

REPUBLIKA Y’U RWANDA

**MINISTERI
Y’ABAKOZI BA LETA
N’UMURIMO**



**MINISTRY
OF PUBLIC SERVICE
AND LABOR**

REPUBLIC OF RWANDA

NATIONAL LABOUR MOBILITY POLICY

Preface

On 1 January 2016, the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development adopted by world leaders in September 2015 at a UN Summit officially came into force. Over the next fifteen years, with these new Goals that universally apply to all, countries will mobilize efforts to end all forms of poverty, fight inequalities and tackle climate change, while ensuring that no one is left behind. SDGs in its goal 8 aim at promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. Taking immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and by 2025 end child labour in all its forms and also protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment.

Migration for employment and its linkages with development has now emerged as a global issue which affects most nations in the world. It is high on the International, Regional and National Policy Agendas. Through their labour, migrant workers contribute to growth and development in their countries of employment. Countries of origin greatly benefit from their remittances and the skills acquired during their migration experience. Yet, the migration process also poses serious challenges. Many migrant workers, especially low skilled workers, experience serious abuse and exploitation. Women, increasingly migrating on their own and now accounting for almost half of all international migrants, face specific protection problems. In the face of rising barriers to cross border labour mobility, the growth of irregular migration, trafficking and smuggling of human beings constitute major challenges to protection of human and labour rights.

According to ILO, the International instruments are some of the most important building blocks for protection of migrant workers at the International level. Apart from the 8 Core ILO Conventions, there are conventions specific to migrant workers. These include the ILO Convention No. 97 of 1949 on Migration for Employment and Convention No. 143 of 1975 on Migrant Workers (Supplementary Provisions), ILO Conventions No. 118 of 1962 and No. 157 of 1982 on equality of treatment (Social Security). In 2005, the ILO published the Multilateral Framework on Labour Migration and 1990 UN convention on protection of rights of all Migrant Workers so as to assist countries in developing labour migration policies.

The Migration Policy Framework for Africa adopted by the African Union in June 2006 states: “Labour migration is a current and historical reality in Africa impacting directly on the economies and societies of African States in important ways. Establishing regular, transparent and comprehensive labour migration policies, legislation and structures at the national and regional levels can result in significant benefits for States of origin and destination.” At the same time, migration poses a number of challenges for Africa, raising concerns over skills drain, discrimination and social exclusion.

There are some new trends and characteristics in recent international migration, the foremost of which is, of course, the unprecedented growth in both type and speed. There is a wider diversification in ethnic and cultural groups, while the numbers of female, youth and child and illegal immigrants have grown; the circulation of temporary migration has also speeded up (IOM, 2010). The USA remains the number one destination for migrants. The global estimate of total migrant stock was updated to approximately 250 million in 2016¹ excluding temporary migrant workers. So far 27 African States Signed a Treaty for Free Movement of People. These countries have signed the protocol to the treaty establishing the African economic community dubbed African Continental Free Trade Area at an extraordinary AU Summit in Kigali as a sign of political will and support to along the continent

The Treaty establishing the EAC has free movement of people clearly provided for. Article 104 of the Treaty provides for Free movement of persons; labour Services, right of establishment and residence. The scope of the article stipulates “Partner States agree to adopt measures to achieve the free movement of persons, labour and services and to ensure the enjoyment of the right of establishment and residence of their citizens within the community”. The importance of labour mobility has long been recognized as key to obtaining economic integration and advancement across the East African Community (EAC). Rwanda participated in elaborating and implementing the common market protocol where the EAC member states agreed among themselves to operate as a single market with free movement of people, services, labour and capital. It is a legal and binding commitment to a deeper and stronger functional integration by member states through the removal of all trade barriers on goods and services; and the liberalization of the movement of free movement of Labour, establishment and employment by citizens of member countries throughout the Community.

The Government of Rwanda through the Ministry of Public and Labour, in collaboration with Partners and Stakeholders, recognized that it should initiate a process of developing international Labour mobility project as one of employment interventions under The National Employment Program (NEP) and adopting a National Labour Mobility Policy in consonance with evolving practice in other parts of the world and in coherence and synergy with Rwanda’s existing policy framework. This would naturally imply subsequently implementing, monitoring, reviewing and evaluating the Policy. As elsewhere, it is expected that this would be done in collaboration with partners and other stakeholders.

¹ World Bank on Migration and Remittances: Recent Developments and Outlook, April 2016

Executive Summary

Presently, there is need for an organised administrative structure for Rwandan nationals migrating for foreign employment opportunities and skills exchange programs. Providing for an organized administrative Labour Mobility system (Labour Mobility Management) to help emigrant workers emigrate to other countries to look for employment opportunities in conditions of safety with a view to achieving the benefits of labour migration.

In the absence of organised labour mobility systems, migrants experience a situation whereby they migrate under risky and unsafe conditions and often can only obtain low skilled and low paying jobs in their countries of destination. In addition, some of the workers are exposed to exploitative forced labour and others fall in hands of human traffickers. Migrant workers in irregular status often work in underground economies where they are poorly paid, are vulnerable and exploited.

It is in this light that the National Labour Mobility Policy has been developed. The policy is essential for the governance of labour migration, protection and empowerment of migrant workers and for ensuring that migration is linked to development and growth. Therefore, the policy states the vision, mission and objectives. It further spells out the strategic areas of focus, policy options and action plans under five sections namely; Promoting Governance of Labour Migration, Protection and Empowerment of Migrant Workers, Harnessing Labour Migration for Development, Comprehensive Migration Data Management System and Developing and Maintaining Skills. In terms of good governance of labour migration, Rwanda requires participation of all stakeholders, accountability and transparency in the regulation of labour migration for employment. Thus, institutional, legal and regulatory frameworks require harmonization.

Management of labour migration is not the sole responsibility of the government. It requires other key stakeholders such as the private sector and labour organizations, development partners and the Civil Society Organizations thus social dialogue becomes critical. Good governance of labour migration also includes ratification of international instruments, inter-state collaboration or agreements and involvement in multi-lateral processes. The policy challenges for migration governance include the development of sound institutional, legal and regulatory frameworks, and effective management of labour migration based on international instruments and social dialogue.

The labour migration policy will also address empowerment and protection of migrant workers against abuses, malpractice and exploitation that abound in most destination countries especially in the face of globalization and the search for cheaper labour. This will be done through the adoption of the rights-based approach to prevention and protection against abusive recruitment practices, and enforcement of national laws and regulations in accordance with international labour standards for both inward and outward labour migration. A rights-based approach also includes provision of social protection for migrant workers in the host countries.

Rwanda can conclude bilateral and multilateral social security agreements and more so coordinate means of establishing mechanisms through which the social security systems of the local and host countries can work together to ensure that migrant workers have protection that is as complete and continuous as possible. In this case, Rwanda can negotiate bilateral agreements on social security with neighboring countries which are receiving Rwandan emigrants. Although this process is not easy since already social security systems of mostly developing countries are at times insufficiently developed and lack administrative capacity, it is imperative to begin initiating such processes.

Additionally, the National Labour Mobility Policy can be used to foster the link between migration and development. Remittances from migrant labour have an impact on development, growth and poverty reduction. Therefore, remittances can have a double impact, both at the household and national level. Collaboration with the diaspora networks and organizations can also contribute towards national development, especially, through short-term return programs.

It is also critical that labour migration management be undertaken in an environment where official information and statistics on labour migration is timely available. This will assist in developing sound policy decisions. The Labour Migration Information System that will provide information on labour migration trends in terms of emigrants, immigrants and returns for policy-making. Such a system will identify labour and skills demand in other countries whilst at the same time ensuring that the local demands are met. The policy will harness the development gains from labour migration through the protection and empowerment of migrant workers both by the country of origin and the destination countries.

ABREVIATIONS

AU	African Union
BLA	Bilateral Labour Agreement
BNR	National Bank of Rwanda
COMESA	Common Market for Eastern & Southern Africa
DGIE	Directorate General of Immigration & Emigration
EAC	East African Community
EDPRS	Economic Development & Poverty Reduction Strategy
EICV	House Hold Living Conditions Survey
ILM	International Labour Migration
ILO	International Labour Organization
IOM	International Organization for Migration
KESC	Kigali Employment Service Center
LMIA	Labour Market Information Analysis
LMIS	Labour Market Information System
MIFOTRA	Ministry of Public Service and Labour
MIGEPROF	Ministry of Gender and Family Promotion
MINAFFET	Ministry of Foreign Affairs and International Cooperation
MINECOFIN	Ministry of Finance & Economic Planning
MINEDUC	Ministry of Education
MINIJUST	Ministry of Justice
MoU	Memorandum of Understanding
NEP	National Employment Program
NISR	National Institute of Statistics of Rwanda
NLC	National Labour Council

PESCs	Public Employment Service Centers
PSF	Private Sector Federation
RDB	Rwanda Development Board
REC	Regional Economic Community
RGB	Rwanda Governance Board
RMI	Rwanda Management Institute
RNP	Rwanda National Police
RP	Rwanda Polytechnic
RSSB	Rwanda Social Security Board
SDGs	Sustainable Development Goals
TWG	Technical Working Group
UN	United Nations
USA	United States of America
WDA	Workforce Development Authority
WHO	World Health Organization

