



Republic of Rwanda
**Ministry of Public Service
and Labour**

ANNUAL LABOUR INSPECTION REPORT

2023 - 2024

March, 2025

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I. INTRODUCTION

Labour Inspection is an essential service of Government which exercises the fundamental function of ensuring the Labour Law enforcement. It ensures fairness in the workplace and helps promote economic development. Compliance on labour standards is the first mission of the labour inspection in the Ministry of Public Service and Labour.

It is against this background that, every year, the Ministry of Public Service and Labour through labour inspection service at Districts level conducts inspections in private and parastatal establishments for ensuring their compliance with Labour Standards and prepares the annually report. This annual report of 2023/2024 was consolidated from District Labour Inspectors reports (from ILAS) which comprises all components related to compliance with labour standards. In general, the consolidated report of the activities of District Labor Inspectors has different parts, namely statistics of establishments registered in ILAS, compliance on labour standards, labour disputes, occupation safety and health and child labour elimination and prevention activities.

II. EXECUTIVE SUMMARY

This labour inspection report was consolidated from District Labour Inspectors report of the period from July 2023 to June 2024. It comprises the following parts: *Compliance labour inspection, Labour disputes, Occupation Safety and Health at workplace and Child labour elimination and prevention activities.*

1. Compliance labour inspection

The labour inspections were conducted in 4,146 establishments and the overall average level of compliance of the inspected establishments is estimated to 72.7%.

2. Labour disputes

Among 1,539 labour disputes received by all District Labour Inspectors in the fiscal year 2023/2024, 814 were received in 3 Districts of the City of Kigali (Gasabo 430, Kicukiro 219 and Nyarugenge 165) which represent 52.9%. The labour disputes settled amicably represent 56.5 % of the total labour disputes settled (759 out of 1,343 labour disputes settled).

3. Occupation Safety and Health at work place

The average level of compliance in occupational safety and health in 4,146 establishments inspected was 59.9%.

4. Child Labour

The total number of child labour cases identified is 31. Among them, 19 child labour cases were reported to RIB.

III.COMPLIANCE LABOUR INSPECTION

III.1 Labour Inspections Conducted

In the fiscal year 2023/2024, 4,356 establishments were planned to be inspected by all District Labour Inspectors. The table below indicates the target labour inspection of each District Labour Inspector and the number of labour inspection conducted.

Number of establishments inspected by District

N o	DISTRICT	Annual Target of inspectio ns	Conducted inspections			
			Establishments inspected	Follow up inspections	Total inspections	Implementation status (%)
01	GASABO	660	671	106	777	102
02	KICUKIRO	396	259	61	320	65
03	NYARUGENGE	528	558	67	625	106
	KIGALI CITY	1,584	1,488	234	1,722	94
04	GISAGARA	66	63	6	69	95
05	HUYE	132	125	6	131	95
06	KAMONYI	132	132	0	132	100
07	MUHANGA	132	133	7	140	101
08	NYAMAGABE	66	61	4	65	92
09	NYANZA	66	66	1	67	100
10	NYARUGURU	132	120	7	127	91
11	RUHANGO	66	66	3	69	100
	SOUTHERN PROVINCE	792	766	34	800	97
12	KARONGI	66	72	5	77	109
13	NGORORERO	66	66	0	66	100
14	NYABIHU	66	66	1	67	100
15	NYAMASHEKE	132	132	7	139	100
16	RUBAVU	132	132	7	139	100
17	RUSIZI	132	132	15	147	100
18	RUTSIRO	66	66	5	71	100
	WESTERN PROVINCE	660	666	40	706	101
19	BURERA	66	67	4	71	102
20	GAKENKE	66	66	5	71	100
21	GICUMBI	132	132	2	134	100
22	MUSANZE	132	132	4	136	100
23	RULINDO	132	132	7	139	100
	NORTHERN PROVINCE	528	529	22	551	100
24	BUGESERA	132	69	5	74	52
25	GATSIBO	132	79	1	80	60
26	KAYONZA	132	137	7	144	104
27	KIREHE	66	67	15	82	102
28	NGOMA	66	70	11	81	106
29	NYAGATARE	132	135	2	137	102
30	RWAMAGANA	132	140	9	149	106
	EASTERN PROVINCE	792	697	50	747	88
	TOTAL	4,356	4,146	380	4,526	95

