

REWU MAGAZINE

Issue No 9

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Towards a Modern and Sustainable Mining Sector,”

This issue is made of two parts: The 1st Part is compiling our Kinyarwanda Version while the 2nd part which is starting from Page 11 is all about the English Version. We came up with the idea to have the two versions as part of reaching our direct beneficiaries with the content that they can understand better.



REWU MAGAZINE

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IJAMBO RY'IBANZE

Basomyi b'Ikinyamakuru cya SENDIKA Y'ABAKORA MU BUCUKUZI BW'AMABUYE Y'AGACIRO MU RWANDA, REWU,

Mbere na Mbere tubanje kubasuhuza tubifuriza iminsi mikuru myiza isoza umwaka ndetse n'iyo kuwutangira.

Umwaka wa 2022, watubereye umwaka mwiza ugereranije n'imyaka ibiri yabanje ubwo twari twugarijwe n'icyorezo cya COVID 19. Uyu mwaka watubereye umwanya wo kongera kwisuzuma turebera hamwe uruhare rwacu mu Iterambere ry'igihugu kabone nubwo twari twugarijwe n'ingaruka za COVID 19 nubwo icyo cyorezo cyacishije make.

Urwego rw'ubucukuzi bwa mine na kariyeri ni rumwe mu nzego zabashije kwishakamo ibisubizo zkomeza gukora kuko nkuko mu bizi uru rwego ni rumwe mu nkingi ya mwamba ku bukungu bw'igihugu. Iyo hatabaho ubushake bwa buri wese mu bakora muri uru rwego ntitwari kubasha kugera ku musaruro twateganije kandi ibyo byari kugira ingaruka mbi ku bukungu bw'igihugu.

Nkuko tubizi neza, imibare itangazwa n'Ikigo gishinzwe Mine, Peteroli na Gaze mu Rwanda (RMB) yerekana ko mu mezi icyenda ya mbere y'umwaka wa 2022, ubucukuzi bw'amabuye y'agaciro bwinjirije u Rwanda miliyoni 585\$ (arenga miliyari 631Frw).

Mu by'ukuri iyi mibare irashimishije ugereranyije n'ingaruka icyorezo cya COVID cyateye ndetse n'uko ibiciro b'amabuye y'agaciro byari byifashe.

Sendika REWU ifashe uyu mwanya ishimira buri wese wabigizemo uruhare kandi ikizeza abanyamuryango boseko umwaka wa 2023 ugomba kuba umwaka uzana impinduka kumibereho myiza y'umucukuzi binyuze mu kumwongererera ubushobozi ndetse no gukomeza ubuvugizi kugira ngo buri wese ukora mu bucukuzi agire amasezerano y'akazi ndetse n'ubuvugizi ku mushahara fatizo nabwo buzakomeza kandi hari icyizere ko ibyifuzo by'abacukuzi mu mwaka 2023 bimwe muri byo bizabonerwa igisubizo.

Ikindi REWU imenyesha nuko uhereye none, Ikinyamakuru REWU Magazine kizajya kibanda ku makuru y'Ikinyarwanda mu rwego rwo gukomeza gusangira amakuru na buri wese ukora mu bucukuzi hatabayeho imbogamizi z'ururimi.

Ni mugire amahoro.

GUVERINOMAY'URWANDAISABAABAKORAMU BUCUKUZI KWITA KU BIDUKIKIJE



Minisitiri w'Intebe, Dr Edouard Ngirente ubwo yatangizaga icyumweru cyahariwe ubucukuzi yashimye uruhare uru rwego rugira mu bukungu bw'igihugu, anizeza ubufatanye bwa guverinoma mu gukomeza gushakisha icyatuma ubucukuzi burushaho gutera imbere. Gusa yasabye abacukuzi gukora umurimo wabo ku buryo bwubahiriza amategeko no kurengera ibidukikije ku nyungu z'abaturage."

Yagize ati "Ducukure twita ku bidukikije, ntabwo dukeneye ko ucukura wamara gutaha inzu yawe ngo itwarwe n'isuri wateje cg itware inzu y'umuvandimwe n'umuturanyi. Gucukura bigomba kwita ku bidukikije n'imibereho myiza y'abaturage. Iyo ibidukikije byangiritse isuri iradutwara, imvura ntigwa, gucukura nabi ukarimburi ibiti

ntubisimbuze bikazana amapfa inzara ikica abaturage: gucukura biremewe ariko ugacukura neza mugakira n'igihugu kigakira."

Bimwe mu bikorwa byaranze iki cyumweru cyatangiye tariki ya 5 kugeza ku ya 8 Ukuvoza, ni ibiganiro byibanda ku ntambwe yatewe no gutegura ahazaza h'uru rwego, hasuwe n'amasoniyete amaze kugera ku rwego rufatika mu bucukuzi no gutunganya umusaruro w'amabuye y'agaciro kugira ngo ugezwe ku isoko mpuzamahanga ufite ibiciro byiza.