TABLE OF CONTENTS

Preface.....	2
Executive Summary.....	4
Policy context.....	10
Policy issues	13
Key intentions of the policy framework	14
Vision	16
Mission	16
General Objective:	16
1.1. The International framework;	17
1.3. Institutional Framework	18
1.4. Regulation and Legal Framework;	24
1.5 Financial Implication;	25
Specific Roles and Responsibilities of Stakeholders	25
<i>Section 2: Protection and Empowerment of Migrant Workers</i>	27
Specific objectives: Protection and Empowerment	27
<i>Key components of protection and empowerment of migrant workers include:</i>	28
2.1. Protection	28
2.2 Equality of treatment	28
2.4. Orientation	29
2.5 Private Employment Agencies	30
<i>Section 3: Harnessing Labour Mobility for Development</i>	31
3.1 Mainstreaming migration into National Development Plans	32
3.2 Linking Migration and Employment	32
3.3 Enhancing flow of remittances	33
3.4 Facilitating Reintegration of Returning Migrant Workers	34
3.5 Negotiation of bilateral agreements with labour receiving countries	34
3.6 Linking up with the pool of expertise in Rwanda Diaspora Communities	34
<i>Section 4: Migration data</i>	35
4.1 Building up a knowledge base through data generation and improvement on research	35
<i>Section 5: Developing and maintaining skills</i>	36
5.1 Enhancing Skills Development to meet National and International needs	36
5.2 Special focus for skills in labour mobility;	37

ANNEX: POLICY IMPLEMENTATION PLAN.....	39
6. IMPLEMENTATION STRATEGY OF NATIONAL LABOUR MOBILITY POLICY	40
Matrix: Activities, Indicators, Key Stakeholders, Responsible Institution, Timeframe, Human Resource, Budget.....	40
1.1. GOVERNANCE OF THE MIGRATION PROCESS	40
2.2. PROTECTION OF MIGRANT WORKERS AND THEIR FAMILIES	44
3.3. HARNESSING LABOUR MOBILITY AND DEVELOPMENT	51
4.4. LABOUR MOBILITY MANAGEMENT DATA SYSTEM.....	55
7. Financial Implication	58

Policy context

The Agenda 2063 for Africa Goal1: is to achieve a High Standard of Living, Quality of Life and Well Being for All where Priority area1: is on Incomes, Jobs and decent work, in order to reach on this goal, 2023 National target: is to Increase 2013 per capita income by at least 30%, Reduce 2013 unemployment rate by at least 25%, Reduce Youth and Women unemployment rate by 2% per annum, Reduce underemployment rate by 50% and Reduce 2013 vulnerable unemployment rate by at least 25%. There's a great deal of evidence that migration boosts the economies of receiving countries as evidenced by the protocol signed by AU on Free movement.

The African Passport and free movement of people requires Transforming Africa's laws, which remain generally restrictive on movement of people despite political commitments to bring down borders with a view to promoting the issuance of visas by Member States, enhance free movement of all African citizens in all African countries by 2018.

The main strategies are to Implement AU frameworks on Labour Migration Governance for Development and Integration and Public-Private Partnership for Jobs Creation and Inclusive Development, Develop/implement policies that will enhance free movement of people and workers, Initiate policies that would lead to a better and more responsible labor migration flows including adequate protection of the rights of the migrant workers and their families, Promote policies to enhance the relevance, efficiency and effectiveness of labor market institutions.

Agenda 2063 Goal 8: calls for a United Africa (Federal or Confederate) with priority area1: on framework and Institutions for a United Africa (Political and economic integration) where National target by 2023: is Free movement of persons and goods/services within REC member states, Visa at point of entry for Africans on arrival is allowed, Opportunities offered to REC citizens are extended to other Non REC citizens.

On Continental level target: aims at all visa requirements for intra African travel waived by 2018 and a legal framework adopted by 2023 for the issuance of African Common Passport, Draft Legal Framework for continental government developed by 2025, Research on Free Movement of People with the context of the African Economic Community is completed by 2016 and findings implemented by 2017.

During the 10th Extraordinary Summit of the African Union (AU) Assembly to Heads of States and Government held on 21st March 2018, in Kigali, 27 African Countries signed a protocol allowing free movement of people, the right to live and right of establishment in Africa. The expected outcome of the signed protocol include Free movement in Africa expected to enhance business and investment in Africa, transfer of know-how and knowledge, transfer of financial assets, creation of network and transnational relationships.

Migration has been and will be a vital tool for social-economic development of Rwanda, in past and recent, it has been recognized as an important solution to Africa's and global poverty issues According to World Bank report of 2013, almost 345,824 Rwandans were working abroad. The

number of international migrants has more than doubled worldwide during the last 30 years, reaching an estimated 214 million persons living outside their country of birth or citizenship in 2010. This means that some 3 per cent of the world's population is now living outside their home countries.

According to the Labour Force Survey (LFS) Feb 2019 results, among the 7,100,976 persons 16 years old and over living in private households, about 3,727,995 persons representing 52.4 percent were in the labour force, either employed (3,186,051) or unemployed (541,944). The remainder 3,372,981 persons were outside the labour force including some 1,791,052 persons engaged wholly or mostly in subsistence foodstuff production, not classified as employment according to the new international standards on statistics of work, employment and labour underutilization. The unemployment rate stood at 14.5 percent, indicating that roughly for six persons in the labour force there was one person unemployed. The unemployment rate was higher among women (15.4 percent) than among men (13.8 percent) and higher among young people (19.3%) than among adults (10.8 %). It was also higher in the urban areas (15.8 percent) than in the rural areas (14.1 percent).

An important focus of the Ministry of Public Service and Labour therefore is on strategic policy and programme interventions in key sectors of the economy and the labour market to generate and facilitate the creation of stable jobs that are productive and adequately remunerative, also with the view to exploit foreign employment opportunities for youth graduates in order to foster skills transfer and remittances;

Given the current Government initiatives in Education Sector especially 12 Year Basic Education and TVET Policy, all Rwandan Youth have the opportunity to access and complete Secondary Education which equip them with Medium-Skills required on labour Market, also an increase in number and enrollment of High Learning Institutions has increased the supply side of graduates with high skills on labour Market compared to demand which results into an increase in unemployment among graduates, at the same time the two groups are potential in exploitation of foreign employment opportunities;

Rwanda has built a strong Regional and International Relationship in both French speaking and English speaking countries, this provides a diverse opportunity to Rwandans of working age since are able to use both languages and exploit employment opportunities available in friendly countries;

In the economic sphere today, globalization is not only characterized by liberalization of trade, services, investment and capital but also by expanding transnational movements of people seeking means of livelihood and meeting employment needs. Features of globalization have generated expanding demand for foreign skills and labour in industrialized and developing countries. At the same time, changes under globalization have accelerated losses of traditional jobs in some countries. Therefore, Labour migration is often embarked upon due to the absence of opportunities for decent work at home.

Exploiting foreign employment opportunities through temporary migration is increasingly recognized worldwide as a pro-poor export strategy with significant development impacts especially in the developing countries of the world. Because of the tremendous economic benefits from labour mobility, some developing countries across the world with excess labor, high levels of unemployment and underemployment have positioned themselves to maximize benefits from labour mobility. These countries have enacted policies to encourage temporary migration, institutionalized labor mobility mechanisms, established regulatory frameworks and undertaken bilateral and regional initiatives to enhance labor mobility.

However, the situation in Africa seems to have remained mixed. Whereas many countries on the continent have aggressively promoted labor mobility and received sizeable amounts of remittance inflows, many others seem to lack a deliberate effort to promote labor mobility. Although many countries on the continent, especially in Sub-Saharan Africa are characterized by excess labor and significant levels of underemployment and unemployment, few or no initiatives have been undertaken to systematically promote labor mobility and benefit from the remittance flows.

Therefore, it is in this light that the National Labour Migration Policy provides the necessary framework to harmonize existing frameworks and initiatives by various institutions so as to harness the development gains from labour migration and contribute towards national development. The Policy also focuses on ensuring that labour migrants rights especially the rights of women labour migrants who are more vulnerable to gender-based violence, sexual abuse and human trafficking are upheld in line with the AU Migration Policy Framework for Africa, the Decent Work Agenda of the ILO during all the migration processes involved from pre-departure up to the end of their working period.

Policy issues

Rwanda is a country of origin and destination for labour migrants. What is pertinent therefore is the extent to which Rwanda has benefited and can benefit from labour emigration.

Recently Rwandans are emigrating due different reasons including employment opportunities, educational opportunities, skills development among others, where majority of them have moved to North America (USA and Canada) and other professionals are dispersed in various countries around Europe and Asia.

Semi-skilled categories of migrants such as artisans, labourers and traders have also found their way around the world especially in EAC and including many African Nations.

Presently, there is need for an organised administrative structure for Rwandan nationals migrating for foreign employment opportunities and skills exchange programs. Providing for an organized administrative Labour Mobility system (Labour Mobility Management) to help emigrant workers emigrate to other countries to look for employment opportunities in conditions of safety with a view to achieving the benefits of labour migration.

In the absence of organised labour mobility systems, migrants experience a situation whereby they migrate under risky and unsafe conditions and often can only obtain low skilled and low paying jobs in their countries of destination. In addition, some of the workers are exposed to exploitative forced labour and others fall in hands of human traffickers. Migrant workers in irregular status often work in underground economies where they are poorly paid, are vulnerable and exploited.

The need to set up and regulate recruitment process of migrant workers from Rwanda is important because of the role of scams and fake agencies, also most of emigrant workers who travel under private and personal arrangements face exploitation and even others fall in hands of human traffickers'. The protection of migrant workers therefore should start at home with the process of recruitment to ensure that recruitment agencies do not exploit the ignorance and vulnerability of potential emigrants by charging exorbitant fees and exponentially increasing the cost and risk of migration.

Migrants are often poorly informed and sometimes misinformed, about the conditions governing entry, work and residence in destination countries, skills required, cultural issues, as well as their rights and obligations. Pre-employment/departure training(s) and counseling can help to better prepare migrant workers for insertion into the labour market and integration into society at destination.

With respect to gender consideration, migration opens up opportunities for greater independence, self-confidence and status for many women. However, at different stages of the migration process, women are at risk of gender-specific discrimination and abuse.

