyigire n'ibikorwa by'inzu y'ibitabo byashishikariye intsinzi y'uburezi bw'abana baturuka mu miryango itishoboye, bibaha urwego rufasha kwiga no kwidagadura.



Inkunga mu bukungu binyuze mu mahugurwa mu myuga na gahunda yo kuguriza abantu umubare w'amafaranga uciriritse binyuze muri L'Appel Business Program, byazamuye ukwigira kw'abagenerwabikorwa kubera kubageza ku bikorwa byinjira inyungu. Gusa iyo gahunda iracyafite aho igarukira kubera umubare muto w'abagenerwabikorwa yagezeho.

— Intego nyamukuru zagezweho :

- Ukwiye kw'ibereho myiza: Amacumbi yubatswe yazamuye umutekano n'ituzwe mu miryango, cyane cyane ku bagore bibana. Kubona amazi meza n'amashyamba byagabanije imirimo itoroshye ya buri muni, ku bw'umwihariko ku bagore n'abana.
- Uburezi: Inkunga yo kwiga hamwe na kantine byafashije abana barenga 300 bakomoka mu miryango itishoboye kurangiza amashuri. Isomero, risurwa n'abagera ku 1000 mu kwezi, rifasha kugera ku myigire n'umuco.
- Kongera ubushobozi mu bukungu: Gahunda y'igerageza y'inguzanyo iciriritse yatumye abagenerwabikorwa 12 (harimo abagore 8) batangiza ibikorwa byabo bwite by'ubukungu bibinjiriza amafaranga.
- Imirire n'ubuzima: uburyo bwo kwigisha bwa NUTRICARTES© bwahuguye ababyeyi n'abakozi b'ubuzima 3 600, gutyo bugira uruhare mu kuzamura imirire myiza n'isuku.



Hagaragaye kandi inzitizi zimwe na zimwe. Kwishingikiriza ku nkunga zituruka hanze byerekana ikibazo gikomeye ku burambe bw'ibikorwa. Mu gutegura uko amazu yubakwa bishobora kurushaho kunozwa hateganywa ubwiherero n'ibikoni by'isuku kugira ngo birushaho gutanga ibisubizo byiza ku byo imiryango ifashwa ikeneye.

Hanyuma kandi, uruhare rw'abagenerwabikorwa mu igena n'ishyira mu bikorwa by'imishinga rukomeje kuba ruto, ibyo bikaba bitabafasha kwiyumvamo ibyo bikorwa ndetse no kubongerera ubushobozi bwo kwigira mu gihe kizaza.

— Inzitizi zigaragara :

- Kwishingikiriza ku baterankunga bamwe nka *Fondation Abbé Pierre* cyangwa SEDIF no kugabanuka kw'umubare w'abaterankunga y'imyigire (parrainages).
- Ibikenewe bititaweho, nk'ubwiherero n'ibikoni, cyangwa ibikoreshe by'ibanze mu nzu zubatswe.
- Uburyo na n'ubu budahagije bwo gukangurira abagenerwabikorwa kugira uruhare rutaziguye mu iterambere ryabo.

— Ibyagezweho ku “bubasha bwo gukora”

Isesengura ry’umusaruro w’ibikorwa ryagaragaje bidasubirwaho ihinduka mu ntego za L’Appel, zavuye mu bufasha bw’ubutabazi zikagana mu bikorwa by’iterambere ryuzuye. Iryo hinduka rigaragarira mu bushake bwa L’Appel bwo gushyiraho imikorere ihuza ibikorwa, igafasha mu kubyongerera imikorere itunganye n’umumaro ku bagenerwabikorwa nyirizina, imiryango yabo n’abaturanyi babo.

