



REWU, RTB Workshop Focuses on Updating Mining RPL Competencies

From March 18th to 21st, a workshop was held at Palast Rock Hotel in Nyamata, organized by REWU in collaboration with Rwanda TVET Board and with support from Enabel. The workshop aimed to update the mining Recognition of Prior Learning (RPL) competencies and assessment tools in accordance with the new workplace learning policy recently published.

The participants include representatives from Rwanda TVET Board, Rwanda Polytechnic, REWU, as well as mine lecturers from Rutongo mining school

and practicing mine engineers from various companies. The goal of the workshop is to ensure that the mining industry in Rwanda is equipped with the latest knowledge and skills necessary for success.

The workshop featured discussions and presentations on best practices in the mining sector, as well as hands-on training sessions to update the competencies and assessment tools. This will help ensure

that miners in Rwanda are well-prepared to meet the demands of the industry and contribute to its growth and development.

Overall, the workshop is seen as a crucial step in strengthening the mining sector in Rwanda and ensuring that it remains competitive on both a regional and global scale. Participants were eager to learn and collaborate to improve the industry and drive its success in the years to come.

Rwanda Extractive Industry and Enabel Rwanda Partner to Enhance Social Dialogue Skills in Mining Sector



REWU Deputy Secretary General Mr. Bwanakweli Jean Marie Vianney speaking to Mineworkers at IMC

In a bid to improve working conditions and promote better communication between employees and management in the mining sector, the Rwanda Extractive Industry Workers Union (REWU) teamed up with Enabel Rwanda to conduct training sessions on social dialogue skills and negotiations at the IMC mining company in March, 2024.

The training sessions aimed to equip employees with the necessary skills to engage in productive discussions with management, leading to better working conditions, decent work practices, and ultimately increased production levels. By fostering a culture of open communication and mutual respect, both parties hope to create a more harmonious work environment that benefits all stakeholders.

Participants in the training sessions were enthusiastic about the opportunity to learn new skills and improve their ability to negotiate with management. They expressed gratitude to REWU and Enabel Rwanda for their commitment to promoting a culture of dialogue and cooperation in the mining sector.

The partnership between REWU and Enabel Rwanda highlights the importance of investing in human capital and fostering positive relationships in the workplace.

By providing employees with the tools they need to communicate effectively and negotiate for their rights, both organizations are working towards creating a more inclusive and sustainable mining industry in Rwanda.



Historic Collective Bargaining Agreements Signed in Trinity Metals Group Musha



On Wednesday, 28/03/2024, a milestone was reached in the mining sector as more than 3,300 mineworkers employed by subcontractors of Trinity Metals Group Musha celebrated the signing of six Collective Bargaining Agreements (CBAs). The negotiations, led by the REWU trade union and subcontractors of Trinity Metals Musha, were aimed at promoting social wellbeing of employees and increasing mineral production.

In a partnership between REWU and Enabel Rwanda, these CBAs are set to bring about significant changes in the mining industry. Workers will now have contracts, leading to increased production and improved working conditions. Maternity leave benefits will support families, while workers' families will also see growth and development.

The signing of these agreements is not only beneficial for the

mineworkers, but also for the wider community. The labor market will expand, residents of the mine area will benefit from improved well-being of workers, and local businesses are expected to thrive as a result.

This historic moment marks a step forward in promoting social protection and decent work in the mining sector, setting a positive example for other industries to follow.



Trinity Metals Group-Musha Mining Company to Establish Early Childhood Development Facilities at Workplace



In a recent meeting between the employees, the REWU Trade Union Committee, and the management of Trinity Metals Group-Musha Mining Company, discussions were held regarding the establishment of Early Childhood Development (ECD) facilities at the workplace.

The discussions between the employees, the REWU Trade Union Committee, and the management have been positive, with plans already underway to begin the process of setting up the ECD facilities at the workplace. This initiative is expected to benefit both the employees and their families, as well as the broader community in which the mining company operates.

The move to set up ECD facilities at the mining company is part of their ongoing efforts to support their staff and the communities near them as part of their corporate social responsibility initiatives. The company recognizes the importance of providing quality childcare services for their employees who are also parents.

Overall, the establishment of ECD facilities at Trinity Metals Group-Musha Mining Company reflects a commitment to supporting their staff and investing in the well-being of their employees and their families. It also serves as a reminder of the important role that mining companies can play in contributing to the social development of the communities in which they operate.

The establishment of ECD facilities within mining companies has become increasingly common in recent years, as companies strive to create a more family-friendly work environment. By providing on-site childcare services, companies like Trinity Metals Group-Musha Mining Company are not only supporting their employees but also contributing to the overall well-being of the community.



REWU Secretary General Discusses Labor Rights at Sainte Simeon Mining Company



On Tuesday, February 13th, 2024, the Secretary General of REWU and his team made a visit to the Sainte Simeon mining company in the Rwamagana District of the Eastern province.