Since there is no clear guiding policy on Labour Mobility, the Country never harnessed the benefits of migration for development. It has received annually about a hundreds of million dollars in remittances in recent years. Migrants and their families require adequate financial literacy for more effective use of remittances. Migrant workers are sending home very robust remittances that are valuable not just for the migrants and their families but also for the economy.

All efforts should be mustered to ensure that migrants can make the best use of remittances as productively as possible through setting up small enterprises or for community development projects. In that context, all stakeholders must work in concert to ensure a reduction in the cost in transfer of remittance. There are no systems in place to monitor return migration, and to utilize the skills of returnees for development. The Rwandan diaspora also represent a valuable development resource to be engaged for home country development. Up to now, their contribution has been limited but steadily increasing.

Key intentions of the policy framework

This Labour Mobility Policy is intended to be consistent with the National Development Plan, be comprehensive, fair and transparent, be consistent with the National Migration Policy, international norms and good practices, be effective and efficient and, above all, be gender sensitive and in consonance with the country's National Employment Program-NEP, EDPRS2, Vision 2020 and NST1.

Generally the guiding principle for an effective and efficient labour mobility policy includes the need for the human rights of migrant workers, regardless of their status to be promoted and protected. National laws and practice should ensure this and further specify steps for the prevention and protection against abusive migration practices such as migrant smuggling and trafficking in persons. An orderly and equitable process of labour mobility in both origin and destination Countries would guide migrant workers through all stages of migration including planning and preparation for labour migration, transit, arrival as well as reception, return and re – integration.

Preferred option

This section intends to set out the evidence base to support the recommendation for the policy, and describes in more detail what will be done and how the policy will work in practice.

The policy therefore intends to:

1. Develop a long-term vision for the role of labour mobility in the economy;

2. Ensure better governance and regulation of labour mobility based on consultative processes with Economic and social cluster members and civil society in the formulation of labour mobility policy;
3. Promote opportunities for both youth and women to be engaged in migration for decent and productive employment in conditions of freedom, equity, security and human dignity;
4. Collaborate with international organisations to ratify conventions that work towards the fulfilment and protection of all human and labour rights of migrant workers;
5. Promote and support the migration of skilled men and women to secure work environments where the protection of fundamental human rights at work is upheld to the highest standards;
6. Provide effective protection and services to migrant workers and to their families left behind.
7. Enhance the benefits of labour mobility on the economy, society, the migrant workers and their families and minimize its negative impacts;
8. Mobilize development contributions of migrant workers in terms of remittances, investments, transfer of technology and skills, human capital formation, enhancement of social capital, promotion of trade and business links and reintegration of returning migrant workers;
9. Link the development and migration processes in recognition of the contribution of labour migration to employment, economic growth, development and the generation of income;
10. Mainstream labour mobility issues into National Development Plans, strategies and policies.

This policy is divided into five Sections; *Section 1* deals with Good Mobility Governance which ranges from International Conventions to Institutional set-up aimed at facilitating smooth labour mobility to achieve equitable social and economic outcomes; ***Section 2*** discusses protection and social welfare of migrant workers and members of their families; while ***Section 3*** examines how migration contributions can be mainstreamed into national development plans; ***Section 4*** how timely and reliable migration data will be recorded and managed for effective management of labour mobility operation; ***Section 5*** on developing and maintaining skills inventory in order to avoid brain drain.

RWANDA'S NATIONAL LABOUR MOBILITY POLICY

Vision

A dynamic, effective and sustainable national labour mobility management system that promotes good governance on labour mobility, effective regulation of labour mobility, and protects the rights of labour migrants, their families with involvement of various stakeholders.

Mission

Maximization of benefits of labour emigrants through safe migration, negotiating for their decent working conditions and fostering protection of their fundamental human and labour rights and those of their families.

General Objective:

To reduce unemployment rates among the Rwandan youth graduates through promoting safe and legal labour mobility as well as minimizing the negative effects of irregular migrants in order to embrace the benefits of migration for development purposes.

Section 1: Governance of Labour Mobility

Outcome: Good governance of labour migration promoted in line with international norms

Governance of labour migration is divided into three areas, namely: the International, Continental, Institutional and Regulatory frameworks. Good governance of labour migration in Rwanda requires participation of all stakeholders, accountability and transparency in the regulation of labour migration.

Specific objectives: Governance

- i. Enact legislative framework as foundation of national labour emigration governance;
- ii. Strengthen rules and regulations for effective and efficient administration of labour mobility;
- iii. Strengthen the existing institutional framework for labour mobility and enhance coordination with other concerned ministries and agencies across the government;
- iv. Ensure full participation of social partners as key labour mobility stakeholders in policy elaboration, implementation and evaluation;
- v. Building the knowledge and data base for good policy and effective administration;

- vi. Cooperation with EAC towards full implementation of relevant Protocols concerning labour migration;
- vii. Ensure gender responsive policy and its implementation at all levels of government, social and employment cluster members, partner and other actors;
- viii. Ensure competency and capacity of all concerned staff of government and employment partner offices to effectively and knowledgeably conduct their responsibilities.

❖ *Key components of Governance of labour migration include:*

1.1. The International framework;

- i. Domestication and ratification of the ILO Conventions No. 97, 143, 181 and the UN Convention on the Protection of the Rights of all Migrant Workers and Members of Their Families and operation of Private Employment Agencies with technical assistance from the ILO in the implementation of the ratified conventions;
- ii. Translate and disseminate the ILO Conventions No. 97, 181 and 143, the UN Convention and the principles and guidelines provided in the ILO Multilateral Framework on Labour Migration;
- iii. Participate in the Regional, Continental and International Conferences on labour mobility and relevant areas on migration management such as Free Movement of persons and workers in the Continent and the East African Community (EAC);
- iv. Enter into bilateral agreements and MoUs with the major labour receiving countries. These agreements should be engendered and can be in the form of bilateral agreements on specific labour issues such as social security. Since these agreements and MoUs can be gender specific, they should ensure that specific conditions and needs of female labour migrants are taken into account. This will ensure that safe and dignified migration for women is enhanced and abuse targeting female labour emigrants is prevented. These should be guided by the regional and international instruments on labour emigration.

1.2. National level for agenda 2063 on Labour Mobility

- i. Domesticate all protocols leading to free movement of persons within the RECs;
- ii. Domesticate all the ILO Conventions on Labour Migration as appropriate to each Member State;
- iii. Review all labour bilateral agreements with other member states and non-member states;
- iv. Educate and raise awareness of regional and continental integration;
- v. Develop/implement policies that will lead to the granting of visas on arrival to Africans;
- vi. Develop/implement policies that will grant equal opportunities to non-REC African citizens;
- vii. Develop capacity to manage the flow of cross border migration with attention to the concerns of Women, Youth and vulnerable groups;
- viii. Continental /RECs calls for a need to develop / implement advocacy strategies / programmes for ratification by member states.

1.3. Institutional Framework

- i. Put in place the legislation and regulatory frameworks covering the mandates of institutions and organizations responsible for the administration of labour mobility including recruitment placement, protection and reintegration of emigrant workers. This will remedy the gaps in the law in terms of regulations, service provision, accountability and monitoring issues. Thus, a coordinated multi-stakeholder approach is required.
- ii. Involve tripartite dialogue (Economic and Social Cluster, Trade Unions and private recruitment agencies) in the formulation of the legislation;
- iii. Strengthen and clearly define the roles of Unit or labour mobility desk, Agencies and Institutions involved in the labour mobility processes;
- iv. Strengthen the Steering Committee on Labour mobility to set-up labour mobility processes, explore issues and challenges, follow changes in the labour market and advise on all aspects of the process. Thus, clear definition and division of responsibilities of “who does what, how and with whom” among institutions is critical.

Ministry of Public Service and Labour (MIFOTRA)

Policy design is under the lead responsibility of the Ministry of Public Service and Labour in collaboration with Partners and stakeholders directly involved in the various aspects of the labour mobility process. By its nature as the State Institution responsible for promoting employment, regulating the labour market, and monitoring employment conditions, the Ministry is positioned to review the policy and make amendments where necessary in collaboration with its Partners and other relevant Stakeholders. The ministry will put in place framework to facilitate Civil Servant who deem necessary to provide expertise on home grown solutions abroad. The ministry responsible for labour will play the role of oversight and coordination of all initiatives under the labour mobility policy. It will also ensure safe migration

Rwanda Development Board (RDB)

As an implementing institution, the Rwanda Development Board responsible for capacity development and employment, in collaboration with Partners and stakeholders directly involved in the various aspects of the labour mobility process, RDB will play the role of capacity development of migrant willing to work abroad and ensure their smooth reintegration.

Directorate General of Immigration and Emigration (DGIE)

The functions of DGIE include the control of the borders, the issuance and administration of Rwanda travel documents (passports and other documents); endorsement of all categories of travel documents of persons arriving and departing Rwanda; visa issuance and interpretation of such visas; issuance of residence permits to foreign investors and other expatriates who wish to reside in Rwanda; examination of all persons leaving Rwanda at any designated border and also examine their travel documents if they meet the standards put in place for Rwandans emigrating for employment in order to avoid trafficking right from the place of origin before the commencement of the travel.

Ministry of Foreign Affairs and International Cooperation (MINAFFET)

One of the missions of the MINAFFET is the enactment of legislation that would enable Diaspora to participate in the social and economic development of Rwanda. In addition, Rwandans abroad are encouraged to take part in the development of Rwanda within the framework of activities developed by the missions abroad and the Rwandans in Diaspora Organisations.

The Ministry of Foreign Affairs and Cooperation will also foster bilateral labour agreements using its rich resource of missions/embassies worldwide to enable the country to realise its set objectives as far as the labour mobility policy is concerned.

National Bank of Rwanda (BNR)

The BNR is responsible for the implementation of monetary and exchange policy and management of the financial sector. In order to generate evidence-based data to inform its policy on remittances, the Bank's research division will always carry out a nation-wide survey of remittances, covering Money Transfer Operators, commercial banks, Bureau of exchange and travellers at airports. The report of the research, when published could provide valuable and timely information on the volume and cost of remittance flows to Rwanda, trends, patterns and use.