III.2 Level of compliance by District

N°	DISTRICT	Number of inspected Establish ment	Number of employe es	Overall level of Complian ce (%)	Complianc e on Employme nt Contract (%)	Complian ce on Payment of Salary through Bank (%)	Complia nce on Social Security (%)	Compli ance on OSH (%)
1	BUGESERA	69	3,683	78.8	82.4	94	88.9	65.2
2	BURERA	67	2,952	77.5	69.5	95.3	97	65.9
3	GAKENKE	66	8,041	66.2	62	78.6	70.5	66.1
4	GASABO	671	41,915	72	67	89.6	85.9	63.1
5	GATSIBO	79	2,127	77.4	92.2	94.6	84.5	55.6
6	GICUMBI	132	2,435	72.7	78.7	97.1	90.8	48.7
7	GISAGARA	63	787	71.4	75	90.4	88	51.3
8	HUYE	125	2,826	74.4	64.5	79.6	75	83.6
9	KAMONYI	132	2,523	70.4	73.9	88.8	91	46.4
10	KARONGI	72	7,164	72.2	82.9	88.8	89.6	44.1
11	KAYONZA	137	5,160	77.3	77	89.8	90.1	64.8
12	KICUKIRO	259	19,655	62	53.1	91.7	90.1	43
13	KIREHE	67	1,891	76.5	82	87.3	90.8	56.7
14	MUHANGA	133	5,161	67.3	58.1	91.8	84.4	59.2
15	MUSANZE	132	3,847	71.9	63.2	90.9	89.7	62.9
16	NGOMA	70	1,564	75	79.3	93.9	91.3	54.6
17	NGORORERO	66	4,567	69.3	76	87.6	88.8	43
18	NYABIHU	66	4,788	69.2	77.9	87.8	90	39.8
19	NYAGATARE	135	2,781	75.2	77.3	88.2	84.4	63.9
20	NYAMAGABE	61	3,844	76.4	75.7	90.1	94.2	59.3
21	NYAMASHEKE	132	7,810	64.4	65.7	92.1	88.6	38.9
22	NYANZA	66	1,464	75.3	70.4	84.9	81.9	73.7
23	NYARUGENGE	558	32,702	77.8	67.4	93.5	90.7	75.2
24	NYARUGURU	120	4,385	73.8	80.5	87.3	82.5	58.5
25	RUBAVU	132	2,074	72.7	74.7	94.2	89.8	53.6
26	RUHANGO	66	1,889	73.4	68.9	90.6	81.2	70.2
27	RULINDO	132	9,314	71	78.3	93.9	90.4	44.3
28	RUSIZI	132	2,769	70	73.9	91.5	99.1	36.9
29	RUTSIRO	66	5,145	74.9	88.8	93.3	89.6	46.2
30	RWAMAGANA	140	6,300	76.2	75.5	90.8	83.7	69.3
	AVERAGE	4146	201,563	72.7	73.7	90.3	87.7	56.8

The table above highlights the average level of compliance which is estimated at 72.7%. Payment of salary through Bank has the highest level of compliance (90.3%), followed by social security contribution (87.7%). The low level of compliance is on occupation safety and health at workplace where the level of compliance is estimated at 56.8% for the inspected establishments.

