

# REWU MAGAZINE

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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.

## Ijambo ry'ibanze

Basomyi ba REWU MAGAZINE, Ikinyamakuru cya Sendika y'Abakora mu bucukuzi bw'amabuye y'agaciro mu Rwanda,

Mbere na mbere tubanje kubasuhuza aho muri hosi. Muri iyi nimeru murasangamo amakuru atandukanye agaragaza ibikorwa dufatanyamo n'abafatanyabikorwa batandukanye hagamijwe gukomeza guharanira uburenganzira bw'umucukuzi ndetse n'ubw'umwana

Nk'uko mubizi, kuva mu 2019 REWU ifatanyaga na World Vision Rwanda mu ishyirwa mu bikorwa rya gahunda yiswe ITER igamije kurwanya ihohoterwa iryo ari ryo ryose rikorerwa abana nk'imirimu ikoresha abana n'ihohoterwa rishingiye ku gitsina. Ubu bufatanye bushyirwa mu bikorwa mu Turere turindwi, ari two Karongi, Ngororero, Nyamasheke, Rusizi, Huye na Gisagara.

REWU kandi ifatanyaga na UNICEF mu mushinga wo gushyiraho amarerero y'abana (ECD) mu birombe na kariyeri hagamijwe gushishikariza abagore kwinjira mu bucukuzi bw'amabuye y'agaciro, kuko akenshi usanga zimwe mu mpamvu zituma batitabira uwo mwuga harimo no kubura aho basiga abana mu gihe bari mu kazi.

Ubu bufatanye na UNICEF bwatangiyemo mu 2020, ku ikubitiro bukaba bushyirwa mu bikorwa mu birombe bibiri (New Bugarama Mining (NBM) na Wolfram Mining Processing (WMP) Gifurwe nyuma iyi gahunda ikazagurirwa no muyandi masosiyete y'ubucukuzi bw'amabuye y'agaciro aherereye mu turere twa Rulindo, Gakenke, Rwamagana, Muhanga, Nyarugenge, Rutsiro, Rubavu na Kayonza.

Mu bindi bikorwa kandi REWU ifatanije na UNWOMEN mu mushinga wo guteza imbere uburenganzira bungana kuri bose (Abagore n'Abagabo) mu bucukuzi bw'amabuye y'agaciro by'umwihariko mu birombe bya MUHANGA na GAKENKE.

Byongeye kandi REWU iri gukorana na Enabel, RMB, RTB na MIFOTRA muri gahunda ya RPL ishyigikiwe na Skills Development Funds II (SDF II) ikaba igamije guha abakora mu bucukuzi bw'amabuye y'agaciro inyemezabumenyi zijyanye n'ibyo bakora kuko abenshi usanga babifitemo uburambe nyamara ntacyemeza ko babifitiye ubumenyi. Ibi bizafasha mu kubongera agaciro ndetse no kubona aho bakwiye kongerera amahugurwa kugira ngo bakore ubucukuzi bunoze kandi kinyamwuga.

Ni muri urwo rwego amwe mu makuru musanga muri iyi nimeru agenda agaruka ku bikorwa byakozwe mu gihembwe gitambutse hagamijwe gukomeza gusangira amakuru y'ibibera mu mwuga wacu ndetse no muri sosiyete muri rusange.

***Murakoze mugire amahoro.***

## AMAJYARUGURU: Mu nama yahuje Abikorera na Minisitiri w'Abakozi ba Leta n'Umurimo, Mu bwunganzi bwatanzwe na REWU, Abakoresha mu bucukuzi bibukijwe kubahiriza Uburenganzira bw'abakozi



Kuwa 09 Werurwe 2023, Nyakubahwa RWANYINDO KAYIRANGWA Fanfan, Minisitiri w'Abakozi ba Leta n'Umurimo, yayoboye Inama Nyunguranabitekerezo ku kunoza Umurimo mu bigo by'Abikorera ku rwego rw'Intara y'Amajyaruguru. Iyi nama yabereye mu Karere ka Musanze kuri Centre Pastoral de Fatima.

Iyi nama yabaye umwanya wo kungurana ibitekerezo bitandukanye hagamijwe kunoza umurimo mu rwego rw'abikorera.

Atanga ubwunganizi n'igitekerezo muri iyi nama, Umunyamabanga mukuru wa REWU, Eng.

Mutsindashyaka Andre yasobanuye gahunda za REWU, asaba ko abakoresha mu bucukuzi batanga amasezerano y'akazi yanditse ku bakora mu bucukuzi, kubahemba kuri konti, guteganyiriza abakozi, gahunda ya Igira ku murimo (RPL) ndetse no kwimakaza umuco w'ibiganiro rusange (social dialogue).

Uretse Nyakubahwa RWANYINDO KAYIRANGWA Fanfan, Minisitiri w'Abakozi ba Leta n'Umurimo wari umushyitsi mukuru muri iyi nama, yanitabiriwe kandi na Bwana MUSHAYIJA Geoffrey, Umunyamabaganga Nshingwabikorwa w'Intara y'Amajyaruguru, Bwana

BIRABONEYE Africain, Umunyamabanga Mukuru w'Urugaga rw'Amasendika y'Abakozi mu Rwanda (CESTRAR), Bwana KANAMUGIRE Callixte, Uhagarariye Urugaga rw'Abikorera (PSF), Abayobozi b'Uturere tugize Intara y'Amajyaruguru, Uhagarariye Urwego rw'Igihugu rw'Ubuzungacyaha (RIB), Uhagarariye Ikigo cy'Ubwiganyirize mu Rwanda (RSSB), abikorera n'abandi bafatanyabikorwa batandukanye.

