

**Umunsi  
Mpuzamahanga  
w'ubucukuzi:  
abakora uyu mwuga  
bashishikarijwe  
kugana ishuri**

**REWU DEPUTY SEC. GENERAL,  
IMC STAFF AND MANAGEMENT  
DISCUSS RIGHTS TO THE  
EMPLOYMENT CONTRACT**

**REWU commends  
employers for  
compliance with  
labor laws**



### **Our Mission**

REWU's mission is to privilege ways to bring together workers of extractive industry, to defend their interests and living in good conditions.

### **Our Vision**

REWU's vision is to empower workers and their families, and make them benefit from mining fruits by improving the quality of their lives along with contributing to the attainment of social justice and sustainable development in an atmosphere of democracy and solidarity.

## Message from the Secretary General

*First of all, on behalf of the Rwanda Extractive Industry Workers Union (REWU), I would like to take this opportunity to wish you a Merry Christmas and a Happy New Year 2021.*

*This past year of 2020 was a year full of various challenges caused by COVID 19, but it is also a year that has pushed us to use extraordinary efforts to close the gap caused by COVID 19 especially in mining and quarrying sector.*



REWU has made every effort to fulfill its responsibilities to ensure the development of Mining workers and the development of the mining sector as a whole.

Various advocacy efforts and programs targeting the wellbeing of miners have been made while at the same time there were many problems that existed between employees and employers that have been resolved, thanks to the growing cooperation in our sector.

Advocacy has also been made through various media outlets to convey the message on the sector's development in particular but also on the other hand the awareness campaigns among the workers to join trade unions have also been conducted.

Various capacity building in terms of implementation of the Labor law in Rwanda were conducted and the outcomes are rated at a good level despite some employees still reluctant to respect the labor law. Our work as REWU is to continue with more campaigns so that unresolved issues get solved.

The anti-child labor campaign has also been fruitful as the campaign has been intensified by the country's top officials. On the side of Mining sector, this problem has been solved even though there are still some children who appear to be in the sugarcane Trade business, in sand extraction, bricks manufacturing, etc.... We hope this issue will be totally resolved by 2021.

All of this and other things we wouldn't have said would not have been possible without everyone's involvement.

It is in this context that REWU commends all its partners, miners and employers, the various public and private sectors and the REWU staff who are constantly working together every day to enable us to move forward.

In conclusion I would like to encourage you to read this second issue of REWU Magazine in order to find out more about some of the activities that REWU has been able to do in December 2020.

Thank you very much, I wish you a Merry Christmas and a Happy New Year 2021

**Eng. MUTSINDASHYAKA Andre, SG**

# **Statement of solidarity to the families of the victims of the Mining accident in Muhanga District**

The Rwanda Extractive Industry Workers Union (REWU) has expressed condolences with the families of the victims of the Mining accident which caused death of five people including a four-month-old baby and injured more others in Muhanga District, Southern Province.

The tragic event took place on Friday around 18:30 in Agahabwa village, Nyamirama Cell, Muhanga Sector when a mine collapsed and killed five of them and two others were injured, as local administration indicated.

According to some locals, the people were going to extract sand from the closed mining site and later find precious stones in the water.

While they were collecting the said precious stones from the water, it rained heavily and they went inside the mine which later collapsed on them killing five of them and injured two others.

The bodies and injured persons were immediately rushed to nearby hospital.

As we mourn the loss of the deceased ones in the accident, REWU once again urges people to refrain from illegal mining as it can cause heavy damages including the loss of lives as it happened during that fatal accident.

REWU also urges parents to refrain from engaging in mining activities with children or to engage children in mining activities as it is a violation of their rights.

We stand with Families who have lost loved ones.



# Rwanda Miners Union urges employers to provide employment contracts to Mining Workers

As Rwanda was celebrating International Mining Day on December 04, 2020, the Rwanda Extractive Industry Workers' Union (REWU) has requested Mining employers to provide contracts to mining workers as stipulated in the provisions of the Labor law. The Secretary General of REWU, Eng. Andre MUTSINDASHYAKA, highlighted that a number of achievements have been made in the development of the Mining sector but there are still some issues, including employers who do not value the work done by miners. REWU Secretary General said that there are many challenges that are hindering advancement of the mining profession, hence more interventions are still needed to resolve them.