III.3. Level of Compliance by Economic Activity

N°	Economic Sector	Number of inspected Establishment	Number of Employees	Overall level of Compliance (%)	Compliance on Employment Contract (%)	Compliance on Payment of Salary through Bank (%)	Compliance on Social Security (%)	Compliance on OSH (%)
1	Agriculture, forestry and fishing	115	14,125	77.9	85.3	92.1	89.7	58.6
2	Mining and quarrying	87	19,652	64.4	62.6	73.8	66.3	64.3
3	Manufacturing	587	72,666	71.3	68.1	84.7	85.1	60.6
4	Electricity, gas, steam and air conditioning supply	46	1,389	79.4	90.7	97.2	93.6	53.9
5	Water supply; sewerage, waste management and remediation activities	27	1,956	69.6	67	90.8	88	53.7
6	Construction	67	9,096	67.4	62.5	71.2	79.9	59.8
7	Wholesale and retail trade; repair of motor vehicles and motorcycles	545	5,322	71.7	66.3	91.3	88.2	60.7
8	Transportation and storage	78	3,851	68.7	63.9	92.2	91.5	50.6
9	Accommodation and food service activities	1001	16,236	65.4	57.1	86.3	79.6	59.6
10	Information and communication	42	923	81.9	89.3	97.1	91.8	64.4
11	Financial and insurance activities	199	4,237	82.5	96.9	99.4	98.4	52.1
12	Real estate activities	5	82	83.7	88.7	84	84	78.3
13	Professional, scientific and technical activities	14	281	76.2	74.5	98.7	98.7	55.3
14	Administrative and support service activities	20	2,032	70.5	66.8	95.3	77.4	67.2
15	Public administration and defense; compulsory social security	17	15,698	67.1	70.5	96.3	76	54.7
16	Education	630	14,521	75.8	81	94.6	91.3	55
17	Human health and social work activities	455	8,473	80	79.9	94.5	94.8	65.3
18	Arts, entertainment and recreation	27	350	84.1	83.1	96.9	93.3	75.9
19	Other service activities	212	10,743	73.1	73	95.9	91.3	55.1
20	Activities of households as employers; undifferentiated goods- and services-	1	11	67.7	47.2	100	100	56

	producing activities of households for own use							
21	Activities of extraterritorial organizations and bodies	4	139	71.9	82.4	100	76	57.4
	Average level of Compliance	4179	201,783	73.8	74.1	92	87.4	59.9

The table above shows that occupational safety and health have the lowest average level of compliance (59.9%). Accommodation and food service activities have the lowest level of compliance (65.4%).

IV. LABOUR DISPUTES

IV.1 Labour Disputes by District

N°	DISTRICT	Total	Settled	Sent to Court	Pending
1	Gasabo	430	156	237	37
2	Kicukiro	219	50	62	107
3	Nyarugenge	165	119	42	4
	CoK	814	325	341	148
4	Gisagara	21	5	7	9
5	Huye	47	30	17	0
6	Kamonyi	18	5	13	0
7	Muhanga	58	43	14	1
8	Nyamagabe	25	7	6	12
9	Nyanza	13	8	4	0
10	Nyaruguru	3	1	2	0
11	Ruhango	10	7	3	0
	SOUTHERN PROVINCE	194	106	66	22
12	Karongi	11	9	2	0
13	Ngororero	8	3	5	0
14	Nyabihu	14	7	7	0
15	Nyamasheke	50	23	26	1
16	Rubavu	45	36	9	0
17	Rusizi	30	6	24	0
18	Rutsiro	12	11	1	0
	WESTERN PROVINCE	170	95	74	1
19	Burera	8	6	2	0
20	Gakenke	20	7	13	0
21	Gicumbi	16	11	4	1
22	Musanze	109	73	36	0
23	Rulindo	45	9	14	22
	NORTHERN PROVINCE	198	106	69	23
24	Bugesera	23	15	8	0
25	Gatsibo	1	0	1	0
26	Kayonza	15	12	3	0
27	Kirehe	7	4	3	0

28	Ngoma	9	4	5	0
29	Nyagatare	88	80	8	0
30	Rwamagana	20	12	6	2
	EASTERN PROVINCE	163	127	34	2
	TOTAL	1,539	759	584	196

Among 1,539 labour disputes received by all District Labour Inspectors, 814 were received in 3 Districts of the City of Kigali (Gasabo 430, Kicukiro 219 and Nyarugenge 165) which represent 52.9%, which shows that a half and above of the total labour disputes were received in City of Kigali. The labour disputes settled amicably represent 56.5 % of the total labour disputes settled (759 out of 1,343 labour disputes settled).