Isuzuma ry’uwo mumaro ntiragarukira gusa ku kuba babonye iby’ibanze mu buzima bwabo, cyangwa se ngo upimirwe gusa ku butunzi n’ubuzima, ahubwo rigomba nanone kumvikana mu birebana no kwagura “ububasha bwo gukora” bw’abafashwa (iyongerabumenyi, ubumenyi-ngiro, cyangwa ubumenyi bwo gukorana n’abandi). Hagamijwe gupima ikigero cy’ingaruka n’icyibagezweho mu birebana n’ubushobozi bwo gukora bw’abagenerwabikorwa, twifashishije icyiswe “Empowerment Grid” kigaragara ahakurikira :

UBUTUNZI	UBUSHAKE n’UBUSHOBOZI
⇒ Kugera ku mitungo, kubona serivisi n’imiterere y’ubukungu n’imibereho	⇒ Imitekerereze (imimerere y’ubwenge n’imyifatire), imbaraga zo mu mitekerereze, ubushobozi bwo kwegera abandi ⇒ (Umutimanama usesengura n’ubushobozi bwo gutanga icyerekezo)
— Uruhare, amahuriro n’ubusabane n’abandi — Amafaranga yinjizwa n’umuntu ku giti cye, ayinjizwa n’umuryango, n’uburyo bwo gucunga imitungo — Kubona serivisi (icumbi, amazi, amashanyarazi, nibindi) — Imitungo: Ibyinjira, imitungo n’ikoreshwa ryabyo (inzu, ubutaka, ibintu, ibikoresho n’ibindi byinjira)	Umuntu ku giti cye: — Kwihesha agaciro no kwigirira ikizere — Iterambere n’umushinga bwite — Kuvugira mu ruhamwe — Uruhare mu gufata ibyemezo rusange — Ubushobozi bw’umuntu ku giti cye bwo gusesengura imibanire n’abayobora
UBUMENYI	
⇒ Ubumenyi, ubuhanga n’umutimanama usesengura w’umuntu ku giti cye	Abantu bishyize hamwe:
— Amahugurwa ya tekini n’urwego rwo kwiga — Ubumenyi bw’imirire n’isuku (ubuzima) — Ubushobozi bwo gutanga ibitekerezo, ibiyumviro — Ubushobozi bwo kumenya amahohoterwa n’amavangura ashingiye ku gitsina (GBV)	— Imyumvire rusange y’imbaraga z’ubuyobozi n’imbaraga z’ibikorwa rusange — Uruhare mu miryango / mu bikorwa by’iterambere byo mu rwego rw’ibanze — Ubushobozi bwo guhuriza hamwe ku bishyize hamwe

Ubwiyongere bw’imbaraga zo gukora - ari umuntu ku giti cye n’abishyize hamwe - bivana abagenerwabikorwa mu mwanya w’abantu bo gutega gusa amaboko, bikabahindura abagira uruhare mu kunoza imibereho yabo igihe ubufasha babonye bubabera amahirwe yo kuyibazamo impinduka nziza kuri bo n’ababo.

Mu isesengura ry’ibikorwa bya L’Appel, bigaragara ko ibipimo bibiri by’imbaraga zo gukora bishimangirwa mu rwego rw’Ubutunzi, ari byo — Uruhare, amahuriro n’ubusabane (imibanire) n’abandi, no — Kubona serivisi (icumbi, amazi, amashanyarazi, nibindi). Ibikorwa byanagize kandi ingaruka zihagazeho mu bijyanye n’ubumenyi (“amahugurwa ya tekini n’urwego rwo kwiga”) n’urw’ubushobozi n’ubushake (“Ishema ry’uwo uri we”, “Gutsura umushinga wawe bwite”, hanyuma kandi, ariko byo mu rwego ruciriritse, “Kuvuga mu ruhamwe”).

Ibindi bipimo byose ntabwo byakunguwe bihagije, cyangwa byazamuye mu bikorwa byihariye. Bigaragara nko “mu bumenyi mu by’imirire n’isuku (ubuzima)”, aho n’ubwo byazamutse cyane muri gahunda y’umushinga wa NUTRICARTES®, bitari mu by’ingenzi mu yindi mishinga yashyizwe mu ngiro.

Ibi byerekana ko ari ngombwa gushimangira izo imbaraga zo “kwishakamo/kwibazamo ubushobozi (empowerment)” zihishe mu iterambere rirambye. Amahugurwa no guha imbaraga abagenerwabikorwa bityo bigaragara rero ko ari amahame shingiro yemeza imikorere myiza no kuramba by’ingaruka nziza z’ibyakozwe.

