

**REPUBULIKA Y'U RWANDA**



**Amasezerano y'Imihigo 2018 - 2019**

**Minisiteri y'Abakozi ba Leta  
n'Umurimo**

**IMIHIGO**  
Commit - Deliver - Impact

**Kigali, Rwanda**

# REPUBULIKA Y'U RWANDA



## Amasezerano y'Imihigo 2018-2019

Njyewe, **RWANYINDO KAYIRANGWA Fanfan**, Minisitiri w'Abakozi ba Leta n'Umurimo, mu izina rya Minisiteri mpagarariye, mpigiye ko mu mwaka w'Ingengo y'Imari wa 2018 - 2019 tuzagera ku ntego zikubiye mu gitabo kiri ku mugereka w'aya masezerano.

Tubijeje kandi ko tuzabigeraho ku bufatanye bwa Minisiteri n'Abafatanyabikorwa bayo bose.

Bikorewe i Kigali, ku wa 09/08/2018

A handwritten signature in blue ink, appearing to read 'R. Kayi'.

**RWANYINDO KAYIRANGWA Fanfan**  
Minisitiri w'Abakozi ba Leta  
n'Umurimo

**KAGAME Paul**  
Perezida wa Repubulika

MIFOTRA IMIHIGO FY 2018/2019

Output	Indicator	Baseline	Data Source	Targets				Annual Target	Activities	Responsible	Budget allocated (FRW)
				Q1	Q2	Q3	Q4				
<b>Outcome 1 : Values, home grown solutions and innovations streamlined into all institutions for transformational governance</b>											
<b>Output 1:</b> National Public Service Innovation and Awards Policy approved and disseminated	Approved National Public Service Innovation Competitions and Awards Policy	Initial Draft National Public Service Innovation Competitions and Awards Policy available	Administrative reports	National Public Service Innovation and Awards Policy validated by Key Stakeholders	National Public Service Innovation and Awards Policy validated at PS Forum	validated National Public Service Innovation and Awards Policy submitted for Cabinet approval	Approved National Public Service Innovation and Awards Policy disseminated	<b>National Public Service Innovation and Awards Policy approved and disseminated</b>	1. Finalize and validate the National Public Service Innovation and Awards Policy 2. Submit the draft policy for cabinet approval. 2. Design Booklets of National Public Service Innovation and Awards Policy for dissemination. 3. Disseminate the National Public Service Innovation and Awards Policy;	<b>MIFOTRA</b>	10,000,000
<b>Outcome 2: Improved Service Delivery across all sectors</b>											
<b>Output 2:</b> Rwanda Public Sector Pay and Retention policy and strategy reviewed	Public Sector Pay and Retention policy and strategy available	Pay Policy approved on 13/01/2012	Administrative reports	ToR available and National Consultancy firm Hired	Public Sector Pay and Retention policy and strategy Developed	Public Sector Pay and Retention policy and strategy Validated	Public Sector Pay and Retention policy and strategy submitted to Cabinet for Approval	<b>Reviewed Public Sector Pay and Retention policy and implementation strategy available</b>	1. Develop the Terms of Reference to hire a consultant 2. Draft a contract and Hiring the consultant to conduct a study 3. Organize and conduct the validation meeting of the inception report 4. Organize and conduct the validation meeting of drafted final report	<b>MIFOTRA</b>	42,000,000
<b>Output 3:</b> IPPIS modules transformed to an-all web-based application	Number of IPPIS modules made all -web-based	0	IPPIS-IS	Consultant to develop Web based application hired	3 modules transformed to an all web-based application (Payroll, Organizational Structure, Leave and Absence. )	6 modules transformed to an all web-based application (3 more modules : E-Recruitment, RBM, and Exit and termination module)	9 modules transformed to an all web-based application (3 more modules: Disciplinary Process, Grievance Management and Training Management)	<b>9 HRM modules available online</b>	1. To model and architect 2 modules 2. To develop the web based application 3. To roll out all web based modules	<b>MIFOTRA</b>	95,000,000

Output	Indicator	Baseline	Data Source	Targets				Annual Target	Activities	Responsible	Budget allocated (FRW)
				Q1	Q2	Q3	Q4				
<b>Outcome 3: Strengthened institutional capacity for evidence-based policy development and social protection service delivery</b>											
<b>Output 4: New Occupational, Safety and Health (OSH) Country Profile developed</b>	OSH Country Profile -Report available	OSH National Profile of 2012	Administrative reports	ToR available and National Consultancy firm Hired	Occupational, Safety and Health (OSH )Country Profile developed	Occupational, Safety and Health (OSH )Country Profile validated	Final OSH Profile report validated	<b>Final validated OSH Country Profile report</b>	1. Develop the Terms of Reference to hire a consultant 2. Draft a contract and Hiring the consultant to conduct a study 3. Organize and conduct the validation meeting of the inception report 4. Organize and conduct the validation meeting of drafted final report	<b>MIFOTRA</b>	<b>21,000,000</b>
<b>Output 5: Child labour eliminated and prevented</b>	Number of Children removed from Child Labor	8, 383 Children removed from Child Labor and reintegrated (MIFOTRA Inspection Report 2016-2018)	Districts Reports Field Visits	1) Ministerial instructions establishing child labor committees from sector up to village level developed & disseminated  2) Spot Publicity for the Awareness on causes and consequences of child labour developed and disseminated through various media	Districts and Stakeholders' activities on Child Labor elimination monitored and Consolidated report on Child labor elimination progress produced	Districts and Stakeholders' activities on Child Labor elimination monitored and Consolidated report on Child labor elimination progress produced	Districts and Stakeholders' activities on Child Labor elimination monitored and Consolidated report on Child labor elimination progress produced	<b>0 children in child labour</b>	1) Develop public awareness module for fighting child labor, 2) Develop and disseminate Ministerial instructions establishing child labor committees from sector up to village level 3) Produce Quarterly Child Labor elimination Progress Report	<b>MIFOTRA</b>	<b>3,000,000</b>

Output	Indicator	Baseline	Data Source	Targets				Annual Target	Activities	Responsible	Budget allocated (FRW)
				Q1	Q2	Q3	Q4				
<b>Outcome 4 :Rwandans have sufficient and appropriate skills tailored to market demands</b>											
Output 6: The functioning of professional bodies improved	Study report available	NA	Progress Report 15th NLR resolutions	Consultant to conduct the diagnostic study Hired	Policy framework on professional bodies coordination developed in line with findings from the diagnostic study			Policy framework for the functioning of Professional bodies available	1.Develop ToRS for policy on Professional bodies 2.Hire a consultant to develop a policy 3. Develop and validate the methodology and tools of diagnostic study of professional bodies 4.Conduct a diagnostic study of professional bodies 5.Organize a validation meeting 6.Submit the approved policy for cabinet approval		33,100,000
	Policy framework available	NA		Final report validated and approved							
<b>TOTAL BUDGET:</b>										<b>204,100,000</b>	

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