



CONTRIBUTION OF REWU IN THE EMPLOYMENT FORMALIZATION IN RWANDA MINING EXTRACTIVE INDUSTRY



**Rwanda Extractive Industry
Workers Union, World Vision,
Northern Province commit to
end child labour and child
abuse**

**NORTHERN
PROVINCE MINING
SECTOR REVIEW
MEETING
CONVENED**



***Mutsindashyaka Andre,
Secretary General of
REWU***

FOREWORD

REWU is a Rwandan Extractive industry Workers Union, which is organizing all workers in Mining, Quarry Companies and cooperatives in Rwanda since 2014 and has a sounding experience in social dialogue with mine and quarry companies owners as well as to organize, mobilize and sensitize their employees. This sector employs around 120,000 workers.

WORLD VISION, REWU PARTNER TO FIGHT AGAINST ALL FORMS OF CHILD ABUSE

Uruhare rwanjye nawe, kurwanya gusambanya abana no kubakoresha imirimo mibi



GUESTS



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**Child Protection Specialist
World Vision Rwanda**

MPAKANIYE Hassan Jean Claude

**Umuhuzabikorwa w' imishinga
muri sendika REWU**

From 17th July 2020, through their Existing partnership, Rwanda Extractive Industry Workers Union (REWU), World Vision Rwanda and other partners are conducting sensitization campaign against Child sexual exploitation as well as Child labour. The campaign seeks to end exploitation of children through any form of work that deprives them of their childhood, and interference with their ability to attend regular schools.

Campaigns aired via Radio Rwanda as well as other Five community Radios namely RC Rusizi, RC Musanze, RC Rubavu, RC Huye and RC Nyagatare as well as on BTN TV through the weekly program.

Within the programs, they emphasise on child rights of children, child sexual abuse and child labour and what the law says about child abuse and Child labour.

Based on questions raised it emerged that parents have not enough information about Child abuse and child labour which is why there is a need for the continuous sensitizations.

Parents requested that REWU and World Vision should find if there could be more time allocated to the program to ensure the fruitful discussions in order to fully meet the expected outcomes.

According to Jean Claude Mpakaniye, Project Coordinator in REWU they want to eradicate the great number of children still being involved in various unsocial behaviour as well as child labour in sand extraction, trading sugarcanes because these types of works have led to the increased number of school dropout.

Parents have raised the questions on what punishments that can be handed to those who abuse children as well as involving in child labour. They also mentioned that children put themselves in hard labour and other forms of abuses that deprive them their rights simply because they are looking for money or other forms of paybacks to satisfy their short-term needs through unconventional means. During these programs, audience requested that since the program is very timely and needed by many, it should be broadcast regularly and provide enough space for interactions with the general public.

Nyagatare: Parents afraid of Overwhelming effects that Covid 19 will have on their children



Parents in Nyagatare District in the Eastern Province of Rwanda are afraid of overwhelming effects that COVID 19 will have on their children especially during this time when schools are yet to be reopened. They said that since March when the Government decided to close schools as part of the measures taken to control the spread of Corona Virus, school children have started to get tired of Staying at Home hence some of them have decided to seek jobs and to involve in Sugar canes trade irrespective the age.

According to Musabyimana Deogratias, Coordinator of Eastern and Northern Provinces in Rwanda Extractive Industry Workers Union (REWU), the growing number of children involved in sugar canes trades and also in brickyard works is a call to all stakeholders in child protection to put more joint efforts in ending such a problem while at the same time looking for sustainable solution.

He said that "I was in Nyagatare to conduct a sensitization campaign on the protection of child from child labour and sexual abuse on community Radio (RBA Nyagatare), and we received information that these days children are risking to face alarming effects of COVID 19 since many of them are no longer resisting to stay at home and consequently they join sugar canes trading businesses as well as working in brickyards"

Mr. Musabyimana explains that after the radio talk show, he immediately went to field to assess the issue on the ground.

"For instance, in Mimuli Sector, based on information we received and again with our field observation, we found children who are under the age of 14 who work in the sugar cane business." He said. "They are little boys and even girls. Parents told us that it is very worrying adding that long before COVID 19, the issue was not there because these children had to go to school." Musabyimana explains. He added that the issue of child labour is not in Mimuli sector only noting that also in Nyagatare sector there is another challenge of Children who work in brick factories.