Mu ijambo ry'ikaze, Bwana MUSHAYIJA Geoffrey,

Umunyamabanga Nshingwabikorwa w'Intara y'Amajyaruguru, yashimiye Ministeri y' Abakozi ba Leta n'Umurimo, abakoresha n'abandi bafatanyabikorwa uruhare ntagereranwa bagira mu guhanga imirimo no guteza imbere umurimo unoze.

Atangiza iyi nama ku mugaragaro, Minisitiri Rwanyindo yashimiye abitabiriye inama, abibutsa ko hasigaye igihe gito ngo gahunda ya Guverinoma y'imyaka irindwi (NST1) igere ku musozo, yagize ati: "Twibukiranye ko intego twese duhuriyeho ikubiye muri iyi Gahunda ya Guverinoma y'imyaka irindwi (7), ari uguhanga nibura imirimo miliyoni imwe n'ibihumbi magana atanu (1,500,000) inoze kandi itanga umusaruro"

Yagaragaje ko kandi kugeze ubu hamaze guhangwa imirimo igera ku bihumbi magana acyenda na mirongo ine na bibiri na magana atatu na makumyabiri n'itandatu (942,326). Hakaba habura imirimo ibihumbi magana atanu na mirongo itanu na birindwi na magana atandatu na mirongo irindwi n'ine

(557,674) kugira ngo heswe uyu muhigo.

Yagize ati: "Biradusaba ingufu n'ubufatanye, kugira ngo iyi ntego duhuriyeho igerweho kandi dukomeze kuzirikana ko nta gihe dusigaranye."

Ministiri yavuze ko kandi intego rusange yo guhanga imirimo kuri bese itagerwaho bitanyuze mu kwimakaza umurimo unoze kandi utanga umusaruro nk'uko hari ibipimo byashyizweho bibigaragaza, yagize ati: "Guha abakozi amasezerano y'akazi yanditse, guhembera abakozi kuri banki, guteganyiriza abakozi muri RSSB, kurinda abakozi impanuka n'indwara bikomoka ku kazi no kurandura imirimo ibujijwe umwana."

Minisitiri yashishikariye abakozi n'abakoresha kuba abafatanyabikorwa no kwimakaza umuco wo gukorera ku mihigo n'ubufatanyabikorwa ku mpande zombi, binyuze mu mishyikirano rusange (collective bargaining), yagize ati: "Uyu muco wo gukorera ku mihigo n'ubufatanyabikorwa hagati

y'abakozi n'abakoresha, byakorwa binyuze mu mishyikirano rusange hagati y'abakoresha n'inzego zihagararira abakozi"

Iyi nama yabaye umwanya mwiza kandi wo kuganira ku ngamba zo kurandura no gukumira imirimo mibi ikoreshe abana mu Ntara y'Amajyaruguru. Minisitiri yagize iti "Nta yandi mahitamo dufite uretse kuyirandura kuko bifite uruhare rutaziguye mu igwingira ry'abana, kuko bigira ingaruka ku mikurire yabo, imyigire yabo, imitekerereze yabo ndetse n'ubuzima bwabo muri rusange"

Asoza iyi nama, Minisitiri Rwanyindo yavuze ko hakenewe gushyirwamo imbaraga nyinshi kugira ngo hakomeze gutezwa imbere umurimo unoze kandi utanga umusaruro, yagize ati "N'ubwo hakiri byinshi byo gukorwa, mu myaka ibiri ishize, imibare ya RSSB igaragaza ko abantu bizigamira biyongereye mu gihugu hose, ndetse no mu Ntara y'Amajyaruguru, si ibyo gusa kandi habayeho izamuka ry'imibare y'abakozi bahemberwa kuri banki".

Buri mwaka w'ingengo y'imari, Minisitiri y'Abakozi ba Leta n'Umurimo, ku bufatanye n'Abafatanyabikorwa batandukanye, itegura inama nyunguranabitekerezwo ku rwego rwa buri Ntara n'Umujyi wa Kigali, mu rwego rwo kurushaho gufatira hamwe ingamba zo guteza imbere umurimo unoze kandi utanga umusaruro.



*Mu nama yahujwe Abikorera na Minisitiri w'Abakozi ba Leta n'Umurimo, Mu bwunganzi bwatanzwe na REWU, Abakoresha mu bucukuzi bibukijwe kubahiriza Uburenganzira bw'abakozi*

# AMAFOTO Y'ABITABIRIYE INAMA





## Kugabanya amasaha y'akazi, ikiruhuko cy'abagabo... Impinduka mu itegeko ry'umurimo mu Rwanda

Inteko Rusange y'Umutwe w'Abadepite, ku gicamunsi cyo kuri uyu Gatatu tariki 8 Werurwe, yemeje ishingiro ry'umushinga w'itegeko urimo impinduka zo kugabanya amasaha y'akazi, kubuza umukoresha gusesa amasezerano y'umurimo w'umugore kubera gutwita ndetse n'Ikiruhuko cyo kubyara ku mugabo.

Itegeko ryo mu 2018 riteganyaga ko amasaha y'akazi mu cyumweru ari 45, ariko itegeko rishya ryayagabanyije ashirirwa kuri 40 mu cyumweru.

Kugabanya amasaha y'akazi byaturutse ku kuba mu isesengura ryakozwe, byaragaragaye ko gukora amasaha menshi bigira ingaruka zitari nziza ku muryango, kuko ababyeyi batabona umwana uhagije wo kwita ku burere n'uburezi bw'abana.