According to Eng. Mutsindashyaka, there are so many miners who do not have employment contracts including miners employed by the sub-contractors, which affects their livelihoods and families' wellbeing as well. He said that "you find an employee who has been in the company for three or more years without employment contract; "Such workers cannot even get an advance loan of salary from the financial institution because the bank will not rely on an employee who has not an employment contract" He explains.

Eng. Mutsindashyaka further added that some of the mining companies do not affiliates their employees to the Rwanda Social Security Board (RSSB) like pension contribution which is the worst challenge to the future of mining workers once they are old. "Many employees are paid in hand instead of being paid through financial institutions; which is also a serious obstacle." Mutsindashyaka said

"On top of that, there are still miners who work but they are not paid for their work, under pretext that they have not found the minerals or production, while they have used their energies into the tunnels " he added.

"This is affecting their families, especially for those who have children;

they are likely to suffer from malnutrition,” Mutsindashyaka explains, adding that there should be a minimum wage for every employee of the mining industry.

Other issues raised by the union include the existence of mining accidents that are life-threatening, sometimes this is due to the lack of training on the health and safety of workers.

Finally, he mentioned another issue of the employees who are fired in violation of labor laws among others.

*“Our Union is urging the Government authorities to request the employers to resolve all the issues facing the workers in this sector as it is one of the contributions that will improve the working conditions as well as production increment” Mutsindashyaka noted.*

The Union also urges the Ministry of Public Services and Labor (MIFOTRA) as in its mandate there is also to set a minimum wage that should be paid to mining workers, so that the problem of workers who are not paid as said above can be completely solved.

However, as the miners point out these issues, the union encourages mining workers to continue to work hard to increase productivity in order to fill the gap brought by COVID 19 pandemic on the national economy

# Umunsi mpuzamahanga w'ubucukuzi: abakora uyu mwuga bashishikarijwe kugana ishuri



**Francis Gatare,  
CEO/RMB**

Mu gihe u Rwanda rwifatanyije n'isi kwizihiza umunsi mpuzamahanga wahariwe ubucukuzi bw'amabuye y'agaciro, abakora uyu mwuga basabwe kwitabira amasomo bagakora kinyamwuga. Ibi byagarutsweho n'abayobozi batandukanye mu birori byo kwizihiza uyu munsi byabereye ku ishuri rya Rutongo mu rwego rwo gushimangira uruhare rw'ubumenyi mu guteza imbere ubucukuzi bw'amabuye y'agaciro. Umunyamabanga wa leta ushinze imyuga n'ubumenyingiro muri minisiteri y'uburezi Madamu Claudette Irere yavuze ko kugirango iri shuri rizagere ku ntego yaryo uruhare rw'abikorera ari ingenzi. Yagize ati "Turasaba ko abakozi b'ibigo byanyu mwabohereza bakongera ubumenyi. Abanyeshuri nabo mukaborohereza bakaza kwihugura mu kazi mu masosiyete yanyu."

Yongeyeho ko bitewe nuko abanyarwanda bagomba kwita ku bikorerwa iwabo hari amasomo ashobora kongerwa muri iri shuri ati "Kwigisha ubucukuzi ni kimwe ariko tugomba kwigisha abanyarwanda kongerera agaciro ibyo dukora. Ari nayo mpamvu tugomba kureba uko twakongera amasomo muri iri shuri ajyanye nabyo." Ibi byongeye kugarukwaho kandi n'umuyobozi mukuru w'Ikigo Gishinzwe Mine, Peteroli na Gaze mu Rwanda Nyakubahwa Francis Gatare ati "Uko mukomeza gutanga umusanzu