III — Imikoranire n'ubufatanye

L'Appel yashoboye gushyiraho imikoranire hagati y'inzego z'ibanze n'imiryango yo mu Bufaransa (*Fondation Abbé Pierre, SEDIF*). Ubufatanye n'Akarere ka Gicumbi, n'ibitaro bya Byumba na sosiyeti Hydrenco bwafashije kubyaza imishinga umusaruro uhanitse hiyambajwe ubumenyi buhari no gukurikirana ibyagezweho.

Iryo huzamikoranye ryoroheje ishyirwa mu bikorwa ry'imishinga y'ingenzi, cyane cyane iyo kugeza amazi meza ku bagenerwabikorwa, kububakira amacumbi no kubahugura mu by'imirire n'isuku.

Nyamara haracyari imbogamizi mu ihuzamikorere, mu igenzura n'iheshagaciro ry'ibyakozwe. Isomero, n'ubwo rifite akamaro mu burezi n'umuco, ntabwo riramerwa nk'igikoresho cy'ingenzi mu iterambere ry'abaturage.

Kuganira hagati y'amakipe atandukanye ya L'Appel, ayo mu Bufaransa n'ayo mu Rwanda, byashyirwamo ingufu kugira ngo habeho guhuza ishyirwa mu bikorwa n'ikurikirana ry'imishinga, ndetse no guhuza neza n'ukuri kw'aho imishinga ikorerwa.

— Ubufatanye bwagenze neza :

L'Appel yakoranye neza n'abafatanyabikorwa b'aho ibikorwa bibera (uturere, ibitaro bya Byumba, WASAC na Hydrenco). Uko guhuza imikoranire byafashije kubyaza umusaruro uhanitse ibikorwa, cyane cyane ku bigendanye no kubaka imiyoboro y'amazi, kubaka amazu no guhugura mu by'imirire.

— Ibibazo by'imikoranire y'nzego :

Imikoranire hagati y'abafatanyabikorwa b'aho igikorwa kibera hari aho usanga idahuza, ku bw'umwihariko mu guteza imbere umushinga w'Isomero.

Kuganira mu rwego rw'imbere no hanze yarwo bigomba gusyirwamo imbaraga, cyane cyane mu guhuza intego - n'ibyifashishwa mu igenzurabikorwa - hagati L'Appel France n'amakipe yayo mu Rwanda.

Ikarita ikurikira iratanga ishusho y'ipfundo abafite uruhare mu mishinga bahuriyeho, ikanagaragaza n'abayishyira mu bikorwa b'ingenzi ari bo : L'Appel Rwanda, amakipe ya L'Appel na sosiyeti Hydrenco.

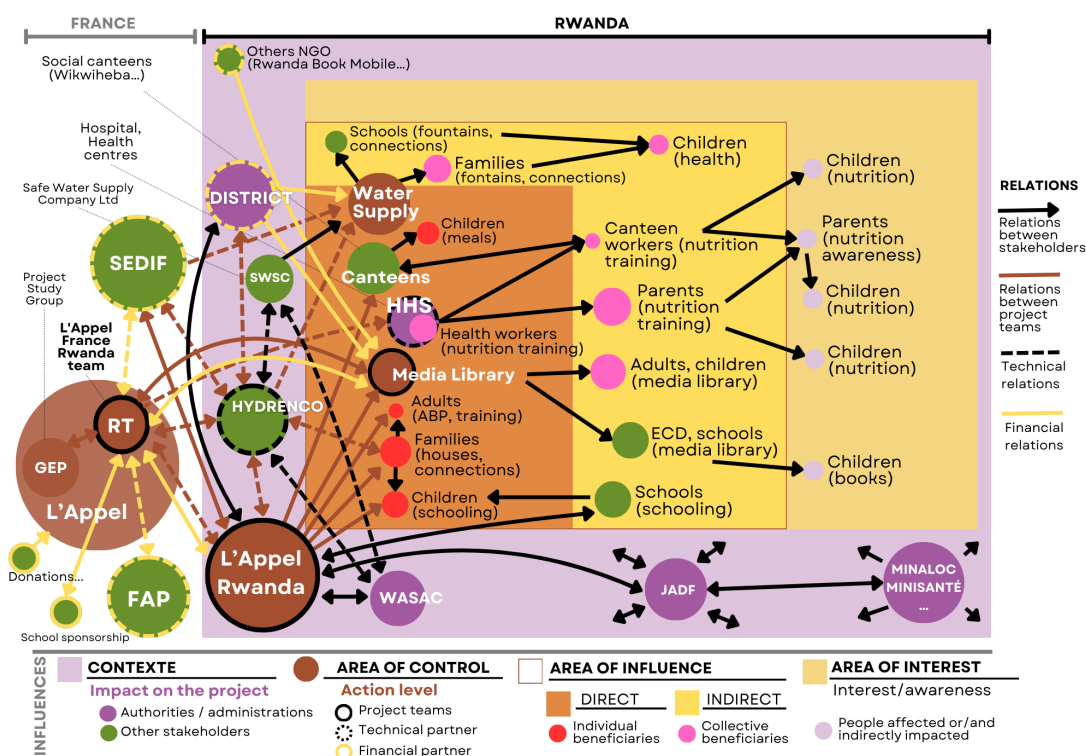
Iyi niyo mufatanyabikorwa w'imena mu bya tekiniki, haba mu kubaka imiyoboro y'amazi, haba mu kubaka amazu (ari byo bikorwa bifite umumaro ukomeye kurusha ibindi hashingiwe ku mibare y'abo bigeraho).