Ministry of Health

One relevant objective set out by the National Labour Mobility Policy is 'to reduce the impact of "brain-drain" through the development of organised labour mobility and bilateral labour migration agreements'. Health sector is to set policy concerning health workers to avoid brain drain in the health sector and also encourage transfer of skills and knowledge by nationals returning home for short or long periods to contribute to the development of Rwanda in liaison with organisations such as the IOM, WHO, and ILO.

Rwanda Governance Board (RGB)

RGB is the country's centre of excellence in governance policy and research, application of innovations and provision of highest quality services geared towards fostering accountability in governance, democracy and decentralization for sustainable development.

Rwanda Cooperation Initiative (RCI)

RCI has a mandate to manage (market and commercialize) the country's home grown solutions that have worked well in the country. Many countries have requested the Government of Rwanda to see how home grown solutions work in Rwanda and if possible about their replication. One of the key missions of RCI is to document and assess home grown initiatives. Documented successful initiatives which attract foreign countries attention will be well packaged and national equipped well to provide support needed abroad with a view to maintain national skills inventory. Rwandan Civil Servants with specialized skills will be facilitated and linked to Regional and Worldwide Countries aiming at exporting knowledge and skills in a temporary contract vital to both countries.

Ministry of education

Ministry of education in collaboration with Ministry of Public Service and Labor will play a key role in identifying the existing skills surplus and shortages to allow the proper planning of future skills needed for export, it will also participate in capacity building and pre-departure trainings of migrant

Ministry of Justice

The Ministry of Justice will ensure the labour mobility implementation compliance with national and international conventions and laws. It will also play the advisory role in the development and approvals of the bilateral Labour Agreements.

Regional Integration and Labour Migration

Labour migration issues are critical, since Rwanda is a member of regional blocks such as the East African Community (EAC) and the Common Market for Eastern and Southern Africa (COMESA). All these arrangements impose certain obligations on us relating to movement of goods and services. Such relations need to be considered in while entering into agreement with other countries out of the regional block.

Cooperation is therefore of the essence to synergies on both the international and regional fora as far as issues of labour migration is concerned. This calls for sharing of information and policy issues amongst countries which enhances harmony in labour migration as an aspect of development.

In this regard, the following actions shall be undertaken:

- i. Encourage and support negotiation, with States for a common labour mobility policy within the E.A.C Member States
- ii. Encourage and support regional harmonization of labour mobility data collection procedures;
- iii. Encourage and support the establishment of regional joint training programmes;
- iv. Encourage and support sharing of labour mobility information and other migration intelligence with regional and global security organizations including the Interpol on regular basis to deal with transnational organized crime that takes advantage of labour migration such as trafficking in persons;

- v. Encourage and support bilateral and multilateral labour migration agreements with other governments, especially in identified key destination countries;
- vi. Encourage and support joint efforts in fighting organized cross-border transnational crimes.

Social Dialogue and Coordination Mechanisms

Social dialogue is to be emphasized at all times in the process of regulation and monitoring of labour mobility. Implementation of the policy is conducted in collaboration with National Labour Council (NLC).

The competence and comparative advantage of every organization is to be recognized in policy formulation, implementation and monitoring. Contributions by all stakeholders are to be validated in order to achieve coherent labour mobility regulation in the country.

An Inter-Institutional Technical Working Group (TWG) and Steering Committee present them to National Labour Council for consultation and coordination across the government. The Technical Working Group shall comprise of representatives of Ministries, Institutions and Agencies of Government that have primary responsibility for employment and labour issues, international and foreign affairs, internal affairs and national borders, trafficking, smuggling and related matters, education, youth and women affairs, health, National planning, Statistics and regulation of financial services. The Steering Committee shall hold regular meetings to deliberate on labour migration issues raised by TWG with a view to arriving at common approach within the framework of this policy.

Some functions of the Committee are to:

- i. Assessing and recommending programmes and projects for implementation;
- ii. Advising Government on appropriate Labour Mobility policy measures to adopt;
- iii. Harmonizing Labour Mobility programmes / projects nationwide;
- iv. Coordinating Labour Mobility activities of all member agencies;
- v. Developing and reviewing coherent strategies for achieving national goals and objectives of labour mobility governance.
- vi. Considering and approving recommendations of the Technical Working Group.

Gender

Specific attention shall be given to ensure that all labour mobility policy, legislation, institutions and practices are gender-responsive. Specific sex-disaggregated data on labour emigration and immigration concerning Rwanda shall be sought. It should be ensured that the policy is gender responsive as well as its implementation at all levels of government and other actors.

Capacity Building

Attention will be given to capacity building of staff associated with administrative, regulatory and management structures of labour mobility, including labour and welfare attaché offices. Specific attention will be given to develop capacity to pursue bilateral and multilateral agreements that would benefit the country.

Public Employment Service Centre

Strengthen Public Employment Service Centres (PESC) which will act as Labour Mobility Resource Centre that provides educative informational material and awareness programs for actual and potential labour emigrants on their rights, the conditions in the destination countries, including issues such as discrimination, sexual harassment, human trafficking, xenophobia, health (including HIV and AIDS) at both the local level and the labour receiving countries and further disseminate information regarding the available opportunities.

Private Employment Agencies

Comprehensive guidelines for recruitment shall be developed in line with ILO Convention 181 so as to prevent abuse of the process and violation of workers' rights. Issues for consideration include formalization of social security, transfer (portability), and repatriation of social security benefits, repatriation of remittances, administrative policies and procedures, licensing schemes and penalty provisions, emigrants working and human rights, administrative policies and procedures, licensing schemes and penalty provisions.

A Private employment agency shall refer to any enterprise or person, independent of the public authorities, which provides one or more of the following labour market functions:

- *Services for matching offers and applications for employment;*
- *Services for employing workers with a view to making them available to a third party (user enterprise) and/or*

- Other services relating to job seeking such as the provision of information that do not aim to match specific employment offers and applications.

The Ministry of Public Service and Labour shall formulate clear rules and regulations governing Private Employment Agencies; create a monitoring system and partnership between Public Employment Services and Private Employment Agencies that will help to minimize irregularities in recruitment process and equip emigrant workers with necessary information.

1.4. Regulation and Legal Framework;

- i. Elements of a regulatory framework is contained in National Labour Law. Regulation of employment and work related activities including recruitment locally, overseas employment and protection of workers' welfare are domiciled in the Labour Law, guidelines on foreign employment placement and the Ministerial Order.
- ii. The Government shall strengthen existing Departments and Agencies responsible for ensuring accessible and equitable opportunities for skills development to all citizens thereby promoting skilled labour mobility.
- iii. Attention would also be given to the promotion of overseas employment opportunities that safeguard the rights of migrant workers. In addition, the Labour Mobility Desk in RDB will be strengthened to ensure just and adequate remuneration for emigrant workers, address issues of abuse, violation and exploitation and collaborate with other relevant agencies in preventing and redressing issues of human trafficking and smuggling. Parties engaged in providing employment services must abide by the relevant regulations to maintain integrity within the system.
- iv. Strengthen the role of consular offices and establish labour attachés in receiving countries with large number of Rwandese labour emigrants to promote the rights and welfare of emigrants, attend to complaints of Rwandese employed in a particular country and send periodical reports as may be required. This can be done through provision of training for labour attachés by the IOM and ILO.
- v. Develop comprehensive guidelines for recruitment in line with ILO Convention 181 so as to prevent abuse of the process and violation of workers' rights. Issues for consideration include formalization of social security, transfer (portability), and repatriation of social security benefits, administrative policies and procedures, licensing schemes and penalty provisions.
- vi. Strengthen the role of the Foreign Recruitment Committee to monitor (through company visits) the working conditions of migrant workers in destination countries.

1.5 Financial Implication;

This policy shall require financial resources for it to be successful, which calls for Institutions on policy and implementation levels to mobilize funds required for the implementation of the policy in partnership with Ministry of Finance and Economic Planning and development and partners to develop labour mobility funding projects to facilitate in;

- i. Capacity building of stakeholders in issues related to labour mobility;
- ii. Negotiations to enter into BLA's and MoUs with potential destination countries and companies;
- iii. Organize pre-employment and pre-departure orientation trainings;
- iv. Coordination, monitoring and evaluation all stages in labour mobility;
- v. All financial resources needed to implement activities planned under implementation plan of this policy

Specific Roles and Responsibilities of Stakeholders

Sharing and implementation of Roles and Responsibilities among stakeholders and partners in labour migration management will ensure effectiveness and better management of Labour Mobility policy;

Specific Roles and Responsibilities per Stakeholder

Implementing Agency and Key stakeholders	Roles and Responsibilities	Expected Outcomes
1. MIFOTRA & RDB: <u>Stakeholders</u> DGIE, RGB, MINAFFET, MINECOFIN, RNP, <u>Partners</u> (IOM, ILO)	<ul style="list-style-type: none"> - Putting in place legal framework. - Issuing of license to operating Private Employment Agencies. - Coordinating all implementing agencies - Working hand in hand with MINAFFET in negotiations for Bilateral Agreements with potential destination Countries of Rwandan migrant workers - Signing of MoU with International Companies - Putting in place training manuals for potential migrant workers - Developing data base system to monitor migrants 	<p>Firm and clear legal foundation for policy and administration in place.</p> <p>Administrative support for labour migration conditions of dignity, security and justice.</p> <p>Clear division of responsibilities among the concerned ministries</p>
2. MINAFFET;	<ul style="list-style-type: none"> - Sensitizing Rwanda's Embassies and other Foreign Missions to look for skills exchange programs, internship and employment 	Bilateral cooperation on migration strengthened