hari byinshi igihugu gikomeje kubategaho amaso. icya mbere ni uko iri shuri nyakubahwa Perezida wa Repubulika yaduhaye tugomba kuryitabira tukohereza abakozi bakiga ndetse n'ababyize tukabaha akazi."Gatare avuga ko ubumenyi bwonyine budahagije kuko bugomba kujyana n'ibikoresho. "Hari ibikoresho kandi bidahenze tugomba kugira aho dukorera. Ndanashimira ubuyobozi bwa minisiteri y'uburezi ku biganiriro twagiranye byo gukangurira Rwanda Polytechnic gukora ibikoresho byifashishwa mu bucukuzi."Uyu munsu kandi wabaye umwanya wo guhana ibitekerezo, bimwe mu byatanzwe harimo gusangira ubumenyi, gushyira imbaraga mu bushakashatsi cyane cyane mu gihugu gito nk'u Rwanda.

Abanyeshuri basabye kujya bahabwa umwanya mu masosiyete bakagira uruhare mu guteza imbere ubucukuzi. Umuyobozi ushinze ishamba ry'ubugenzuzi n'ubucukuzi muri RMB Donat Nsengumuremyi yasobanuriye abitabiriye uyu munsu bimwe mu byagezweho muri rwego rw'ubucukuzi bw'amabuye y'agaciro, imbogamizi zari ziriho ndetse n'uburyo bwashyizweho bwo kuzikemura. Ku kibazo cy'icyuho cy'abantu bize iby'ubucukuzi bw'amabuye

y'agaciro, yavuze ko abanyeshuri bahawe amahirwe yo kujya kubyiga hanze ndetse no muri kaminuza y'u Rwanda na Rwanda Polytechnic hatangijwe amashuri yigisha ubucukuzi bw'amabuye y'agaciro. Donat yavuze ko "Ibikoresho bya gakondo birimo ibikarayi, ibitiyo n'ibindi bituma hatakara umusaruro uruta uwo twakabaye tubona. Hari abamaze kubikangurirwa ndetse no kuryitabira. Nubwo bikirimo imbogamizi zo kubona ibyuma bisimbuzwa ibyapfuye ndetse n'imisiro abacukuzi bifuza ko yagabanywa." Umuyobozi wa w'ihuriro ry'abacukuzi bw'amabuye y'agaciro mu Rwanda Jean Malic Kalima mu ijamba yagejeje ku bitabiriye uriya munsu yavuze ko uyu ariwo bahiseho gushima Imana ibyo yabafashije kugeraho mu mwaka wose. Anongeraho ko akazi kabo kari kugenda kroha ati "Uyu mwuga urakomera ariko uragenda woroha kubera ikoranabuhanga."





# REWU Deputy Sec. General, IMC staff and management discuss rights to the Employment Contract



On November 3rd, 2020, the Deputy Secretary General of the Rwanda Extractive Industry Workers Union (REWU), Mr. Jean Marie Vianney, had a meeting with the management and the staff of Inter Africa Minerals Corporation (IMC), located in Kabacuzi in Muhanga District for a variety of discussions on the workers rights and their welfare as well as enhancing good collaborations with REWU.

During the meeting, the agenda included explaining the content of the employment contract between the employee and the employer and encouraging employer to sign the contract agreements with they employees.

The discussions were fruitful because the employer and his workers were happy and accepted to sign the employment contract because it gives them full rights as legitimate employees who are interested in contributing to the development and sustainability of mining sector in Rwanda.

After the meeting, Mr. Bwanakweli held talks with the IMC Managing Director, Mr. Steven, committee representatives of the REWU Trade Union at the IMC and the sub-contractors to discuss various labor issues and make decisions on how to increase production in the company by promoting social dialogue.

## **RUHANGO: REWU Team along with various officials visit Big Mining Company to discuss labour issues among other topics**



On 10th November 2020, the Secretary General of Rwanda Extractive Industry Workers Union (REWU), Mr. Mutsindashyaka Andre accompanied by Bwanakweri Jean Marie Vianney, Deputy Secretary General of REWU and REWU's Southern and Western Provinces' coordinator, Nkurikiyinka Fidel, have conducted a working visit at the Big Mining Company located in Ruhango District to discuss labor law, rights of workers as well as the issue of boosting the productivity.





