



## **TSHIBAMBALU TSHIA MIANDA YA MPETU**

**Tshisumbu tshia Bulombodi ni Buludiki bua Diakaja dia Mpetu ya Ditunga**

# **MIKENJI YA NGENZELU MUJALAMA**

***Tshibangidilu***

**Tuakaja miaba idi mitunyunguluka ni itudi tuenzelamu midimu yetu, ni tuyenza bu tshiladilu tshiakana tshia bana, mudi muikala kanemu ka maneema a bu muntu ni kalolu, munkatshi mua ngenzelu yetu yonsu.**



## I. MBANGILU

Tshisumbu tshia Bulombodi ni Buludiki bua ebi bidi bitangila Diakaja ni Dilongolola dia Mpetu ya ditunga anyi COREF ntshibambalu tshia ditunga tshidi tshitaba ngenzeli wa muena mudimu yonsu mu kihatshila kenda ha ebi bidi bitangila mudimu wenda. Nkuhitshila dienza dia mudimu diakana dia mukuatshi wa mudimu yonsu, kudi COREF ukumbaja bihatshila bienda ni midimu idi mimuimikila, mu kufila bienzedi bitamba buimpa, kudi kuikala kulondangana ni majinga a bantu, ha ebi bidi bitangila divulganga dia bubanji bua ditunga, ni ku luseka lukuabu, dia badiyi ni tshia bua kuambuluisha..

COREF udi muikala ujuula kulu anyi ubandisha manema majalama a bu muntu, adi bena mudimu ni tshia bua kulonda, bua kuikala ni luendu lujalama mu mudimu wabu wa dituku dionsu, ni mu miaba idibu benzela midimu yabu. Bantu bonsu, nseka yonsu ibidi, ni badi benza mudimu wabu mu COREF badi bobu kabidi, ni tshia bua kulonda luidi elu.

Ha bualu ebu, mukenji ewu wa ngenzeli muakana wa muntu yonsu, udi ukunguija mikenji yonsu ni manema bidi bikala bibaka ni bilama lumu lua COREF. Mukenji ewu udi muludiki bua kuambuluisha bena mudimu bonsu, ni aba badibu bambuluishangana n'abu, ni bonsu badibu nabu malanda, bua kujaja bujalama bua nsombelu wabu, mu ngenzeli wabu wa mudimu wa ku dituku dionsu, ni bua bobu kushikuluja ni ntshintu kayi tshidi tshindila kudibu, ni kabidi mu diteka dia mu tshienzedi dia mudimu udibu benza, udi muikala mulondangana ni ngakajilu wa ndongamu anyi projects idikoku mpindieu, ni eyi yikala mua kuiya hashisha, munshi mua bulombodi bua COREF

Tuamba ni mikenji yonsu misangisha kayena mua kuleja bionsu bia kuehuka ni bionsu bia kuenza nansha. Ki bualu kayi benji ba mudimu bonsu ba COREF ni bakuabu bonsu badi bimikila malu aa, hadibu baheta bualu kampanda anyi lutatu kampanda, bavuluka tshiena bualu tshia mikenji eyi ni manema adiyi ilongesha.

Mukenji ewu wa luidi lua kulonda udi utamba kusuminyina ha ebi bidi bitangila tshikisu tshidi tshienzela bantu bakaji, tshidiu muikala uleja bu buenzavi budi buikala mua kutuala njiu ku diya kumpala dia bukua bantu ni dia ditunga.

Nansha mu kulonda dihangadika dia bukalinga bua ditunga kanungu ka 017/ ka mu matuku asatu, ngondu wa diikumi tshidimu tshia 2002 muikala utangila ngenzeli wa muena mudimu wa mbulamatadi ,mu kuluisha kua buenzavi ni nsombeli wa kanyawu mu muaba wa mudimu, mukenji ewu anyi code udi wiya kusonsola bikola kabidi bena mudimu ba mbulamatadi badi mu mudimu wa COREF, ha mianda idi mitangila tshikisu tshienzela bantu bilondeshila ni mbakaji anyi baluma, mbu mudi tshikisu tshienzela bakaji,nangananga kubasuya bua kushala nabu mu tshindenda,ni udi uleja hatoka ni bualu ebu mbukandikibua bikola,bikola.

Biimanyina ha bulongolodi bua mukenji, kanungu ka 015/2002 ka mu matuku 16 a ngondu wa 10 tshidimu 2002 ha mukenji udi utangila midimu, ni ewu wa kanungu 16/010 wa mu matuku dikumi ni atanu a ngondu wa muandamuteketa tshidimu tshia 2016 ukudimuna ni ukumbaja ewu wa kanungu no15/2002 ha mukenji wa mudimu, udi uleja ni tshilema tshionsu tshidi muenji wa mudimu wa mbulamatadi wenzulula tshia kabidi, tshidi tshimutuadila dinyoka dihita dia kumpala.

Bilondeshila mikenji idi miamba kulu eyi, ngikadilu yonsu wa muena mudimu udi muikala uya hanyima ha mikenji eyi, ni bilondeshila bunena bua tshilema tshienza, neikala mua kuheta manyoka adi alonda aaa :

- Difukununa dia kumpala dimufundila mu mukanda
- Dihatshibua ku mudimu matuku asatu
- Ditumibua kuenzela mudimu muaba mukuabu, bilondeshila mikenji ya benji ba mudimu ba ditunga dia Kongu
- Dihatshibua ku mudimu bua kashidi, kakuyi nansha dikuta dimua difuta

## **II. BIHATSHILA**

Mukenji ewu wa luidi lua benji ba mudimu(CdC) mmuihatshila bidi bilonda ebi :

1. Kujadikulula tshiakabidi manema a bu muntu a tshibambalu tshietu(COREF), ni kujadika bidi bikengela kuenza ni bidi bikengela kuehuka
2. Kutuala tshilejelu tshidi mua kuludika bienzedi bietu, ni mahangadika etu ku dituku dionsu
3. Kusonsola mfumu wa mudimu ni benji ba mudimu ha ebi bidi bibatangila ngenzeli wabu wa mudimiu
4. kufuka muaba wa mudimu udi muikala ni kanemu ka bakuabu ni kudiundadiunda mu ngenzeli wa mudimu
5. Kutungunuka ni kuenza kua mudimu kauyi kadiwu
6. Kudiundisha ni kutungunuja diunvuangana ni malela ni bena ditunga mu ngenzeli wa mudimu mutamba buimpa wa benji ba mudimu ba COREF, ni aba badi benza mudimu mu

ndongamu anyi projet ewu, mu kukolesha kanemu ka bakuabu ni mudimu udibu babikidibua kuenzela bena ditunga, ni badibu nabu malanda, ni bena midimu mishilashilangana ya mbulamatadi wa ditunga dia Kongu

7. Kudianjila kuehuka disuya dia bakaji bua kuenza nabu tshierendenda ni buenzavi bonso kudi benji ba mudimu bonso mu miaba ya mudimu.

