

A GUIDE TO THE LAW REGULATING LABOUR IN RWANDA

November 2022

i. ACKNOWLEDGEMENTS

We would like to express our gratitude to everyone who contributed to the elaboration of the present guide about the law regulating labour in Rwanda.

Most importantly, our gratitude goes to the European Union (EU) and Friedrich Ebert Stiftung (FES) for their sponsorship in favour of the project named “Social Dialogue for Sustainable Development”. Its objective is promoting concrete social dialogue activities for the sake of protection and respect for the principles regulating labour both in Rwanda and at international level.

As well, we would like to express our gratitude to Congrès du Travail et de la Fraternité des Travailleurs au Rwanda (COTRAF- RWANDA), trade unions which are affiliated to it and employees who will benefit from the present guide, very particularly, those working in the areas of agriculture/tea, mining and education.

Considering the way the law regulating labour in Rwanda is lengthy (it consists of 104 pages with 126 articles) besides its historical background, it was not at

all easy to draft a concise guide to this law.

Therefore, we would like to express our thanks to all people, in general, for having played their part, directly or indirectly.

Long live efficient and respected employees, long live quality work giving pride to whoever performs it.

COTRAF-RWANDA

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1. INTRODUCTION

This booklet is meant to be a guide to the law regulating labour in Rwanda. Its readers will be knowledgeable about the essential provisions of the law regulating labour in Rwanda from the start of the employment up to the end.

The present guide relates to Law N° 66/2018 of 30/08/2018.

The abovementioned law consists of 126 articles which fall into 13 chapters highlighting some of the most important provisions of this law as shown within different chapters which are part of this guide.

According to Article 2, the said law applies to:

- 1° employment relations based on an employment contract between an employee and employer in the private sector;
- 2° employment relations based on an employment contract between an employee and an employer in the public service, unless otherwise provided by the general statutes governing public servants;
- 3° an apprentice;

- 4° an intern;
- 5° a self-employed person with regard to occupational health and safety;
- 6° an informal sector employee with regard to the following:
 - a) occupational health and safety;
 - b) the right to form trade unions and employers' associations;
 - c) the right to salary;
 - d) the minimum wage in categories of occupations determined by an Order of the Minister having labour in his/her remit;
 - e) the right to leave;
 - f) social security;
 - g) protection against workplace discrimination;
 - h) protection against forced labour;
 - i) prohibited forms of work for the child, pregnant or breastfeeding woman.

2. RATIONALE FOR THIS GUIDE

The present guide to the Law regulating labour in Rwanda is intended for those who are interested in getting knowledge about laws governing labour in general. Most importantly, this guide is intended for employees working in the tea growing sector and related activities, mining and related activities, education and related activities.

Therefore, the present guide is aimed at highlighting a number of articles which apply, commonly, to employees working in the above mentioned fields of activities and making it easier for those employees to understand them.

3. GENERAL PROVISIONS

Who is an employer?

An employer is an individual, a government institution or a private institution (a private company or a non-government organisation) that employs one person or many people permanently or temporarily.

This definition provides three points:

- (a) An employer can be an individual working privately, a government institution or a private institution;
- (b) An employer can hire one or many employees;
- (c) An employer can hire an employee or employees to work for him/her permanently or temporarily.

Who is an employee?

An employee is a person who has agreed to be employed to work for some form of payment under a contract of payment.

Who is an informal worker?

An informal worker is a worker who works for a given institution or individual in activities not registered in a business register or in public administration.

What are the rights of an informal worker?

- a) Health and safety at workplace;
- b) Right to freedom of association;
- c) Right to salary;
- d) Right to decent wage according to job categories as provided for by the Ministerial Order of the Minister having labour under his/her remit;
- e) Right to leave;
- f) Right to social security
- g) Protection against discrimination at workplace
- h) Protection against forced labour
- i) Forms of work prohibited for the child, pregnant or breastfeeding woman.

4. EMPLOYMENT CONTRACT



What is employment contract?

An employment contract is a legally binding agreement between an employer and an employee. The latter agrees to work in compliance with the employer's instructions and gets wages for work performed.

Should a person without an employment contract be considered as an employee?

Yes, because the employment contract can be written or unwritten (reference Art.11, §4). Moreover, a proof of an employment contract can be established by any means (Art.11, §7).

Does an employee without a written employment contract have rights?