The visit was conducted along with various officials including the Ruhango District labor Inspector, representatives of Rwanda Mines, Gas and Petroleum Board (RMB) in Ruhango District, security organs as well as sector representative.

Mr. Mutsindashyaka explained that the purpose of the meeting was to explain to both parties (Employer and Employees) about the labor law, the rights of the workers as well as employer and the responsibilities of both parties to increase productivity.

Big Mining Company's Managing Director Thomas HAKUZIMANA received the team with a warm welcome by presenting the background of this company after which topics of the day were elaborated extensively. Labor inspector Mrs Musanabera Laetitia emphasized on the importance of having contracts

between employer and employees as well as affiliation to the RSSB.

Mrs. Aline who was representing RMB reminds employer and employees the importance of having clean environment at mine site and the importance of using personal protection equipment.

At the end of the meeting Mr. Mutsindashyaka reminded that is very important to have social dialogue between employer and employees adding that without employees there is no employer and vice versa.

The talks were also concluded by the election of the REWU Trade Union committee at the Big Mining Company Ltd chaired by Comrade Ephraim HAKUZIMANA and it is expected that the committee will further strengthen the relationship between the staff and the employer reinforced by REWU trade union trainings.

## **REWU concerned about employers failing to provide employment contracts, affiliation in social security fund to their employees**



While both the public and private sectors continue to make efforts to improve employment, job creation and provide employees with good working conditions, there are still employers who hire employees regardless of employment contracts and Social security contribution to RSSB.

This is one of the main challenges facing Rwanda Extractive Industry Workers Union throughout various campaigns which target employment issues in mining and quarry Industry.

REWU administration says that there are still employers who seem to well care about their employees while some others give less care to their employees despite dangers that can aggravate their lives yet they have not contributed their social security contribution to the RSSB or employment contracts that can save them during such circumstances.



REWU Secretary General Mr. Mutsindashyaka Andre says: "Often when we visit mining and quarry companies, when we reach out to employees and talk to them about the benefits of having a contracts, RSSB's social security contribution and joining EJOHEZA saving schemes, many people tell us that instead talk on it to our employers to provide us what are provided by the laws" because in fact the mining work is a job that requires a lot of effort and attention.

An example of a work-related problem is that on November 12, 2020 in Muhanga district in Kabacuzi sector, three (3) workers were involved in a mining accident at around 2 AM, one named Tuyisabe Albert, 19 died immediately, while another Hategekimana Olivier, 26, is in hospital.

He says that he has been working in the mine for more than seven years but he and his comrades who have been involved in that accident which resulted in death and injuries, none of them has been insured to the Rwanda Social Security scheme under RSSB.

Mr Mutsindashyaka said: "This is something that should be stopped in mining, as we cannot talk about mining development while the miners are still facing challenges."

## **PIRAN Rwanda, REWU continue negotiating on well-being of Employees**



On November 17th, 2020, the Coordinator of Rwanda Extractive Industry Workers Union (REWU) in the Eastern and Northern Provinces Musabyimana Deogratias has visited Piran Rwanda Mining Company to follow up on the negotiation for the second batch of equipment including bicycles and mattresses to the employees who need them and reimburse factories gradually so that they can be helped to access the above-mentioned equipment easily.

The visit followed the concerns of the Managing Director of Piran Rwanda who pointed out the challenge of Employees' fixed contracts who are about to expire and that signing for equipment could not be possible since they remain with only two months on their contracts.

However, to address the issue, the Managing Director of Piran Rwanda has assured trade union that all employees will sign other contracts in January 2021. He proposes that those who are able to pay in the remaining two months will be the ones to receive the equipment and others will wait until January after contracts renewal.

Other issues raised like salary arrears and unpaid RSSB contributions for some employees, are being processed to find solutions, which will be communicated to the REWU's representative in Piran Rwanda as soon as possible.