For instance, he said, "there are still a growing number of children who works in Bricks making activities. However, on the side of factories owners, they always warn that no children are allowed in such activities." The Owner of Mutoni Company Ltd which owns a brick factory in Nyagatare sector told Mr. Musabyimana that they always work with local leaders to get rid of all children in such activities.



She said that on their side they keep doing awareness campaigns to prevent reappearance of children involved in bricks making activities.

With the increase of such cases, **Rwanda Extractive Industry Workers Union (REWU), World Vision Rwanda and other partners** are conducting sensitization campaign against Child sexual exploitation as well as Child labour.

The campaign, which mostly use RBA Radio Stations and field visits, seeks to end exploitation of children through any form of work that deprives them of their childhood, and interference with their ability to attend regular schools. In the past years many underage children were found in hard labour activities such as sugar cane trading, mining activities, carrying Heavy objects among others.

However, as campaigns were intensified, the number of cases has decreased comparing to the past. For instance, Mr. Musabyimana, REWU coordinator in the Northern and Eastern region said that in Mining sector and Sand extraction activities where many underage children used to be found, cases have significantly decreased. He said that "This was due to sensitization campaign in mining and extractive Industry. The challenge that we are facing today is that some children themselves involve. That's where you find them in sugar cane trading as well as bricks making. So, there is a need for continuous advocacy and mobilization to remove all barriers that drive children their rights."

According to the Law, In Rwanda, Law Number 66/2018 Of 30/08/2018 regarding Labour, Article 6 shows the prohibited forms of Works for the child.

The Law states that It is prohibited to subject a child below the age of eighteen (18) years to any of the following forms of work: forms of work which are physically harmful to the child; work underground, under water, at dangerous heights or in confined spaces; work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads; work in an environment which exposes the child to temperatures, noise levels or vibrations damaging to his/her health; as well as to work for long hours or during the night or work performed in confined spaces.

NORTHERN PROVINCE

Rwanda Extractive Industry Workers Union, World Vision, Northern Province commit to end child labour and child abuse



Rwanda Extractive Industry Workers Union (REWU), World Vision Rwanda and the Northern Province have committed to end child labour and Child sexual abuse through a five-year campaign dubbed “It takes Everyone’s Role” (ITER).The commitment was made on Friday, October 9, 2020 in the Northern Province during a joint meeting with key players in this campaign.

ITER was Launched in 2018 covering 7 districts of Gakenke, Gicumbi, Karongi, Rutsiro, Rusizi, Huye, and Gatsibo.

REWU’s secretary general, André Mutsindashyaka, explained that the reason they organized the five-year campaign is to play a role in the eradication of child abuse and Child labour in all sectors including mining sector.

He believes that the Rwandan society is threatened by the fact that its children are being exploited and they are being denied the rights they are entitled to as children.

“There are raise of GBV cases, and we have found that children are mostly affected family disputes which is why some get exploited in hard labour also child labour like in sugarcane plantations/businesses, in brickyards or sand extraction and consequently they are denied right to education for instance,” he said.

“We want these children to be protected from such prohibited activities because tomorrow they will be the ones who will make the best decisions for the benefit of the country.” Mutsindashyaka added

In this five-year campaign, REWU partners with World Vision and the Northern Province administration to carry out all planned activities in order to achieve the zero Child labour and child abuse in the Northern Province.

By 2023, the project campaign will contribute to increased protection of children from child labour and sexual abuse with three outcomes such as:

Outcome 1: Strengthened prevention measures against child labour and sexual abuse in Rwandan communities

Outcome 2: Enhanced response mechanisms against child labour and sexual abuse in communities

Outcome 3: Improved resilience and hope for child victims of sexual abuse and child labour in communities.

The Senior Operations at World Vision Rwanda, Edouard Musoni says that both child abuse and child labour make them grow poorly and prematurely adding that there are also parents who have deviated from their responsibilities.

He says that some children have taken home responsibilities at a young age, so that there is a need to find tangible solutions to the problem while the government and its partners continue to work together for a long-term solution.

Musoni also said that measures should be taken to prevent child abuse and to punish those who commit such crimes. It is expected that the campaign will reach and impact approximately Two (2) million children across the country.