### **III.DITEKIBUA DIA MIKENJI YONSU EYI MU TSHIENZEDI**

Mukenji eu udi utangila benji ba mudimu ba COREF bonso, too ni aba badi benza mudimu mu ndongamu, bu nunku :

1. Bena mudimu ba COREF

2. Bena mudimu bajalama, ni aba badi bikala benji ba mudimu batua biala ku mikanda, anyi ba contractants, mu ndongamu idi mu bulombodi bua COREF

3. Balongi badi biya kulonga mudimu anyi ba stagiaires (COREF/PROJETS)

4. Bena mudimu ba batuadi ba bintu bia mudimu bia COREF, hadi ndongoluelu yabu kaiyi ni mikenji eyi yonsu ya bulombodi bua njila wa kuambuluisa bena mudimu ha ebi bidi bitangila :

-mankenda a mubidi, bukola bua mubidi, ni budimu mu miaba ya midimu

-Midimu mienzeja bantu ku bukola

-Midimu ya bana bakesa

-Njiu ya tshikisu tshia tshierendenda mienzela bantu bakaji, disuya dia bakaji bua kuenza nabu buenzavi

5. Benji ba mudimu wa mbulamatadi anyi aba badi batumibua bua kuenza mudimu wa tshimpitshimpi mu COREF

6. Benji ba mudimu ba mu bisumbu anyi badi baheta makuatshisha kampanda mu nfranga anyi mu bintu, mu COREF

Muntu yonsu udi bualu ebu buikala butangila, udi ni tshia bua kuleja ni mmubala mikenji eyi yonsu ya ngikadilu muimpa mu dienza dia mudimu, mmuibala, mmuyishikuluja, mmuangata dihangadika dia kuinemeka mu kutua kua tshiala ku mukanda wa kudifila mu kunemeka kua meyi aa mu aneksa idi mikumbaja ku aneksa wakumpala anyi muibibi. Mulombodi udi ujadika

7. Muntu yonsu udi ku mutu kua tshisumbu (Ndongoluelu mudiikadila, tshibambalu, Nsangilu) udi mudia malanda ni COREF udi ni tshia bua kuangata dihangadika dia kunemeka mikenji eyi ya ngikadilu mujalama mu midimu idiyi wenza ni COREF mu kutua kua tshiala ku mukanda udi muikala ku aneksa muisatu

### **IV.DIUNVUIJA**

Mu mushindu wa kuteka mikenji ni mikandu yonsu eyi mu thsienzedi, miaku kampanda mmiunvuija bu nunku :

**Bena mudimu ba mbulamatadi :** mmuntu yonsu udi muikala ukuata mudimu mu mbulamatadi anyi, udi muikala ufutshibua kudi mbulamatadi.

**Mafutu :** matahishi, diha, makasa, tshiheta, tshintu tshionsu tshidi muena mudimu wa mbulamatadi uheta tshidi tshimanya mua kumusankisha, anyi tshintu tshionsu tshidi tshimulaya.

**Bena mudimu ba batuadi ba bintu bia kukuata nabi mudimu :** bantu badi benza mudimu anyi bangatshibua ku mudimu kudi aba bafidi ba bintu bionsu bia mudimu kudi udi mubalomba

**Ngenzeli wa bumuntu :** mushindu wa kuludika ngikadilu bua kuenza anu malu mimpa ni kuehuka bubu. Ngenzeli ewu udi ulomba kuikala mu bulelela, mu budimu ni kalolu. Mikenji ya ngikadilu muimpa idi mimikila muntu nkaaya anyi tshisumbu tshia bantu.

**Ngikadilu muimpa mu ngenzeli wa mudimu :** Tshinsanga tshia manema a bu muntu adi aludika ngenzeli, nsombelu, bienzedi bia muena mudimu wa mbulamatadi mu dienza dienda dia mudimu anyi mu tshikonde tshidi tshimukosela mu mudimu.

**Diiku :** muaku ewu 'diiku' udi uswa kunvuija : tatu, mamu, mukaji ni muluma mu dibaka, bana balela ba bakaji ni ba baluma, babukuenda bakaji ni baluma, ba mamuenu, ba tatu muenu bankana, bikulu. mikenji idi itangila badi baselangana mu dibaka, idi itangila kabidi mukaji ni muluma badi basomba mu bulunda.

**Bintu bisunguluka :** ngebi bintu bia muntu nkayenda, bia diakamua anyi bihitshila mu njila mikuabu, bikala bu mudi nfranga anyi to, diha dikuabu dikala ditangila umua wa diiku dienda, anyi bia kasumbu kampanda kadiyi ulombola, nfumu wa mudimu anyi muntu udi ni kantu ku bianza. Bintu ebi mbishilangana ni bintu bia mbulamatadi bidi bikala bia bantu bonsu, mu dimuana dia muntu udi ni bujinguludi buimpa.

**Kansungansunga :** Ngikadilu wa muntu udi ueyemena luseka lumua, anyi utua ku tshia mukuabu, bua kuitaba anyi kubenga buenda, hadiyi kayi mu bulelela to.

**Benji ba mudimu ba mutshinsanga :** Mbaantu badibu bangata ku mudimu anyi bikala bakuata mudimu bua kuambuluisha bantu mu ditunga, ni bikala benza mudimu munshi mua bukokeshi bua COREF, ni ndongamu anyi projets yenda.

**Bena mudimu badi batua biala ku mikanda bua tshituha tshihi :** mbenji ba mudimu anyi aba badi bangata ku mudimu kudi bantu kampanda bua kuenza midimu misunguluka ya mu ndongamu, kadi kabayi bikala anu mu miaba yabu ya midimu ya ha tshibidilu to.

**Benji ba mudimu ba diakamua :** Aba mbenji ba mudimu bikala bangata ku mudimu kudi mulombodi wa ndongamu, anyi ndongoluelu idi mimikila diteka mu tshienzelu tshia ndongamu.

**Bena mudimu ba ndongamu :** Muntu yonsu udi muangatshibua ku mudimu, bua kuenza midimu idi mikala milamika diakamua ku midimu ya tshibidilu, midimu ya tshimpitshimpi bilondeshila biala bitua ku mikanda, bena mudimu badi bafuma mu bena musoku anyi bena ditunga, ni benji ba mudimi batuma kudi aba badi bahanyishila ndongoluelu bia kukuata n'abi mudimu

**Thikisu tshienzela bantu, tshikala tshishikama ha diikala dia bantu baluma anyi bakaji(VGB).** Etshi tshidi tshiunvuija bubi bonsu budi buenzela muntu mukaji anyi muluma, katshiyi disua dienda to, buikala ha dishilangana didi munkatshi mua bantu baluma ni bantu bakaji. Munkatshi mua mbihishilu eyi tudi mua kutela : tshikisu mu mishindu yatshi yonsu : Diangatshibua ku bukola mu tshiendenda, kukisa muntu bua kusua kuenza nenda buenzavi bua kumuangata ku bukola, kututshibua, bihendu bia kunyingalaja, kuselesha muntu ku bukola anyi kumpala kua diiba. Kuvila ni nfranga ya kufuta bena mudimu kayenaku, midimu ya kuhesha bantu kayenaku.