Abacukuzi b'abanyarwanda bavuga ko ishoramari ryabo riri hasi bitewe n'uko banki z'imbere

mu gihugu zitarabizera ngo zibahe inguzanyo ihagije.

Kalima Jean Malik yagize ati "Amabanki niba ari ukubera ubumenyi buke ntibatwizera kandi nibo dukorana kuko ibyo ushora binyura muri bank, twifuzaga gufashwa muri ubwo buryo hakajyaho n'ibigega. Ikindi ntiwajya muri banki ngo iguhe umwenda udatanze garanti."

Umuyobozi wungirije w'ikigo gishinzwe mine, petrole na gazi, Dr Ivan Twagirashema ashimangirako ko ibi bizakemura ikibazo abacukuzi bahura nacyo kirebana no kubona inguzanyo mu mabanki.

ICYUMWERU CYAHARIWE UBUCUKUZI: UMWANYA WO GUSUZUMA IBYAGEZWEHO NO GUFATA ICYEREKEZO GISHYA



Ubwo hatangizwaga Icyumweru cyahariwe Ubucukuzi mu Rwanda "Rwanda Mining Week" Ikigo cy'Ighugu gishinzwe Mine, Peteroli na Gaz, RMB, cyatangaje ko mu mezi icyenda ya mbere y'umwaka wa 2022, ubucukuzi bw'amabuye y'agaciro bwinjirije u Rwanda miliyoni 585\$ (arenga miliyari 630 Frw).

Ni imibare yatangajwe kuwa Mbere tariki 5 Ukuboza mu 2022, ubwo hatangizwaga icyumweru cyahariwe ubucukuzi.

Uyu muhango warubaye ku nshuro ya Gatanu witabiriwe n'abayobozi batandukanye barimo Minisitiri w'Intebe, Dr Edouard Ngirente ndetse n'Umuyobozi Mukuru wa RMB, Amb. Yamina Karitanyi.

Amb. Karitanyi yavuze ko iki Cymweru cyashyizweho kugira ngo abari mu rwego rw'ubucukuzi bw'amabuye y'agaciro bahurire hamwe baganire ku buryo aka kazi karushaho gukorwa neza kakagira uruhare mu iterambere ry'igihugu.

Ati "Umusaruro w'amabuye y'agaciro acukurwa mu Rwanda arimo gasegereti, coltan, tungsten na Zahabu ukomeje kwiyongera. Kugeza ubu dufite ibigo 158 biri mu bucukuzi bw'amabuye y'agaciro. Uru rwego rurimo amahirwe menshi y'ishoramari haba mu gucukura no kongerera agaciro amabuye."

Amb. Karitanyi yavuze ko mu 2020 amafaranga yavuye mu mabuye y'agaciro u Rwanda rwohereje mu

mahanga yageze kuri miliyoni 733 z'amadorari.

Ati "Agaciro k'ibyoherezwa mu mahanga bivuye mu bucukuzi bw'amabuye y'agaciro kavuye kuri miliyoni 373\$ mu 2017 kagera kuri miliyoni 733\$ mu 2020."

Yakomeje avuga ko nubwo mu 2020 umusaruro wabaye mubi, umwaka wa 2022 utanga icyizere kuko mu mezi icyenda uru rwego rwinjije arenga miliyoni 580\$.

Ati "Nubwo mu 2021 umusaruro w'amabuye y'agaciro yoherezwa mu mahanga wamanutse ukagera kuri miliyoni 516\$ kubera ibiciro biri hasi ku isoko mpuzamahanga, umwaka wa 2022 uratanga icyizere aho ibyoherejwe mu mahanga kuva

muri Mutarama- Nzeri byageze kuri miliyoni 585\$."

Zimwe mu mpamvu zikomeje gutuma amafaranga u Rwanda rukura mu mabuye y'agaciro yiyongeraho, Amb. Karitanyi yagaragaje ko harimo n'uburyo igihugu cyimakaje bwo kuyagurisha yamaze kongererwa agaciro.

Ati "Ibijyanye no kongerera agaciro amabuye y'agaciro byahawe agaciro nk'uburyo buzadufasha kongera amafaranga ava mu mabuye yoherezwa hanze. U Rwanda rufite uruganda rutunganya zahabu, urutunganya gasegereti ndetse mu minsi ya vuba hazafungurwa n'urutunganya coltan."

Uretse kwinjiriza igihugu akayabo, kugeza ubu urwego rw'ubucukuzi rw'amabuye y'agaciro ni rumwe mu zitanga akazi ku bantu benshi, aho abarenga ibihumbi 46 bakora muri ngeri zitandukanye z'imrimo iboneka muri uru rwego. Hari intego y'uko bizagera mu 2024 abakora muri uru rwego barenga ibihumbi 100.