IV — Ibitekerezo n'ibyifuzo

Kugirango hashimangirwe akamaro n'uburambe bw'ibyakozwe, hashobora kwifashishwa inzira nyinshi zo kubinoza. Kwongera ubwiherero n'ibikoni ku mazu yubakwa byaha abagenerwabikorwa aho kuba hujuje ibyangombwa by'ibanze bakenera mu mibereho yabo.

Kugira inkomoko zitandukanye z'inkuga ni ikintu cy'ingenzi kugira ngo hagabanywe ukwishingikiriza ku baterankunga ba none, hanatangwe icyizere ko imishinga izakomeza gukora. Gufasha gutera imbere mu bukungu birasaba kwagura gahunda ya *Appel Business Program*, hakanashyirwaho n'uburyo bunoze bw'igenzura kugirango hizerwe ko imishinga y'abagenerwabikorwa bayo izagira uburambe.

Uburinganire bw'ibitsina bukwiye kwitabwaho kurushaho ku buryo habaho uburinganire bwuzuye mu nkunga yo kwiga, no gushishikariza kwinjiza abagore mu buyobozi bwa L'Appel. Kantine zashobora gutera intambwe zikinjira muri gahunda z'amasomo ku mirire n'isuku, gutyo zigatsura imirire myiza mu miryango.



Inonosora ry'igenzura ry'imishinga rishingiye ku bikoresho bigezweho¹ bitanga ubushobozi bw'ikurikirana n'isuzuma butajegajega kandi bwihuse. Guteganya isuzuma ry'impinduka² z'igihe kirekire aho kurishingira gusa ku gusozwa kw'ibikorwa, byagira akamaro mu guhuza imishinga n'ibikenerwa n'abo bireba uko bigenda bihinduka.

— Ibitekerezo ku bikwiye kunonosorwa :

- Gushimangira ibikorwaremezo: Gushyira ubwiherero, igikoni, n'ibikoresho by'ibanze mu mazu.
- Gushakisha ahenshi hashoboka hwa inkunga: Kugabanya ukwishingikiriza ku baterankunga bake bahari ushakisha amasoko mashya y'inkunga.

¹ Urutonde rw'ibikoresho n'uburyo bwifashishwa mu gutegura, kugenzura no gusuzuma ibikorwa kugira ngo hashyigikirwe inzira z'impinduka byateguwe na F3e:

<https://f3e.asso.fr/decouvrir-le-f3e/que-faisons-nous/nos-suiets/changement-approches-orientees-changement-aoc/>

² Mu Gifaransa: « Agir pour le changement. Guide méthodologique pour accompagner des processus de changement complexe : analyser, planifier, suivre et évaluer », F3E-COTA, 2014. https://f3e.asso.fr/wp-content/uploads/guide_chgnt_f3e_cota.pdf