The Governor of the Northern Province, Hon. Jean Marie Vianney Gatabaza, says authorities as well as citizens themselves should stand up against child exploitation.

"The children who are raped are mentally affected though are the hope of our country," he said. "Once these children become parents prematurely, they are likely to become poor and their families are affected. We are grateful to these partners; we are going to work with other agencies including Rwanda Investigation Bureau to prevent and bring to justice the offenders." Gatabazi noted.

On the issue of children involved in child labour, Hon. Gatabazi says they are going to address the issue starting with their employers. About 424 pregnant teenagers under the age of 18 have been registered in the Northern Province this year 2020.

Nearly every day in the Northern Province you will find children in sugarcane plantations and others being used in smuggling activities from or to Uganda.

The Governor said "such child labour should stop." All districts in the northern province were urged to come up with tangible solutions to child labour and sexual abuse as soon as possible.

Northern Province Mining Sector Review Meeting convened

BY ANGE DE LA VICTOIRE DUSABEMUNGU

On Friday, October 16, 2020, a meeting organized in collaboration with the Rwanda Mining, Petroleum and Gas Board (RMB) and the Northern Province was held to discuss ways to make mining sector more professional, compliance to the mining law and productivity.

The meeting, which took place in Musanze District was chaired by the Governor of the Northern Province Gatabazi Jean Marie Vianey together with the Deputy Director General of RMB, Dr. Twagirashema Ivan.

It was also attended by the District Mayors in the Northern Province and investors in the mining sector.

During this meeting, Governor Gatabazi requested Mining investors to bring young people into the profession since the sector which is a backbone of the country's economic growth also needs fresh minds to develop faster.

Governor Gatabazi also urged miners to better protect the environment where they work and to be more cooperative in the mining sector.

While addressing the meeting, Dr. Twagirashema pointed out that the mining sector has a significant role to play in the Rwandan economy, where it is expected to generate \$ 800 million in foreign exchange in the year 2020.



He also assured the miners that the process of obtaining mining licenses has been eased.

The Secretary General of the Rwanda Extractive Industry Workers Union (REWU), Mr. Mutsindashyaka Andre who was also attending recalled that in order to do professional mining, there a list of obligation an employer should fulfill among them are "treating employees well, giving them the value, and employment contracts, getting them insurance, and getting paid via financial institutions" adding that "this will make employees productive in their respective workplaces.

"Referring to the role of REWU, Governor Gatabazi noted that employers should not be a hindrance to preventing workers from joining the union, as there are positive changes being brought about by this organization. He calls for the services provided by the RMB inspectors in the districts to be improved in cooperation Current statistics in Mining and quarrying Industry.

According to statistics from RMB, the Mining current situation before and after COVID 19 show that before COVID 19 the sector employed 60,000 Mines

employees and 41,800 Mines employees during the outbreak. On the side of quarries there are 22,000 Quarry employees at present and about Rwf 3 Billion was so far generated compared to Rwf 5 billion earned in 2019. The targeted amount from Mining revenues are \$ 800 million target in the year 2020 and \$ 1.5 billion target for 2024. The meeting requests that Mining deaths must be stopped. According to the statistics from January 2020, 51 accidents were recorded, 55 deaths and 38 serious injuries as well as 21 minor injuries.

According to the hosts, as COVID 19 is gradually coming down and effective prevention measures, mining is now expected to generate more cash, requiring miners and unions to be more involved. Jean Malik Kalima, the chairperson of the Rwanda Mining Association commends the Governor of the Northern Province for helping the miners while at the same time appreciating the cooperation with RMB and REWU. Kalima said that miners are ready for the development of the profession as per the guidance of RMB

CONTRIBUTION OF REWU IN THE EMPLOYMENT FORMALIZATION IN RWANDA MINING EXTRACTIVE INDUSTRY



Rwanda Extractive industry Workers Union (REWU) continues its campaign to change the traditional way of working in mining Industry. The mindset change will be among the leading factors that will enable Rwanda's mining Industry to harvest \$ 1.5 billion a year by 2024 as a target. To achieve this, various measures, including professional mining will contribute towards an increased income from the Mining industry which is second among the country's largest foreign exchange earnings.

