

WHY IS THIS CODE IMPORTANT ?

FOR WORKERS

- Through their Trade Unions, they are trained, enabled to prevent and solve labor disputes and conclude collective agreements that improve their working environment.(Example: Health and safety, salary, leaves, social protection etc.).
- They enjoy happy and harmonious labor relations after employers' change in attitudes.

FOR EMPLOYERS

- To improve their reputational records and avoid labor disputes that can cause fines and punishments.
- To increase the productivity after providing workers with conducive working environment.

FOR GOVERNMENT


- To facilitate the enforcement of the labor law and other labor instruments.
- To promote social justice and decent work in Rwanda.
- To improve the social-economic situation in Rwanda.


A CALL TO ACTION FOR WORKERS!



JOIN AND BE AN ACTIVE MEMBER OF TRADE UNIONS IN YOUR ENTERPRISE.

A SPECIAL CALL TO WOMEN, YOUTH AND PEOPLE WITH DISABILITIES TO BE ACTIVE IN THEIR TRADE UNIONS.

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DO YOU KNOW THE CODE OF CONDUCT OF SOCIAL DIALOGUE AND COLLECTIVE BARGAINING ?

The code of conduct was concluded in 2016 as a declaration of ethical principles between the Ministry of Public Services and Labor, the Private Sector Federation and Workers Organizations to improve their relations as social partners and to promote and strengthen social dialogue and collective bargaining.

WHAT IS THE ROLE OF GOVERNMENT?



- Pursue a policy of social justice and include it in its annual plans, develop tangible schemes to promote social dialogue and collective bargaining at all levels.
- Raise awareness among workers and employers of the role, rights and duties of workers' organizations.
- Provide assistance to employers and workers while meeting the following requirements: close proximity and accessibility of services, participation, consultation and mediation quality and information, promptness, reliability and confidentiality.
- Propose the adoption, within a reasonable period of time, of all laws and regulations aimed at implementing or supplementing the labour and social security legislation in force.
- Ensure that legal texts comply with international labour standards and that consultations are held with social partners on the drafting and implementation of such texts.
- Evaluate on a regular basis the necessity of ratifying ILO Conventions relating to social dialogue and collective bargaining that have not yet been ratified.
- Provide employers' and workers' organizations with relevant macroeconomic data and information on a regular basis in order to facilitate social dialogue and collective bargaining.
- Involve social partners in the implementation of strategic policies and programmes on economic development and poverty reduction.

HOW CAN EMPLOYERS IN TEA, MINING AND EDUCATION SECTORS BE INVOLVED?



- Respect workers and their representatives in general.
- Respect freedom of association and that the right of their enterprises are compatible with the objectives of guaranteeing the well being of workers and their representatives are acting in bad faith.
- Remain open to proposals and refrain from automatically assuming that workers and their representatives are acting in bad faith.
- Comply with legal procedures and avoid any incidents of violence or assault, where they feel compelled to exercise their right of lockout.
- Ensure that workers' representatives are provided with all basic trainings in the context of social dialogue and collective bargaining.
- Promote the widest dissemination possible of economic financial and social information regarding the enterprise or sector. If disseminated, a strict confidentiality will be clearly explained.
- Facilitate the work of persons holding trade union offices and other staff representatives to enable them to perform their duties in satisfactory conditions.
- Facilitate the training of staff representatives on collective bargaining techniques.
- Consult trade union representatives and/or staff delegates on the preparation of documents and action plans that have an impact on the lives of workers, and degree on a yearly schedule of meetings and consultations with them.
- Implement measures agreed upon or promised during discussions with workers or their representatives; and implement in good faith the collective agreements in force.

HOW CAN WORKERS IN TEA, MINING AND EDUCATION SECTORS BE INVOLVED?



- Ensure that their requests are compatible with the productivity and sustainable growth objectives of the enterprise.
- Contribute, by means of joint discussions, to the prevention or elimination of any situations that could lead to a decline in revenue or an unjustified rise in cost.
- Remain open to proposals and refrain from automatically assuming that employers and their representatives are acting in bad faith.
- Comply with legal procedures and avoid any incidents of violence or assault, where they feel compelled to exercise their right to strike.
- Implement measures agreed upon or promised during discussions with employers or their representatives.
- Implement in good faith the collective agreements in force in their enterprise or sector.
- Increase the number of concluded collective agreements for mutual benefit.
- Promote win-win agreements for sustainability.

WHAT CHARACTERISES GOOD ATTITUDES OF SOCIAL PARTNERS? (GOVERNMENT, EMPLOYERS AND WORKERS)

- Mutual respect;
- Receptiveness to dialogue and good faith in bargaining;
- Professionalism;
- Ethics;
- Confidentiality;
- Social Justice, non-discrimination and fairness.