- **Inkunga mu kwigira mu bukungu** : Kwagura gahunda ya ABP hongerwa ingano y'inguzanyo ziciriritse hakanashyirwa imbaraga mu ikurikirana ry'abayihabwa.
- **Kwibanda ku buringanire** : kongera gusubizaho iringaniza ryuzuye hagati y'abahungu n'abakobwa mu nkunga yo kwiga kandi hakongerwa umubare w'abagore mu miyoborere ya L'Appel Rwanda.
- **Kuzamura akamaro ka kantine** : Guhoindura kenshi amafunguro, no gutangiza gahunda z'uburezi ku mirire n'isuku.
- **Ingamba z'ikurikirana** : Kwifashisha ibikoresho bigezweho byo gukurikirana no gusuzuma, nk'imbuga zikorera ku murongo wa interineti, kimwe n'uburyo bw'isuzuma rishingiye ku mpinduka zirambye ("*cartographie des incidences*").

V — Umwanzuro

L'Appel ishaka ko ibikorwa byayo biganisha mu guhinduka ku buryo burambye kw'imibereho y'abaturage batishoboye. Iyo mikorere ihamya ingamba nshya zigamije iterambere ryuzuye, ritagarukira gusa ku gutanga ibikenerwa by'ibanze, ahubwo zigamije kuzamura ubushobozi bw'abagenerwabikorwa mu kugira uruhare mw'iterambere ryabo. Ubwo L'Appel yashyiragaho umushinga w'inguzanyo ziciriritse muri 2023, bwari uburyo bwo gushyigikira imibereho yongerera urwego rw'ubukungu mu bikorwa byayo, gutyo iba itangije impinduka ku bagenerwabikorwa bayo bahindutse ba nyiri ibikorwa by'iterambere ryabo bwite, banaba abafatanyabikorwa mu kugera ku ntego kw'imishinga ikorwa.

Imikorere ya L'Appel ishingiyeye ku ihuzabikorwa hagati y'imishinga yuzuzanya. Uko kugenda mu mujoyo umwe kwavuyemo kugenera abantu bamwe ibikorwa by'impurirane, byatanze umusaruro ujimije. Guhuriza kuri bamwe icumbi, amazi meza, inkunga y'ishuri n'inguzanyo, byabaye imbarutso ikomeye y'iterambere ry'ababigenewe, bibafasha kugera ku mibereho irushijeho kuba myiza, no kuzamura ukwigira kwabo.

Gusa, icyo cyerekezo cyagarukiye gusa ku bantu ku giti cyabo, ntabwo cyigeze kiba imbarutso y'ukwihuza kw'abagenerwabikorwa. Kuba badahura ngo bahane inama banungurane ibitekerezo, byazitiye ubushobozi bwo gukarishya imibanire no guteza imbere uburyo bwo guterana inkunga bw'imiryango. L'Appel igaragaza ko ko ishaka gushishikariza ivuka ry'imiryango itari iya Leta ifite umurava wo gukora. Icyo cyifuzo kiri no mu mujoyo umwe n'ubushake bwa Leta y'Urwanda bwo kubona abaturage bagira uruhare mu miyoborere y'inzego z'ibanze binyuze mu ihuriro *Joint Action Development Forum*³ (JADF), ihuriro ry'ibikorwa bigamije iterambere.

Nyamara, kwinjira abagenerwabikorwa muri izo gahunda z'imiryango bisaba inkunga yihariye, cyane cyane nko kubashishikariza kugira uruhare mu miryango iriho cyangwa se bakoroherezwa gashinga amatsinda yabo. Kubikangurira abagenerwabikorwa b'abagore birimo inyungu ikomeye, haba gushimangira imbaraga zabo muri sosiyeti, haba no guteza imbere impinduka mu mibanire yabo n'abo badahuye igitsina. L'Appel ibafashije kugira umwanya mu nzego z'ubuvugizi n'iziharanira uburenganzira yaba itanze umusanzu mu gukomeza byuzuye uburinganire n'ubwuzuzanye.