Regarding professional development, employees in this profession should also be given due consideration and special attention so that they are involved in increasing productivity in their respective companies. Responding to TOPAFRICANEWS reporter, Mr. Mutsindashyaka Andre, the General Secretary of REWU revealed that since the creation of REWU in 2014, the mining industry has gone through various reforms which also touched the Employees and employers conducts in this growing industry.

He said that "employees should be honest in their responsibilities, take care of their safety and health at their workplaces, because when they do well, they increase productivity and make their employers consider their commitments which also play an influencing role during the time negotiations of Salaries 'increment'. For professional mining, REWU requests that:

1. Employers give written contracts to their employees, as it protects employees from constantly changing their workplaces due to lack of employment contracts.
2. Paying workers on a regular basis without emphasizing on how much production they have made, simply because a hired worker who extract minerals or digs stones in a quarry every day may end without reaching that production but that does not mean he has done nothing; "The hired employee should be rewarded because he or she actually does the job, even if the minimum wage is

yet to be fixed but this does not preclude the employee from being paid." Mutsindashyaka explained.

3. Employers should include all employees in retirement and occupational insurances. Here miners should also be included in the insurance provided by the Rwanda Social Security Board (RSSB).

4. Employees should receive their remuneration through banks or Saving and Credit Cooperatives (SACCOs), because this in turn contributes to better participation in the savings program which is still low among miners;

5. Workers should be given Personal Protection Equipment (PPE) due to the nature of this profession.



The REWU trade union is also campaigning for other reforms among them are:

1. Sensitizing mining workers to have health insurance (Mutuelle de sante) provided by RSSB or other health insurance;

2. Sensitizing mining workers to join the EJO HEZA savings scheme program.

3. Sensitizing mining workers and employers to prevent and fight against worst form child labour Among the other needs in the profession, is to facilitate miners to get Knowledge certification through training.

"This will make it possible for professional workers in the country to be certified in mining, so a short-term training course will be provided to increase their skills in the field." Mutsindashyaka explains

He added that once the sector's employment scheme is formalized, it will provide a lot of opportunities for those who want to enter the profession and possible creation of more jobs, since the infrastructure development sector around the country is increasing, which requires mining and extracted materials to be used in the construction of those infrastructures.

"So, there will be a need for more qualified workers to carry out mining and quarrying activities." Mutsindashyaka concluded

REWU Secretary General meets Rutongo Mines General Manager Over Employees suspension



As part of follow up on the implementation of labor law among the security staff restructuring in Rutongo mines, the Secretary General of the Rwanda Extractive Workers Union-REWU trade union had a meeting with the General manager of Rutongo Mines.

Both parties agreed on the criteria to be considered in deciding on employees who will be suspended after restructuring as settled by labor law, and agreed on the respect of international labor convention No.135 regarding the protection of trade union and staff representative during the reshuffle in the company.

The talks also focused on the suspension of REWU Trade Union representatives in Rutongo Mines.

After REWU's advocacy they were reinstated and currently have resumed their tasks in the company.

MUHANGA: CLAY BRICKS PRODUCERS ELECT TRADE UNION COMMITTEE LEADERS



Rwanda Extractive Industry Workers Union (REWU) continues its sensitization campaign to bring together all workers in mining and quarry sector as part of contribution to strengthening the Industry and improving the productivity.

This process includes uniting them through Trade Unions and continuing to advocate for their rights and wellbeing as well as their families.

Each company Trade Union must have its own representatives who are aware of the problems of their colleagues and bring them to the attention of the company management and to REWU so that the later seek solutions and where necessary advocate for them.

On Monday, October 19, 2020, Shyogwe based Clay bricks company in Muhanga District elected a Committee representing them in an event attended by the REWU Coordinator in the Southern and Western Provinces.

IN THIS UNION MEETING, IT WAS AGREED THAT THE EMPLOYEE'S SALARIES WILL FROM THIS MONTH BE PAID THROUGH THE BANK CONTRARY TO PREVIOUS PAYMENT MEANS WHEN EACH ONE HAD TO GET HIS SALARY IN HAND PAYMENT.

THEY ALSO AGREED TO START WORKING ON THE CONTRACT STARTING THIS WEEK. THE SALARY SHOULD REACH THEIR BANK ACCOUNT IN 15 WORKING DAYS.

