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Eng. Mutsindashyaka tipped UR Mining and Geology students on the Workplace that awaits them



The Secretary General of Rwanda Extractive Industry Workers Union (REWU) Eng. Andre Mutsindashyaka has tipped the students of UR-Mining and Geology School, on the status of the Mining Workplace and reminded them that the main thing they need to know is to study knowing that the job market awaits them is a market that seeks a person that can translate what he / she has learnt into a practical solutions on the field.

Eng. Mutsindashyaka was speaking at the official launch of MINEFIELD activities that will bring changes in the mining industry in Rwanda.

Minefield Group Ltd is a professional group of Engineers whose core business is to establish and operate "Workplace-based Mineral Processing Training Centers (W-BMPTCS)" with a view to providing technical and vocational training services at the level of Mine Concessions, Quarry sites and Mineral Processing Centres in Rwanda.

During the remarks made at the event, Eng. Mutsindashyaka began by explaining that REWU is a Trade union of mining and Quarrying Workers and is responsible for advocacy and development of those who work in this field.

He added that REWU advocates but also wants a change in the field and in the well-being of those in the profession.

He commended the Rwanda Mines, Petroleum and Gas Board (RMB) for putting in place a policy that provides room for miners to gain professional skills while at the workplace.

To the students, Eng. Mutsindashyaka said that "I think you don't come to study just need a degree. Getting a Degree is one thing and making it productive is another."

He explained to the students that in Rwanda about 10,000 students graduate from the University every year but also what is needed is to bring the knowledge that provides the responses to the problems facing the Labor Market.

"Normally an intelligent student, when he/she is going to develop her/his final academic dissertation topic, she/he selects the topic that will respond the existing problem, and once he/she comes to the field, he/she immediately implements the findings and responses as identified

in the final dissertation," he said.

He went on to tell them that the Mining Field is available and free for anyone with responses that will develop the sector.

"I would like to say that the market is still open, and you are still one of the first students in the field to study mining, which clearly shows that you are very much needed in the job market." Eng. Mutsindashyaka said.

"Students who are enrolled in Mining studies, you need to be competitive, so that companies can provide you with jobs," he said. "But are you ready to be competitive in the job market?" He asked.

He went on to say that the knowledge that students will take to the job market should also be shared with those who are already working in this field since many of them had never had opportunity to study it because the specialized schools are new compared to when mining started in Rwanda. Eng. Mutsindashyaka commended the Government of Rwanda for considering the introduction of a Workplace Learning Policy specifically to address the training and learning needs of Rwandan students and labour market entrants.

RMB, UNICEF and REWU visit ECD construction sites at Gifurwe, NBM Mining Zones



A team from Rwanda Mines, Petroleum and Gas Board (RMB), UNICEF, Rwanda Extractive Industry Workers Union (REWU), and ADEPE representatives visited WMP Gifurwe and the New Bugarama Mining Company in Burera District to eyewitness the progress of the construction of ECD (Early Childhood Development Centres) that will care for children whose mothers work in mining activities.

The two-day field visit began on November 25 to November 26, 2021.

The ECDs are being built at the Mining companies as part of a program to help the mothers working in mines to have a safe place where their children can remain while their parents are at work.

The team that visited the sites mentioned above consisted of the Division Manager of the mining exploration at Rwanda Mines, Petroleum and Gas Board Mr. Donat Nsengumuremyi, along with Mr. Rajat, the Chief of partnership at UNICEF, the Secretary General of REWU Eng. Mutsindashyaka Andre and ADEPE representative, Mr. MINANI Noel coordinator of WMP Gifurwe as well as Mr. Janvier NDABANANIYE Managing Director of NBM.

The managers of the visited companies have expressed confidence in the importance of these centres, which they believe will lead to the increment of the productivity as parents will have a safe place to leave their children and will also help in the development and protection of the rights of children. This ECDs are incorporated in their plan of corporation social responsibility.

The RMB representative, Mr. Donat Nsengumuremyi thanks and called on the mines authorities to complete the work so that the buildings can be used.

In addition, other Mining companies in Rwanda should be involved in childcare by establishing such centres as they contribute to the women rights by promoting corporation social responsibility.

The UNICEF representative promised to continue to work together with RMB as well as other actors of mining sector to improve the education and development of children.

Construction of ECDs in Mining areas is also part of a plan to increase the number of women working in the mining industry and to avoid school dropouts as children will no longer be prevented to attend class as was the case where some parents forced them to stay at home to take care of their siblings while their parents are at work. All those will contribute to the decent work promotion and child protection as said by the Secretary General of REWU.