Indi mpamvu ni uko bituma n'abakozi badatanga umusaruro nk'uko bikwiriye, kubera umunaniro uturuka mu gukora amasaha menshi.

Ibi bigendanye no kuba ku wa 11 Ugushyingo 2022, Inama y'abaminisitiri yaremeje ihindurwa ry'amasaha y'akazi akava ku masaha 45 akagera kuri 40 mu cyumweru. Mu nzego zimwe na zimwe, akazi gatangira saa tatu za mu gitondo, amashuri agatangira saa mbili n'igice.

Izi mpinduka kandi zishingiye

ku masezerano mpuzamahanga y'umurimo, nk'avuga ko amasaha y'akazi atagomba kurenga umunani ku muni, ni ukuvuga 40 mu cyumweru.

Izi ngingo z'amasaha y'akazi zatangiye gukurikizwa ku wa 1 Mutarama 2023. Iri tegeko kandi ryahinduwe mu kurengera umugore utwite, mu gihe ari mu kazi.

Muri uyu mushinga w'itegeko hashyizwemo ingingo ivuga ku kurengera umurimo w'umugore utwite, kugira ngo amasezerano y'akazi adaseswa kubera gutwita.

Amategeko ariho afite icyuho kubera ko adateganyaga uku kurindwa. Kubera iyo mpamvu, byateganyijwe ko "umukoresha abujijwe gusesa amasezerano y'umurimo y'umugore kubera ko atwite".

Ikindi gishya iri tegeko ryashyizeho ni ikiruhuko cyo kubyara ku

mugabo. Iri tegeko ryateganyije ko ikiruhuko cyo kubyara ku mugore n'icyo kubyara ku mugabo bigenwa n'iteka rya Minisitiri ufite umurimo mu nshingano ze.

Riteganya kandi ubwoko bw'ibiruhuko umukozi yemerewe ari byo; ikiruhuko cy'umwaka, ikiruhuko cyo kubyara ku mugore, icyo kubyara ku mugabo, icy'uburwayi, icy'ingoboka ndetse n'uruhushya.

### *Itegeko ryakiranywe yombi*

Mu kiganiro na IGIHE, Umwali ukorera kimwe mu bigo byo mu Karere ka Rubavu, yavuze ko ingingo yo kurengera umurimo w'umugore utwite ari nziza kuko hari aho bakoresha abakobwa, bashaka abagabo bakabasezerera kubera ko bagiye gutwita.

Ati “Urugero nko mu kazi twakoraga ndi umukobwa, uwashakaga umugabo wese ubukwe bwabaga yaramaze gusezererwa kubera ko abakoresha bumva ko ugiye gutwita ntukomeze gukora uko bikwiye”.

Yasabye ko hakorwa ubugenzuzi bwimbitse mu bikorera, kuko ahenshi izi mpinduka mu itegeko ry'umurimo zitazubahirizwa

Ati “Hakwiye ubugenzuzi mu nzego z'abikorera bakareba niba bazubahiriza izi mpinduka mu itegeko ry'umurimo, kuko n'iryari risanzwe hari abataryubahiriza”.

Habimana Jean de Dieu wo mu Murenge wa Gisenyi mu Karere ka Rubavu, yabwiye IGIHE ko ikiruhuko cyo kubyara ku bagabo cyari gikwiye cyane. Ati “Hari ubwo umugore abyara ntibigende neza, guhuza inshingano zo kumwitaho n'iz'akazi bikagorana, ugasanga yaba akazi karapfuye, no kwita ku mubyeyi ntibigenze neza”.



### *Umusaruro ushobora kwiyongera*

Umunyamabanga Mukuru wa REWU, sendika ikorera ubuvugizi abakozi bo mu rwego rw'ubucukuzi bw'amabuye y'agaciro, Eng. André Mutsindashyaka, yabwiye IGIHE ko iri tegeko rishobora gutuma abakozi batanga umusaruro mwinshi.

Yavuze ko kuba amasaha yabaye 40 avuye kuri 45, ari ibyo kwishimirwa kuko abakozi bazarushaho gukora babyishimiye.

Ati “Igifite umumaro ni ugukora umurimo ubyishimiye kuruta amasaha menshi wamara mu kazi, wananiwe, utagitanga umusaruro”.

Ashimangira ko ibi bizanafasha abakozi kubona umwanya wo kuganira n'imiryango yabo, by'umwihariko bakagira umwanya wo kwita ku mibereho y'abana.

Eng. Mutsindashyaka avuga ko ku kijyanye no kurinda gusesa

amasezerano y'umugore utwite, ari igisubizo cyari gikenewe cyane.

Ati “Ni ikibazo dukunda guhura nacyo aho iyo bamwe mu bakoresha babonaga ibimenyetso by'uko umugore atwite, bamusezereraga mu kazi bitwaje ko umusaruro atanga ugabanuka, ko mu gihe azaba yabyaye azahembwa adakora; byakubitiraho n'uko hamwe umukozi ahembwa bitewe n'umusaruro yabonye, ubwo bigahita bituma imibereho ye, uwo atwite hamwe n'umuryango atunze imibereho yabo iba mibi”.

REWU isanga kuba umugabo azagenerwa ikiruhuko cyo kubyara ari iby'agaciro gakomeye, kuko bizatuma umugabo abasha kwita ku mubyeyi hamwe n'umwana.