**Kukeba makasa a mushinga mu kusaka muana wa bakaji asumbisha mubidi wenda:** Ebi bidi mishindi mikuabu ya tshikisu. Bidi muntu udi ni bukokeshi ku mutu kua ewu udiyi utuma ni eenza tshiendenda bua kumukebela luhetu. Mbishilangana tshilejilu ni muana wa bakaji udibu bangata ku bukola.

## **V.DIKALA DIA MIKENJI MIMANYIKA YA KUENJIBUA**

**Mikenji ya ngenzelu muimpa idi yenjibua bilondeshila meyi ni mifundu idi mikala mu tshienzedi idi bu nunku :**

1. Mukanda wa tshibungu wa ditunga dia Kongu anyi Constitution, wa mu matuku 18/02/2006
2. Mukenji wa kanungu ka 015/2002 wa mu matuku 16 a ngondu wa 10 udi utangila nkuatshilu wa mudimu, ni wa kanungu ka 16/010 2002, wa mu matuku 15 a ngondu wa muandamuteketa tshidimu 2016 ukudimuna ni ukumbaja mukenji wa kanungu 015/2002
3. Mukenji wa kanungu ka 06/18 ni ka 06/19 wa mu matuku 20 ngondu wa 7 ha bidi bitangila tshikisu tshia diangata bakaji ku bukola

4. Dihangadika dia nfumu wa ditunga kanungu ka 017 dia mu matuku 3 ngondu wa 10 ,tshidimu tshia 2002, ditangila ngikadilu mujalama wa bena mudimu ba mbulamatadi udi kabidi muikala ulondangana ni mifundu idi ilonda eyi :
5. Mukenji wa bulombodi wa tshibambalu tshimanyika tshia COREF (Expenditure Management Project”)
6. Biala bitua bia diambuluisha ni luhetu bilondeshila ndongamu no P171762 muikala ubikidibua ni : « Enhancing Collection of Revenue and Expenditure Management Project » (ENCORE)
7. Ngikadilu wa nzubu wa tshibutshilu tshia luhetu bua bulaba bujima anyi Banque mondiale nanganaga mu mianda yenda ya dikuatshisha bantu badi bamunyunguluka
8. Ngikadilu mujalama wa nkuatshilu muimpa wa mudimu : Kuluisha buenzavi bonso bua kukeba kuangata bakaji benji ba mudimu mu tshindenda, buenzavi bua masandi mu cadre ka diambuluisha ni luhetu, ndongamu wa diibaka muikala munda muenda midimu minena ya musangu muisatu, mu ngondu wa 10 tshidimu tshia 2022 .

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## **VII.MIKENJI MILUDIKI**

Bena mudimu ba COREF, kusangisha ni badi benza mudimu mu ndongamu anyi projets yenda, badi ni tshia bua kuikala ni nsombelu mujalama mu mudimu wabu ni mu dikuata mudimu ni luhetu luimikila midimu.

Badi ni tshia bua kuikala ni luidi kaluyi kadiwu, bashikuluja mudimu wabu ni kalolu, nii kanemu mu diakula diabw ni mu ngenzela wabu; mu malanda abu onsu, bikala batuala diunvuangana ni disanka.

Badi ni tshia bua kuenza mudimu wabu mu mushindu wa kuvudija kanemu ka COREF ni mudimu wenda udi mumuimikila wa bulongolodi bua mpetu ya ditunga dia Kongu ni bena Kongo badibu bikala benzela mudimu ewu.

Bua kujikija, badi ni tshia bua kuenza muabu monsu bua kulama lumu lua COREF, ni diitabuja didi nadi bantu bua tshibambalu etshi.

## **VII. MIDIMU IDI MIINDILA NI MAJITU**

### **1.Mamanya(compétences)**

Muntu yonsu udi malu aa matangila, udi ni tshia bua kuangata dihangadika dia :

- Kukumbaja midimu yonu idi imukengela ni dimanya dionsu, mmumua ni kufila mudimu udibu bindila ni eenza, ni dimanya dienda dionsu mu bidi bikengela kuenza, mu mushindu wa kusankisha.

- Kuangata anu midimu idiyi utekemena kukokeshwa ni dimanya dienda dionsu.
- Kuenza anu bidi bikengedibwa, bilondeshila mudimu wenda, ni kalolu, mu dimanya dienda dionsu

## **2. Lulamatu, bululame, bikadilu bimpa, bu muntu bujalama, bulelela bua malu, kuikala ni bujalama, tshisumu**

Muntu yonsu udi mu bualu ebu, mu ngezeli wenda wa mudimu, udi ni tshia bua :

- Kuleja bujalama buenda, bululama, moyi muimpa ni bakuabu, ni tshisumu
- Kunemeka bidiyi muditshipa kuenza, ni dimanya dionsu
- Kubenga kusanganyibwa mu malu a buivi, anyi a kudinga bakuabu anyi a kudisuisha kulama bikadilu bimpa, bujalama, ni kudienzeja mu mushindu wa kuehuka
- Kuenza, ku tshikonde tshionsu mushindu wa kulama bujalama, bumuntu ni kuehuka ngezeli wa kudihuekesha milongu
- Kulonda meyi ni mikandu mu mushindu wa kuambuluisha ku difikila ku biheta bidi bindila
- Kudifila mu kumanyisha mulombodi mukulu anyi Secrétaire Exécutif wa COREF malu onsu adi mua kutuala mbihishilu ni tshinyangu ku tshibambalu etshi tshia COREF
- Kuleja hatoka lulamatu ku mianda yonsu idi itangila COREF, ni kuehuka malu onsu a mavuaanga.
- Kuenza malu onsu mu bulelela, kuehuka kansungasunga mu mishindu yaku yonsu, kubenga kuenzela muntu kampanda, anyi kasumbu kampanda bidi kabiyi bienzela bakuabu

## **3. Kanemu ni dienza dia mudimu mu diunvuangana ni bakuabu**

Benji ba mudimu ba COREF bonsu buabu, ni aba bonsu bena mudimu ba mu ndongamu anyi projets, badi ni tshia bua kuenza bidi bilonda ebi :