Implementing Agency and Key stakeholders	Roles and Responsibilities	Expected Outcomes
<p><u>Stakeholders</u> (MIFOTRA, RDB)</p> <p><u>Partners</u> (IOM, ILO)</p>	<p>opportunities of Rwandan Migrant workers in host countries.</p> <ul style="list-style-type: none"> - Engage Embassies in negotiations for signing of Bilateral Labour Agreements in their respective host countries; - Use Embassies for vetting of destination employment conditions and Agencies; - Use Embassies to attract Private Employment Agencies in destination countries; 	
<p>3. DGIE</p> <p><u>Stakeholder</u> (MIFOTRA, RDB)</p>	<ul style="list-style-type: none"> - Issuing of Travel documents - Providing data of emigrant workers 	<p>Data analysis and management of emigrants workers available</p>
<p>4. RDB</p> <p><u>Stakeholders</u> (IOM, MIFOTRA, WDA, MINAFFET)</p>	<ul style="list-style-type: none"> - Pre-departure Orientation training of potential labour migrant workers; - Improving capacity of Technical Working Group through training workshops; - Facilitate Monitoring and Evaluation of migrant workers on their conditions of work and rights enjoyed; - Re-integration of returned migrants; 	<p>Migration occurs under conditions of dignity, equity, security and justice</p>
<p>5. MINECOFIN</p> <p><u>Stakeholders</u> RDB, RSSB, BNR, IOM</p>	<ul style="list-style-type: none"> - Fund mobilization to finance cost involved in entering into BLAs and MoUs and pre-departure trainings; - Mechanism on low cost transfers of remittances; - Manage Emigrant Saving basket; - Transfer pension funds for emigrants back to Rwanda- a pension scheme for labour migrants to be established under RSSB 	<p>Increased inflow of remittances and their productive utilization</p> <p>Improved development benefits from labour migration.</p>
<p>6. TWG (concerned government Ministries-Institutions and Agencies, Development Partners, Civil Society and Trade Unions)</p>	<ul style="list-style-type: none"> - Providing Technical Support 	<p>Obtaining common views and cooperation among stakeholders and partners on migration issues.</p>

Section 2: Protection and Empowerment of Migrant Workers

Outcome: Rights of migrant workers promoted, protected and decent working conditions secured

Specific objectives: Protection and Empowerment

Protecting all workers and particularly migrant workers, both those lawfully resident and those in an irregular situation is a cardinal policy objective. Protection of emigrant workers and providing support services to them are sure ways to optimise the benefits of labour migration as well as ensuring human rights and dignity for all persons.

Existing international legal instruments, both the main International Conventions address emigrant workers referred to in the Governance Section and International Labour Standards provide the basic legal framework.

Key objectives sought by this policy include protecting the rights of emigrant workers from the country, developing more effective mechanisms for enforcement of the protection of emigrant workers, regulating the employment environment to check unfair recruitment practices, enhancing orientation and knowledge of emigrant workers and potential emigrants, and ensuring portability of social security benefits of emigrant workers

In this regard, the following actions shall be pursued;

- i. Promote the right to decent work including access to social protection realized by Rwandan women and men migrant workers;
- ii. Ensure non-discrimination and equality of treatment for all workers, migrants and nationals abroad and at home;
- iii. Ensure that all employment of migrant workers is subject to labour standards through labour inspections to monitor the level of compliance with labour law and terms and conditions within the MoU and employment contract.
- iv. Ensure that workers are better equipped to make informed decisions on migration for employment.
- v. Ensure fairness and protection in recruitment for employment abroad through supervision and monitoring of recruitment activities

- vi. Promote consular and diplomatic functions to ensure that emigrant workers are protected and their welfare monitored.
- vii. Strengthen Policies and programmes for welfare of emigrants, return emigrants and families left behind

Key components of protection and empowerment of migrant workers include:

2.1. Protection

Treatment of all migrant workers should be based on the four pillars of the Decent Work Agenda and in alignment with International Labour Standards. There should be no forced labour, and all migrant workers must have rights to freedom of association and access to engage in collective bargaining.

Attention would be given to certain vulnerable categories, such as women domestic workers (domestic workers in general prohibited) and temporary workers, elementary workers and emigrant workers in irregular status, who continue to suffer abuses and malpractices.

Support will be provided to the empowerment of emigrant workers, especially through the formation of community-based organizations, to enable their voice to be clearly heard and taken into account in policy development and in community life.

Trade union rights will be upheld for migrant as well as other workers, including:

- i. Right to voluntarily belong to unions of their choice.
- ii. Right to negotiate by collective bargaining.
- iii. Equality of wages and conditions with citizens
- iv. Freedom of movement
- v. Freedom to earn, spend and remit their incomes.
- vi. Contracts and conditions of service should be formal and written in a language the migrant worker understands.

2.2 Equality of treatment

Emigrant workers mostly face inequalities and discrimination based on sex, race, ethnic origin, nationality or other grounds which have increasingly contributed to the vulnerability of certain groups of society to being abused, exploited and/or trafficked. In addition, due to restrictive migration laws and policies on entry, residence and employment, workers in irregular situations as well as trafficked workers often find themselves in situations that make them more vulnerable

to multiple forms of discrimination. Discrimination based on sex put women migrant workers in particular risk of marginalization, exploitation and abuse. Equality of treatment and non-discrimination shall be upheld as universal human and labour rights principles applicable to migrant and national workers alike.

Advocacy for similar equality of treatment and non-discrimination for all Rwandan emigrant workers shall be made in other countries, in line with international standards.

2.3 Enforcement of Labour Standards and Contracts

- i. All employment activities involving migrant workers will be subject to the Labour law of the country.
- ii. Labour inspection by labour attaché shall be extended in destination countries where Rwandan emigrant workers may be present.
- iii. Introduction of strong measures to ensure enforcement of the employment contract at the worksite particularly through bilateral arrangements and agreements with host governments.

2.4. Orientation

Pre-employment orientation seminars and intensified information campaigns shall be organised in order to provide potential emigrant workers with sufficient information to enable them make informed decisions and will be provided by Rwanda Development Board and the Ministry of Public Service and Labour in collaboration with relevant stakeholders.

The Labour Emigration Desk in the RDB will design, together with other relevant entities, and implement regular pre-departure training programmes for emigrants ready to travel abroad.

Orientation programmes will include components to impart the expectation that emigrants respect the Constitution and laws of the host country.

Orientation services will also be provided to employers regarding labour law and responsibilities for treatment of foreign workers, including application of labour law.

2.5 Private Employment Agencies

Close supervision and monitoring of recruitment activities undertaken by local and overseas employment promoters/agencies shall be ensured in order to minimize malpractices and abuses against those seeking overseas jobs; and, the introduction of criminal proceedings, in addition to the cancellation of licenses, against serious offenders;

Private Employment agencies should be licenced by the Ministry of Public Service and Labour for the purposes of regulating and monitoring of their activities to forestall fake job advertisements, trafficking in persons, smuggling and other fraudulent activities.

Special attention must be paid to the supervision of recruitment and deployment of categories of workers especially workers who are vulnerable to malpractice and abuse, such as female domestic workers as it's prohibited;

For Rwandans travelling abroad, the recruiter must show emigrant worker's employment contract in the presence of an authorized Labour Officer before embarking on the journey.

2.6 Protection at destination

Bilateral agreements shall be sought to ensure the portability of social security and other entitlements and benefits earned by migrant workers.

Roles and responsibilities of Rwandan missions abroad shall be expanded to seek and support good welfare and protection of fundamental rights of Rwandan migrants and their families in destination countries. This includes advocacy and mediation on behalf of Rwandan migrants when necessary.

Equally important, the role and capacities of the diplomatic missions in receiving countries to meet the protection and guidance needs of emigrant workers should be established through allocation of resources for training, greater coverage in services and establishment of relevant facilities.

Labour attachés should be assigned to Rwandan diplomatic missions in places where there is a strong presence of Rwandese migrant workers. In this regard, the Ministry of Labour will liaise with the Ministry in charge of Foreign Affairs to secure the posting of labour attachés to Rwandan missions abroad in key destination countries to handle issues related to workers' rights and obligations.

Cooperation will be sought with foreign embassies in Rwanda to enhance their attention to supporting protection of Rwanda migrants in their countries of origin to assist them in situations of distress.

Section 3: Harnessing Labour Mobility for Development

Outcome: Positive linkages between Labour Migration and National Development, Employment and Poverty alleviation programs strengthened

Well-managed Labour mobility leads to development, growth and poverty reduction through remittances and investments in the domestic market by migrant workers. Therefore, remittances have great impact, at the household and national level.

The National Labour Mobility Policy expressly links the development and migration processes in recognition of the contribution of labour migration to employment, economic growth, development, both in origin and destination countries. Transnational emigrants and returning migrants contribute to investments, transfer of technology and skills, human capital formation, enhancement of social capital, promotion of trade and business links.

Specific objectives: Harmonizing Labour Mobility for Development

With a view to harmonising labour mobility for development, the following actions shall be undertaken:

- i. Integrate labour mobility issues into national planning;
- ii. Linking Labour mobility and employment in policy and practice;
- iii. Upgrade skills and vocational training in Rwanda to meet assessed and anticipated domestic and foreign labour market needs, in harmony with international qualification standards;
- iv. Create conducive environment for doing business to attract emigrant remittances, diaspora investments and technology transfers;
- v. Create conducive environment for investment to attracting return of Rwandese talent;
- vi. Negotiate bilateral agreements and MoUs with major destination countries.
- vii. Attract migrant expertise.

- viii. Development of special migrant workers savings scheme (migrant saving basket/solidarity scheme) to cater for any contingency that may arise.

❖ *Key components of Protection and empowerment labour migrants include:*

3.1 Mainstreaming migration into National Development Plans

Key to achieving the objectives set out in this Policy is analysis and explicit linkages of migration dynamics and contributions in elaboration and implementation of National Development Plans.