Ku rundi ruhande, ikomeje gusaba ko mu mpinduka zikorwa mu murimo, hakemurwa n'ikibazo cy'ishyirwaho ry'umushahara muto umaze imyaka isaga 40 utavugururwa, aho wari ku mafaranga 100 Frw ku muni n'uyu muni bikaba bitarahinduka.

Bijyanye n'uko ibiciro bihagaze ku isoko, uyu mushahara fatizo na wo ukeneye kuvugururwa kugira ngo abakozi n'abakoresha bagire aho bahera mu kumvikana ku gihembo, birusheho kongera umusaruro.

### **IVOMO: IGIHE**



## REWU na World Vision Rwanda mu bukangurambaga bwo kurengera uburenganzira bw'umwana

Ku ya 24 Mutarama 2023 muri Cluster ya Kivu ihereye mu Murenge wa Rubengera, mu Karere ka Karongi, hakozwe ubukangurambaga bwo kurwanya ihohoterwa rishingiye ku gitsina rikorerwa abana n'imirimo ibujijwe ikoresha abana. Kuri iyi tariki hibanzwe ku baturage baturage batuye hafi y'ikiyaga cya Kivu aho usanga abana bakunze gukoreshwa mu bikorwa by'uburobyi. Ubu bukangurambaga bwakozwe ku bufatanye na REWU, World Vision Rwanda n'inzego z'ibanze.

Abitabiriye ubu bukangurambaga barimo bamwe mu barobyi bakorera mu kiyaga cya Kivu, hamwe n'abaturage baturutse mu midugudu ya: Kabahizi na Mufumbezi mu Kagari ka Mataba / Umurenge wa Rubengera, Akarere ka Karongi. Twifataniye kandi n'abayobozi b'inzego z'ibanze n'Inshuti z'umuryango.

Uretse muri Karongi, mu Murenge wa Katabagemu, Akarere ka Nyagatare, ku ya 24 Mutarama 2023 ku bufatanye na World Vision Rwanda binyuze mu mushinga wa Resilience & Livelihood habaye amahugurwa y'umunsi umwe ku bafashamyumvire ku rwego rw'umudugudu bashinzwe guteza imbere umuco wo kuzigama mu baturage. Amahugurwa nk'aya kandi yakozwe no ku ya 23 Mutarama 2023 mu mirengye ya KARANGAZI na RWIMIYAGA.

Muri Rwimiyaga / Kabeza, amahugurwa yibanze ku bafashamyumvire ku rwego rw'imidugudu, ndetse n'abayobozi b'amatsinda. Bahuguwe uburyo bwo kuzuzanya urupapuro rwo gukusanya amakuru mu matsinda (MIS), kuzuzanya ibitabo by'amatsinda (kuzigama, igitabo cy'ingoboka, igitabo cy'inguzanyo n'agatabo

k'abanyamuryango).

Binyuze ku bufatanye bwa REWU na World Vision Rwanda, muri Cluster ya ISHEMA, hahuguwe abafashamyumvire ba Club zo gusoma hamwe n'abakorera bashake baturutse mu mirengye ya Kigoma na Maraba bateraniye hamwe kugira ngo baganire ku kurengera abana binyuze muri "ITER", ubukangurambaga bugamije guca burundu imirimo ibujijwe ikoresha abana n'ihohoterwa rishingiye ku gitsina rikorerwa abana.

Binyuze mu biganiriro, abitabiriye amahugurwa batanze ingero za buri bwoko bw'ihohoterwa n'ingamba zafatwa zo kurwanya iki kibazo.

Abitabiriye amahugurwa basobanuriwe uburyo bwo kurinda

umwana, bikubiyemo kumenyesha ukekwa icyaha ku gihe, kwirinda gukora ku gitsina cy'umwana wafashwe ku ngufu, kandi bashishikarizwa kujya bahita bajyana umwana wahohotewe kwamuganga bakanabimenyesha inzego z'ibishinzwe.

gukwirakwiza ubumenyi bakuye mu mahugurwa kugira ngo bagire uruhare mu kurandura ihohoterwa rikorerwa abana himakazwa uburenganzira bw'umwana.

badahwema kutugezaho amakuru y'ibikorwa byose bakora umunsi ku munsi. Dukomeze dushyire hamwe mu kurengera uburenganzira bw'umwana.

Bahawe kandi nimero itishyurwa yo guhamagara irimo iya RIB: 116 na World Vision: 7272 Abitabiriye amahugurwa biyemeje

Ahakurikiramurahasanga amafoto agaragaza ubukangurambaga butandukanye bwakozwe muri iki gihembwe. Turashimira kandi abakorera bushake ba REWU



Kuva ku ya 08 kugeza ku ya 09 Gashyantare 2023, REWU ku bufatanye na World Vision Rwanda bahuguye abakorera bushake bo mu itsinda rya Kivu, Nyungwe, Tunga na Ishema. Amahugurwa yabereye muri Hoteli Beteli ihereye i Rubengera muri Karongi, mu Ntara y'Uburengerazuba bw'u Rwanda. Abitabiriye amahugurwa bahawe ubumenyi kuri gahunda yo kurinda abana imirimo ibujijwe ikoreshwa abana n'ihohoterwa rishingiye ku gitsina. Nyuma y'amahugurwa buri wese yakozwe gahunda y'igenamigambi rizamufasha gushyira mu bikorwa ibyo yahuguye mo



Kuwa gatatu, tariki ya 8 Gashyantare 2023, mu murenge wa Karangazi, akagari ka Nyagashanga, mu Karere ka Nyagatare binyuze mu bufatanye hagati ya World Vision Rwanda na REWU, hakozwe amahugurwa y'umunsi umwe (icyiciro cya kabiri cy'amahugurwa) ku guteza imbere umuco wo gusoma. Aya mahugurwa yahawe abazafasha abana guteza imbere Umuco wo Gusoma muri bagenzi babo. Aya mahugurwa kandi yaakomereje mu murenge wa Rwimiyaga ku ya 9 Gashyantare 2023 no ku ya 10 Gashyantare 2023 mu Murenge wa KATABAGEMU.



kugira uruhare mu migendekere myiza yayo.