On the issue of holiday arrears among security personnel, the Managing director explained that company is still in arranging a way to find a solution without disturbing employment.

*"We have agreed to continue to exchange information and find soon solutions for the issues raised by staff concerns," Musabyimana said.*

## **REWU commends employers for compliance with labor laws**

The Rwanda Extractive Industry Workers Union (REWU) commends employers for their understanding on the respect for workers' rights and for providing them with legal provisions without going to court.

The Secretary General of REWU, Mr. Mutsindashyaka Andre, says that some employers do not respect the rights of workers, but through regular campaigns, some of them understand why the rights of workers/Employees and the labor provisions should be respected as enshrined in Rwanda's Labor Law.



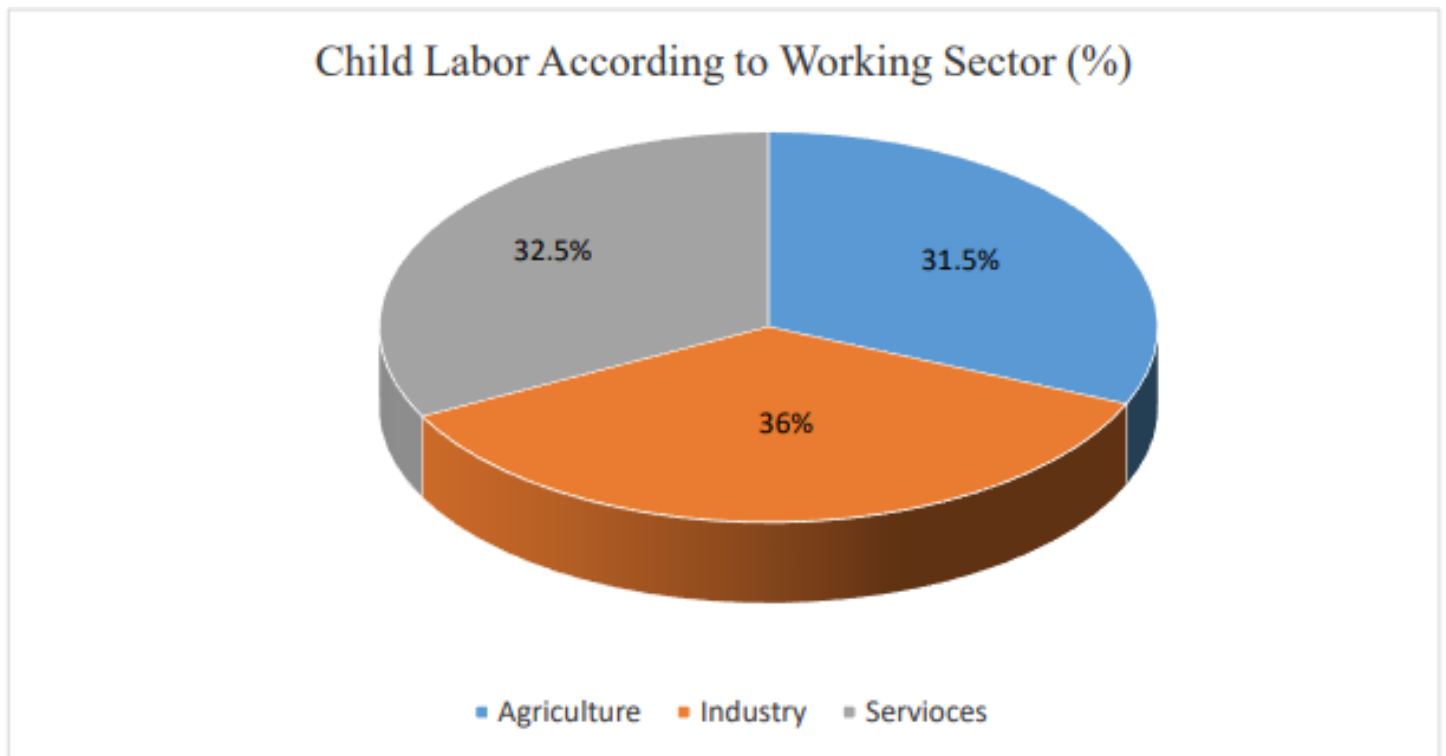
“Since we started campaigning and training workers and employers on the Labor regulations, many have become more aware of it so that even when a conflict arises between the employer and the employee, it is easier to solve that because they have knowledge on the Labor law,” he said.

