Dear reader,
This is eight! Our eight.
All of us, we aspire for a decent work with a wage that enables us to live a good life and to provide to our families a wellbeing.

Decent work is part of the 2030 global agenda for the Sustainable Development Goals (SDGs) that leaves no one behind.
This publication is a contribution to the global agenda with the focus on Goal Number 8 of the SDGs, the 8 ILO Core Conventions and the 8 related articles of Rwandan Labour Law. That’s why it is entitled “Our Eight”.

Decent working conditions and living wage that is sufficient for every worker to meet self and family needs and sustain own economy - this is what “Our Eight!” is all about.
With this comic book, FES Rwanda has the objective to raise awareness about decent work among its partners from the Rwandan trade union movement, civil society organizations, politicians, academia and all workers in general.
Furthermore, this book advocates for tripartite social dialogue between employers, employees, and the government. With this publication, we provide an easy access and good understanding of SDG 8, the 8 ILO Core Conventions and the 8 related articles of Rwandan Labour Law.

Sustainable improvement of working conditions, social inclusion, and fair distribution of resources for workers and employers are possible through compromising negotiations and win-win solutions.
This comic book takes the "Eight" as an important and indispensable reference for sustainable good working environment and decent work.
In this fictional story - which does not claim to reflect current reality - the number "eight" appears again and again - it is central to the SDGs adopted by Rwanda: Decent Work for All and is mirrored in the eight ILO Core Conventions – also ratified by the Government of Rwanda.

The actors in the book are also constantly looking for and finding similarities in eight articles of Rwandan Labour Law to improve their own lives and to advocate for decent work.

This book is intended to contribute to making the number "eight" known. It would be entertaining to read, and enjoyable to discuss the story and to talk about the main characters.
We have tried to use a language that is close to everyday life - so that every reader, especially those in Kinyarwanda version, can understand the text. Our dialogues are reflecting the spoken language in the country. We apologise for any typing error that may not have been found and invite you to send us your comments.
We hope that our publication will help to guide workers, employers, and government partners in making better working conditions a reality all over the world.

All rights are reserved by the FES Rwanda – we are nevertheless happy if the book would be used widely.

We welcome feedback and comments, please write to us at: info@fes-rwanda.org

Oliver Dalichau,
FES Country Director.

Contact:
INFO FES RWANDA
Friedrich-Ebert-Stiftung Rwanda
PO Box 7401 Kigali
Tel: +250 7869 500 20
E-Mail: info@fes-rwanda.org
Internet: www.fes-rwanda.org
Facebook: https://www.facebook.com/FESRwanda/
Twitter: https://twitter.com/FESRwanda
and
Chris Rutayisire, rutavichris@gmail.com
Jordi Michel Musoni, jordimusoni@gmail.com

Created By:
FRIEDRICH-EBERT-STIFTUNG RWANDA (FES Rwanda)

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# Main Characters

**Kagabo**
- 29 years old.
- Professional carpenter employed in a carpentry factory.

**Assiya**
- 35 years old.
- Kagabo’s elder sister and mother of Keza.
- She works as a cleaner in a hotel.

**Mutesi**
- 30 years old.
- Kagabo’s neighbor and former schoolmate.
- Accountant in a private hospital.

**Gasore**
- 19 years old.
- Young brother of Kagabo and Assiya.
- Talented in soccer and a victim of forced labor.

**Keza**
- 12 years old.
- Assiya’s daughter.
- Finished primary school and ready for secondary school.
- Rescued in child labor tempted abuse.

**Zaninka**
- 50 years old.
- Investor and administrator of a private hospital.

**Kanyange**
- 45 years old.
- District Labour Inspector.

**Shyaka**
- 13 years old.
- He is the brother of Kagabo, Assia and Gasore and last born in their family.
- He is finishing primary school.
Sometimes after the COVID-19 pandemic, somewhere in Rwanda, East Africa near the medium-sized town of Kagoma, in this small community, many unemployed young people and poor families are living. Most of them are experiencing a miserable life and almost all have only little hope for a change soon...

In Kagoma there are different groups of people of different ages. However, the city is dominated by young people which most live in difficult social circumstances—even those who are engaged in wage labor.