Kuri uwo muni, kandi binyuze mu bufatanye na World Vision Rwanda hatanzwe amabati yo kubaka ubwiherero bw'imiryango ikennye mu murenge wa KATABAGEMU mu Karere ka Nyagatare.

Abagenerwabikorwa ni imiryango ifite abana bari muri gahunda iterwa inkunga na World Vision Rwanda ndetse n'indi miryango iri mu cyiciro by'ubudehe cya 1 n'icya 2. Iyi gahunda igamije gufasha imiryango idafite ubwiherero no guteza imbere umuco w'isuku mu rugo.

Ku ya 10 Gashyantare 2023, mu cyumba cy'inama cy'Umurenge wa Katabagemu, REWU ku bufatanye na World Vision Rwanda bakomeje gahunda y'amahugurwa ku bakorerabushake ba REWU / Abakangurambaga bashinzwe guteza imbere umuco wo gusoma mu bana. Amahugurwa yaragamije kubaha ubumenyi bukenewe no kubategurira gukora amasomero aho batuye! Aya mahugurwa yitabiriwe n'abayobozi bo mu Kagari ka BAYIGABURIRE, abakozi b'Umurenge bashinzwe uburezi n'ushinzwe imibereho myiza.

Ubuyobozi bw'inzego z'ibanze bwasezeranyije ko bazatanga ubufasha muri iyi gahunda kandi bushishikariza ababyeyi n'abarezi





- Ku ya 16 Gashyantare 2023 mu murenge wa Mubuga, mu Karere ka Karongi, habaye amahugurwa ya ba Marayika Murinzi. Amahugurwa yateguwe binyuze mubufatanye hagati ya REWU na World Vision. Abitabiriye amahugurwa barebeye hamwe ingingo z'ingenzi zirimo uburenganzira bw'umwana, kurwanya imirimo ibujiwe ikoresha abana n'ihohoterwa rishingiye ku gitsina ndetse no gutegura igenamigambi ry'ibikorwa byabo.
- Kuva ku ya 15 kugeza ku ya 16 Gashyantare 2023, mu Karere ka Nyagatare, REWU ku bufatanye na World Vision bateguye amahugurwa y'iminsi 2 ku miryango ifite ibibazo by'amakimbirane aho imiryango 26 igizwe n'abantu 52 yitabiriye. Isomo ryari rigamije kwimakaza umunezero wuzuye mu muryango. Aya mahugurwa yitabiriwe n'abashakanye.

*Ni na gahunda nziza yo kubaka umuryango utekanye no kurinda umwana ihohoterwa iryo ari ryo ryose. Abitabiriye amahugurwa bishimiye isomo kandi biyemeza kubana neza. Nyuma y'amahugurwa, umwe mu miryango yafashe icyemezo cyo gusezerana byemewe n'amategoko hagamijwe guhagarika amakimbirane ashobora guhungabanya uburenganzira bw'abana.*



## Ikiganiro na Uwimana Jeanne, Perezidante wa Sendika REWU muri Rutongo Mines

***Gahunda yo gutanga Certificates ku bakozi bakora mu bucukuzi, ubona ibamariye iki?***

Ni ukuvuga ngo hari abantu bameze igihe kinini bakora mu bucukuzi bw'amabuye y'agaciro ariko bakaba batabasha kujya mu zindi mine ngo babe babasha kubona akazi kuko nta cyangombwa kerekana ubushobozi bwabo baba bafite. Aha biragaragara neza ko icyo cyari ikibazo gikomeye.

Ariko ubu abafite certificates n'abazazibona mu bihe biri imbere bifite umumaro kuri bo kubera ko bashobora kujya muzindi mine bakabona akazi bafite icyemezo bajyanye cyane ko ntabwo yari kugenda asaba akazi avugisha umunwa ngo byemerwe, ariko ubu azajya aba afite icyo ajyanye cyerekana koko ko ari umucukuzi. Icyo gihe bizamugirira umumaro kubera yuko aho azerekana icyo certificate ye bazabona ko afite ubunararibonye mu bucukuzi.

***Iyo mwitegereje mubona abacukuzi barakiriye bate ino gahunda?***



Kugeza ubu abamaze kubona Certificates barishimye. Byarabashimishije cyane baravuga bati REWU yagize akamaro kuba yaratekereje kubakorera ubuvugizi kuri iyi gahunda cyane cyane ko nta nikindi kintu bari bafite bishingikiriza kandi nyamara bamaze igihe kirekire mu bucukuzi. Mubyukuri barishimye ndetse n'abandi bafite ishyamba ryo kuba babona izo Certificates.

***Ese mu makompanyi mukorera haba hajya hakorwa ibiganiro by'imishikirano (Social dialogue) hagati yanyu n'umukoresha?***

Turabikora cyane kandi bifite akamaro kanini. Iyo tugiye kugirana ibiganiro n'umukoresha, tukamushyira ibibazo by'abakozi duhagarariye abyakira neza kandi nawe biramufasha. Umukoresha biramufasha kuko abasha kumenya ibibazo abacukuzi bafite. Twebwe rero duhorana nabo tuzana bya bibazo abacukuzi bafite tukabishyira umukoresha, tukabiganiraho tukamuha n'ibit'kerezo, noneho akabasha kumenya ibibazo bafite akabikemura bityo ugasanga bifite umumaro abakozi.