Umuyobozi w'Ihuriro ry'abakora ubucukuzi bw'amabuye y'agaciro mu Rwanda, Malick Kalima, yavuze ko kimwe mu byo bishimira yu munsi ari uko Abanyarwanda batangiye kuba abashoramari muri uru rwego rw'ubucukuzi aho kuba abakozi b'abanyamahanga nk'uko mbere byari bimeze.

Ati "Ubucukuzi bw'amabuye y'agaciro ntabwo ari umwuga umaze igihe kinini gusa Abanyarwanda barabwitabiriye kandi babugira ubwabo, imyaka myinshi burya bakoraga bakorera abandi ariko ubu abenshi dufite ni abikorera kandi uko imyaka igenda ubona ko bagenda biyongera."



Umuyobozi w'Ihuriro ry'abakora ubucukuzi bw'amabuye y'agaciro mu Rwanda, Malick Kalima,

Ikindi cyiza abari muri uru rwego bamaze kugeraho ngo ni uko rusigaye rurimo n'ab'igitsina gore bensi ndetse bamaze no gushinga ihuriro ryabo.

Yavuze ko mu bikwiriye kwitabwaho harimo guha agaciro abashoramari b'Abanyarwanda, borohereza kubona ibyangombwa no kubafasha kubona inguzanyo kuko kugeza uyu munsi kugira ngo banki zibagurize basabwa gutanga ingwate ku mitungo yabo, ibintu bituma bahabwa amafaranga make ugereranyije n'aba akenewe muri uru rwego.

Rapor yo mu 2020 y"Ikigo cy'Ighugu cy'Ibarurishamibare yerekana ko mu myaka itanu ishize, ni ukuvuga kuva mu 2015 kugeza mu 2019, u Rwanda rwinjije asaga miliyari 1, 4 z'amadolari ya Amerika avuye mu mabuye y'agaciro yoherejwe mu mahanga.

Nko mu bihembwe bine by'umwaka wa 2015, amabuye y'agaciro yagurishijwe mu mahanga yinjije miliyoni 149\$.

Icyo gihe hacurujwe gasegereti, coltan, wolfram n'ubundi bwoko bw'amabuye (budasobanurwa ubwo ari bwo muri iyi raporo).

Umwaka wakurikiyeho wa 2016, hinjiye miliyoni zisaga 166, 5\$ aho gasegereti yinjije miliyoni 34,8\$; coltan yinjiza miliyoni 39,7\$; wolfram yinjiza miliyoni 11,9\$ naho ubundi bwoko bw'amabuye bwinjiza miliyoni 80\$.

Mu 2017 umusaruro wariyongereye ndetse usa n'uwikubye inshuro zirenze ebyiri kuko igihugu cyinjije miliyoni zisaga 373\$ yakusanyijwe mu bihembwe bine by'uwo mwaka.

Gasegereti yavuyemo miliyoni zisaga 50,1\$; coltan miliyoni 62,1\$; wolfram yinjije miliyoni 12,6\$ mu gihe ubundi bwoko bw'amabuye bwinjije miliyoni 248, 5\$.

Umwaka wa 2018 ho hinjijwe miliyoni 346, 6\$, ubundi bwoko bw'amabuye y'agaciro ni bwo bwari ku isonga mu kwinjiriza igihugu angana na miliyoni 204, 4\$.

Ikiganiro na Eng Mutsindashyaka, Umunyamabanga Mukuru wa REWU



Ubuyobozi bwa Sendika y'abakora mu bucukuzi bwa Mine na Kariyeri mu Rwanda-REWU, busanga ikurwaho ry'umusoro ku mushahara utarenze Frw 60,000 rishobora gutuma abakoresha benshi bahembera abakozi babo kuri konti, ni mu gihe hari ababitinyaga kubera indi misoro ishamikiyeho.

Leta y'u Rwanda yakuyeho umusoro ku mushahara utarenga amafaranga y'u Rwanda ibihumbi 60. Ni mu gihe umushahara urenga ibihumbi 30 Frw ari wo wajyaga usoreshwa ku kigero cya 20% ku mafaranga arenga kuri ibyobihumbi 30. Ibyo biri mu Itegeko N° 027/2022 ryo kuwa 20/10/2022 rishyiraho umusoro ku musaruro.

Mu kiganiro cyihariye n'Umunyamabanga Mukuru wa Sendika y'abakora mu bucukuzi bwa Mine na Kariyeri mu Rwanda, Eng. Andre Mutsindashyaka yagaragaje bimwe mu byiza bishobora gukurikira ikurwaho ry'uwo musoro.