- Kuikala ni malanda a bu wetu munkatshi muabu, hashisha ni aba badi bikala baleja mpala ya bibambalu bikuabu, kunemekangana, kuambuluishangana, kuheshangana mibelu
- Kunemena makokeshi ni ngenzeli wa mudimu wa bakuabu ni diambuluisha didi midimu yabu mua kutuala : dienza dia mudimu mu tshisumbu ; kunvuangana, kuambuluishangana, kutelejangana, kufuilangana lusa mu dienza dia mudimu.
- Kukuata mudimu mu diunvuangana ni banena ba mudimu, mu ditalala ni kalolu konsu. Kubenga kunyangilangana lumu.
- Kunemeka banena ba mudimu, bena mudimu bakuabu, bena mudimu badi kabayi mianzu, ni kanemu konsu, kakuyi kansungasunga.
- Kuikala ni ngenzeli wa mudimu muimpa, ni tshilejelu mu tshikonde tshionsu, (Ngenzeli mubi wa mudimu udi utuala tshinyangu mu mudimu ni munkatshi mua bena mudimu bakuabu mu ngezeli wa mudimu)

COREF udi ukankamika benji ba mudimu benda bonsu bua kuleja hatoka lunganyi lua kunvuangana, lua bujalama, lua kubenga kusungulula bakuabu, lua kunemeka dishilangana, ni bulelela bua bualu.

Ngumu idi kaiyi milelela, anyi kulama ngumu idi ikengela kumanyisha bakuabu, dibenga kuenza mudimu hohamua ni bakuabu, ngikadilu wa biambamba bia kuamba bakuabu, mbikandikibua bikola.

Bena mudimu bonsu badi ni tshia bua kuheta ku balombodi babu malu onsu adi akengela bua ngenzelu muimpa wa mudimu wabu, kakuyi kansungansunga anyi kuelelangana meji, ha ngenzelu wa mudimu ni biheta bidi bindila.

#### **4. Muaba udi bantu basombela anyi nyungulukilu (environnement), bukalanga, bukola bua mubidi, budimu.**

Benji ba mudimu badi ni bukokeshi bua kuenza mudimu wabu munyungulukilu muimpa, mu muaba udi ubahesha bukola bua mubidi, bulongama, kakuyi kansungansunga anyi kubahiya ; bua bobu kumuana mushindu wa kufikila ku biihatshila bidibu benzela mudimu ni bobu ni banena ba mudimu.

Ha nanku :

- muenji wa mudimu yonsu udi ni tshia bua kudilama yeya nkayenda, mumua ni kudiehula ku njiu, ni kulama bena mudimu baluabu ku njiu, kuikala ni budimu bua kunemeka, bilondeshila mudimu wenda, mikenji yonsu ya kudiehula ku njiu idi mu muaba wa mudimu.
- Muenji wa mudimu yonsu udi ni bujitu bua kunemeka bionsu bidi bienza mu muaba wa mudimu bua kuehula bena mudimu bonsu ku njiu
- Muenji wa mudimu yonsu udi ni tshia bua kukuba ebi bionsu bidi biteka bua bukubi bua nkaya bidi bimuhesha, ni kumanyisha ha lukasa hadi tshiamu tshia mudimu wa bukubi kampanda tshikala tshinyanguka anyi tshikala ni lutatu kampanda
- Muena mudimu yonsu udi mumuana ni kudi tshintu kampanda tshidi katshiyi tshienda bimpa, anyi lutatu kampanda mu ebi bionsu bidi biteka bua ngenzelu muimpa wa mudimu ni bukubi, mbu mudi mashinyi, biamua kampanda bia mudimu, bia bukubi bidi bimuhesha, udi ni tshia bua kumanyisha ha lukasa Bulombodi bunena anyi Direction Generale wa COREFanyi muleji mpala wenda.
- Anu ewu udi muimikila mudimu ewu ki udi ni tshia bua kujoja biamu ni abi bionsu bidi biteka bua mudimu ni bukubi bua bena mudimu
- Hadiku njiu mu mudimu, badi ni tshia bua kumanyisha ha lukasa lonsu Direction general anyi Bulombodi bukulu bua COREF anyi muleji mpala wenda, kudi ewu udi muimikila bualu ebu.
- Muena mudimu yonsu udi ni bujitu bua kumanyisha nfumuenda wa mudimu, njiu yonsu ya mudimu, nansha yoyi mikala mikesa idi mimufikila anyi mifikila muinenda wa mudimu, hikalayi mudimuena ni mesu njiu eyi

Mbikandikibua bikola kudi muena mudimu yonsu :

- Bua kunua maala onsu adi akuatangana (maala a kahia tshilejelu) mu meeba a mudimu, anyi hashisha, mu tshikonde tshionsu tshidiyi ni bilamba bia mudimu. Mbikandikibua bikola bua kufika mu muaba wa mudimu, ni dikuatshika dia mala, anyi kubuejja ni kuabanya maala a dikuatshika mu muaba wa mudimu
- Kutuhakaja mikenji ya dihitakana anyi ya miaba idi milongolola kuhitakena mu miaba idibu benzela midimu ya diibaka anyi chantiers
- Bua kunuina nfuanka mu miaba idi bualu ebu bukandika, bua kunemeka mianda ya bukola bua mubidi anyi bukubi, mbu mudi njiu ya mudilu udi mua kosha nzubu anyi kutayika kua biamu
- Bua kunuina nfuanka habuihi ni ebi bidi mua kukuata mudilu ha lukasa, mbu mudi budimbu, mpentshi anyi mukubu ni bikuabu (essensa, ni bikuabu)
- Kuteka mu bibambalu anyi-- mu muaba wa kuteka bilamba,- bintu bidi mua kutuala njiu anyi bintu bidi mua kutuala bukoya anyi bikuabu bu nunku
- Kukuata mudimu ni biamu, mashinyi, biamu bia bukubi, hadibi kabiyi biimikila ewu udi usua kubiangata, anyi kuenza n'abi mudimu udi kauyi wabi nansha.
- Kuendesha mashinyi a mu miaba ya biibakilu anyi chantier ni mashinyi a kujula majitu hanshi, kakuyi dianyisha dia kueendesha, ni kaayi akumbanangana ni mudimu udi muimikila eu udi uendesha.