Yes, an employee without a written contract has the same rights as the other employees as follows:

The duration of unwritten employment contract cannot exceed ninety (90) consecutive days (see Art.11, §6) and the other rights as provided under Article 40 of the same law are as follows:

- 1° to work in an environment where health and safety in the workplace are guaranteed;
- 2° to receive equal salary for works of equal value without discrimination of any kind;
- 3° to be provided leave as provided for by Law;
- 4° to join a trade union of his/her choice;
- 5° to be trained by his/her employer;
- 6° to receive information relevant to his/her work.

Termination of employment contract

There can be termination of employment contract with or without notice.

➤ **Termination of employment contract with notice**

As provided for by Article 24 of the Law regulating labour,

“Subject to the provisions of the collective agreement, rules of procedure or employment contract, the period of notice given by the employer or employee must be as follows:

- 1° at least fifteen (15) days, in case an employee has served for less than one (1) year;
- 2° at least thirty (30) days, in case an employee has served for more than one (1) year”.

The notice must be given in writing and it should state reasons for termination of the employment contract.

The employer cannot terminate an employment contract in the following circumstances:

- 1° in case the employee is in suspension period of the employment contract;
- 2° in case an employee is on a leave.

During the period of a notice given by an employer, the employee is allowed to be absent at work for one (1) day per week to look for a new job. No notice can be given during the probation period.

➤ **Termination of employment contract for gross misconduct**

The employer can terminate an employment contract without notice in case of employee's gross misconduct.

If the employment contract is terminated for gross misconduct, the employer must notify the employee within forty-eight (48) hours of the occurrence of evidence of the gross misconduct specifying the grounds for termination (Article 26).

➤ **Gross misconduct**

The following acts are considered as gross misconduct. (Ministerial Order N° 002/19.20 of 17/03/2020 establishing a list of serious offenses, Article 2):

- 1° theft;
- 2° fraud;
- 3° fighting at workplace
- 4° taking alcoholic drinks at workplace
- 5° to be on duty under the influence of alcohol or drugs;
- 6° Falsification;
- 7° any form of discrimination at workplace;

- 8° Sexual harassment;
- 9° offering or receiving bribes or illicit benefit;
- 10° embezzlement;
- 11° unlawfully obtaining or disclosing professional confidential information;
- 12° Behavior that may endanger the health and the safety of others at workplace;
- 13° Gender-based violence at workplace;
- 14° illegal strike;
- 15° intentional destruction of work equipment.

When does unfair dismissal take place?

Unfair dismissal is the termination of an employment contract by the employer without legitimate reasons or respecting procedures provided for by law (Art.3, 17°).

5. APPRENTICES AND INTERNS

Similarly, this law applies to, among others, to apprentices and interns. Some of the most important provisions of the Ministerial Order n° 008/19.20 of 17/03/2020 regulating the nature of apprenticeship and internship contracts state that both apprenticeship and internship contracts must be written and meant for a fixed period of time.

	APPRENTICE	INTERN
Nature of the contract	<p>An apprenticeship contract is a contract entered into force between a head of the enterprise and a person wishing to work as an apprentice whereby the head of an enterprise teaches such a person professional skills or puts him/her at the disposal of those who equip him/her with such skills for an agreed-upon fixed period and provides him/her with an apprenticeship certificate. Article 35 of Law regulating labour in Rwanda of 2018.</p>	<p>An internship contract is a contract entered into force between a head of the enterprise and a person wishing to gain work experience in order to apply skills acquired through formal education in at workplace. Article 36 of Law regulating labour in Rwanda of 2018.</p>

Duration of apprenticeship contract	The duration of an apprenticeship contract shall be fixed according to the nature of work. But that period cannot exceed four (4) years. Article 3 of the Ministerial Order	The duration of internship contact cannot exceed 12 months. Article 12 of the Ministerial Order.
Is he/she entitled to any assistance?	No. An apprenticeship instructor may voluntarily provide the apprentice with some assistance, including meals, transport or any other benefit that facilitates the apprentice during the apprenticeship.	No. The intern may benefit from an internship facilitation agreed upon with his or her hosting enterprise similar to the facilitation provided to the apprentice specified in Article 7 of the Ministerial Order.

6. RIGHTS AND OBLIGATIONS OF EMPLOYER AND EMPLOYEE

As provided for by this labour law, both an employer and an employee have rights and obligations and any other form of agreement which may occur between them.

The rights of an employer and an employee are protected by both the Constitution and the Law regulating labour. Those rights include: Right to put in place federations of trade unions and associations of employers; right to collective bargaining; Employers' right to freedom of association.