Agira ati "ku bijyanye n'itegeko rivanaho umusoro ku mushahara utarenze amafaranga y'u Rwanda

60,000, muri sendika y'abacukuzi REWU twabyakiriye neza cyane, kuko hari icyo byongereye ku mushahara w'umukozi. Dufatiye nko k'umukozi wahembwaga 60,000Rwf bivuze ko Leta yigomwe umusoro ungana na $(60,000 - 30,000) \times 20\% = 6,000\text{Rwf}$ tugendeye ku itegeko rya mbere. Ayo mafaranga y'uwo musoro birumvikana ko ubu atazakatwa umukozi, bityo akaba ari inyongera umukozi yabonye iturutse kuri iri tegeko. Leta yacu ishyira umuturage ku isonga turayishimira cyane rwose.

Yungamo ati: "Ikindi nakongeraho, turasaba abakoresha bamwe noneho batinyaga guhembera abakozi kuri konti bakwepa kugaragaza amafaranga bahemba ndetse bakanatinya ko batanga TPR, ubu noneho bazabikora kuko icyo batinyaga bagiherewe igisubizo."

Eng. Andre Mutsindashyaka agaruka ku ishyirwaho ry'umushahara fatizo kugeza ubu ritaratangazwa ndetse anatananga isura y'umurimo ku bakora mu bucukuzi mu Rwanda. Ni mu kiganiro cyihariye n'uwo muyobozi wa Sendika nyarwanda ikunze kumvikana izamura ijwi ku bibazo by'abakozi by'umwihariko ku ishyirwaho



PHOTO: THE NEW TIMES

ry'Umushahara fatizo mu bucukuzi bw'amabuye y'agaciro.

Eng Mutsindashyaka:

Kugeza ubu ibirebana n'itangazwa ry'umushahara fatizo turacyategereje ko Minisiteri ibifite mu nshingano ibikora. Mu gihe hagitegerezwe iryo tangazwa ry'umushahara muto, Sendika y'abakozi bo mu bucukuzi bw'amabuye y'agaciro na za kariyeri mu Rwanda, REWU, ikaba yaratangiye imyiteguro yo kugirana imishyikirano rusange n'abakoresha bo mu bucukuzi bw'amabuye y'agaciro mu rwego rwo kugirango bazarebere hamwe umushahara muto wakoreshwa mu bucukuzi, cyane ko itegeko ry'umurimo ribiteganya; by'umwihariko uwo mushahara uzakemura ikibazo cy'umukozi wo mu bucukuzi ukora ariko iyo atabashije kugera ku mabuye y'agaciro agatahira aho, mu gihe nyamara aba yakoze umurimo ukomeye aca inzira zigana ku musaruro; noneho mu gihe yageze ku mabuye y'agaciro akagenerwa igihembo kijyanye n'umusaruro cyumvikanyweho.

Iki gikorwa nikigerwaho, abazayoboka uyu mwuga baziyongera ku bwinshi, umusaruro nawo uzarushaho kwiyongera, ubucukuzi bazagira uruhare rukomeye mu kugabanya ubushomeri kubera ihangwa ry'imirimo mishya rizahita ryiyongera.

Ni iki mubona gikwiye gukorwa kugira ngo umukozi wo mu Rwanda agere ku rwego yumva yishimye kandi atekanye?

Kugirango umukozi akore yishimye, ni ngombwa ko agira amasezerano y'umurimo yanditse; agahembwa umushahara umufasha kubona ibyibanze byo gutuma abaho, agatunga umuryango we, umushahara ukajyana n'ibiciro biri ku isoko; akagira ubwiteganyirize bw'izabukuru n'indwara zikomoka ku kazi; uburenganzira bwe mu kazi bukubahirizwa, agakora adahutazwa mu kazi; agahabwa ibikoresho by'akazi kugirango abashe gutanga umusaruro ukwiye;

Usanga bibabaje kubona umukozi akorera ikigo runaka, kigatanga services zacyo kikunguka umukozi yabigizemo uruhare, ariko umukoresha ntatekereze

Ikiganiro na Eng Mutsindashyaka.....

kuzamurira umushahara abakozi batuma ikigo cye cyubaka izina kubera ubwitange bwabo. Hari na bamwe mu bakoresha usanga bambura abakozi babo wa mushahara w'intica ntikiza babahemba, ibyo rwose ntabwo bikwiye, bene abo bakoresha bakwiye kwisubiraho.

Mu gihe cyose bakoresha bahaye agaciro abakozi babo, bakaganira ku mikorere y'ikigo cyabo, nta kabuza yaba umukoresha n'umukozi bakorana bishimye kandi buri wese akagera ku nyungu ze ntawe uryamiye undi. Ibyo nibyo twifuza ko bigera mu bigo byose, umuco w'ibiganiro ukaba ihame hagati y'umukozi n'umukoresha.

Ese mubona mu rwego rw'ubucukuzibihagaze bite?