The purpose of the visit was to engage in discussions with the General Manager and mineworkers regarding labor rights, social dialogue, social security, increasing production, and the role of the trade union within the company.

During the meeting, the Secretary General emphasized the importance of upholding labor rights and ensuring fair treatment of all workers.

He encouraged open communication between management and employees through social dialogue to address any issues or concerns that may arise in the workplace. Additionally, he stressed the significance of providing adequate social security benefits to protect the well-being of workers and their families.

The Secretary General also discussed strategies for increasing production at the mining company, highlighting the need for efficient processes and proper equipment to maximize output.

He commended the dedication and hard work of the mineworkers and expressed his support for their continued efforts to contribute to the success of the company.

Furthermore, the Secretary General underscored the role of the trade union in advocating for the rights and interests of workers within the company.

He encouraged collaboration between management and the trade union to create a harmonious work environment that prioritizes the well-being of all employees. Overall, the visit to the Sainte Simeon mining company was successful in fostering meaningful discussions about labor rights and promoting a positive working relationship between management and employees.

The Secretary General and his team left with a sense of optimism for the future of the company and its workforce.



REWU Leaders Meet with Trinity Metals Team to Discuss Mining Industry Impact



On 25th January 2024, the Rwanda Extractive Industry Workers Union (REWU) leaders gathered for a crucial meeting with a delegation from Trinity Metals Group, led by Sam RYUMUGABE.

The focus of the meeting was to discuss the strengths, weaknesses, opportunities, and threats (SWOT) related to the social, environmental, and economic development impact of mining on various stakeholders.

The leaders from REWU emphasized the importance

of addressing the concerns and challenges faced by mineworkers, mine companies, and the communities living in and around mining areas.

They highlighted the need for improved working conditions, fair wages, and enhanced safety measures to protect the well-being of all individuals involved in the mining industry. During the meeting, both parties engaged in constructive dialogue to identify areas where Trinity Metals Group could make improvements to enhance the overall impact of

their operations.

Discussions centered around potential initiatives to promote sustainable practices, reduce environmental harm, and foster positive relationships with local communities.

The meeting served as a valuable opportunity for REWU leaders and Trinity Metals Group to collaborate and work towards creating a more ethical and responsible mining industry in Rwanda. By addressing key issues and finding solutions together, both parties are committed to driving positive change and ensuring a brighter future for all stakeholders in the extractive industry.



Rwanda National Commission for Human Rights hosts workshop on Business and Human Rights



The Rwanda National Commission for Human Rights recently organized a two-day workshop focused on exploring the intersection of business practices and human rights. The workshop, which aimed to raise awareness and promote dialogue on the importance of respecting human rights in the business sector, was attended by representatives from various industries, government officials, and civil society organizations.

As an advocate for human rights, the Rwanda Extractive Industry Workers Union (REWU) actively participated in the workshop and shared insights on the role of businesses in upholding human rights standards. The discussions centered around the challenges and opportunities for businesses to integrate human rights considerations into their operations, as well as the importance of accountability and transparency in promoting a culture of respect for human rights.

Following the workshop, the National Conference on Business and Human Rights was held at the Four Points by Sheraton Kigali. The conference brought together stakeholders from the public and private sectors to discuss the development of a National Action Plan for Business and



Eng. Mutsindashyaka Andre, REWU Secretary General, represented REWU during the meeting

Human Rights. This marks the beginning of a collaborative effort to ensure that businesses in Rwanda operate in a manner that respects and upholds human rights principles.

The conference was a thoughtful and productive session, with participants expressing their commitment to working together to promote human rights in the business sector.

Moving forward, it is crucial for all stakeholders to continue engaging in dialogue and taking concrete actions to address human rights issues in the business community.

By working together, Rwanda can create a more inclusive and sustainable business environment that respects the dignity and rights of all individuals.

REWU joined Help a Child International Rwanda and UNICEF-RWANDA to discuss Early Childhood Development



In a collaborative effort to support Early Childhood Development (ECD) programs, REWU engaged in a training session at Best View Hotel in MUSANZE, organized by Help a Child International Rwanda and supported by UNICEF-RWANDA.

The training aims to rally support from the Private Sector and Civil Society Organizations towards aiding children in Rwanda. By investing in ECD programs, not only do we directly benefit the children involved, but we also enrich our society as a whole.

Private Sector and Civil Society Organizations are encouraged to collaborate and contribute to these important initiatives, recognizing the significance of ECD in shaping a promising future for Rwanda's youth.

REWU was proud to be a part of this important training session and looks forward to working together with other organizations to make a positive impact on the lives of children in Rwanda.

Progress of Early Childhood Development Center in Rwanda Mining Sector



The team consisting of representatives from Rwanda Mining, Petroleum and Gas Board (RMB), UNICEF Rwanda, and the Rwanda Extractive Industry Workers Union (REWU) visited the RETC mining company in Rutsiro District on Wednesday, February 15th, 2024. The purpose of the visit was to assess the progress of the construction of an Early Childhood Development (ECD) center.