***Ese muri iki gihe ni ibiki muteganya kugirana social dialogues n'umukoresha wanyu?***

Tumaze iminsi tugirana ibiganiro n'abakozi muri iki cyumweru cyose, ubu ibibazo twavanye muri babakozi ubu ngubu turateganya guhura n'umukoresha tukabimugezaho hanyuma tukabyigira hamwe tukareba uburyo ki byakemuka kugira ngo ubucukuzi bugende neza n'umusaruro wiyongere.

***Ni uruha ruhare rwa REWU muri ibi bikorwa byose?***

Icyo REWU idufasha, iragenda ikamenya mu buryo bwimbitse ibijyanye n'Itegeko n'ibindi byose

bijyana n'uburenganzira bw'abakozi n'umurimo, hanyuma ikatwunganira kandi ikanaduhugura. Iyo bamaze kuduhugura twunguka ubumenyi nonoho tukajya imbere y'umukoresha dufite icyo tujyanye, tukabasha no guha umukoresha inyunganizi kubera ko hari ibyo tuba tuzi twungukiye mu mahugurwa tuba twahawe nk'abahagarariye abakozi.

### *Ni ibiki mwifuzza byarushaho kongerwamo imbaraga?*

Icyamba mbere ni ugukora ibishoboka byose ngo abatarabona Certificates bazibone. Ikindi ni ukutwongera amahugurwa kugira ngo tubashe kumenya neza ibijyanye n'amategeko ajyanye no kunganira abakozi mu kazi.

### *Iyo witegere ubona abagore bakora mu bucukuzi bw'amabuye y'agaciro bafashwe bate?*

Hano iwacu muri Rutongo Mines bimeze neza. Uyu muni dufite irerero ry'abana, abakozi bacu b'abagore iyo bagiye mu kazi babona aho basiga abana bakitabwaho. Ikindi bahabwa ibikoresho by'ibanze nko mu gihe umudamu afite ikibazo akabyifashisha, baba bafite ubwiherere bwiza, aho bashobora kwifashisha mu guhinduranya imyenda igihe habaye ikibazo runaka. Mu by'ukuri ku bwanjye mbona abakozi b'abagore bakora mu bucukuzi hano muri kampani yacu nta kibazo kigoranye bafite kuko bagerageza guhabwa ibyangombwa bikenewe.

### *Mu gihe twitegura kwizihiza Umunsi Mpuzamahanga w'umugore n'ubuho butmwa ugenera abagore?*

Ubumwa mpa abagore ni ugutinyuka bakaza mu mwuga w'ubucukuzi. Maze kubona ko abagore natwe dushoboye kandi dufite akamaro mu iterambere ry'igihugu cyacu. Rero ndabashishikariza kwitabira uyu murimo bakareka kwitinya bakaza bakinjira mu mwuga w'ubucukuzi.



**Uwimana Jeanne, ni umwe mu bagore bitinyutse bakinjira mu mwuga w'ubucukuzi bw'amabuye y'agaciro**

## NEWS IN ENGLISH:



## Interview with Peter Geleta, CEO Trinity Metals

*As part of our business communication, we recently talked to Mr. Peter Geleta, the newly appointed Chief Executive Officer for Trinity metals Mining Group to learn more about the company and the future projections in the working environment and for employees. Below is our Interview*

**Tell us about the Trinity Metals company.**

Trinity metals is a company that was born by the end of May in 2022. And entails the bringing together and merging of PIRAN Mine, ETI Nyakabingo and Rutongo Mines.

These three mines merged after a couple of years of discussions and negotiations with the shareholders and the government of Rwanda. And we've now put these companies together in Trinity metals.

**What to expect after the merger?**

Trinity metal metals is a company that is very ambitious. We have growth plans across all three mines. When we were formed in May last year, we put together a leadership team for the group that supports the three mines, who, as a general manager each month, we've been focusing on putting

together standards and processes across the mines, to modernise these mines, make them more professional and ultimately, to ensure that we can have a sustainable business for many years to come.

**Tell us in detail how each mine will benefit from the merger?**

Each of these mines will have exciting growth opportunities. At Rutongo mines, we've opened up five new mining areas on the concession that we currently mine and we are also taking the mine deeper at Nyamyumba to open up new ground so that we can open up a good future for the mine. We're going to be looking at introducing more mechanisation, building a process plant at Rutongo Mines

and we're looking at possibilities of this mine growing to 200 tonnes per month in the next five years. We've already doubled production in the last 12 months and we're looking to further double it in the next year.

Then we move on to Nyakabingo Mine, we've made some significant investment in the mine. Over the last two years, we've invested \$10 million, putting new mechanisation, opening up new mining areas, new infrastructure and increasing employment. And once again in this mine over the last year, we've doubled production from 30 tonnes per month to now close to 70 tonnes per month. We are also looking at making significant investment by building a process facility starting this year, which will be commissioned by mid 2024. And we're looking at this mine producing 160 tonnes of tungsten in years to come.

Musha mine currently produces around 20 tonnes per month of cassiterite and we're looking at increasing their production to over 50,000 per month by going deeper and opening up new ground. So in all three of these mines, there are exciting growth opportunities to create more employment going forward in the future. At this stage, across the three mines we employ 5000 people and that number will increase as the mines grow.