Mu bucukuzi naho ibibazo byo mu rwego rw'umurimo biracyahari, nk'uko ubushakashatsi bwakozwe na Transparency International Rwanda buherutse kubigaragaza, 79% by'abakora mu bucukuzi ntibagira amasezerano y'umurimo yanditse, umucukuzi wacukuye ntagere ku mabuye y'agaciro ibyo yakoze byose ntibihabwa agaciro kuko ntacyo ahembwa mu gihe imashini zakoze nk'ibyo akora zo zibarirwa, ubwiteganyirize bw'izabukuru n'indwara zikomoka ku kazi buracyari hasi, n'ibindi...

Ariko n'ubwo bimeze bityo, hari impinduka nziza zigenda zigerwaho kubera ko inzego zibishinzwe zabihagurukiye haba mu bugenzuzi no mu bukangurambaga, dushima cyane ikigo cy'igihugu gifite ubucukuzi mu nshingano zacyo (RMB) hamwe na Minisiteri y'abakozi ba Leta n'umurimo (MIFOTRA), ubu bakoresha batangiye kumva ko umukozi agomba guhabwa amasezerano y'umurimo yanditse, agomba guteganyirizwa izabukuru, agomba guhemberwa kuri bank, afite uburenganzira bwo kuba umunyamuryango wa sendika, kwirukanwa bidakurikije amategeko bya hato na hato nabyo birimo kugenda bigabanuka.

Dufite kandi icyizere ko mu gihe cya vuba, mu rwego rw'ubucukuzi bw'amabuye y'agaciro hagati ya sendika ivugira abakozi babukoramo (REWU) dufatanije n'abakoresha hamwe n'ishyirahamwe ryabo (Rwanda Mining Association) tuzabasha kugera ku masezerano rusange y'umushahara muto wumvikanyweho; ubu sendika REWU ifatanyije n'umufatanyabikorwa wayo

FES – Rwanda ikaba iri mu myiteguro yo gukora ubushakashatsi bugamije kuzafasha muri ibyo biganiro.

Mu minsi ishije, REWU ku bufatanye n'abandi bafatanyabikorwa bakoze ibarura rijyanye n'Ubumenyi bw'abakora mu bucukuzi bw'amabuye y'agaciro. Ese ubu mugeze kuihe ntera? Ni ibiki byakozwe mu ibarura? Ese byatanze uwuhe musaruro?

Nibyo koko, nk'uko twamaze igihe dukora ubuvugizi ku bakozi bakora mu bucukuzi kandi babukora neza, babufitemo inararibonye nyamara nta mashuri makuru yigisha iby'ubucukuzi babyigiyemo, ahubwo barabimenye babikesha uburambe bafite mu kazi, binyuze muri gahunda yo guha agaciro ubumenyi bw'abakozibakora mu mirimo mirimo itanditse (Recognition of Prior Learning); Sendika REWU ku bufatanye na Rwanda TVET Board (RTB), MIFOTRA na RMB, hakozwe iringenye mu bigo 10 by'ubucukuzi, ubu hakaba hari abakozi 200 bazahabwa certificates na RTB. Umuhango wo gutanga izo certificates ukaba uteganijwe mu cyumweru cyahariwe ubucukuzi kizaba mu ntangiriro z'ukwezi gutaha.

Iki gikorwa kandi kikaba gikomeje, kuzageza ubwo abakora mu bucukuzi bose bazaba bafite ibyangombwa byemeza ubumenyi bwabo mu bucukuzi, bityo bizatume umwuga w'ubucukuzi abawukora barushaho kuba ab'agaciro nk'uko n'amabuye bacukura ari ay'agaciro, bave mu rwego rwa informal bahinduke formal employees; aho gukora mu bucukuzi bizaba byifuzwa na benshi bitewe n'imibereho iri ku rwego rwo hejuru ababukoramo bazaba bafite.

MU YANDI MAKURU:

REWU isanga kugabanya amasaha y'akazi ari igisubizo



Umunyamabanga mukuru wa Sendika y'Abakora mu bucukuzi bwa Mine na Kariyeri mu Rwanda, REWU, asanga icyemezo cy'inama y'abaminisitiri kigena ko amasaha y'akazi ku bakozi ba leta yavuye kuri 45 akagirwa 40 mu cyumweru ari ingira kamaro.

Ku munsi ayo masaha yavuye ku icyenda ashyirwa ku munani, izo mpinduka zizatangira gukurikizwa muri Mutarama 2023, zigaragaza ko amasaha y'akazi azajya atangira saa tatu kugeza saa kumi n'imwe z'umugoroba.

Umunyamabanga mukuru wa REWU, Eng. Andre Mutsindashyaka, avuga ko ari icyemezo cyiza.