The ECD center aims to promote childcare and women's rights while also increasing the company's production and women's income. This program, implemented within the Rwanda mining sector, plays a crucial role in addressing the issues of stunting and malnutrition among children.

During the visit, the team expressed their gratitude to the RETC company and other investors in the Rwanda Mining

sector for their commitment to promoting Corporate Social Responsibility and for their support in helping the surrounding community. The team was impressed with the progress of the ECD center and commended the efforts of all involved in making this initiative a success.

in early childhood development programs within the mining sector and the positive impact it can have on both the company and the surrounding community. The team looks forward to seeing the continued progress of the ECD center and its benefits for all involved.

Overall, the visit highlighted the importance of investing

REWU Participates in Planning and Evaluation Workshop for East African Countries



From March 13th to 16th, 2024, The Rwanda Extractive Industry Workers Union (REWU) participated in a BWI planning and evaluation workshop for East African Countries at the Hill Park Hotel in Nairobi. The workshop provided an opportunity for REWU to discuss achievements, success stories, and challenges faced by the union, with a particular emphasis on organizing social dialogues.

REWU representatives shared their experiences in organizing workers in the extractive industry in Rwanda,

highlighting successful strategies and initiatives that have been implemented to improve working conditions and advocate for workers' rights.

They also discussed the challenges they have faced and exchanged ideas with representatives from other East African countries on how to overcome these obstacles.

The workshop allowed REWU to learn from the experiences of other unions in the region and to strengthen their network of allies in the fight for workers' rights.

Such workshops provide a platform for dialogue with government officials and industry stakeholders, facilitating

discussions on ways to improve regulations and policies that impact workers in the industry.

Overall, the planning and evaluation workshop was a valuable opportunity for REWU to reflect on our progress and strategize for future growth and success.

The union representative left the event feeling inspired and motivated to continue our important work of advocating for the rights of extractive industry workers in Rwanda.

Child Protection Club at GS Nyange Empowers Students to Safeguard Their Rights



By: Byiringiro Jean Elise

KANSI SECTOR: In a remarkable collaboration of the Rwanda Extractive Industry Workers Union (REWU) and World Vision Rwanda, GS Nyange has successfully established the Child Protection club (CP Club), mirroring the efforts of other schools in the area. This commendable initiative has given birth to not one, but two CP Clubs within the school – one for primary students and another for secondary students.

With a total of 38 children in each CP Club, inclusivity is at the core of their mission. The clubs boast an equal representation of 19 boys and 19 girls, ensuring that all voices are heard and valued. Further emphasizing the significance of gender equality, each CP Club is guided by two dedicated teachers – one male and one female – who tirelessly champion the cause of child protection.

The CP Clubs at GS Nyange have become a hub of activity, fostering an environment conducive to learning and exchange of ideas. Regular meetings provide opportunities for club members to discuss and deliberate on various child protection issues. Together, they scrutinize the tactics employed by those who prey on vulnerable children and strategize effective measures to combat and prevent such abuse.

A notable highlight in their calendar is the monthly gathering held every first Wednesday. On this special day, CP primary and secondary clubs convene separately to delve into crucial matters concerning child abuse, child rights, and responsibilities. These discussions serve as a platform for students to deepen their understanding of their own rights and learn how to protect themselves from violence.

The second week of each month presents an exciting opportunity for all CP Clubs to come together as a united force. During these joint sessions, they collectively choose an activity that aligns with their ongoing campaign to raise awareness among their peers about their rights and how to counter violence.

The clubs also take it upon themselves to identify classmates who have fallen behind in attendance or have dropped out altogether. They compile a comprehensive list of these individuals and embark on home visits, offering support and encouragement to both the students and their families, urging them to prioritize education.

Furthermore, the CP Clubs extend their reach beyond the classroom, recognizing that parental responsibility plays a pivotal role in safeguarding children's rights. They actively engage with parents



who either discourage their children from attending school or participate in actions that contravene their responsibilities. By educating parents on the importance of their role, the CP Clubs aim to create a collective consciousness that upholds the value of education and shuns any form of wrongdoing.

In the third week of the month, they gather together and combine the results of the campaign they conducted to identify children in need of school supplies. They also collect support through the school administration and the parents of these children.

In the fourth week, they assess the progress made during the month and also work on maintaining the vegetable garden they established at school. However, their activities are not limited to this. They also find time to communicate with their classmates and convey messages about ending child violence through songs, poems, dances, and plays.

In January 2024, they successfully reintegrated three children into the school, including two boys and one girl, who are now making good progress in their studies, as stated in their testimonies.

Throughout their work, they encounter challenges, such as parents who lack understanding of children's

rights and may even withdraw them from school. They urge World Vision, the Rwanda Extractive Industry Workers Union (REWU), and other organizations to continue raising awareness about the dangers of child labor and child sexual abuse, as well as teaching children about their rights.

They express gratitude to this partnership for initiating the establishment of CP Clubs in schools and equipping them with knowledge to prevent and combat all forms of child violence.