### **How about local communities in terms of job opportunities?**

98% of our people are employed from our local communities and local communities are extremely important to us. And the relationship to local communities is extremely important. One cannot conduct an ever sustainable business without the communities being your partner. And we work very hard in terms of working with the communities and

making sure we maintain these relationships.

### **Can you tell us about the Company's relationship with REWU (Rwanda, Extractive Industry Workers Union)?**

A good relationship with the REWU Trade union is extremely important. They represent our employees and they do very professional jobs in business and we need to partner with REWU in terms of developing the industry further and we do that with open arms.

### **What are you projecting for your employees?**

Our employees, as I say, with the growth that we're going to be seeing, we're going to be increasing employment numbers in practical terms. If we just look, a year ago, we were only employing around 3500 people and we are now employing 5000 employees, so we've increased our workforce by 1500 people in the last 12 months. As we grow these mines, we will increase employment. The other thing that we need to focus on with employees is training. We have invested a lot of time in upskilling our employees, as we drill in we will introduce more mechanisation and more modern mining methods and we need to upskill our workforce. 97% of our employees are Rwandans. We are very few expatriate employees and we will keep it that way. The idea is to run these mines with full 100% Rwandan employees because we're a Rwandan mining company. And the safety of our

people is our number one priority. We have a system in place where we want every single employee to go home to their families every day, in a safe way.

### **What is your comment on Salary increment?**

Firstly we need to treat them well with respect. And this is one of our core values in our company. And one of the key things is that our people work very hard. And it's important that they are rewarded for the hard work that they do. And they are recognised for the hard work they do. So we need to make sure that at all times our employees, we retain our good employees, we can pay competitive salaries that can attract good employees, and we can retain them. So we are constantly looking at conditions of employment, and making sure that our people are well respected and well treated in terms of the market.

### **There are sayings outside that Rwanda has no minerals. What do you say about that?**

Well, I disagree with it. I think we have a young mining industry in Rwanda, you know, compared to what you see in more mature mining environments around the world. But what you see is a very willing workforce. We have a very professional Rwandan mining board that supports the investors to try and professionalise and industrialise our mines and make it more modern. So traditionally when we look at our mining industry, they have traditionally small-scale mines. But over time, we're going to change that and we're going to make it more modern and mechanised over time. So there are clear rules in place, we are working to international standards, mining standards, where there aren't rules in place, we use

the international standards to make sure that we comply with what you would comply with anywhere else in the mining industry anywhere in the world.

### Any message to your employees?

A message to employees, firstly, to thank our employees very much for what they do for the company. You know, the investors when they decide to invest money in our company, they look at a number of different things. Firstly, they will look at the country: Is this a good country to invest in? And I can quite frankly say everyone is fantastic when he/she invests in a very stable country with fantastic leadership. And then they also look at our employees. And then how committed are employees? How hard working and dedicated. I can, quite frankly, say in terms of the Rwandan workforce that we have. They have the most hardworking employees I've seen anywhere in the world.

## FLASH REPORT

On March 10, 2023, the management of the Rwanda Extractive Industry Workers Union (REWU) held collective negotiations with the CEO of Trinity Metals Mining Company in order to jointly agree on how salaries for the workers of ETI Nyakabingo and its subcontractor's workers can be increased due to the fact that the workers' production has increased compared to the previous years and due to the high cost of living.

These negotiations held at the EuroTrade International operating in shyorongi sector, Rulindo district.

Both parties expressed their willingness for having the collective bargaining agreement on the increment of salaries, and agreed on the principles which lead the negotiations.

The discussions were attended by the CEO of Trinity-metals assisted by the General Manager of ETI Ltd with his management team on the side of employer and by the General Secretary of REWU Trade union assisted by union representatives in the ETI Ltd with his team on the side of employees



**REPUBLIC OF RWANDA****MINISTRY OF PUBLIC SERVICE AND LABOUR****MINUTES FOR EMPLOYERS' DECENT WORK FORUM IN NORTHERN PROVINCE HELD ON 09<sup>TH</sup> MARCH 2023****I. INTRODUCTION**

In line with its mandate to promote decent and productive work, every year the Ministry of Public Service and Labour in collaboration with different stakeholders, including public institutions, employers' organizations and workers trade unions, organizes Compliance Forums in Provinces and City of Kigali.

This fiscal year 2022-2023, this compliance forum in the Northern Province took place on 9<sup>th</sup> March 2023.

**II. OBJECTIVES**

The main objective of this compliance forum was to serve as a platform for discussions aimed at promoting decent and productive job and workplace compliance with labour laws and standards with the following specific objectives:

- Highlighting deficiencies in compliance with labour standards according to labour inspection reports;
- Collaborate to devise appropriate measures to enhance compliance;
- Advise employers on the benefits of compliance in social-economic life cycle of their businesses and the country at large;
- Promote social dialogue among representatives of the Government, employers and workers representatives to enhance labour relations and productivity;
- Promote employment through raising awareness on creation of decent jobs especially among Youth and Women;
- Advise employers on the benefits of the Workplace Learning Program;
- Discuss and draw recommendations on deficiencies in compliance with labour standards.

**III. VENUE AND PARTICIPANTS**

The compliance forum in the Northern Province took place on 9<sup>th</sup> March 2023 at *Centre Pastorale Notre Dame de Fatima*.