Ati "Ni impinduka ziziye igihe kuko iyo umukozi amaze igihe kinini ku kazi adatanga umusaruro ukwiye kuko aba yananijwe n'akazi. Kugabanya amasaha y'akazi bizatuma umusaruro wiyoungera"

Yungamo ko umukozi atanga umusaruro

iyo umukoresha we amwitayeho, amasaha y'akazi yagabanutse akamuha agaciro, akamuhemba akagera kuri 35 ku cyumweru. umushahara umufasha gukemura ibibazo bye, akabasha no kwizigama.

Mu 2019, mbere y'icyorezo Covid-19, urwego rw'ubucukuzi rwakoreragamo abakozi 71,205 , ugereranyije na mbere bari bariyongereye kuko bari 47, 727 mu 2017 nkuko imibare y'ikigo cy'u Rwanda gishinzwe ibarurishamibare- National Institute of Statistics of Rwanda- NISR- ibigaragaza.

Yungamo ati" Gukora amasaha 40 ku cyumweru, byemejwe nyuma yo kubona ko ari umukozi n'umukoresha bakungukira mu gukora ayo masaha ariko n'umusaruro ukiyoungera."

Mutsindashyaka agaragaza kandi ko mu bihugu byateye imbere

MU YANDI MAKURU:
REWU ikomeje guhugura abakozi kuri gahunda mbonezamikurire y'abana bato



Sendika y'Abakora mu bucukuzi bwa Mine na Kariyeri mu Rwanda, REWU, mu mwaka wa 2022 yakomeje guhugura abakora muri urwo rwego ku bijyanye na gahunda mbonezamikurire y'abana bato.

Ni amahugurwa yatanzwe mu bigo binyuranye ku bufatanye bwa Rewu n'abafatanyabikorwa bayo barimo ishami ry'umuryango w'abibumbye ryita ku bana UNICEF.

Urugerero n'aho abakozi ba sosiyete y'ubucukuzi ya Rutongo Mines Ltd-basobanuriwe iyo gahunda, inkingi zayo, uruhare n'inshingano z'ababyeyi ngo iyo gahunda igerweho. Basobanuriwe kandi inshingano z'abarezi, ibyo gukora ibikinisho by'abana, uburenganzira bw'abana ndetse n'ibijyanye n'amahame y'uburezi

Ayo mahugurwa ahabwa aba bakozi mu rwego rwo kubashishikariza guharanira imibereho myiza yabo, guteza imbere uburenganzira bw'abana n'ubw'ababyeyi.

Gahunda mbonezamikurire inyungu ikubyie inshuro 16 iyo y'abana bato ari yo ECD (Early Childhood Development) ni

urusobe rwa serivisi zinyuranye zihabwa umwana kuva agisamwa kugeza yujuje imyaka itandatu hagamijwe ko akura neza mu gihagararo, mu bwenge, mu mibanire n'abandi, mu mbamutima, mu mutekano kandi uburenganzira bwe bukabungabungwa.

Ni mu gihe abahaha mu by'ubukungu bemeza ko igwingira rigabanya ubukungu bw'igihugu ku kigero cya 3% by'umusaruro mbumbe w'igihugu.

Umwana wagwingiye ntatanga umusaruro nk'uwa mugenzi we bangana utaragwingiye, bityo n'ubukungu bukadindira, bityo abo bahanga bakavuga ko iyo ushoye ifaranga rimwe mu kurwanya igwingira ribyara

Ababyeyi bakaba basabwa kwita ku mwana hakiri kare kuko hafi ya 80% by'ubwonko bwe biremwa mu myaka itandatu yambere. Iyo umwana agwingiye mu bwonko, mu mitekereze ye no mu gihagararo, aba atakaje amahirwe atazongera kugaruka no mu bukur bwe.

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REWU MAGAZINE

PRIME MINISTER OFFICIATED THE LAUNCH OF THE 5TH EDITION OF RWANDA MINING WEEK



Kigali, December 5, 2022: Prime Minister Dr. Edouard Ngirente officiated the 5th Edition of Rwanda Mining week

The ceremony took place at the Kigali Conference and Exhibition Village and coincided with the celebration of International Mining Day.

Held under the theme "**Towards a Modern and Sustainable Mining Sector,**" this year's Mining Week has brought together government officials, mining sector players, private sector members,

academia, and civil society. This 5th edition features a four-day exhibition of locally sourced and made products; training on legal compliance, safety standards, and best practices; public lectures, alumni sessions, a visit to a mine site, and mine workers' graduation.

The celebration of Mining Day was marked by three insightful panel discussions under the themes: Investments, Mineral Exploration and Modernization of the Mining Sector;

Environmental Protection and Safety Standards; and From Mine to Market. The panelists discussed current investments and funding mechanisms in the sector; shared best practices in safeguarding the environment and the importance of compliance when it comes to environmentally friendly and safe mining standards; and illustrated how mining companies can best position themselves to trade on the global market.