IV.2 Labour Disputes by Economic Sector

N°	Economic sector	Total	Settled amicably	Sent to Court	Crossed to next fiscal year
1	Agriculture, forestry and fishing	39	19	15	5
2	Mining and quarrying	31	8	16	7
3	Manufacturing	250	96	111	43
4	Electricity, gas, steam and air conditioning supply	23	10	9	4
5	Water supply; sewerage, waste management and remediation activities	27	22	5	0
6	Construction	230	135	71	24
7	Wholesale and retail trade; repair of motor vehicles and motorcycles	122	68	30	24
8	Transportation and storage	45	21	12	12
9	Accommodation and food service activities	111	56	44	11
10	Information and communication	16	10	6	0
11	Financial and insurance activities	48	12	31	5
12	Real estate activities	5	2	3	0
13	Professional, scientific and technical activities	4	1	3	0
14	Administrative and support service activities	45	30	11	4
15	Public administration and defence; compulsory social security	38	18	12	8
16	Education	195	108	67	20
17	Human health and social work activities	160	70	74	16
18	Arts, entertainment and recreation	13	6	5	2
19	Other service activities	129	60	59	10
20	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	8	7	0	1
21	Activities of extraterritorial organizations and bodies	0	0	0	0
	TOTAL	1,539	759	584	196

As per the table above, the economic sector which has a big number of labour disputes is Manufacturing sector with 250 followed by Construction sector with 230 cases and Education sector with 195 labour disputes. The three economic sectors cover 675 labour disputes out of 1539 (43.8%).

V. CHILD LABOUR

This part of the report provides an analysis of child labour inspections and awareness campaigns conducted by Labour Inspectors across the Country. The report covers performance against set targets on the number of child labour cases, legal actions taken, and key observations on District and Provincial/CoK performance.

The objective of these inspections and campaigns is to ensure compliance with national legal framework on child labour, strengthen enforcement mechanisms, and raise awareness among communities, employers, and local authorities.

Number of child labour inspections and awareness campaigns by District and Province/ CoK

N°	DISTRICTS	Number of child labour inspections and awareness campaigns conducted			Number of child labour Cases			Number of people sent to RIB
		Target	Status	%	M	F	Total	
1	GASABO	120	104	86.7%	0	0	0	0
2	KICUKIRO	72	92	127.8%	0	0	0	0
3	NYARUGENGE	96	63	65.6%	0	0	0	0
	CITY OF KIGALI	288	259	89.9%	0	0	0	0
4	GISAGARA	12	15	125.0%	0	0	0	0
5	HUYE	24	18	75.0%	0	0	0	0
6	KAMONYI	24	17	70.8%	2	1	3	0
7	MUHANGA	24	24	100.0%	3	3	6	1
8	NYAMAGABE	12	23	191.7%	0	0	0	0
9	NYANZA	12	17	141.7%	0	0	0	0
10	NYARUGURU	24	21	87.5%	0	0	0	0
11	RUHANGO	12	12	100.0%	3	0	3	3
	SOUTHERN PROVINCE	144	147	102.1%	8	4	12	4
12	KARONGI	12	15	125.0%	0	0	0	0
13	NGORORERO	12	15	125.0%	1	0	1	1
14	NYABIHU	12	18	150.0%	0	0	0	0
15	NYAMASHEKE	24	22	91.7%	0	0	0	0
16	RUBAVU	24	19	79.2%	3	2	5	3
17	RUSIZI	24	16	66.7%	0	0	0	0
18	RUTSIRO	12	17	141.7%	0	0	0	0
	WESTERN PROVINCE	120	122	101.7%	4	2	6	4
19	BURERA	12	26	216.7%	0	0	0	0
20	GAKENKE	12	34	283.3%	4	0	4	4
21	GICUMBI	24	24	100.0%	0	1	1	1
22	MUSANZE	24	26	108.3%	2	1	3	1
23	RULINDO	24	20	83.3%	0	0	0	0
	NORTHERN PROVINCE	96	130	135.4%	6	2	8	6
24	BUGESERA	24	15	62.5%	0	0	0	0
25	GATSIBO	24	21	87.5%	0	0	0	0