Isuzuma ry'ibyakozwe ryerekana bidasubirwaho impinduka zifatika, haba mu rwego rw'imibereho cyangwa mu kwigira kw'abagenerwabikorwa. Cyakora, ikigamijwe gikuru kiri mu gusohoka muri gahunda yo gufasha haganwa muyo kugeza abagenerwabikorwa muri gahunda yo gufatanya gutekereza no gushyira mu bikorwa imishinga, aho baba batakirira abo gusa kwakira imfashanyo, ahubwo bakaba ari abafatanyabikorwa mu iterambere ryabo. Iyo mikorere ni yo iri muri porogaramu ya ABP y'inguzanyo iciriritse, ituma abagenerwabikorwa ari bo ubwabo barebwa no gushyira mu bikorwa no gucunga imishinga yabo. Kugira ngo ibyo byongererwe imbaraga, birasaba ko iyo mikorere yinjizwa no mu yindi mishinga yose ya L'Appel, abagenerwabikorwa bakarushaho guhabwa umwanya mu itegura n'icunga ry'imishinga.

Kunoza akamaro k'ibikorwa bisaba kandi uburyo butunganye bwo kubicunga no kubisuzuma. Ibiganiro byagutse n'abafatanyabikorwa, hiyongeraho kuzamurira buri gihe agaciro ibyagezweho, byafasha mu gukomeza guhabwa inkunga no kubona abandi baterankunga. Ku rundi ruhande, guha imbaraga uburyo bw'iterambere rirambye bisaba

³ Gusangizanya amakuru hagati ya L'Appel na L'Appel Rwanda ku biganirwaho muri *Joint Action Development Forum* (JADF), biracyari kure, nyamara kandi L'Appel Rwanda ihagarariye muri JAD, aho n'imishinga yose y'Akarere iba uihagarariye.

gutekereza cyane ku ruhare rw'ibikorwa bigamijwe kubungabunga ibidukikije, cyane cyane mu guhangana n'ihindagurika ry'ikirere no gushyiraho ingamba z'imikorere zirambye.

Hanyuma, igenamigambi ritajegajega no guhuza ingamba n'ibihe byatuma umusaruro w'ibikorwa ujya hejuru. Muri urwo rwego, izamuka ry'ubushobozi bw'amakipe y'aho ibikorwa bibera hamwe n'uruhare rugenda rwiyeongerera rw'abagenerwabikorwa ni ibintu by'ingenzi byizeza uburambe n'imikorere ihwitse y'imishinga.

Muri make

Uko imyaka ihita indi igataha, L'Appel yerekanye ko ifite ubushobozi bwo kuzamura mu buryo burambye imibereho y'abaturage batishoboye ibinyujije mu bikorwa bifite intego kandi bijyanye n'ibibazo bafite. Kwifashisha ingamba zishingiye ku iterambere rirambye (rikomatanyije) byafashije mu guhuza imbaraga z'ibikorwa byose, bituma habaho iterambere rikomeye mu burezi, mu mirire, mu kubona serivisi z'ingenzi (icumbi, amazi n'amashyamba).

Gusa ariko, imbogamizi zirakomeje ku bijyanye n'uburambe n'ubwaguke by'ibikorwa. Gushaka abaterankunga bandi benshi, gushimangira ubuho hagati y'abafatanyabikorwa no gukarishya ibikoresheho byo gucunga ibikorwa no gukora amaraporo bigize ingamba zifatika zakongera umusaruro w'ibikorwa.

Nyuma y'ibyo, hagamijwe guhindura imibereho y'abaturage, L'Appel yagombye gukomeza ingamba zayo zo gukorana byuzuye n'abagenerwabikorwa, ibashyira bo n'imiryango yabo n'abandi baturanye mu izingiro ry'imishinga yayo, ikanafata imishinga ishyirwa mu bikorwa nk'intambe za ngombwa z'urugendo ruzabageza ku bushobozi bwo kwigira.

— Ibisobanuro by'amashusho n'imbonerahamwe

Urupapuro rwa mbere: NUTRICARTES © imyitozo.

Urupapuro 1: Umugenerwabikorwa imbere y'inzu ye yubatswe na L'Appel.

Urupapuro 2: Igishushanyo cy'abagenerwabikorwa ku bikorwa + Pyramide y'ibikenewe byagezweho n'ibikorwa bya L'Appel.

Urupapuro 3: Umwanya w'isomero rya L'Appel + Byumba kantine Wikwiheba.

Urupapuro 4: Imiyoboro itembana amazi.

Urupapuro 5: Ikarita igaragaza abafatanyabikorwa bose bagira uruhare mu bikorwa byose bya L'Appel.