In her opening remarks, Amb. CEO of Rwanda Mines, Petroleum and Gas Board noted that Mining

REWU MAGAZINE

THE LAUNCH OF THE 5TH EDITION OF RWANDA MINING WEEK



Week is a convenient platform for mining industry players and stakeholders to join efforts to promote the sector. The CEO pointed out that ‘Our pledge is to be more responsible and more responsive to protecting our environment as we grow the sector to respond to current and future global energy transition needs.’

In his address, Prime Minister noted that this event is a good opportunity to take stock of the achievements in transforming the mining sector and a platform

to discuss practical ways to improve its value chains and make them more sustainable.

The Prime Minister noted that ‘Rwanda’s mining potential is yet to be fully exploited... The government of Rwanda is committed to working with all stakeholders to develop the mining sector to sustainably deliver good results’.

While concluding his remarks, the Premier reiterated the Government of Rwanda’s commitment to continue

supporting the sector by ensuring that there is a conducive environment to ease doing business and investment.

He also called upon mining operators to consider environmental restorations and social considerations to respond to the needs of the communities surrounding mining sites.

SOURCE: RMB

REWU MAGAZINE

Employment Income Tax withholding, Establishment of the Minimum wage, Assessment of Prior Learning in Mining Sector, Celebration of Mining Day: Exclusive Interview with Eng. Andre Mutsindashyaka



**By Ange de la Victoire
DUSABEMUNGU**

The government of Rwanda has removed the tax on the employment income that does not exceed Rwf 60,000. The Law No. 027/ 2022 dated 20/10/2022 establishes a Tax withholding on employment income referred to in Article 15. [READ THE LAW HERE](#)

In an exclusive interview with the Secretary General of the Rwanda Extractive Industry Workers Union (REWU), Eng. Andre Mutsindashyaka pointed

out some of the benefits that could follow the removal of the tax and returned to the establishment of the minimum wage that has not yet been established and also highlights the current situation of labor in Rwanda's mining and quarrying Industry.

The interview also touched on some of the activities planned for the celebration of International Mining Day, which is planned for next month.

Full Interview:

REWU is a Rwandan trade union that often raises its voice on labor issues, especially on the establishment of the Minimum Wage in the mining industry. Before we get to the actual point, can you tell how far the dialogues on the minimum wage is?

Currently, regarding the establishment of the minimum wage, we are still waiting for the Ministry of labor's decision on this issue. Waiting for the establishment of the minimum wage, the Rwanda Extractive Industry Workers Union (REWU) has started consultations and



dialogues with mining employers in order to jointly review the minimum wage in mining sector, especially and in particular for this industry, the minimum wage will solve the problem of a mining workers who work tirelessly but does not get paid because of the fact that they haven't managed to get the production while he/she has done a great job and traced the way to production.

Once the minimum wage is established, all workers will be assured of the minimum payment and those who join this profession will increase in

number, production will also increase and mining will play an important role in reducing unemployment rate due to the creation of new jobs that will immediately arise.

The government of Rwanda has enacted a law that removes the tax on the employment income that does not exceed Rwf 60,000. How does REWU react to this move?

As REWU, we have received this great news very well, because it added something to the worker's salary. Assuming

that the employee was paid 60,000 Rwf, it means that the tax was equal to $(60,000 - 30,000) \times 20\% =$ Rwf 6,000 based on the previous law provisions. The amount of the tax will not be deducted from the employee, so it is an additional benefit to the employee as a result of this law. Our government puts the citizens first and we are very proud of it. Another thing I would like to add is that there are some employers who were afraid to pay employees via the Bank account fearing to disclose the monthly salaries as a way of escaping the PIT (Personal Income Tax), It is hoped that employees receiving

their salary on Bank account especially in that level of Rwf 60,000 will increase because what the taxes on their salaries is no longer an issue.

What do you think should be done so that employees can reach a level where they feel happy and safe?

For an employee to work happily, it is important to have a written employment contract; he/she is paid a salary that helps him/her get the basics to live, support his family, the salary is in line with the prices in the market; have social security for retirement and occupational illness; his/her rights at work are respected, and he/she works without being harassed at work; he/she is given the tools to work so that he/she can produce the right product;

You find it sad that an employee works for a certain company, which provides its services and gets benefits arising from the employees hard work, but the employer does not think of raising the salary of the employees who make his/her company build a reputation and make strong income, thanks to the employees dedication. There are some employers who are depriving their employees of their salary for no reason, that is not right, such employers should change their employment conditions and consider the role of employees in the company's growth.

As long as employers value their employees and discuss the performance of their company, there is no doubt that both the employer

and the employee will work together happily and everyone will achieve their own interests without anyone compromising the other. That's what we want to happen in all companies, the culture of dialogue between the employee and the employer should be strengthened.

How is the situation in the Mining Sector?