	EMPLOYER	EMPLOYEE
GENERAL WORKING CONDITIONS		
RIGHTS	<p>1° to recruit an employee;</p> <p>2° to give the employee instructions related to work;</p> <p>3° to evaluate the performance of an employee, promote, transfer, impose disciplinary sanctions and terminate the employment contract of the employee;</p> <p>4° to modify, extend or cease activities</p>	<p>1° to work in an environment where health and safety in the workplace are guaranteed;</p> <p>2° to receive equal salary for works of equal value without discrimination of any kind</p> <p>3° to be provided leave as provided for by Law;</p> <p>4° to join a trade union of his/her choice;</p> <p>5° to be trained by his/her employer</p> <p>6° to receive information relevant to his/her work (Art 40)</p>

		<p>7° right to freedom of opinion and association (Article 10);</p> <p>8° right to be reinstated in employment after being dismissed for economic or technical reasons (Article 22);</p> <p>9° right to salary (Article 66);</p>
DUTIES	<p>1° to provide an employee with an employment contract and its copy;</p> <p>2° to give the employee the agreed work at the time and place as agreed upon;</p>	<p>An employee has the following main obligations (Labour Code 2018, Art.41):</p> <p>1° to personally carry out his/her work or service on time and achieve performance;</p> <p>2° to respect the employer's or his/her representative's instructions;</p>

	<p>3° to supervise the employee and ensure that the work is done in suitable working conditions, as far as security and health in the workplace are concerned;</p> <p>4° to pay the employee the agreed salary on time;</p> <p>5° to avoid whatever can hamper the company's life and safety, its employees and the environment;</p> <p>6° to affiliate and contribute for an employee to the social security organ in Rwanda</p>	<p>3° to abstain from an act that would threaten his/her security and that of his/her colleagues or that of his/her workplace;</p> <p>4° to keep in good conditions tools given to him/her by the employer;</p> <p>5° to report at work on time;</p> <p>6° to protect the interests of the work (Article 41).</p>
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	<p>7° to discuss with employees or their representatives on matters related to work;</p> <p>8° to provide employees with professional training and continue upgrading their capacity;</p> <p>9° to provide an employee with working equipment;</p> <p>10° to notify the labour inspector work related accident or death of an employee (Article 39)</p>	
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7.OBLIGATIONS WITH REGARD TO LABOUR AND SAFETY AT WORKPLACE

Among others, the employer must lead the employee and try his/her best to ensure that the work is carried out in a conducive environment for the sake of good health and safety at work. Not only does the employer have obligations to meet but also employees, apprentices and interns also have a number of obligations relating to labour and safety at the workplace.

CONCERNED PERSON	OBLIGATIONS
EMPLOYER	<p>1° to ensure health, safety and welfare of employees, interns or apprentices at workplace;</p> <p>2° to provide employees, interns or apprentices with suitable premises and tools for protecting them from hazards;</p> <p>3° to ensure that employees, interns or apprentices wear the necessary occupational health and safety protective equipment and that the equipment is used at appropriate time;</p> <p>4° to identify and analyse risks that may result from the nature of the work;</p> <p>5° to have a first aid kit with sufficient materials and train employees, interns or apprentices on how to use them;</p> <p>6° to put in place and regularly revise an emergency plan based on the potential risks at workplace;</p> <p>7° to train employees on occupational health and safety matters at work at least once a year;</p> <p>8° to inform employees, interns or apprentices about risks that may result from the use of new technologies;</p>