Bena mudimu bonsu badi ni tshia kulama bukalanga, ni bujalama miaba yonsu idibu benzela mudimu mu tshikonde tshionsu tshidibu munkatshi mua mudimu, mu mushindu ewu :

- a. Kuteka bionsu bidi bikomba, bionsu bia bukoya mu pubela anyi ku diyala didi dilongolola kudi munena anyi mfumu wa mudimu
- b. Kubenga kuenza diyoyi
- c. Kudikolesha kulekela ebi bionsu bidi bikala binyanga nyungulukilu, bukola bua mubidi ni bujalama
- d. Kubenga kutuala ebi bidi mua kunyanga bukubi bua bantu ni kutuala njiu ku mudimu anyi mu muaba wa tshiibakilu

## **5. Bukubi ni buludiki bua bakuatshi ba mudimu wa bianza**

Mbikandikibua bikola :

- Kuangata bana bakesa ku mudimu.
- Kuenzeja bantu midimu ku bukola,kakuyi disua diabu

## **6. Mianda ya tshikisu tshienzela bantu bualu mbakaji anyi baluma (VBG)**

Mu Mukenji ewu mbikandikibua bikola bua:

- Kuenza tshikisu tshionsu anyi kuteta kuenza buenzavi. Bua kusua kuenza tshierendenda tshia lukuka lua mubidi, kusua kuheta makasa mudienzeja bakaji buenzavi, anyi kuenza malu onsu a kunyanga bu muntu bua bakuabu, anyi kubahuekesha milongu.
- Kuikala ni ngakuilu anyi ngenzeli wa kuhiya,anyi wa kuambisha,wa kufuisha bundu,anyi wa kuhuekesha bakaji, bana anyi bantu baluma mulongu, ngikadlu udi muikala tshikisu tshienzela muntu bualu mukaji anyi muluma
- Kuambisha baluma anyi bakaji,anyi kulomba bakuabu bua kuenza n'abu malu a nkuka ya mubidi,kulaya bakuabu diha kampanda bua kukeba kuenza buenzavi ni muntu udi mulayibua, anyi kuikala ni ngikadilu kampanda mu ditangila, mu kujoja, kuenda majeteta kukoka makasa hanshi, kuela tushiba tua mukana, kutuangana mishiku, kuenza miyuki ya malu a bundu itela muntu kampanda.
- Kulala ni bakaji anyi ni baluma,anyi ni bana bakesa, kusela nsongakaji wa munshi mua bidimu 18. Muntu kena mua kubinga ni bualu kavua mumanya bidimu bia muana to. Anyi kuamba ni muana nkayenda umua muitaba, ki nkubinga to.
- Kumuana muntu muikala munkatshi mua mpaji, anyi kuikala ni bukokeshi, anyi kuitabujibua bua kusua kuenza malu a bundu ni bantu badi bikala munshi muabukokeshi, bua kuheta bukokeshi anyi luhetu anyi mianzu mu tshidiidi, mu njila wa kuenza malu a buntu ni bakuabu.
- Kushintakaja nfranga, mudimu, diambulusha kampanda ni bakaji ba ndumba anyi ni muntu kaayi yonsu mukuabu bua kuenza n'abu buenzavu anyi malu a bundu.

Ku lukuabu luseka :

- Diangatangana dia mu tshierendenda munkatshi mua bena mudimu ba COREF, ni bakuabu bena mudimu ba ndongamu yenda too ni bena ditunga bonso badi bikala baheta dikuatshisha dia midimu ya COREF, mbikandikibua bikola, bualu ki mbihehela bua badi munshi mua bukokeshi kubenga bidi badi ku mutu kua midimu, mua kubalomba nansha.

Bualu ngenzeli bu nunku udi mua kunyanga lumu lua tshibambalu tshia COREF, ni bionsu bidi bilongolola bua bantu aba.

- Malanda onsu adi munkatshi mua benji ba mudimu mikala mimanyina ha tshindenda tshia malunda mabi, mmakandika, bualu adi mua kutuala biheta bibi mu luidi lua mudimu ni kunyanga lumu lua nfumu wa mudimu.
- Bena mudimu ba COREF mbalombibua kuikala ni ngikadilu wa kulama luidi lua kunemeka bu muntu bua bena ditunga ni kuehuka dikeba makasa a mu nsombelu mubi wa tshindenda ni kutungunuja nsombelu mujalama wa mikenji ya ngenzeli muimpa wa mudimu. Balombodi bonsu anyi ba nfumu ba midimu, mu bituha bonsu, badi babalomba kuenza nunku.
- Bua kuenza bionsu bidi bikengela bua kulama nyungulukilu ewu muimpa ni kujadika ngenzeli muimpa wa mudimu.

## **7. Maalu a kunemeka a ba partenera ba COREF ha tshikisu tshidi tshienzela bakaji(VBG)**

Partenera wa COREF udi wangata dihangadika dia kudijadikila ni dihetangana ni bionsu bidi bikengela kuenza mu ndongamu anyi projet, mbienjibua mu mushindu wa kukehesha mbihishilu ha nsombelu wa bena ditunga ni wa benji ba mudimu. Ha nanku udi wangata kabidi dihangadika dia kuakaja nsombelu, bua tshikisu tshionsu tshidi tshienzela bantu bakaji katshikadi ni muaba, ni kabikadi mua kutshiitaba nansha kakesa kudi muena mudimu yonsu, batuadi ba bintu bia mudimu, binabu anyi balejimpala babu.

Bua bualu ebu, partenaire anyi muambulushi udi wangata dihangadika dia malu manena adi alonda aa ni kabidi ebi bikesa bidi ni tshia bua kuenjibua kudi bena mudimu benda bonsu, ni aba badiyi nabu malanda, kakuyi tshidi mua kushala ku luseka to:

;

- Kunemeka meyi ni mikenji yonsu idi itangila diehuka ni diluisha dia buenzavi buenzela bantu bakaji, nanganga mikenji ya tunungu 06/018 ni 06/019(2006) ;
- Kuteka mu tshienzedi dionsola dia mianda idi itangila bantu bakaji bilondeshila masuisha a COREF
- Kufuta mafutu a momumua kudi bantu baluma ni kudi bantu bakaji, hadi mudimu udibu benza muikala wa mushindu umua, bilondeshila mikenji ya ditunga ni ya bukua matunga, ni kufuta bantu bakaji mafutu abu diakamua hadi ngondu ujika.
- Kuteka benji ba mudimu bosu baluma ni bakaji mu nsombelu mujalama ni wa bukubi anyi sécurité
- Kunemeka mikenji idi itangila mianda ya mudimu
- Kuunvuija mudimu wa muntu ni muntu bua muntu yonsu amanya mudimu wenda : (I) Nfumu wa mudimu alongolola muaba mujalama wa mudimu wenda ni wa bena mudimu benda ;(II)Muludiki anyi gestionnaire ,ajadika bua ni bidi nfumu wa mudimu mufuka, badi

babianza anyi nansha. ni (III) bena mudimu kubuela mu bulongolodi ebu, bua kakuikadi tshikisu VBG anyi AEE(dienzeja bana bakesa midimu)