ECD centres will help mothers working in mines to have a safe place where their children can remain while their parents are at work

REWU continues to refresh Workers on Labour Law and Gross Misconducts that lead to the immediate dismissal of the employee



From November 24, 2021, the Management of Rwanda Extractive Industry Workers Union (REWU) continues to visit its members in various cooperatives in the Northern Province of Rwanda.

Through regular visits, REWU better explains its responsibility and membership responsibilities that, once done well, facilitate and improve the interaction between both the workers and the Management of the Company in which they work for.

Such visits are also utilised to explain to the members about the Labor Law in order to expand their knowledge on employee' rights and their responsibilities and those of the employer

In this regard, on Wednesday, November 24, 2021, the Management of REWU represented by the Deputy Secretary General who is also its Lawyer Mr. Bwanakweli Jean Marie along with the REWU Coordinator in the Northern and Eastern Provinces Musabyimana Deogratias visited EPROCOMI and COMIKAGI Cooperatives working in Ruli in Gakenke District where the law on labor was re-explained; the rights of the worker and what would make his family prosper

The visit continues on November 25, 2021 at Gifurwe Mine in Burera District where they were briefed on serious misconducts that could lead to the dismissal of an employee without notice as per the Ministerial Order No. 002 / 19.20 of 17/03/2020 establishing

gross misconduct that can lead to the immediate Contract cancellation without notice. Mr Jean Marie, a REWU lawyer, urged staff to abide by the law



REWU meets Members of Morial Metal Cooperative to discuss Labour Law and Workers 'rights



On November 23, 2021, the Rwanda Extractive Industry Workers Union (REWU) visited the Morial Metal Cooperative, one of the mining cooperatives in the PIRAN Rwanda Company, specifically in Rwamagana District, Eastern Province of Rwanda.

REWU's visit to the Cooperative was aimed at explaining to the workers the contents of the 2018 Labor Law and other employee rights.

During the meeting, REWU was represented by the Deputy Secretary General, Mr. Bwanakweli Jean Marie Vianney together with the REWU Coordinator in the Eastern Province Mr. Musabyimana Deogratias

During the discussion, workers at this Mining site were encouraged to improve productivity so that once they have an issue that needs advocacy it will be easier because when an employer sees employees who are productive at work, he or she also understands their needs faster.

Workers have also been informed that REWU will not stop advocating for them whenever necessary.

In general, REWU is working tirelessly to advocate for the improvement of the livelihoods of the mining workers as well as for their families.

Among the questions asked were the low salary compared to market prices.

REWU has promised that the issue will be discussed with their employer in order to find a solution that is agreed by both sides.



They also point out that lack of the minimum wage hinders their progress. In addition to the fact that REWU continues to advocate for this issue, it has been explained that this will be solved by the law establishing the Minimum Wage and this is still in discussions in the Ministry of Public Service and Labour.

REWU hands over mattresses worth over Rwf 6 million to Rutongo Mines Workers

On Monday, November 15, 2021, the Rwanda Extractive Industry Workers Union (REWU) in partnership with RWANDAFOAM and the Rutongo Mines Company handed over mattresses worth Rwf 6,790,500 to the workers of the Rutongo Mines.

This follows a similar activity

conducted on Friday, November 12, 2021 in ETI Shyorongi where workers received mattresses worth Rwf 2 million.

The distributed mattresses will be paid in instalments.

On behalf of the workers, the President of the trade union at Rutongo Mine



Comrade NSHIMIYIMANA Emmanuel thanked REWU for advocacy as they had not previously been able to afford the equipment easily. On behalf of REWU, its coordinator in the Eastern and Northern Provinces, Comrade Musabyimana Deogratias, called on the workers to continue to work and increase the productivity of the company they work for as it will make advocacy and other activities easier.



REWU hands over mattresses worth Rwf 2 million to ETI Shyorongi Workers



On November 12, 2021, in partnership with Rwandafoam, the Rwanda Extractive Industry Workers Union (REWU) distributed mattresses to its members in the ETI Shyorongi mine in Rulindo district.

The mattresses worth two million Rwandan francs will be paid in three months. It is an initiative aimed at improving the livelihoods of mining and quarrying workers.

Speaking on behalf of REWU, Mr Musabyimana Deogratias, the REWU coordinator in the Northern Province called on the workers to continue the spirit of unity as well as to be more productive at work.

He added that REWU will also further strengthen advocacy and other activities that will improve the lives of the trade union members.



REWU trains PIRAN Workers on Gross misconducts



The Rwanda Extractive Industry Workers Union (REWU) continues its awareness campaign on the Labor law and the Ministerial Order No. 002 / 19.20 of 17/03/2020 establishing gross misconduct that can lead to the immediate Contract cancelation without notice.