REWU ADMINISTRATION STATES THAT THE PURPOSE IS TO MAKE THE MINING AND QUARRY BUSINESS IN RWANDA FORMAL PROFESSIONAL FROM INFORMAL AND TO COMPLY WITH THE LABOR LAWS BETWEEN THE EMPLOYER AND THE EMPLOYEES.

REWU SECRETARY GENERAL SPEAKS ON THE RIGHTS AND OBLIGATIONS OF MINING WORKERS IN RWANDA

The Secretary General of Rwanda Extractive Industry Workers Union (REWU), Mutsindashyaka André has reminded all persons working in mining sector to always abide by the law which governs the extractive and mining Industry in Rwanda.

The reminder was made on BTN TV where officials in mining sector were discussing the status of Mining sector during the time of COVID 19 which has heavily affected the mining sector as explained by officials.

Mr. Mutsindashyaka who was representing the Union members said that miners should follow all guidelines that were put in place in order to develop the Industry and make it a profitable sector for both workers and investors.

He said that in past years many workers had not contracts with their bosses until recently when companies are starting to sign contracts with employees before starting the job.

"Based on the nature of this job, every worker in mining sector should have a contract that can cover him/her during the time of unpredicted problems." Mutsindashyaka said. He added that each miner should have for instance Health Insurance Coverage and companies also have responsibility to pay Social security fees for all employees.



In addition, he calls upon all workers in Mining sector to join REWU membership Syndicate to ease the governance in the mining industry as well as to make their collective voice heard on matters that can hinder their wellbeing as workers in the Industry.

According to Mutsindashyaka, the directives does not focus on workers only, they also target employers."For instance, an employer has a responsibility of preventing Child labour or child exploitation in this sector." He said.

"Employer should not allow an underage person to do mining. This is a violation of child's right and it is punishable by the law." Mutsindashyaka explains.

New Rwanda mining directives

This year the Rwanda Mining, Petroleum and Gas Board (RMB) unveiled new strategies in June to help the mining sector to recover from the coronavirus pandemic, Mining Review Africa reported. Rwanda now targets becoming a regional mineral hub, focusing on downstream processing and trading. According to spglobal.com news article, during the recent Webinar, speaker Marcus Courage, CEO of London-based Africa Practice, an Africa-focused strategic advisory firm, noted that progress on regional integration has moved faster in East Africa than in the rest of the continent.



Rwanda established its first-ever gold refinery last year, with capacity to process gold from around the continent, boosting African efforts to add value to minerals before export. There is a Rwandan-owned tin smelter in Kigali, East Africa's sole tin smelter, recently certified as conflict-free, and there are plans to establish a tantalum smelter.

RMB's strategies also involve reorganizing small-scale mining operators into licensed collective companies to be supported with international investment. Mining equipment and explosives are now to be made locally; mining and mineral exploration defined as a priority in the investment code, and a Mineral Exploration Support Fund set up.

"The aim is to attract international mineral exploration companies, and de-risk exploration investments, key to achieve industrial scale mining operations," Mining Review Africa said.

Menell said Tinco is looking at establishing tin smelting operations in Rwanda to make ingots, but that tungsten is more difficult to beneficiate locally as it is more energy intensive. Rwanda also has "interesting lithium hard-rock potential," he said. "It is a low-value commodity in its raw form and would be interesting to look at processing locally."



Rwanda
Miners seek
to revive the
Mining and
Extraction
Industry as
COVID19
continues to
pose threats

Rwanda Mining industry has not been spared out by the effects of COVID 19 despite quick resumption of mining activities after the Government announced partial removal of lockdown in May 2020. This was revealed on Sunday, 30 August 2020 during the TV talk show on BTN TV where representatives of the Industry were discussing the status of Mining sector during COVID 19 pandemic period.

The show hosted on BTN TV was organized by Rwanda Extractives Workers Union (REWU) in partnership with World Vision Rwanda.

The Sunday Talkshow is part of the ongoing Rwanda Extractive Workers Union (REWU), World Vision Rwanda and other partners campaign against Child sexual exploitation as well as Child labour which is referred as exploitation of children through any form of work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially or morally harmful.