- Kukandika diangata dia bana bakesa ku mudimu;ni dienza diabu dia mudimu
- Kukehesha kuendelangana buenyi mu meba a mudimu, nangananga mu miaba idibu benzela midimu ya diibaka.
- Kulongolola ni kudiundisha dikolesha ngenyi ni malongesha kudi bena mudimu bonso, ha ebi bidi bitangila tshikisu tshienzela bantu anyi VBG, disama dia SIDA, diangata dia bana ku mudimu ni kubenzeja mudimu, AEE, mukenji wa ngezeli mujalama anyi code de conduite, mushindu wa kufunda tshilumbu, ni malongesha makuabu adi akengela mu tshikonde tshia ngenzeli wa mudimu.
- Kuheheja, ni mu ngenzeli, ni mu tshididi, nyungulukilu wa ditalala, kakuyi boowa bua manyoka a disombuela ni kukankamika bantu mu kuenza kua luapolu ha aba badi bikala ni ngenzeli wa tshikisu anyi VBG
- Kulongolola mushindu muakana wa maandamuna ni Kumanyisha bena mudimu malu onsu ha ngenzeli idi mitangila tshikisu tshienzela bantu anyi VBG

## **II. BIDI BIKENGELA KUENZA ANYI MAJITU NI DIBITEKA MU TSHIENZEDI**

Bena mudimu bonso ba COREF ni benji ba mudimu ba mu ndongamu anyi projets badi ni tshia bua kumanya bonso bidi biamba mu mukenji ewu wa ngikadilu mujalama anyi code de conduite, ni kubilonda

Muntu yonsu udi mukenji ewu utangila udi ni tshia kufunda kua nfumu wenda wa mudimu anyi kua muntu yonsu udi ni bukokeshi, nsombelu yonsu udi mua kutuhakaja mukenji ewu. Kadi muntu yonsu udi ni tshia kufunda bualu ebu kudi mfumu mukuabu wa mudimu, hadi mfumu wenda wa mudimu muikala ni yeya henda mu tshilumbu.

Ba mfumu ba mudimu badi bikala baya ha nyima ha mukenji eu nebikala habu mua kuheta manyoka adi mafunda mu mukanda wa bulombodi, bilondeshila bunena bua tshilema tshianza.

Bulombodi bukulu anyi Direction generale budi ni bukokeshi bua kuteka mu tshienzedi, mukenji ewu, udi utuadija mu tshikonde tshidibu bautua biala.

**ANNEKSA I**  
**TSHIENZEDI TSHIA DIDITSHIHA TSHIA MUNTU NKAYA**

Ndi njadika .....kuikala mumanya mukenji ewu wa ngikadilu mujalama wa COREF

Ndi ngitaba,ku luseka lukuabu, kunemeka mianda eyi ya luendu lujalama ni manema a nyungulukilu, bilondeshila masuisha a bukola bua mubidi, ni bukubi bujalama mu mudimu wa ndogamu SST, ni diehuka dia VBG muikala kabidi tshikisu tshia tshierendenda ni disuya dia bantu bakaji bua kubangata ,nkua mushinga mukola.

Ndi muitaba ni kubuelakana mu buenzavi ebu bua tshikisu tshienzela bantu bakaji, hatudi bangatshibua ku mudimu ni COREF, anyi hatudi tuambuluisha mu dienzeja dia ndomgamu muikala munshi mua bulombodi buenda, nansha ha muaba wa mudimu, nansha habuihi ni muaba wa mudimu, nansha mu kamponyi ka bena mudimu, tshidi ntshilema tshidi ni bujitu, ni tshidi mua kufikisha ku manyoka, anyi ku dimanyika dia mudimu. Ni badi bikala benza tshinyangu etshi tshia kukisa bantu bakaji badi mua kufundibua ku tubadi.

:

Ndi muitaba ni, mema bu muenji wa mudimu wa COREF, anyi muikala ngambuluisha ku mudimu yenda, nengenza bidi bilonda ebi :

1. Kudiundisha ni kutuma ku mpala manema mabandila a ngikalu muimpa, ni kuleja tshilejelu tshia ngenzelu udi kayi kadiwu.  
;
2. Kulonda hamua ni bakuabu malongesha adi matangila EAS/HS ,VIH/SIDA ,VBG bu mudibi bilomba kudi nfumu wa mudimu  
.
3. Kulekela kunua kua mala mu meebe a mudimu, anyi kunua diamba anyi nfuanka mikuabu idi mua kunyanga lunganyi  
;
4. Kubenga kusungulula bakaji, baana, baluma bilondeshila bisamba biabu, miakulu yabu, diitabuja diabu, dikoba diabu dia mubidi, ditunga diabu, bulema buabu, buhela anyi bubanji buabu, anyi tshintu kayi tshikuabu.
5. Kubenga kuikala ni ngakuilu mubi anyi ngenzelu wa kusuya, wa kuambisha, wa kuhetula bakaji, baluma anyi bana, ngikadilu udi mua kuikala bu tshikisu tshienzela bonsu badi batedibua aba

6. Kubenga kudibueja mu kusuya kua buenzavi bua malu a bundu, tshilejilu kuambisha mukaji, anyi kuikala ni ngikadilu yonsu wa kuambisha nansha mu ngaakuilu, nansha mu bienzedi, bu tshilejilu : kutangila ni mesu a lubabu, kutuungana mishiku, tushiba, kuenda majeteta ha buihi ni muntu kampanda, kuela mbila, kuikala ni miyuki ya kujana muntu kampanda bilondeshila diangatangana mu tshiendenda didi dikala dimutangila

7. Kubenga kuambisha bakaji mu diikala muena mudimu wa COREF, mu kubalaya nfranga anyi maha makuabu, anyi kuikala ni ngenzeli wa dihetu, wa dihuekesha bantu mulongu.

8. Kubenga kuenza buenzavi bua malu a bundu a diangata bana bakesa, anyi kuikala ni malunda mabi ni bana ba bakaji bikala ni bidimu munshi mua dikumi ni muandamukulu, anyi kusela muana wa bakaji ni bidimu munshi mua dikumi ni muandamukulu.

9. Anu koku kuikala diunvuangana munkatshi mua bonsu babidi, ntshiena mua kuikala ni malunda mabi ni bisumbu bidi bitunyunguluka to. Bualu kulaya muntu mudimu, anyi nfranga, anyi kulaya muntu bintu bikala bu ku muonda, bilondeshila muanzu anyi kunvuangana tuetu bonsu babidi ki mbimpa nansha, bilondeshila mukenji wa ngikadilu mujalama wa benji bua mudimu ba mu ndongamu.