26	KAYONZA	24	15	62.5%	2	3	5	5
27	KIREHE	12	18	150.0%	0	0	0	0
28	NGOMA	12	17	141.7%	0	0	0	0
29	NYAGATARE	24	19	79.2%	0	0	0	0
30	RWAMAGANA	24	16	66.7%	0	0	0	0
	EASTERN PROVINCE	144	121	84.0%	2	3	5	5
	TOTAL	720	779	108.2%	20	11	31	19

Children Removed from Child Labour

A total of 31 children (20 boys, 11 girls) were removed from child labour, with the highest removals in Muhanga (6), Kamonyi (3), Ruhango (3), Rubavu (5), Gakenke (4), and Musanze (3).

Law Enforcement Actions

Only 19 individuals were referred to the Rwanda Investigation Bureau (RIB) for child labour violations, with Kayonza (5 cases) leading, followed by Northern (6 cases), Southern (4 cases), and Western Provinces (4 cases).

VI. OCCUPATIONAL SAFETY AND HEALTH

The average level of compliance in occupational safety and health in 4,146 establishments inspected was 59.9%. The legal provisions with most compliance deviancies are: (a) Availability of occupational safety and health policy in enterprises; (b) Conducting occupational safety and health risk assessment at least once a year by employer, where applicable; (c) Conducting medical checkup at least once a year for employees, (d) Conducting employees' training on occupational health and safety matters at work at least once a year; (e) Existence of occupational safety and health committees, their training, availability of a register for occupational injuries recording and their functionality; (f) Recording and reporting of occupational hazards, diseases and deaths to labour inspector and RSSB, (g) Availability of a written document indicating protective mechanisms prepared in a clear and understandable language for employees, interns and apprentices and displayed at appropriate places; (h) An emergency plan is in place and regularly revised based on the potential risks at workplace.

VII. WAY FORWARD

The Ministry of Public Service and Labour is committed to continue working with its stakeholders towards enhancing decent work. In this regard, more efforts will be put in the following areas:

(i) Occupational safety and health: Labour inspections will be emphasized to enhance compliance with the following legal provisions: (a) Availability of occupational safety and health policy in enterprises; (b) Conducting occupational safety and health risk assessment at least once a year by employer, where applicable; (c) Conducting medical checkup at least once a year for employees, (d) Conducting employees' training on occupational health and safety matters at work at least once a year; (e) Existence of occupational safety and health committees, their training, availability of a register for occupational injuries recording and their functionality; (f) Recording and reporting of occupational hazards, diseases and deaths to labour inspector and RSSB, (g) Availability of a written document indicating protective mechanisms prepared in a clear and understandable language for employees, interns and apprentices and displayed at appropriate places; (h) An emergency plan is in place and regularly revised based on the potential risks at workplace.

(ii) Prevention of child labour: More efforts will continue to focus on the following areas: (a) Public awareness aiming at prevention; (b) Effective management of child labour cases to prevent re-occurrence; (c) Reporting child labour perpetrators to RIB.

(iii) Labour disputes: Awareness and labour inspections will continue to be emphasized to ensure that employers and employees are aware of the importance of law compliance and the prevention of labour disputes.

(iv) Overall compliance: Labour inspection will continue to be enhanced to ensure that all decent work indicators inspected are fully achieved. This requires a multisectoral approach and mainstreaming decent work compliance by all stakeholders is key.



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