At PIRAN Rwanda, on November 8, 2021, the Secretary General of REWU Eng. Mutsindashyaka Andre and REWU's lawyer Mr. Bwanakweli Jean Marie met with Miners, security staff as well the Management representative to be trained on the above-mentioned ministerial Order.

Among other subjects on the agenda were advocacy on the issue of wage cuts that had taken place, but after discussions resolved by the PIRAN management. This was appreciated by the employees of the company.

They were grateful for the fact that the amount deducted will be reimbursed at the end of this month (November). REWU also has taken notes on employees' demands for advocacy for an annual increment of salaries, minimum wage among others concerns.

REWU assured workers that a follow up on the issue will be done in a due time. On the same day, REWU requested its members to perform well their duties and keep respecting the provisions of labor rights.

The following acts are considered as gross misconduct:

- 1° theft;
- 2° fraud;
- 3° fighting at workplace;
- 4° taking alcoholic drinks at workplace;

5° to be on duty under the influence of alcohol or drugs;

6° falsification;

7° any form of discrimination at workplace;

8° sexual harassment; 9° soliciting, offering or receiving bribes or illicit benefit;

10° embezzlement; 11° unlawfully obtaining or disclosing professional confidential information;

12° behavior that may endanger the health and safety of others at workplace;

13° gender-based violence at workplace;

14° illegal strike;

15° intentional destruction of work equipment.



REWU joined ETI Nyakabingo to celebrate Miners Day



On Sunday 19th December, 2021 at ETI Nyakabingo Mining Company there was a festive event that was organized by the company to celebrate International Miners Day as well as to wish its employees and stakeholders A merry Christmas and Happy New Year 2022.

The event was an opportunity to award Mining workers who excelled in productivity.

The Secretary General of the Rwanda Extractive Industry Workers Union (REWU), Eng. Mutsindashyaka Andre commended the management of ETI Nyakabingo Mining Company for being the model mining company in Rwanda explaining that whenever the price of minerals at international market goes up, the salary of the employees increases as concluded in collaboration bargaining agreement between REWU & the company management.

He said that in coming months REWU in collaboration with Rwanda TVET Board, Ministry of Labor and public services and Rwanda Mines, Petroleum & Gas Board – RMB, the mining workers will be certified for their prior learning.

During the event, Employees of ETI Nyakabingo presented a trophy to the General Manager of the Company Mr. Luke

Rogers as well as the mine manager Mr. James, to thank them for their good relations with all employees.

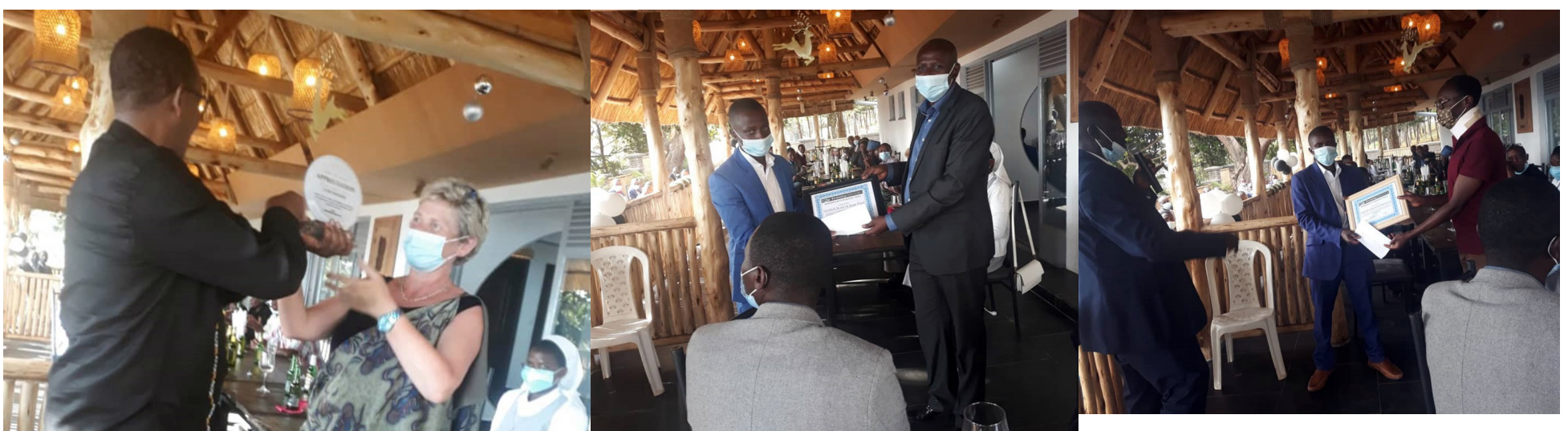
In his remarks, Mr. James explained that they used to work in disorder but now things are going well.