The compliance forum was attended by 363 participants including the Executive Secretary Northern Province and Mayors of Districts in Northern Province, Chief Advocacy Officer of Private Sector Federation (PSF) and the representative of PSF at Provincial level, General Secretary of *Centrale des Syndicats des Travailleurs au Rwanda* (CESTRAR) and other Trade Unions, the representative of Rwanda Investigation Bureau (RIB) at Provincial level, the representatives of Rwanda Social Security Board (RSSB) at National level and Employers and their representatives in Northern Province.

#### **IV. MEETING OF THE FORUM**

In her opening remarks, Hon. Minister reminded employers of the priority decent work indicators which help us measuring that the work we do in our companies is decent. These indicators include: providing employees with written employment contract, payment employees' salaries through banks, payment of employees' social security contributions, protection of employees from occupational accidents and diseases and elimination of child labour.

She encouraged a culture of partnership between workers and employers, which can be achieved through dialogue and collective bargaining between employers and workers' organizations because it results in a win-win situation.

Further, She encouraged employers to continue taking the lead in the implementation of the National Workplace Learning Policy which highlights the Government commitment to ensure that young people get opportunities to match the knowledge acquired from schools and the technical know-how/skills from workplaces which will eventually help to address the challenge of academia and labour market mismatch.

#### **V. PRESENTATIONS AND DISCUSSIONS**

There were two presentations from MIFOTRA: the first on the implementation status of the recommendations of previous Forum and the current compliance status in Northern Province and the second on mainstreaming employment and workplace learning in both private and public projects.

After the presentations, a panel comprising MIFOTRA, RSSB, Districts, RIB, PSF and Trade Unions discussed on the following matters: Law enforcement on child labour elimination, measures to increase social security coverage, measures to promote social dialogue and collective bargaining and compliance with labour standards at large.

After the panel discussions, there was a plenary session where the audience had time to give suggestions and ask questions.

#### **VII. RECOMMENDATIONS**

The following recommendations were taken:

- **Recommendations for PSF/Employers**

1. Ensuring 100% compliance with Decent Work;
2. To conduct more awareness campaigns in private employers to provide work place learning opportunity for youth;
3. To put in place initiatives such as workplace-based learning centers to facilitate workplace learning;
4. Every employer must host at least one apprentice/intern/student every six months.

- **Recommendations for Districts**

1. Follow up on non-complying establishments and ensure that they reach 100% level of compliance;
2. Linking/connecting public and private employers with educational institutions to help interns/apprentices/students to get workplace learning opportunities;
3. Put more efforts in conducting child labour inspections and awareness campaigns and ensure that everyone found engaging children into child labour is reported to RIB.

- **Recommendations for MIFOTRA, District and RIB**

1. To enhance collaboration mechanism between District Authorities, Labour Inspectors and RIB representatives at District level to enforce and penalize everyone who engages a child in child labour.

- **Recommendations for MIFOTRA**

1. To decentralize compliance forum at District level.

- **Recommendations for RSSB**

1. To enhance awareness campaigns among employers to increase social security coverage.



**RWANYINDO KAYIRANGWA Fanfan**  
**Minister of Public Service and Labour**



On Friday, 3rd February 2023, Rwanda Extractive Industry Workers Union conducted a meeting on Recognition of Prior Learning /RPL assessment which aimed at sharing an overview of RPL assessment between Mine company representatives and Trade Union Representatives in the companies. This meeting came ahead of a refresher training of assessors scheduled on 09 – 12 February 2023 to focus on the process of identification of mine workers to be assessed, and common understanding on the way to follow in the assessment after the training. RPL is the process that is used to identify, assess and certify a worker's knowledge, skills and competencies acquired in non-formal or informal learning, such as work or life experiences. The process is facilitated by Rwanda TVET BOARD, Enabel Rwanda, RMB, REWU and MIFOTRA.



The Rwanda Extractive Workers Union continues its awareness campaign for the promotion of decent work and social protection through recognition of prior learning certification and social dialogue in the mining sector. On this Tuesday, in a meeting that

brought together the management committee of the Wolfram Mining Company in Rwinkwavu and the subcontractors, REWU Trade Union Committee represented by the President and Secretary were able to re-explain and demonstrate the interactive linkage between the company's management committee and the trade union. They also use the opportunity to explain activities and various projects of REWU Trade Union including the ongoing recognition of prior learning certification in Mining Sector. The awareness campaign is conducted by REWU in partnership with Enabel Rwanda, Rwanda TVET Board, Rwanda Mines, Petroleum and Gas Board as well as the Ministry of Labour



On Thursday, February 23, 2023, in Rutongo Mines company, an interactive meeting was held between workers in order to look together at what should be done to improve their wellbeing and to discuss the role of promoting of social dialogues within the company. The discussions which were facilitated by the Committee of REWU Trade Union in the Company also tackled the of Recognition of Prior Learning Certification Programme which will help workers through the recognition of their knowledge and experience. Such meetings are a great opportunities for workers to present their concerns to REWU Trade Union management as a liaison between workers and employers.



On Wednesday 01 March 2023, the management of the Rwanda Extractive Industry Workers Union has conducted awareness on labour rights and Recognition of Prior Learning assessment in Rutongo mines. Accompanied by union representatives in the company REWU has also done negotiations with Rutongo mines management for the former employees of RML' subcontractor's rights and on the provisions of articles 14, 28, 30, 31 of labour law. REWU management did even other advocacy activities for mines workers rights in that company. This was done in partnership with Enabel.





# *THANK YOU*





# REWU

**RWANDA EXTRACTIVE INDUSTRY WORKERS UNION**