On November 24, 2020, at the headquarters of REWU, a mutual agreement was signed by the employer with two employees who had been illegally suspended. REWU says that once the matter is brought to the notice of the employer “We showed him the mistakes he has made, the rules that have not been complied with and advises him to settle the matter amicably and give them the money agreed upon by the parties in order to avoid going to court which could have caused other losses especially to the side of employer.

“The party argues that reaching out to the courts is not a priority but that employees and employers should also promote dialogues and consensus in order to resolve the issues they face. REWU urges employers and employees to be aware of the provisions of the Labor Law as it will reduce disputes and situations arising from non-compliance.



# Rwanda: Rapid assessment Report highlights source of Child Labor and way for mitigation



Rwanda Extractive Industry Workers Union (REWU) has released findings from the rapid assessment on Rwanda child labor and access to child rights information through media. Since January 2020, Rwanda Extractive Industries Workers Union (REWU) benefited from the support of World Vision for implementing the project entitled “It takes every Rwandan to end Child Exploitation Campaign”.

REWU executed this mandate in collaboration with different levels of stakeholders involved in community mobilization (local leaders, employers, teachers and school managers, Children themselves, parents, young mentors and community members).

The main objective was to contribute to the promotion of child rights, breaking the child labor chain with the aim of empowering children to reach their maximum potential of exploring opportunities in a safe social environment. The discussions around child labor are also channeled through media houses in place. The assessment was conducted by REWU within four targeted districts namely Muhanga, Rwamagana, Gicumbi and Gakenke. The rapid assessment was motivated by the existing critical situation of child labor in order to collect accurate insights from beneficiaries and other decision-makers come out with more strategic measures of preventing any form of child labor.

Furthermore, through the rapid assessment, students, parents, and local leaders have identified the most followed media houses in the study sites.

This rapid assessment aimed at measuring the extent of the community child labor and the access to child rights' information through media in Muhanga, Rwamagana, Gicumbi and Gakenke Districts, Rwanda.

Specifically, this rapid assessment was intended to: *Identify working sectors with high number of child workforce; Measure the level of parents' involvement in child labor situation; Find the required solutions to promote child rights in respective communities; Assess the level of community perceptions towards child labor policies established by child right partners; Identify influential media houses to share information on child rights.*

During the rapid assessment, participants provided information on different working opportunities that attract children to experiencing early exposure to work environment. While there is a considerable number of labored children, even many others are not directly working still face insecure and hazardous conditions.

In line with the used sampling, the most targeted sectors by child labor included industries (36%), domestic services (32.5%) and agriculture (31.5%).

In Rwamagana District, most of respondents confirmed to be involved in service (43%) and agriculture (38%) sectors.

In Gicumbi District, children prefer to be actively working in industry (48%) and agriculture (36%), and this situation seems to be similar to that of Gakenke District (35%) and (34%) respectively.

Muhanga presents a slight difference in terms of child labor situation per working sector where 34% represents the industry sector, 33% the service segment and 33% the agriculture domain.

In total, twelve (12) Focus Group Discussions (FGDs) were conducted in 8 Sectors visited.

In Rwamagana District, the targeted sectors were Nzige and Rubona, Gakenke District (Rusasa and Rushashi), Muhanga District (Muhanga and Shyogwe) and Gicumbi District (Bukure and Shangasha).

In total, 143 participants among them 79 children and 40 parents and community leaders were reached through FGDs.