	<p>9° to prepare, in a clear and understandable language for employees, interns and apprentices, a written document indicating protective mechanisms and display it at appropriate places;</p> <p>10° to record occupational hazards, diseases and deaths;</p> <p>11° to report occupational hazards, diseases and deaths to the Labour Inspector of the area of the workplace and to social security organ;</p> <p>12° to ensure the confidentiality of personal and medical data of employees, interns or apprentices;</p> <p>13° to ensure that his or her workplace is not overcrowded to the extent of causing a risk to the health of the employee, intern or apprentice;</p> <p>14° to maintain the workplace clean and waste must be put in an appropriate place;</p> <p>15° to ensure sufficient and permanent lighting, prevention of noise or vibration, free and drinking clean water and where possible based on arduous working conditions or that may reduce his or her immunity, to provide another soft drink in addition to water;</p>
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	<p>16° to provide employees, interns or apprentices with appropriate means for cleaning, easily accessible sanitary conveniences and separate for men and for women;</p> <p>17° to provide employees, interns or apprentices with clean dressing rooms separate for men and for women, a workplace and equipment that comply with ergonomic standards.</p> <p><i>Ministerial Order N° 02/MIFOTRA/22 of 30/08/2022 on occupational safety, employees' and employers' organisations, child employment, employment of a foreigner, the child and circumstantial leave</i></p>
EMPLOYEE, INTERN OR APPRENTICE	<p>1° to observe rules and regulations issued by the employer due to the nature of his or her work;</p> <p>2° to inform the employer of occupational hazard, disease or any other event that may cause hazard at workplace;</p> <p>3° to protect and inform his or her colleagues or third parties of any event that may endanger safety and health at workplace;</p> <p>4° to avoid damaging, dirtying or improper use of occupational health and safety protective equipment availed to him or her.</p> <p><i>(Article 4 of the Ministerial Order N° 02/MIFOTRA/22 of 30/08/2022 on occupational safety, employees' and employers' organisations, child employment, employment of a foreigner, the child and circumstantial leave)</i></p>

8. RIGHTS OF THE CHILD WITH REGARD TO LABOUR (SUBJECTING A CHILD)

Definition of a child

As provided by Law N°71/2018 of 31/08/2018 relating to the protection of the child, in its Article 3, paragraph 6, “a child is any person under eighteen (18) years of age”.

The age for admission to employment

The minimum age for admission to employment is 16 years old (Art.5 Labour Code).

Can a child be allowed to perform any work?

However, a child aged between 13 and 15 years is allowed to perform only light works in the context of apprenticeship.

An Order of the Minister in charge of labour establishes the list of light works for the child provided for under Paragraph 2 of this Article.

What is a light work suitable for a child?

A light work is a work which cannot have a detrimental effect on child's health, child development and child's education or other aspects of child's life interest. (Art. 3, 26^o)

Which forms of work are prohibited for the child?

The Labour Law in Rwanda in its Article 6 states that employing a child under the age of eighteen (18) in any of the following jobs is prohibited:

- 1° forms of work which are physically harmful to the child;
- 2° work underground, under water, at dangerous heights or in confined spaces;
- 3° work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- 4° work in an environment which exposes the child to temperatures, noise levels or vibrations damaging to his/her health;
- 5° work for long hours or during the night or work performed in confined spaces.

How much is the annual leave for a child?

Unlike workers whose annual leave equals one and a half (1½) working days per month of work, an employed child aged sixteen (16) and older but younger than eighteen (18) years of age must be given two (2) working days of leave per month of work (Article 46).

9. PROTECTION AGAINST DISCRIMINATION AT WORKPLACE

The Constitution of the Republic of Rwanda (Art.16) provides that discrimination of any kind or its propaganda based on, inter alia, ethnic origin, family or ancestry, clan, skin colour or race, sex, region, economic categories, religion or faith, opinion, fortune, cultural differences, language, economic status, physical or mental disability or any other form of discrimination are prohibited and punishable by law.

Which form of discrimination prohibited at work place?

Article 9 of labour code prohibits every form of discrimination at work place as follows.

An employer is prohibited from discriminating employees on basis of:

- ethnic origin,
- family or ancestry,
- clan,
- skin colour,
- sex,

- region,
- economic categories,
- religion or faith,
- opinion,
- fortune,
- cultural difference,
- language,
- physical or mental disability,
- or any other form of discrimination.

The same Article provides that an employer must give employees equal opportunities at the workplace. Furthermore, every employer must pay employees equal salary for work of equal value without discrimination of any kind.

Paying the equal salary to employees doing the same work is also underpinned by Article 30 of the Constitution by where it states that that “all individuals, without any form of discrimination, have the right to equal pay for equal work”.

Who is responsible for preventing the existence of discrimination at the workplace?

The employer has a duty to prevent discrimination at workplace by providing all employees with equal opportunities at work and by paying equal wages to employees performing the same work; and he/she is prohibited from making any discrimination.

The employee is also prohibited from any kind of discrimination because the employee who practices discrimination commits gross misconduct that causes him/her to be dismissed immediately without notice, in compliance with provisions of the Ministerial Order No. 002/19.20 of 17/03/2020 establishing a list of gross misconduct, in its Article 2, paragraph 7.

10. PROTECTION AGAINST SEXUAL HARASSMENT AT WORKPLACE

The law regulating labour refers to prohibition of sexual harassment, but it does not provide the definition of harassment. Therefore, we should refer to the other laws with regard to that definition.