Towards this end, the following actions shall be undertaken:

- i. Mainstreaming labour migration issues in the National Policies (fiscal and monetary), national development plans and National Employment Program;
- ii. Facilitation and regulation of labour and skills emigration in policy and administration should be supported by development plans and financing;
- iii. Development planning should enhance understanding of the impact of implementation of EAC Free Movement of Labour measures to enhance national and regional development;
- iv. Development planning linkages should explore improvement of models of bilateral and multilateral agreements with emigrant labour potential destination countries;
- v. Development of a framework to operate migrant workers solidarity scheme to cater any contingency may arise.

3.2 Linking Migration and Employment

The Labour Mobility Desk in RDB shall be strengthened to undertake the following:

- ii. Creation of a system to disseminate information among potential emigrants; and ensure promotion of opportunities for deployment abroad, taking into account brain drain concerns;
- iii. Ensure equal access for Rwandese to obtain skilled employment opportunities abroad.
- iv. Ensure coherence of the Labour Mobility Policy with any other policies and programmes of Government

3.3 Enhancing flow of remittances

Measures shall be taken to:

1. Ensure freedom for emigrants to remit their wages back to home country;
2. Facilitate secure and low cost means for transfer of remittances;
3. Sensitize financial institutions to extend operations/open branches to potential destination countries so as to raise the volume of remittances, reduce costs and widen the choices for migrant workers to use institutional channels for remitting money;
4. Widen the financial institutions to rural areas and facilitate access to these institutions;
5. Negotiate with labour receiving countries in facilitating migrant workers access to financial services;
6. Develop financial literacy tools and training for migrant workers;
7. Negotiate with labour receiving countries in encouraging employers to deposit migrant worker salaries in their bank accounts, instead of paying cash;
8. Create an enabling environment for maximizing emigrant savings, flow of remittances and utilization of remittances for productive investment;
9. Provide counselling services to emigrant workers prior to their departure and after their return;
10. Establish incentives for emigrant savings and investment, access to credit and entrepreneurial / business development, diaspora banks and bonds, special deposit accounts, transnational loans and other innovative remittance – linked financial products, capital flows and securitization of future remittance flows in order to spur greater investment among the Rwandan diaspora and in turn leading to sustainable development.

3.4 Facilitating Reintegration of Returning Migrant Workers

This policy element supports voluntary return and seeks to encourage collaboration with receiving countries in the development of return and reintegration programmes for emigrant workers. The policy recommends to design appropriate migrant reintegration programmes to help returning migrants impart their skills and expertise to employment creation and development of the country. A conducive environment for attracting return of Rwandese talent should be created through good governance.

3.5 Negotiation of bilateral agreements with labour receiving countries

The Policy seeks to promote negotiation of bilateral agreements and MoUs with major origin and destination countries by identifying countries for negotiation of agreements and study feasibility for entering into agreements.

In this regard, the Policy recommends to study good practices and prepare model MoUs, in particular with reference to ILO Recommendation 86 which comprises a model Bilateral Labour Agreement

3.6 Linking up with the pool of expertise in Rwanda Diaspora Communities

The role of emigrants and Rwandans living and working abroad in development processes are being increasingly felt and highlighted. Largely, these take the form of money and skills transfers to their country of origin. These include financial support to development projects, the formation of Diaspora led development organizations and direct personal involvement of the Diaspora members in development initiatives. There is, therefore, need for policy initiatives to maximize the contribution of the Diaspora members as well to increase their protection in their countries of residence.

In this regard therefore, measures to attract migrant expertise to contribute on sharing of skills and technology transfer should be designed and information should be provided to diaspora on local investment opportunities, and an enabling environment for investments and enterprise developments created.

Further, the Ministry in charge of labour through the Ministry of Foreign affairs and corporation shall:

- i. In the search for expatriate labour, Rwanda shall give priority to searching for Rwandans with the requisite skills but working in foreign countries;

- ii. Work closely with the Ministry of Foreign Affairs and corporation to ensure that Rwandans in the diaspora have their rights respected by the host countries and in the event of violation, the government diplomatically intervenes to secure redress. In this regard, the Ministry of Public service and Labour will liaise with the Ministry of Foreign Affairs to secure the posting of labour attachés to Rwandan missions abroad in key destination countries to handle issues relating to workers' rights and obligations.

Section 4: Migration data

Outcome: To make a well informed Labour Migration Management based on migration available

A Labour Mobility Management Information System containing all official information and gender disaggregated statistics on labour migration is critical for making sound decisions on labour migration.

A Labour Mobility Management Information System shall be developed to help gather reliable and accurate data on labour migrants abroad by gender, professions, duration of stay, wages and salaries and working conditions. It will also make it possible to store, update and recover useful data by means of analysis and communication. Through the information system, opportunities for deployment abroad, taking into account brain drain concerns will be promoted. In addition, migrant workers will be kept informed of socioeconomic developments and investment opportunities in Rwanda.

❖ *Key components of managing migration data include:*

4.1 Building up a knowledge base through data generation and improvement on research

- i. The Labour Mobility Management Information Analysis (LMIA) is expected to take charge of disseminating information about the Rwandan environment to migrants coming into the country and giving information about countries of destinations to Rwandans who are leaving the country for employment purposes.
- ii. A data bank containing information about emigrants and their skills leaving the country and the destination countries and a web portal containing investment opportunities in the country shall be availed to both policy makers and diaspora respectively;
- iii. There is a need to systematically collect accurate and up to date information on both the domestic and foreign labour markets and Education/Training institutions;

- iv. Surveys on skills available in the country will also help in negotiation of BLA and signing of MoUs. Rwanda Development Board (RDB), National Institute of Statistics (NISR), The Ministry of Education and The Ministry of Public Service and Labour shall keep institutions involved in labour mobility about the stock of skills in the country to avoid brain drain;
- v. Creation of Human Capital Website and regularly update it, inclusion of section on business and investment opportunities in Rwanda and a mailing list through which nationals in the diaspora can be contacted;
- vi. Develop systemized registration mechanisms at Embassies;
- vii. Improve registration and monitoring systems for return migrant workers at arrival and border checkpoints.

Section 5: Developing and maintaining skills

The labour market situation in Rwanda, supply of labour in many sectors has by far outweighed the local market to absorb the same. Nonetheless, there are certain areas where the demand of skills outweighs the availability of those specialized skills in the local market.

It is also the reality that there are labour needs in foreign destinations that can help absorb Rwandan local labour. Nonetheless, there is need to regulate the flow of labour to foreign countries in order to monitor and ensure respect for the rights of the citizens.

To be able to source and market the available skills in the local labour market, there is need to develop and maintain an up-to-date inventory of all the skills available in the local labour market. It is also absolutely essential that all informal skills in the local labour market are formalized through running efficient, relevant and market responsive trade tests and trade certifications to keep citizens competitive anywhere in the world where their services may be required. The foregoing will also help to avoid a situation where employers outsource skills from foreign countries when the same skills are available on local labour market.

❖ *Key components of developing and maintaining skills include:*

5.1 Enhancing Skills Development to meet National and International needs

The policy encourages review of skills development training structures and systems to take into account the importance of quality in education and emerging labour market needs.

In this regard, the following actions shall be undertaken:

- i. Raise skill levels of workers to higher standards to improve their employment opportunities at home and abroad;
- ii. Develop financial support schemes to help the youth acquire skills that are sought on domestic and foreign labour market;
- iii. Uphold freedom of employers to determine skills and qualifications desired for their staff;
- iv. Promote participation of employers and trade union organizations in the provision and funding of vocational training and skills upgrading institutions to meet required international skills requirements;
- v. Conduct a targeted massive short-term vocational training in skills on demand in foreign labour markets especially in countries with which Rwanda has already signed bi-lateral labour agreements;
- vi. Develop a system of identifying people who acquire their skills through apprenticeship and indentured learnership and formalize the skills through certifying them to make them eligible for opportunities available in foreign countries;
- vii. Develop and keep updating a skills inventory that should also be readily available to stakeholders, without compromising the right to privacy, on the Ministry's official website, Labour Market Information System (LMIS), to licensed and accredited employment agencies in Rwanda;
- viii. Make projections of human resource requirements in countries of labour and skills demand, with special attention to emerging skill requirements to anticipate meeting demand with matching skills;
- ix. Provide information for Certification of professional and technical standards for qualifications in harmony with international expectations.

5.2 Special focus for skills in labour mobility;

Given the current situation of unemployment among graduates, attention will be given to general unemployed graduates from high learning institutions (HLI) at the beginning. In the long run, the

country will identify special skills with comparative advantage to be specialized in, to maximize the benefits of labour mobility.

In this regard, the following shall be ensured;

- i. Skills to export will be determined by opportunities available in destination countries as long as working conditions and nature of jobs suits the standards of HLI graduates;
- ii. The Institutions with labour and employment under their attribution in collaboration with Ministry of Education and its line institutions will focus on developing special skills with a special focus on global labour market where the country has a comparative advantage to maximize benefits of labour mobility in the economy.