**Table 1: Demographic characteristics of participants in FGDs (in numbers)**

District	Sector	Children				Parents and Community Leaders			
		Age range	Male	Female	Total	Age range	Male	Female	Total
Rwamagana	Nzige	9-16	4	6	10				
	Rubona	9-17	5	5	10	29-53	6	4	10
Gakenke	Rusasa	10	5	5	10	27-46	6	6	12
	Rushashi	8-17	6	6	12				
Gicumbi	Bukure	8-16	7	6	13				
	Shangasha	11	6	5	11	29-58	4	5	9
Muhanga	Muhanga	12-17	6	5	11				
	Shyogwe	11-16	7	6	13	27-53	5	4	9
<b>Total</b>			<b>46</b>	<b>44</b>	<b>90</b>		<b>21</b>	<b>19</b>	<b>40</b>

Among 89 children reached in four Districts, 46 girls (52%) and 43 boys (42%) participated in FGDs from 4 schools including: GS Bugoba in Rwamagana District and GS Kabuga in Gakenke District, GS Shyogwe in Muhanga District and GS Bukure in Gicumbi District.

The female sex was dominantly represented among children in Gicumbi and Gakenke District, where girls were more motivated and active to participate during the FGD sessions while in Muhanga and Rwamagana boys were more available and active than girls. The results of this rapid assessment comprise also the identified main roots of child labor and came out with related recommendations for mitigating the factors that lead to such child abuse.

The assessment report finds that main causes of child labor are:

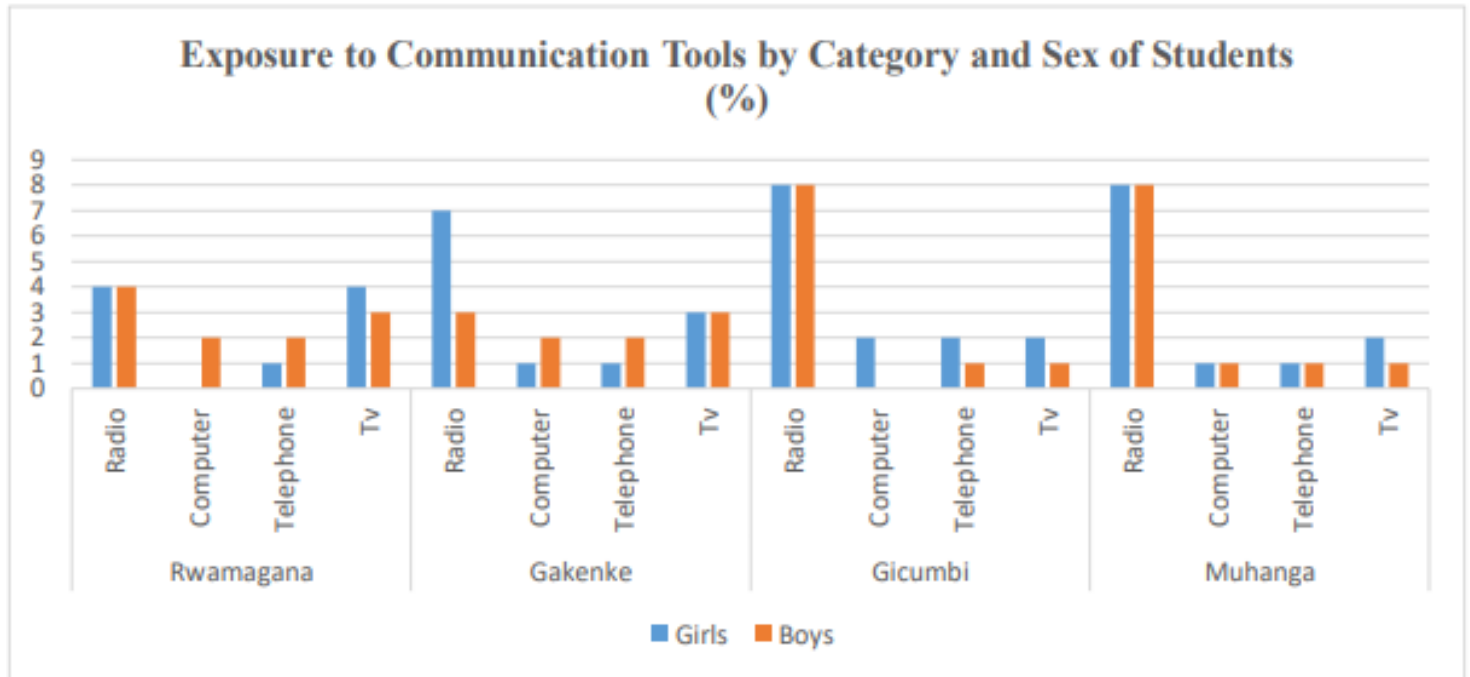
- (1) *Parental poverty: lower family income, lack of school fees and other costs;*
- (2) *Neighbors' increased needs in domestic services and economic activities;*
- (3) *Poor control upon children by parents and guardians;*
- (4) *Lack of education, awareness and sensitization on child labor consequences;*
- (5) *Search for cheaper workforce by entrepreneurs.*