Among the Invited guests to the Sunday's show were the Secretary General of Rwanda Extractives Workers Union Mr. Mutsindashyaka Andre, Vice Chairperson of Rwanda Miners Association, Mr Leonidas Simpenzwe as well as the Mining Extraction and Inspection Division Manager in Rwanda Mining Board, Mr. Donat Nsengumuremyi.

According to Mr. Mutsindashya, the mining sector was one of the economic sectors that were heavily affected by the corona virus outbreak. He revealed that after mining activities were resumed following the partial removal of lockdown, as of May 2020, about 40,000 workers in the mining Extraction sector regained their job.

However, Mr. Mutsindashyaka noted that there are also some others who were not able to return to work due to Health guidelines which stipulate that the workplace should be attended by the minimum number of workers to avoid possible spread of Corona Virus.



"When you look for instance from June 2020 until now, you will appreciate that really a lot of activities have resumed in the mining sites. It is very commendable because those who are working are now able to feed their families." He said.

Among the very many impacts highlighted during the talk show, there are the decrease of prices on the International market which was due to the fact that the manufacturing companies such as cars manufactures, or electronics companies stopped or decreased their activities following the border closure in all countries.

According to the Mining Extraction and Inspection Division Manager in Rwanda Mining Petroleum and Gas Board, Mr. Donat Nsengumuremyi, "the mining sector as any other business sectors has been affected by COVID 19."

He said "However, Rwanda Mining Board has intervened by putting in place guidelines to be followed during the work resumptions as well as conducting more inspections to check if the guidelines are being followed."

Mr. Nsengumuremyi explains that all of the measures were taken to prevent disorganised activities which would have violated COVID19 prevention measures since workers would start rushing for production quantity while violating prevention measures.

He added that currently the Rwanda Mining Board is working closely with members of Private Sector to find solutions to the challenges imposed by COVID 19.

They cite for instance lack of extractive equipment which followed the closure of Borders and International trade.

However, the Vice Chairperson of Rwanda Miners Association, Mr Leonidas Simpenzwe noted that after facing lack of equipment, the Government of Rwanda has Intervened where some equipments were released and there have been quick customs clearance which led to the reduction of the burden caused by the shortage of extractive equipment.

INSIDE MINING

RWANDA: MINERS TASKED TO FILL REVENUE GAP AS TOURISM FOREIGN EXCHANGE EARNINGS DROPS DUE TO COVID 19

SOUTHERN PROVINCE

Workers in mining and Extractive Industry have been reminded that while tourism production has declined sharply due to the COVID-19 epidemic they must fill the gap in the country's foreign exchange earnings,

Prior to COVID-19, the tourism sector was in the forefront of foreign exchange earnings, with mining coming in second.

The Deputy Director General of the Rwanda Mine, Petroleum and Gas Board (RMB), Dr. Twagirashema Ivan, said the country is now looking at mining to close the gap created by COVID-19 impacts on tourism sector. He made the remarks at a meeting between the miners and the Southern Province administration on October 13, 2020 in Muhanga District.

Challenges raised by miners at the meeting included the suspension of licenses as they began to invest in sustainable operations and the delay in issuing licenses to applicants.

Rugamba Robert, a representative of the miners in the South, says it is difficult to invest in sustainability when they are not sure if they will have a new license. Dr. Twagirashema called on miners to change their mind and invest in mining and increase productivity. He added that all should comply with mining and quarrying regulations.

The RMB administration said the issue of speeding up the license is going to be resolved soon.

Twagirashema said, "We have been working on the licenses of the people who applied for between 2016 and 2019. What we have decided is that the licenses that were in those years should be completed by December." He added that they would try to shorten the licensing process so that the applicants could get the results as soon as possible.

He said no one would miss a suitable excavation site because even if he was not given the place he asked for, there was another place where the excavation could take place.

The Mayor of Nyanza District, Ntazinda Erasme, says that in order to solve some of the existing problems in the field of mining, they are going to strengthen cooperation with various companies.

He pointed out that the problem of mines that have no one to exploit them is one of the most urgent issues to be addressed by handing them to the miners who are able to exploit them.

Southern Province Governor Kayitesi Alice said the partnership is a positive step forward.

Rwanda has set a goal of generating \$ 1.5 billion by 2024, which will be achieved through public-private partne



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

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

Rwanda Extractive Industry Workers Union

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