

REPUBLIC OF RWANDA



STATEMENT BY HON. RWANYINDO KAYIRANGWA Fanfan, MINISTER OF PUBLIC SERVICE AND LABOUR AT THE 107TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE, HELD IN GENEVA, SWITZERLAND 28 MAY – 08 JUNE 2018

- Mr. President,
 - Distinguished Delegates
1. On behalf of the Government of Rwanda, my delegation wishes to start by congratulating Hon. Minister Samir Murad for his election as President of this Session.
 2. I commend both the President of the Governing Body and the Director General for the reports they have presented to us, where areas requiring more efforts were highlighted for our joint focus.
 3. I also would like to thank each and everyone here present for the work we are doing, all of us together, to promote employment and decent work.
 4. Our Delegation further commends the Governing Body for having included on the Agenda a standard-setting item on “Violence against women and men in the world of work”.

Mr. President, Distinguished Delegates,

5. Rwanda has made efforts to prevent and eliminate all forms of discrimination and violence in the world of work.

6. We have pursued zero tolerance efforts on Gender Based Violence (GBV) and discrimination.
7. Victims of violence in the world of work must be protected and receive psychosocial, medical, police and legal services.
8. In the case of Rwanda, we have established ISANGE ONE STOP CENTRES to enhance prevention and provide treatment services to the victims of Gender Based Violence including any cases of violence and gender based discrimination that may occur in the workplace.
9. In the context of social protection, a national maternity Insurance scheme was approved in 2015 and is implemented in Public and private sectors.
10. It has helped ensure job security for both pregnant and breastfeeding women and allows them to continue receiving their full salary during the maternity leave.
11. The maternity insurance scheme also allowed mothers to have enough time to take care of the young kids, contributing to early child development critical to sustainable productive adulthood.
12. Rwanda has a strong political will to promote gender equity and equality in all spheres of life including at the workplace.
13. Currently, 64% of Rwandan Parliamentarians are women and women representation in others sectors has also been increasing.
14. In 2015, The Government of Rwanda, in collaboration with all social partners, adopted a Five Year Decent Work Country Program which is built upon Promoting employment for Women and Youth, Extension of Social Protection to all, Promotion of Tripartite Social Dialogue, and Promotion of Rights at Work.
15. With a view to creating decent and productive jobs, Rwanda has set a target of creating 1.5 Million productive jobs by 2024 under our National Strategy for Transformation.

16. Employment trends are now measured through a Bi-Annual Labour Force Survey that helps avail labour and employment statistics to inform evidence-based policy actions.
 17. Under the leadership of H.E PAUL KAGAME, The President of the Republic of Rwanda, The Government of Rwanda is committed to promoting, protecting and ensuring full respect of all fundamental principles and rights at work.
 18. Concerning prevention and elimination of violence and harassment in the world of work, Rwanda aligns itself with the proposal of a Convention supplemented by a Recommendation.
 19. In the regional and global context, Rwanda is open to free movement of labor and workers and firmly believes in the benefits of labour migration.
 20. And beyond labour migration context, you are all welcome to visit Rwanda.
 21. Concluding, I would like to reiterate our expectations that the new ILO Centenary Initiatives and Future of Work will continue to devote special attention to the needs of women and youth in terms of employable skills and national policies conducive to creation of productive and decent jobs.
 22. Thank you all for your kind attention.
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