What is harassment?

Harassment is putting someone in unrest condition by persecuting, nagging, scorning or insulting him/her and others; (Law N°59/2008 of 10/09/2008 on prevention and punishment of gender based violence, article 2, paragraph 12).

What is sexual harassment?

Sexual harassment consists of repeated remarks or behavior of sexual overtones towards a person that either undermine, violate his/her dignity because of their degrading or humiliating character which create against him/her an intimidating, hostile or unpleasant situation (Law N°68/2018 of 30/08/2018 determining offences and penalties in general, Article 149).

Should an employee be dismissed upon reporting any case of sexual harassment?

It is prohibited to dismiss an employee should the latter report any case of harassment by his/her superior or give testimony about it.

What should an employee do when he/she is a victim of sexual harassment?

Any resignation of an employee following sexual harassment by his/her superior is considered as dismissal without cause when there is sufficient evidence of it.

What are the penalties for sexual harassment?

In case the offender is an employer or any other person who uses his/her responsibility to practice acts of sexual harassment on a subordinate through instructions, threats or intimidation with intention to achieve sexual pleasure, he/she is liable to imprisonment for a term of more than one (1) year and not more than two (2) years and a fine of not less than two hundred thousand Rwandan francs (FRW 200,000) and not more than three hundred thousand Rwandan francs (FRW 300,000). (Law N°68/2018 of 30/08/2018 determining offences and penalties in general, Article 149).

11. COLLECTIVE AGREEMENT

What is collective agreement?

Collective agreement: a written agreement relating to employment conditions or any other mutual interests between employees' organizations or employees' representatives where there are no such employees' organizations on the one hand, and one or more employers or employers' organizations, on the other hand; (Labour Code Art.3 1°).

Content of collective agreements

Collective agreements must contain at least elements relating to the following:

- 1° conditions of recruitment of an employee and termination of contract;
- 2° employee's right of joining trade unions and freedom of opinion;
- 3° professional categories;
- 4° the salary applicable to each professional category, overtime and its compensation rate, the duration of the probation period and notice;
- 5° the paid leave, seniority allowance and transport allowance;
- 6° the conditions of revision and modification of all or part of the convention;

7° modalities of disputes settlement arising during the implementation of agreement;

8° commencement of collective agreement.

Duration of collective agreement

The collective agreement is for a specified or unspecified period of time.

If there are no contrary provisions, upon mutual consent by both parties, expired collective agreements for a specified period remain effective as if they were collective agreements for unspecified period. (Labour Code, Art.94).

12. LABOUR DISPUTES SETTLEMENT

The same as what happens among ordinary people in their social interactions, disputes may arise between an employer and an employee. Disputes may be either individual or collective. Besides, there are modalities of their settlement.

	Individual labour dispute	Collective labour dispute
Types of disputes	Individual labour dispute is a disagreement between one or more employees and an employer as a result of a breach of the employment contract concluded between them (Labour code 2018, Art.3, 11°).	Collective labour dispute is a disagreement between one or more employers on the one hand, and some or all employees on the other hand, which arises from collective convention or working conditions

Amicable settlement

The employees' representatives amicably settle individual labour disputes between employers and employees.
(Labour Code 2018, Art. 102).

If employees' representatives fail to settle the disputes amicably, the concerned party refers the matter to the labour inspector of the area where enterprise is located.

If the Labour Inspector of the area where an enterprise is located fails to settle the dispute due to the nature of the case or the conflict of interests, he/she refers the dispute to the Labour Inspector at the national level stating grounds to refer such a dispute.

Collective labour disputes arising in the area of a labour inspector are notified to a labour inspector.
(Labour Code 2018, Art. 103).

Collective disputes extending beyond an area of a labour inspector not settled by the Labour Inspector at the national level or not settled due to their nature or the conflict of interest, are brought before the Minister in charge of labour.

An Order of the Minister in charge of labour determines the organisation, functioning of labour inspection and procedure for labour disputes settlement.

	<p>If amicable settlement fails before a labour inspector of the area where an enterprise is located or before the Labour Inspector at the national level, the case is referred to the competent court. However, the court can decide not to receive the case after determining that steps for amicable settlement provided for in the above Article have not been respected.</p>	
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Should there be a time limit for filing a claim arising from work?

A claim arising from work lapses after two (2) years starting from the date of the birth of the dispute giving rise to the claim (Labour Code 2018, Art.104).