He commended the discipline in the workforce where due to better performance the productivity has increased.

He revealed that women who do not have a permanent job from next year would be offered jobs on the machines that will start operation from next year.

Mr. James expressed gratitude to the REWU Trade union for training them on the promotion of negotiations between the employee and the employer adding that "this has yielded good relations between the management and the employees."

The Executive Secretary of Shyorongi Sector praised the role of the management and staff of ETI Nyakabingo affirming that in addition to development, they are also involved in government activities such as contributing to Health Insurance and EJO HEZA Saving Scheme.



Rwamagana: REWU Joins PIRAN Workers to Celebrate International Miners Day



On Saturday, December 11, 2021 at PIRAN Rwanda Ltd, in Rwamagana District, Eastern Province more than 1,200 miners with the company's Management, various guests and the community joined together to celebrate the International Miners Day.

The chief guest was the Vice Mayor for Economic Affairs of Rwamagana District, Mrs. Jeanne Nyirabihogo.

There was also the District Police Commander, the Representative of Rwanda Mines, Petroleum and Gas Board (RMB), the Deputy Secretary General of the Rwanda Extractive Industry Workers Union (REWU), Mr. Jean Marie Bwanakweli and the REWU Coordinator in the Eastern Province Mr. MUSABYIMANA Deogratias among others.

The event was marked by a ceremonial lunch party, speeches and dances to celebrate the achievements.

Mrs. Nyirabihogo Jeanne praised the activities of PIRAN Rwanda and praised REWU as a partner in the Development of Miners in Rwanda.

He urged miners to save for a better future.

Mr. Bwanakweli Jean Marie said that PIRAN Rwanda is one of the leading companies that care for their employees, and also highlighted the cases that REWU has won and the number of employees who have returned to work due to the advocacy that REWU has conducted for them.

He assured that REWU will continue to advocate for all members wherever possible so that their rights are observed.

PIRAN Rwanda's Manager Mr. Sematuro Lionel

explained that PIRAN is entering a new stage to modernize and professionalize its activities in order to improve productivity.

He added that they are working with local authorities to improve lives among local communities, including paying Health Insurance for the needy, road construction, afforestation and more.

Speaking on behalf of Workers, Mr. Emmanuel, trade union representative praised the administration's partnership with REWU in improving the lives of workers, saying that no one who sleeps badly following the distribution of mattresses and bicycles among workers who will pay for the items in installments.

He also commended REWU for facilitating negotiations with employers to resolve disputes when they arose.

The RMB representative commended PIRAN's improved working condition compared to the previous time when Mining activities were being conducted in disorder and called for continued environmental protection. He assured that RMB will remain close to them to make mining a profession that not only contributes to the national economy but also contributes to the wellbeing of workers and their families.



Rutongo Mines Ltd celebrates International Miners Day in a an event preceded by Football game



On Saturday, December 11, 2021, the Rutongo Mines Company Ltd celebrated the International Miners Day in a ceremony that was preceded by the Football match between the Engineering Team and the Underground Miners Team. The game ended with the Engineering Team scoring 1 goal to zero for the Underground Miners Team.

The Manager of Rutongo Mines Company Ltd Mr. Julian assured the employees that this was the beginning, and that next year it would be a special event. Mr. Julian added that the company will continue to improve working conditions, wellbeing of the workers as well as facilitating the professional training that will help them upgrading their skills and perform well their jobs in a professional manner.

NSHIMIYIMANA Emmanuel, the President of REWU trade union in Rutongo Mines, explains

that such sports are especially important and that the celebration of Miners Day is even more important because it is a good time to reconnect and exchange ideas with the management.

"We, as Rwanda Extractive Industry Workers Union (REWU) Trade Union, find this as an important event because it unites workers and makes them feel comfortable, through sports, and it connects them with the employer. This is immediately support one of our responsibilities which is basically to promote good relationship between workers and the Management." He explains.

Speaking at the event, REWU Secretary General, Eng. Andre MUTSIN-DASHYAKA, commended the Man-

agement of Rutongo mines on the good will in the promotion of welfare of employees, and he suggested that in next event, the company should increase the remuneration paid per Kg to the miners employed by subcontractors.

This event were attended by different partners of Rutongo mines including The Head of Rutongo mining School, some Executive Secretaries of Sectors where the company operates as well as the community surrounding mining sites.

Miners Day was established in 2009 to remember miners who died working in the mines and to honor the hard work and commitment of today's miners.





REWU
RWANDA EXTRACTIVE INDUSTRY WORKERS UNION

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