ANNEX: POLICY IMPLEMENTATION PLAN

6. IMPLEMENTATION STRATEGY OF NATIONAL LABOUR MOBILITY POLICY

Matrix: Activities, Indictors, Key Stakeholders, Responsible Institution, Timeframe, Human Resource, Budget

1.1. GOVERNANCE OF THE MIGRATION PROCESS

Outcome: Good governance of labour mobility promoted in line with international norms

Output	Activities	Indicator	Key Stakeholders	Responsible Institution	Date/Time frame	Human Resource	Budget in Rwf
1.1 Decision Makers involvement as foundation for national labour mobility governance.	i) Ratification of international Conventions related to labour migration (ILO C-97 and 143) ii) Request ILO and IOM technical assistance towards effective implementation of ratified Conventions	Compliance with international labour standards National Labour Council engagement in and support for labour mobility regulation and administration enhanced	MINAFFET, IOM, ILO, DGIE, Trade Unions, Civil Society, NLC, MINIJUST, Parliament	MIFOTRA, RDB	2019-2023	Existing Human Resource	
1.2 Strengthen rules and regulations for effective and efficient administration	i) Streamline emigration procedures for workers and reduce migration costs	Clear and specific regulations for efficient administration of labour emigration established	MIFOTRA, MINAFFET, RDB, DGIE, IOM, Trade Unions, Civil	DGIE, RDB and MIFOTRA	2019-2023	Existing Human Resource	8,000,000

<p>of labour mobility</p>	<p>ii) Review and revise the rules and procedures in place for access to travel documents</p> <p>iii) Develop the labour mobility implementation guidelines</p> <p>iv) Review guidelines/conditions covering recruitment for employment outside</p>	<p>Streamlined administrative procedures for issuing travel documents for Rwandans</p> <p>Clear guidelines for recruitment, monitoring of recruitment process, agencies held to high standards of conduct.</p> <p>Administrative support for labour emigration conditions of dignity, security and justice.</p>	<p>Society, PESCs</p>				
<p>1.3 Strengthen the existing institutional framework for labour mobility and enhance coordination with other concerned Ministries and Institutions of Government.</p>	<p>i) Ensure adequate resourcing and capacity for the responsible department in the Ministry of Public Service and Labour, RDB</p> <p>ii) Define roles and responsibilities of other Ministries and Institutions regarding pertinent activity touching on labour mobility.</p>	<p>Coherent initiative and administration on labour mobility from the competent government authority.</p> <p>Coordinated policy, administration and action across the multiple labour, productivity and social protection concerns of</p>	<p>MINECOFIN, All key stakeholders</p>	<p>MIFOTRA, RDB</p>	<p>Continuou s</p>	<p>Existing Human Resource</p>	<p>1,000,000</p>

	<p>iii) Establish a coordinating mechanism among the various Ministries and institutions involved in labour migration issues.</p> <p>iv) Continuously monitor & evaluate the progress made by TWG meetings addressing labour emigration related issues and agendas.</p> <p>v) Establishment of Foreign Employment Recruitment Committee</p>	<p>government with labour emigration.</p> <p>Clear division of responsibilities among the concerned Ministries & Institutions defined</p> <p>Regular and effective consultation, coordination and policy coherency across government as a whole in addressing labour migration and its related concerns.</p> <p>Transparency in recruitment activities of Private employment agencies</p>					
1.4 Ensure competency and capacity of all concerned staff of government and partners to effectively and knowledgeably	i) Organize tripartite+ capacity building seminars and training workshops on labour migration and/or specific aspects at national level.	Development of competent focal persons in government administrations and other concerned stakeholder organizations capable and competent to effectively carry out responsibilities, deliver	MIFOTRA, RDB, IOM, RMI, ILO, Trade Unions, Civil Society	MIFOTRA, RDB	2019-2023	RDB, International Expert from IOM	50,000,000

conduct their responsibilities	<p>ii) Include labour migration components in general training workshops, courses for government officials and partners.</p> <p>iii) Mobilization of funds for capacity building agenda</p> <p>iv) Advocate for a need to have regular participation of government officials in international conference on labour mobility</p>	<p>services, and ensure policy implementation.</p> <p>Increased effectiveness and efficiency in use of public funding and staff resources</p> <p>Improved credibility of government and other actors with international partners</p>					
1.5 Ensure full participation of key labour mobility stakeholders in policy elaboration,	i) Ensure that National Labour Council and the accredited Association of Private Recruiters are brought on board.	Elaboration of specific knowledge, concerns, and recommendations from key ‘operational’ partners in labour mobility; employers who engage workers and unions who represent them, in case of immigration.	MINAFFET, DGIE, IOM, Trade Union, Civil Society, PESCs, PSF, Private Recruitment Companies	RDB, MIFOTRA	2018-2019	Existing Human Resource	

implementation and evaluation	ii) Establish mechanisms for informing and capacity building of TWG.	Obtaining common views and cooperation among partners on emigration issues. Enhance compliance with governance policy and administration					
--------------------------------------	--	---	--	--	--	--	--

2.2. PROTECTION OF MIGRANT WORKERS AND THEIR FAMILIES

Outcome: Rights of migrant workers promoted and protected and decent working conditions secured

Output	Activity	Indicator	Key Stakeholders	Responsible Institution	Date/Time frame	Human Resource	Budget (Rwf)
2.1 Ensure that rights to decent work including access to social protection are entitled to Rwandan emigrant workers.	i) Ensuring that emigrant workers receive understandable and enforceable employment contracts. ii) Monitor conditions of work for Rwandan women and men emigrant workers in destination countries	Mechanisms provided for the prevention & protection of emigrant workers against abuse and exploitation.	RSSB, MINSANTE, DGIE, Trade Union, Civil Society, MININTER, IOM, MIGEPROF	MIFOTRA, RDB, RSSB, RNP	2019-2023	Existing Human Resource	40,000,000

	<p>iii) Establish measures to prevent & protect emigrant workers from falling into situations of trafficking and forced labour.</p> <p>iv) Employ signed agreements and MoUs where applicable to ensure decent working conditions for emigrant workers</p> <p>v) Incorporate components of Decent Work into Bilateral Labour Agreements and MoUs.</p> <p>vi) Negotiate social security agreements with destination countries where possible.</p>	<p>Employers respect of terms and conditions in contracts enhanced</p> <p>Expanded social security coverage for migrant workers.</p>					
2.2 Ensure non-discrimination and equality of	i) Revise labour law and administrative regulations to ensure that	Measures adopted to ensure national labour legislation and regulations adequately covers	MIFOTRA, National Labour	MIFOTRA	Continuous	Existing Human Resource	1,000,000

<p>treatment for all workers, migrants and Nationals abroad and at home.</p>	<p>non-discrimination and equality of treatment are provided for.</p> <p>ii) Establish specific policy plan to sensitize employers, workers and the public on non-discrimination.</p> <p>iii) Harmonization of Rwandan Labour law with Regional and International labour laws</p>	<p>male and female foreign migrant workers</p> <p>Mechanisms for effective supervision of non-discrimination legislation in place</p>	<p>Council, MINJUST, MIGEPROF, DGIE, RDB</p>				
<p>2.3 Ensure that all employment of migrant workers is subject to labour standards and regulations.</p>	<p>i) Review national labour law and labour regulations to ensure that migrant workers are covered</p> <p>ii) Extend labour inspection activities and labour law enforcement to workplaces where migrant workers may be present</p>	<p>Equal treatment to both nationals and migrant workers</p>	<p>MIFOTRA, RDB, NLC, DGIE, MINJUST, ILO</p>	<p>MIFOTRA</p>	<p>2019-2023</p>	<p>Existing Human Resource</p>	<p>25,000,000</p>

	<p>iii) Provide specialized training to labour inspectors to ensure ability to address migrant specific concerns.</p> <p>iv) Elaborate specific model labour contracts for foreign workers/ under Labour law</p> <p>v) Ensure specific coverage of labour contract issuance and enforcement in bilateral and multilateral international agreements on labour migration.</p>						
2.4 Workers are better equipped to make informed decisions on migration for employment.	<p>i) Identify relevant partners for developing and conducting labour emigrants orientation programs.</p> <p>ii) Prepare and disseminate information materials for awareness raising and training on</p>	Emigrant workers make well informed decisions	MIFOTRA, IOM, ILO, KESC, Private Recruiting Agencies and All concerned Ministries	RDB, MIFOTRA	2019-2023	IOM consultants	25,000,000

	regular labour mobility opportunities, and risks of irregular mobility iii) Conduct awareness training and pre-departure orientation programs on situation in destination countries, conditions of work, rights and obligations, and redress procedures		and Institutions				
2.5 Fairness and protection in recruitment for employment abroad through supervision and monitoring of recruitment activities.	i) License and monitor all agencies engaged in the recruitment of migrant workers for overseas employment to ensure accountability, prevent unethical practices and avert abuse in the recruitment process	Legal, registered & licensed recruitment agencies in place Reduction of abusive recruitment practices Labour mobility occurs under conditions of dignity, equity, and justice	MIFOTRA, RDB, NLC, IOM, DGIE, MINAFFET	RDB, MIFOTRA	2019-2023	Existing Human Resource	5,000,000
2.6 Promote consular and diplomatic functions to protect labour emigrants and	i. Establish consular services for emigrant workers in major destinations ii. Assign labour attachés to Rwandan	Rwandan consular missions are better equipped to respond to protection and welfare needs of Rwandan workers abroad.	MIFOTRA, MINAFFET, IOM, ILO, All concerned Ministries	MINAFFET, MIFOTRA, RDB	2019-2023	Existing Human Resource	15,000,000

<p>oversee their welfare.</p>	<p>diplomatic missions where there is large presence of Rwandan migrant workers</p> <p>iii. Arrange consular officials' orientation on emigrant worker issues</p> <p>iv. Launch outreach programs to engage with the diaspora communities through Rwanda missions in major destinations</p> <p>v. Create a network between Rwanda emigrant workers and missions in destination countries</p> <p>vi. Ensure protection components in bilateral labour agreements and MoUs with major destination countries</p> <p>vii. Identify countries for negotiation of</p>	<p>Labour migrants welfare preserved</p> <p>The role of Rwandan diasporas in home development is recognized in national policy</p> <p>Bilateral cooperation on labour migration strengthened.</p>	<p>and departments</p>				
--------------------------------------	---	---	------------------------	--	--	--	--