The period referred to in Paragraph One of this Article is interrupted if:

- 1° a party to the dispute is requested in writing to settle such a dispute;
- 2° an employee or employer has referred the dispute to the employees' representatives, labour inspector or court.

13. PRIVATE EMPLOYMENT AGENCIES

A private employment agency is a natural or non-government legal person, which provides one or more of the following labour market services (Labour Code 2018, Art.115):

- 1° matching offers and applications for employment, without becoming a party to the human resource management;
- 2° looking for job seekers with a view of making them available to an employer and continuing to assign them tasks and supervise them;
- 3° providing advice on labour-related matters;
- 4° training of jobseekers;
- 5° providing job-related information;
- 6° other services relating to job seeking which can be approved by the Minister in charge of labour, after consulting employees'organisations and employers' organisations.

A person wishing to establish a private employment agency applies for an authorisation granted by the Minister in charge of labour. An Order of the Minister in charge of labour determines modalities for establishment of private employment agencies and their functioning.

14. INSTITUTIONS REPRESENTING EMPLOYEES

Article 31 of the Constitution states that “The right to form trade unions for the defense and promotion of legitimate professional interests is recognised. Moreover, every worker may defend his or her rights through a trade union in accordance with the law”.

The Law regulating labour in Rwanda provides that employees’ organisations are trade unions, federations of trade unions and employees’ confederations (Labour Code 2018, Art.3, 15°). In addition, the said law provides that “Employees have the right to form or join a trade union” (Labour code 2018, Art.10,§2)

INSTITUTION	DEFINITION	MEMBERS
A TRADE UNION	A trade union is a registered employees' association exercising the same occupation or similar or related occupations whose aim is to defend and promote common economic and social interests and rights (Labour Code 2018, Art.3, 18°).	A trade union that requests for registration must have at least one hundred (100) members working in the sector of activity where the trade union intends to work (Article 29 02/MIFOTRA/22 of 30/08/2022, paragraph 1)
FEDERATION OF TRADE UNIONS	A federation of trade unions is a registered umbrella of trade unions whose purpose is to defend and promote common economic and social interests and rights (Labour Code 2018, Art.3, 12°).	At least three (3) registered trade unions of employees to register a federation of employees (Article 29 of the Ministerial Order N° 02/MIFOTRA/22 of 30/08/2022, paragraph 3°).

EMPLOYEES' CONFEDERATION	An employees' confederation is a registered umbrella of employees federations whose aim is to defend and promote the common economic and social interests and rights (Labour code 2018, Art 3, 31).	at least three (3) federations of employees to register a confederation of employees. (Article 29 of the Ministerial Order N° 02/ MIFOTRA/22 of 30/08/2022, paragraph 4).
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15. CONCLUSION

This law N° 66/2018 of 30/08/2018 for which the present guide has been developed is associated with a number of Ministerial Orders which served as references while developing this guide.

This law highlights employees' and employers' rights and obligations and uses both the Constitution and the international conventions in relation to labour and ratified by the Government of Rwanda. Some items of the content that seemed to be incomplete or fully developed within this law were completed using the Ministerial Orders in connection to it.

We understand that this law is very important and leads to better employment and collaboration between an employer and an employee for the sake of quality work enabling the employee.

16. REFERENCES

1. Law n° 66/2018 of 30/08/2018 regulating labour in Rwanda;
2. Ministerial Order N° 001/19.20 of 17/03/2020 relating to labour inspection.
3. Ministerial Order N° 002/19.20 of 17/03/2020 establishing the list of gross misconduct.
4. Ministerial Order N° 003/19.20 of 17/03/2020 relating to employees representatives;
5. Ministerial Order N° 004/19.20 of 17/03/2020 determining essential services that should not be interrupted during strike or lock-out;
6. Ministerial Order N° 005/19.20 of 17/03/2020 determining modalities for the implementation of working hours a week in the private sector;
7. Ministerial Order N° 006/19.20 of 17/03/2020 determining modalities for training of employees;
8. Ministerial Order N° 007/19.20 of 17/03/2020 determining core elements of a written employment contract;

9. Ministerial Order N° 008/19.20 of 17/03/2020 determining the nature of apprenticeship and internship contracts;
10. Ministerial Order N° 009/19.20 of 17/03/2020 determining funeral expenses and death allowances for an employee;
11. Ministerial Order N° 02/MIFOTRA/22 on occupational safety, employees' and employers' organisations, child employment, employment of a foreigner, the child and circumstantial leave.

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NOTES

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