In mining, labor issues still exist. According to a recent study by Transparency International Rwanda, 79% of miners do not have a written employment contract, the miner works the whole day but is not paid because he has not reached the precious stones. While such happens on human-being, the machines that do what he does are paid for! It is very astonishing. Another problem is that pension security and occupational disease are still low, etc... However, positive changes are being achieved because the authorities have stepped up both in monitoring and campaigning. Now employers are beginning to understand that the employee should be given a written employment contract, should be provided with a pension, should be paid at the bank, have the right to be a member of the trade union, and illegal dismissals are also decreasing.

We are also confident that in the near future, in the field of mining REWU Trade Union together with the employers and their association (Rwanda Mining Association) we will be able to reach a general agreement of negotiated minimum wage. Now the REWU Trade Union, together with its partner FES - Rwanda, is preparing to conduct research aimed at helping in these

discussions.

Recently, REWU in collaboration with other stakeholders conducted assessment on the Prior Learning of Mining Workers. Tell us about the assessment and what next?

Of course, as we have been advocating for workers who work in the mines across the country, we have seen also that they do it well and they have experience but they don't have education skills in mining. However, most of them have got knowledge and skills through their work experience. Through the program called "Recognition of Prior Learning"; REWU in collaboration with Rwanda TVET Board (RTB), Labor Ministry and Rwanda Mines, Petroleum And Gas Board (RMB), conducted the assessment in 10 mining companies and now there are 200 workers who will receive certificates from Rwanda TVET Board (RTB). The ceremony to issue these certificates is scheduled for the week dedicated to mining, which will take place at the beginning of next month.

This is an ongoing assessment until all the miners will have documents confirming their knowledge in mining, so it will make the mining profession more valuable as the precious stones they dig are valuable. From the informal sector to become formal employees; and from that, working in the mining industry will be desired by many due to the high standard of living that those who work in it will have.

200 Miners from 10 Mining Company received Recognition of Prior Learning Certificates



200 Miners from 10 mining companies have participated in a programme of Recognition of Prior Learning. This is part of capacity building of miners.

In her closing remarks during the Graduation of Mine Workers Amb. Yamina Karitanyi CEO of RMB praised mine workers who have graduated.

She asked them to continue playing a leading role in the sector's development. She stressed that skills development of miners is key to their safety





Eng. Mutsindashyaka commends stakeholders for changing behavior in respecting Workers' rights

The Secretary General of Rwanda Extractive Industry Workers Union (REWU), Eng. Andre Mutsindashyaka has commended various partners in the Mining and Quarrying sector for the changing attitude towards respecting the rights of mining workers.

The changing behaviors in favor of the rights of mining workers started to positively shift after REWU in collaboration with Rwanda Mines, Petroleum and Gas Board (RMB), the Ministry of Public Services and Labor (MIFOTRA) and human rights organizations began to join forces in mobilizing employers to respect workers' rights and labor laws in order to improve their living conditions while workers are also asked to commit to work in order to improve their livelihoods while at the same time increasing the productivity of the

company they work for.

Speaking at a policymaker's advocacy dialogue meeting on key recommendations and commitments aiming at improving compliance and transparency in the Extractive industry which was organized by Transparency International Rwanda (TI-Rwanda), REWU's secretary General Eng. Mutsindashyaka said that "In the light of recommendations derived from TI-RW research on compliance and transparency in extractive industry last year, we are happy that there have been realized remarkable changes because it helped raising awareness and making advocacy."

However, Eng. Mutsindashyaka added that there are still some gaps that need to be addressed.

Some of the problems in mining and Extractive Industry as defined by Eng. Mutsindashyaka are



that the majority of miners do not have written contracts, others are not covered by RSSB, which means that there is confusion between collective insurance and social security of RSSB, which deprives workers of their rights.

He, however, noted that “There are things that have been achieved in collaboration with RMB, MIFOTRA, RMA among them the increase of the number of ECD centres, recognition of prior learning where 200 mine workers were assessed, among others”

In his remark, Patrick Kananga, the Chief Labor & Decent Work Administrator at the Ministry of Public Service and Labor, said “the Ministry makes regular inspections and advises mining companies to provide their workers with contracts, insurance & pay RSSB contributions. We need to partner to sort out persistent challenges.”

The policymaker’s advocacy dialogue meeting

on key recommendations and commitments aiming at improving compliance and transparency in the Extractive industry was organized by Transparency International Rwanda to assess the progress made from Last year.



Head of the TI Rwanda Ms. Ingabire Marie I. speaking at policymaker's advocacy dialogue meeting



REWU
RWANDA EXTRACTIVE INDUSTRY WORKERS UNION



WISHES
YOU

*A Merry
Christmas
&
Happy new year
2023*

Rwanda Extractive Industry
Workers Union
Kigali-Rwanda
www.rewu.org.rw

Dear partners and friends ,
The Rwanda Extractive Industry
Workers Union wishes you

*a merry Christmas
and a Happy
New year 2023.*

May all these festive
seasons and the new year
be filled with joy and
blessings



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