10. Kumanyisha kudi udi muimikila dikosa dia nsambu ya tshilumbu tshifunda ha ebi bidi bitangila tshikisu tshienzela bakaji, baluma, baana, ni kumanyisha kumpala kua mfumu wanyi wa mudimu, ngikadilu yonsu mulelela anyi muelela meji wa kudiata ku makasa mukenji ewu wa ngikadilu mujalama

## **Manyoka**

Ndi muunvua ni mema mutuhakaja mukenji ewu wa ngenzeli majalama, mfumu wanyi wa mudimu neangata mahangadika a manyoka, bilondeshila meyi ni mikandu idi itangila mianda eyi, ni mukenji udi utangila mianda ya mudimu mu ditunga dia Kongu, idi mua kuikala munkatshi muayi manyoka aa :

1. Kadiwu
2. Difukununa kumpala kua bantu
3. Dimanyika dia mudimu bua tshituha tshihi, bilondeshila kanungu ka 57 ka mukenji wa mudimu
4. Kuihatshibua ku mudimu ni dimanyisha kumpala
5. Kuihatshibua ku mudimu kakuyi dimanyisha bilondeshila ebi bidi biamba mu tunungu tua 72 ni 74 tua mukenji wa mudimu

Ndi mushikuluja ni, ngenzeli yonsu udi kayi ukumbananga ni mukenji ewu wa mudimu udi mua kunyangila mudimu wanyi munkatshi mua diwenza

Kabujima ka diina

Tshiaala

.....

## ANNEKSA II

### **DIHANGADIKA DIA KUDIFILA DIA UDI MUIMANYINA MUDIMU ANYI SUPERVISEUR**

Balombodi badi biimanyina mudimu, (bikala batangila ngenzeli wa mudimu wa benji ba mudimu) ku bituha bionsu, badi ni bujitu bua kunemekesha diditshiha dia bambuluishi anyi ba partenera bua diehuka ni dikehesha dia tshikisu tshidi tshienzela bantu mu mushindu wa kuambisha bakaji, tshindenda, buenzavi bua malu a bundu a diangata bakaji. Mumua ni badi ni dibanza dia kutuala kanemu ni nsombelu udi unemeka ebi bionsu bidi bifuma kuditedibua, ni kufila manyoka kudi badi bikala babienza.

Bua malu onsu aa kuenzeka bu mudibi bikengela, badi bimanyina midimu nebikala ni tshia bua kukolesha ni kunemekesha diteka dia mu tshienzedi dia Mukenzi eu wa Ngenzeli mujalama anyi Code de conduite. Ha bualu ebu, bimanyinyi ba midimu badi ni tshia bua kunemeka mudimu wabu wa bulombodi, ni kabidi bu bena mudimu, (Anneksa I ni II). Ha nanku badi bangata dihangadika dia kulama nyungulukilu muikala unemeka maneema mabandila anyi a kuulu kakuyi kabidi mbihishilu ya VBG ha muaba wa mudimu ni munkatshi mua tshisumbu tshia bahetshi anyi ba bénéficiaires badi mudimu eu muikala wambuluisha.

Majitu adi mikala ni ebi munkatshi muawu, kadi kaena ashikidila ku :

1. Dilamika hatoka dia mabeji a mikenji ni bidi bikumbaja anyi anneksa I ni II bimueneka bimpa, ni ku benji ba mudimu, ni ku bena ditunga, mu biro, mu miaba ya hatoka ya dienzela mudimu, mu miaba ya biibakilu. Bilejilu bia miaba ya hatoka mbu mudi, miaba ya dindila anyi salles d'attente, miaba ya dienzela bisangilu, miaba ya bisumbishilu bia biakudi, miaba ya kondahila, ni miaba idi milamina biamu bia mudimu.
2. Kujadika ni mabeji onsu adi malamika ku bimanu ni maabanya a anneksa wa kumpala ni muibiidi mbikudimuna mu muakulu udi muikala mua kunvuika mu mianda ya midimu ni mu miakulu ya benji ba mudimu ba bukua matunga.

3. Kuambuluisha mu kuunvuija mukenji wa aneksa wa kumpala ni muibiidi kudi benji ba mudimu bonso buabu.

4. Kujadika ni :

- Nyungulukilu wa mudimu udi usaka bena mudimu bonso bua kumanyisha mu musokoku malu onsu a buenzavi a VBG, kuhitshila bulongolodi bua dikosa dia nsambu idi mikala mitangila EAS/HS wa ndongamu.
- Mabeji onsu adi ni mena a bena mudimu bonso buabu ni mabeji miibiidi anyi copies a mukenji mmalanga ni mahesha COREF, biobi bikala bikengedibua.
- Bena mudimu bonso badi bikala munshi mua bulombodi buenda badi balonda malongesha a dikolesha ngenyi onsu adi mabalongoluela bu mudibi bifundibua.

;

5. Mu kanemu ka meyi adi ni tshia bua kuenzekibua ni bilondeshila makokeshi, bidi bikengela kuangisha benji ba buenzavi bua malu a bundu ni tshikisu kabikadi mua kuangatshibua ku mudimu, anyi kubatuma kuenzela mudimu muaba mukuabu.

6. Kujadika ni mu tshikonde tshia kuangatshibua kua partenera ku mudimu anyi muena mudimu muangata kudi mutuadi wa bia kuenza n'abi mudimu anyi fournisseur, anyi dihetangana dia diangata bantu ku mudimu dikala difuanangana, dihetangana edi didi ni tshia bua :

- Kubueja mukenji ewu; aneksa wenda wa kumpala ni muibiidi mu mushindu wa dibeji disakidila
- Kubueja miakulu idi miakanyina idi ikengela badi bangatshibua ku mudimu, bantu kampanda ni badibu banganta ku mudimu ni badi benza mudimu kabayi bangatshibua ku mudimu to anyi ba volontaires. Bonu aba badi ni tshia bua kulonda mikenji eyi.
- Kusuminyina ni kubenga kunemeka mikenji eyi ya ngikadilu mujalama, kudi bantu bonso badi batedibua aba, kubenga kuangata mahangadika adi akengela bua kuehuka anyi kuluisha buenzavi bua VBG, hadibu buenzeka, anyi kubenga kuenza lunketu hadiku manunganyi a mbihishilu ewu, kakuena anu mua kutuala manyoka to, kadi kudi mua kutuala dihatshibua dia ku mudimu.

7. Kumanyisha ni kuenza, bilondeshila dihetangana dia ku diandamuna ku ngenzela yonsu mulelela anyi mutshinka wa VGB. Balombodi badi batangila midimu badi ni bujitu bua kusaka bena mudimu banemeka mikenji eyi ni kuenza luapolu luheheja ni tshitekulu tshia mu tshienzedi tshia manyoka adi akengedibua. Kubenga kulondolola bienzedi ebi bilelela anyi bitshinka bia VGB bikala bienza, bidi mua kutuala manyoka.