After assessment the proposed measures to tackle and mitigate child labor are:

- (1) *To empower poor families in order to improve their socioeconomic conditions by funding social programs and economic projects;*
- (2) *Provide free education to all children from poor families;*
- (3) *Avail free school meals to all children from poor families;*
- (4) *Deliver vocational training to unemployed youths for skilled labor;*

(5) Sensitize the general population on child labor existing laws and policies;

During the rapid assessment, participants provided information on the different tools when they want to seek information or key messages from media on child labor. The most used in general is the radio receiver while TV screen and computers are used by some wealthy families. Sometimes phone messages can be received too.





# REWU continues to improve social inclusion in mining sector by facilitating mattresses distribution to GMDC Workers



The Rwanda Extractive Industry Workers Union (REWU) in collaboration with RWANDAFOAM and Generation Mining Development Company (GMDC) have handed over Mattresses to all workers in GMDC as part of the efforts to improve social inclusion in the livelihoods of mining and quarry workers in Rwanda.

Mattresses and other necessary equipment are often given to miners through a joint agreement between REWU as a representative of mining and quarry workers, the company whom they are serving and the suppliers so that Workers get any type of necessity which they will gradually pay through their salary.

Before handing over the Mattresses to GMDC workers, the company's Managing Director, Ms. Kamugwera Vestine, briefed the REWU officials and other administrative and security agencies about the company's working conditions situation and later took them inside the mine to witness how safe workers are inside the mine site.

The Team appreciated the way the mine was designed to protect workers' safety.

In his remarks, the Deputy Secretary General of REWU and the Guest at the event, Mr. Jean Marie Vianney BWANAKWERI, thanked the Managing Director of GMDC and Rwandafoam and the leaders of various institutions for coming to join the "RYAMA NEZA MUCUKUZI Program" translated as "miner Sleep Well" event during which



mattresses were handed over to workers following the agreements between all stakeholders. He urges workers to work hard and keep the discipline at work in order to increase productivity. He also reminded them to take part in other government activities.





**Rwanda Extractive Industry Workers Union**

WISHING YOU AND YOUR FAMILY

*Merry Christmas and  
HAPPY new Year 2021*

*All The Best*





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## Join us to prepare a better future for you and your families

*REWU is a key partner of Ministry of public services and labor (MIFOTRA), Rwanda mines, petroleum and gas board (RMB), Provinces and Districts in local government; Rwanda Mining Association (RMA) and Rwanda Quarry Association (RQA) as employers professional organizations in mining sector.*

## Rwanda Extractive Industry Workers Union

### CONTACT

#### REPRESENTATIVE OF REWU:

**Name: MUTSINDASHYAKA Andre**

**Tel. +250 788461058 / 788307153**

**Email: [rewu.tradeunion@gmail.com](mailto:rewu.tradeunion@gmail.com);**

**[mutsindashyaka@yahoo.fr](mailto:mutsindashyaka@yahoo.fr);**