	<p>agreements and study feasibility of entering into agreements</p> <p>viii. Study good practices and prepare model MoU text, with reference to ILO Recommendation 86 on model BLA</p> <p>ix. Negotiate Bilateral Labour Agreements and MoUs with concerned governments</p>						
<p>2.7 Policies and programs for welfare of labour emigrants, return labour emigrants and families left behind strengthened</p>	<p>i) Assess existing mechanisms for insurance and welfare provisions</p> <p>ii) Provide insurance coverage and welfare fund/facilities for emigrant workers and their families</p> <p>ii) Propose establishment/</p>	<p>Reduction in social costs of emigration through welfare services to families left behind.</p> <p>More effective contributions to the economy by returning emigrant workers.</p>	<p>MINAFFET, ILO, IOM and All concerned Ministries and Institutions</p>	<p>MIFOTRA, MINALOC, RDB, RSSB</p>	<p>2019-2023</p>	<p>Existing Human Resource</p>	<p>5,000,000</p>

	<p>improvement of insurance and welfare coverage</p> <p>iii) Establish employment/ reintegration services for returning workers</p> <p>iv) Provide appropriate training to concerned agencies/officials for administration of welfare services.</p>	Improved institutional capacity of concerned agencies to assist returnees and families left behind.					
--	---	---	--	--	--	--	--

3.3. HARNESSING LABOUR MOBILITY AND DEVELOPMENT

Outcome: Positive linkages between labour migration and national development, employment and poverty alleviation programs strengthened

Output	Activity	Indicator	Key Stakeholders	Responsible Institution	Date/Time frame	Human Resource	Budget in Rwf
3.1 Integrate labour mobility issues into national planning and	<p>i. Consultation meetings with donors, IOM team and other International Agencies on incorporation of emigration issues into development planning.</p> <p>ii. Explore and review planning documents to incorporate labour</p>	Improved development benefits from labour mobility.	MIFOTRA, RDB, RSSB, MINECOFIN, MINAFFET, IOM and All concerned	MIFOTRA, RDB, RSSB, MINECOFI N	2019-2023	Existing Human Resource	5,000,000

<p>promote decent work</p>	<p>emigration in Rwanda’s EDPRS especially PYE</p> <p>iii. Identification of skills in demand and priority sectors abroad</p> <p>iv. Engaging concerned sectors to customize the identified skills in their planning priority activities</p> <p>v. Establish exportation framework and engage donors to support in bilateral labour arrangements in destination countries</p> <p>vi. Follow-up of exported skills in destination countries in collaboration with diplomatic offices/embassy</p> <p>vii. Develop a framework for solidarity scheme among migrant workers</p>	<p>Movement towards a more coherent approach to emigration by the International Community.</p>	<p>Ministries and Institutions</p>				
<p>3.2 Link employment and labour mobility issues in</p>	<p>i. Establish labour market monitoring function to identify labour and skills demand in countries of deployment, with</p>	<p>Improved skills and technology transfer</p>	<p>MIFOTRA and All concerned</p>	<p>MIFOTRA, RDB</p>	<p>2019-2023</p>	<p>Existing Human Resource</p>	<p>10,000,000</p>

<p>policy and practice</p>	<p>special attention to emerging skill requirements.</p> <p>ii. Identify and link employment opportunities abroad with available local skills, taking into account brain drain concerns</p> <p>iii. Provide a framework to establish rare skills from Diaspora for the priority Sector of Rwandan Economy</p> <p>iv. Identify rare skills in Diaspora required by Rwandan economy</p> <p>v. Develop a framework for strengthening internships locally and abroad</p> <p>vi. Negotiate and sign MoUs with international organizations to take-up internees</p>		<p>Ministries and institutions</p>				
<p>3.3 Upgrade skills and vocational training in Rwanda to meet domestic</p>	<p>i. Assess and align existing training institutions and curriculum vis-à-vis current and emerging labour market needs at home and abroad</p>	<p>Diversification of skills of emigrant workers.</p>	<p>MIFOTRA, MINAFFET, WDA, RP, ILO, IOM, PSF</p>	<p>MINEDUC, RDB</p>	<p>2019-2023</p>	<p>Existing Human Resource</p>	

<p>and foreign labour market needs, in harmony with international qualification standards</p>	<p>ii. Establish or strengthen appropriate training programs for workers to acquire skills in demand internationally</p> <p>iii. Upgrade certification of professional and technical standards for qualifications in harmony with international expectations</p>	<p>Improved employment and productivity at home and abroad</p>					
<p>3.4 Create conducive environment for attracting emigrant remittances, diaspora investments and technology transfers</p>	<p>i. Work with destination countries and local financial institutions to facilitate remittance transfers and lower remittance costs</p> <p>ii. Provide information to diaspora on local investment opportunities</p> <p>iii. Promote networking of scientific diasporas to bridge skills gap in priority Sectors</p>	<p>Increased inflow of remittances and their productive utilization</p> <p>Increased investments by diaspora leading to higher GDP growth</p> <p>Increased skills and technology transfers by Rwandese diaspora.</p>	<p>MIFOTRA, NCST, BNR</p>	<p>MINECOFIN, MINAFFET, RDB</p>	<p>2019-2023</p>	<p>Existing Human Resource</p>	
<p>3.5 Negotiate bilateral agreements and MOUs with major</p>	<p>i) Identify countries for negotiation of labour agreements and study feasibility for entering into labour agreements</p>	<p>Bilateral cooperation on migration strengthened</p>	<p>IOM and All concerned Ministries and Institutions</p>	<p>MIFOTRA, MINAFFET, RDB</p>	<p>Continuous</p>	<p>Existing Human Resource and IOM Internation</p>	<p>40,000,000</p>

destination countries	ii. Study good practices to improve labour migration management in the country						al Consultant
	iii. Negotiate bilateral labour agreements and MoUs						

4.4. LABOUR MOBILITY MANAGEMENT DATA SYSTEM

Outcome: To make a well informed labour migration management based on data on migration available

Specific Objectives	Activity	Indicator	Key Stakeholders	Responsible Institution	Date/ Timeframe	Human Resource	Budget in Rwf
4.1 Upgrading the knowledge and skills data base for evidence based policy making	i) Improve and disseminate gender-disaggregated data on stocks and flows of women and men emigrant workers and foreigners in the country by skills, sectors of employment, destination countries, remittances, etc. (using International Labour Migration –ILM- database indicators)	Policymakers have access to reliable data and information. Potential employers abroad obtain access to information about available skills and labour from Rwanda	MINEDUC, WDA	RDB, MINAFFET, DGIE, NISR	2019-2023	Existing Human Resource and IOM International Consultant	30,000,000
	ii) Develop the database of Rwandans (skills profiles, CVs) available for deployment abroad	Destination countries have access to the					

	<p>iii) Develop an integrated and comprehensive communication strategy for the labour mobility policy implementation</p> <p>iv) Establish data interface and exchange with the global ILM database</p> <p>v) Enhance skills profile exchange with potential destination countries</p> <p>vi) Utilize and update assessments and forecast of future skills needed</p> <p>vii) Commission research studies on emerging and future labour migration phenomena, issues, and trends likely to affect policy (for example forecasting potential future skills and labour needs in Rwanda)</p>	<p>profile of Rwandan skills and labour on offer.</p> <p>Long term, Rwandan employers should obtain information about needed skills available in other countries as similar systems are established elsewhere, for example in other EAC countries.</p>					
--	---	--	--	--	--	--	--

4.2 Labour Migration Information System containing all official information and gender disaggregated statistics on labour migration	<p>i. Develop a Labour Migration Information System that will help gather reliable and accurate data on labour migrants abroad by gender, professions, duration of stay, wages and salaries and working conditions.</p> <p>ii. Creation of Human Capital Website and regularly update it, inclusion of section on business and investment opportunities in Rwanda.</p> <p>iii. Develop systemized registration mechanisms at Embassies.</p>	Well informed policies and management	MIFOTRA, NISR, DGIE, LMIS and All concerned Ministries	RDB, DGIE	2019-2023	Existing Human Resource and IOM International Consultant	10,000,000
Total							270,000,000

7. Financial Implication

The financial implications of this Policy are summarized by strategic objective / area of intervention below.

Intervention	Budget
Good governance of labour mobility promoted in line with international norms	70,000,000
Decision Makers involvement as foundation for national labour mobility governance.	10,000,000
Strengthen rules and regulations for effective and efficient administration of labour mobility	70,000,000
Strengthen the existing institutional framework for labour mobility and enhance coordination with other concerned Ministries and Institutions of Government.	100,000,000
Ensure competency and capacity of all concerned staff of government and partners to effectively and knowledgeable conduct their responsibilities	50,000,000
Rights of migrant workers promoted and protected and decent working conditions secured	
Ensure that rights to decent work including access to social protection are entitled to Rwandan emigrant workers.	40,000,000
Ensure non-discrimination and equality of treatment for all workers, migrants and Nationals abroad and at home.	50,000,000
Ensure that all employment of migrant workers is subject to labour standards and regulations.	50,000,000
Workers are better equipped to make informed decisions on migration for employment.	50,000,000
Fairness and protection in recruitment for employment abroad through supervision and monitoring of recruitment activities.	50,000,000
Promote consular and diplomatic functions to protect labour emigrants and oversee their welfare.	150,000,000
Policies and programs for welfare of labour emigrants, return labour emigrants and families left	50,000,000
Positive linkages between labour migration and national development, employment and poverty alleviation programs strengthened	
Integrate labour mobility issues into national planning and promote decent work	80,000,000
Link employment and labour mobility issues in policy and practice	20,000,000
Create conducive environment for attracting emigrant remittances, diaspora investments and technology transfers	50,000,000

Intervention	Budget
Negotiate bilateral agreements and MOUs with major destination countries	80,000,000
To make a well informed labour migration management based on data on migration available	
Upgrading the knowledge and skills data base for evidence based policy making	30,000,000
Labour Migration Information System containing all official information and gender disaggregated statistics on labour emigration	60,000,000
Total	1,050,000,000