Dikolesha ngenyi

8. Kulonda malongesha kua aba badi balombola, bua kumuana mushindu wa kujadika ni mbamanya midimu yabu ni majitu abu, mu kunemeka kua mahangadika mangata,

bilondeshila mikenji ya ngenzeli mujalama ni diuehuka dia VGB. Dilongesha edi nedikala disombela ha dilongesha dia mianda ya tshikisu tshienzela bakaji anyi VBG, ni mikenji ya ngenzeli mujalama bilomba kudi bena mudimu bonsu ni balombodi batangidi ba mudimu, bua kuikala ni lunvuilu lujalama, bua kuenza mudimu wabu bu mudibi bikengela mu mudimu wabu mu ndongamu.

9. Kulunga diboku dilongolola dia malongesha a dikolesha ngenyi kudi COREF, bua bena mudimu bonsu. Ni babalomba bua kutshinka biheta bia tulasa etu ni kufila mibelu ha diakaja dia malongesha aa.

10. Kujadika ni tshikonde ntshifila munkatshi mua meeba a mudimu, bua bena mudimu bonsu balonda malongesha aa adibu ni tshia bua kulonda ha ebi bidi bitangila diehuka dia tshikisu anyi VGB, anyi mukenji wa nsombelu mujalama wa COREF ni ebi bonsu bidi bisakidila anyi aneksa yenda.

#### Diandamuna

11. Kumanyisha manunganyi a mishindu yonsu ya tshikisu anyi VGB mienza kudi umua wa ku aba badi bimanyina bena mudimu, anyi muena mudimu udi muikala wenza mudimu bua ndongoluelu mukuabu, kadi mu muaba umua umua wa mudimu, bidi bikengela kumanyisha ngenzeli ewu, mu kulonda kua mushindu wa ha tshididilu. Kuhanga kuenza bualu ebu kudi mua kutuala manyoka adi mua kuangatshibua kudi nfumu wa mudimu.

12. Kujadika ni manunganyi onsu ha tshikisu tshienzela bakaji anyi VBG mba amanyisha COREF ni muntu udi bualu ebu butangila mu meeba makumi abidi ni anayi adi bualu ebu buikala bumanyika, nansha kabayi banji kubujoja.

**Ndi njadika bua ni ndi mubala bidi biamba ku mutu ebi, mukenji wa ngenzeli mujalama aneksa muibiidi ni ndi ngitaba kunemeka malu onsu adimu ni ndi ngunvua majitu anyi bua kuehuka ni kuandamuna ku ebi bidi bikengedibua mu mianda eyi ya tshikisu tshienzela bakaji anyi VBG. Ni ndi munvua ni tshienzedi tshionsu tshidi katshiyi tshikumbanangana ni mukenji ewu, kusakidila aneksa muibiidi, anyi dihanga dia kuangata mahangadika adi mafundibua didi mua kutuala manyoka.**

**Tshiala  
Kabujima ka diina  
Muanzu  
Matuku a ngondu**

## ANNEKSA III

### DIHANGADIKA DIANGATA DIA NDONGOLUELU IDI ITULUNGA DIBOKU

Ndi ngangata dihangadika dia ni :

1. Bena mudimu bonsu badi bikala ni mudimu wa kuimanyina tshibunyi tshia bena mudimu bonsu badi ni tshia bua kutua biala ku mukenji ewu wa ngenzelu majalama annekisa muibiidi udi muikala unvuija majitu abu ha ebi bidi bitangila diteka mu tshienzedi dia mahangadika a Ajiansa ni kuteka mu tshienzedi majitu a muntu ku muntu mu mukenji ewu wa ngenzelu mujalama.
2. Bena mudimu bonsu badi ni tshia bua kutua biala ku mukenji ewu wa ngenzelu majalama, wa COREF, annekisa wa kumpala bikala bajadika dihetangana diabu bua kudisuisha ku bulongolodi bua ngikadilu ni kubenga kudifila ku bienzedi bidi bikala bituala mianda ya tshikisu tshienzela bantu bakaji.
3. Dilamika ku bimanu dia mabeji a mikenji ya ngenzelu mujalama annekisa wa kumpala ni muibiidi mu muaba udi bantu bonsu mua kumuana, munda mua ma bureaux ni miaba ya bantu bonsu mu muaba wa mudimu, mu tumponyi tua bena mudimu bua mudimu ya diibaka. Dibeji dikuabu ndihisha muena mudimu yonsu mu muakulu udiyi musungula.
4. Mabeji miibiidi adi malamika ku bimanu ni maabanya a annekisa wakumpala ni muibiidi, ikala makudimuna mu miakulu ya bena mudimu idibu baakula.
5. Mushindu muimpa wa dimanyisha ngumu utekibua mu tshienzedi mu diunvuangana ni COREF bua diyakaja kabidi ni kuikumbaja, biobi mua kukengedibua.
6. Bena mudimu bonsu badi ni tshia bua kulonda malongesha a ntuadijilu, (nangananga kumpala kua kubanga mudimu), bua kujadika ni mbashikuluja mahangadika a ndongoluelu bilondeshila mikenji ya nsombelu wabu ha ebi bidi bitangila ngenzelu majalama, mu ebi bionsu bidibu bikalamu ni mianda ya tshikisu mienzela bakaji, ha nkaya.
7. Bena mudimu bonsu badi ni tshia bua kulonda misangu yonsu, malongesha adi mafila kudi bamanyi bahiluka, mu tshikonde tshionsu tshia dihetangana, kutuadijila dilongesha dia kumpala dia kuleja mudimu, kumpala kua kutuadija mudimu muina, bua kukolesha lunvuilu lua ebi bidi bitangila dimanya dia ngenzelu wa ndongamu, kusakidila mukenji wa ngikadilu mutangila tshikisu tshienzela bisumbu bishilangana bia bantu anyi VBG. Bienzedi ebi nebikala bilongolola bua kukeba dishintuluka dia ngikadilu, dibenga dia kansungansunga mu diabanya dia mudimu udi muikala ulunga buenzavi ni tshikisu diboku, kusakidila mbihishilu ni disuya dia bakaji bua kuenda tshiendenda ni bakaji aaba.

**Ndi ngitaba ni ndi mubala ebi bionsu bidi mu mukenji ewu wa COREF wa ngenzelu mujalama, kusakidila annekisa ewu muisatu, ni mu diina dia (kuteka dina dia ndongoluelu),ndi ngitaba kulonda bulongolodi bonsu budimomu. Ndi munvua bidibu**

**bandomba kuenza, ni majitu anyi a kuakaja bulongolodi bua ngenzeli mujalama wa COREF, ni kuehuka, ni kuandamuna ku VBG**

**Dina dia Ndongoluelu**

**Matuku a ngondu**

**Kabujima ka dina dia mulombodi mukulu**

**Bibala ni biitaba**

**Muaanzu**

**Tshiaala**

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