The family of Mutabaruka, a desperate 59 year-old man, consists of him, his four children and one granddaughter: Assia, 35 years old; Kagabo 24 years old; Gasore, 19 years old; Shyaka, 13 years old and Assia's daughter Keza, 12 years old.
THE FAMILY LIVES IN DIFFICULT CIRCUMSTANCES EVEN IF SOME
OF THEM HAVE JOBS AND EARN A SMALL INCOME.
MUTABARUKA’S FAMILY REPRESENTS MANY FAMILIES IN
KAGOMA: ALL THOSE WHO LIVE IN POOR ECONOMIC CONDITIONS
AND OFTEN FACE OTHER FORMS OF EXPLOITATION.

IN SEARCH FOR AN INCREASE IN THEIR SOCIO-
ECONOMIC CONDITIONS, YOUNG CITIZENS OF KAGOMA
HAVE CREATED VARIOUS SMALL SAVING GROUPS AND
LOAN SYSTEMS (TONTINE).

THIS INITIATIVE OF SELF-ORGANISATION HELPS
THEM TO COLLABORATE WITH OTHER PEOPLE AND
ORGANIZATIONS IN ORDER TO IMPROVE THEIR LIVING
CONDITIONS.

HOWEVER, SELF-ORGANIZATION IS NOT ENOUGH
TO OVERCOME THE SITUATION OF DEEP
POVERTY. THE GOVERNMENT MUST ACT AND
JOIN FORCES WITH OTHER ORGANISATIONS
COMMITTED FOR THE ECONOMIC DEVELOPMENT
OF ALL THESE COMMUNITIES. TRADE UNIONS
ARE READY TO CONTRIBUTE TO THIS AND TO
WHAT IT TAKES IN ORDER TO ENSURE THAT THE
CITIZENS HAVE A SUSTAINABLE AND DECENT LIFE

WHAT IN THE WORLD
SHOULD I LEAVE TO
MY CHILDREN?
ONE AFTERNOON, IN A SMALL BAR IN KAGOMA, KAGABO, MUTESI AND THEIR FRIENDS HELD THEIR WEEKLY TONTINE MEETING TO SUPPORT EACH OTHER.

...BUT WHERE IS MUTESI, FRIENDS? SHE IS ALREADY ABOUT 30 MINUTES LATE. SHOULD WE ALREADY START OR SHOULD WE WAIT?

OH! THERE SHE COMES.

OK, LET US PUT THINGS TOGETHER THEN.

HELLO GUYS, I AM VERY SORRY FOR BEING LATE BUT...
I have been participating in an interesting meeting....

And I have some information that could have a positive impact on our lives.

Our savings are still not sufficient. We should try to encourage more people to join us.

OK guys, let us start the distribution of money to those who are up for today. I trust you all have paid!

Yes, together we are stronger.

Hey, please do not leave before I tell you what I have learnt in these last days.
May I serve you something to drink?

Now that our usual business is almost over, I want to share with you what I learnt in a training I have been attending these days.

Yes, a cold soda please!

It was organized by the International Labour Organization, ILO in short.

Guess what this is about?

Hahahah! Of course your fingers? What do you mean? Eight?

8 means a lot in Kinyarwanda. It's either heritage or the number drunkards make while walking, hahahah!!

Come on, stop joking, let us be serious, I mean...

Have you ever heard about the sustainable development goals... you know the SDGs?
I also didn’t know the meaning of it.

I have a flyer that might explain it better for you.

The SDGs are special objectives to change the world and secure a better future for all by 2030. All governments agreed on them at the United Nations in 2015.

There is a particular SDG that I want to tell you about. It is SDG 8, which is about guaranteeing decent jobs, labour rights, and sustainable economic growth.

Aaaah! I see that the ILO core conventions are part of the international labour standards...this sounds cool! Is this possible though?

SDG 8 is really a key to improving our livelihood and the social economic development of our country. Achieving it requires that the government ensures the proper implementation of our international labour standards they have agreed on at the ILO.
OK, thank you guys for coming...

I suggest that we learn more about all of this.

Let us give it a try. For more details, ask Mutesi.

Yes, let's do that.

We have been working for too long without any improvement in our living conditions.

How can I also participate in a similar training?

The next one will be organized soon.
KAGABO ON HIS WAY HOME...

ASSIA AND I SHOULD BE TRAINED AND
GAIN MORE SKILLS ON SDG 8 AND THE
INTERNATIONAL LABOR STANDARD.

I HAVE IMPORTANT
NEWS FROM MUTESI!
TO TELL YOU.

HEY BROTHER, HOW WAS
YOUR TONTINE TODAY?

DID YOU KNOW WE HAVE LABOR LAWS IN RWANDA?
DID YOU ALSO KNOW THAT ON THE
INTERNATIONAL LEVEL, THERE IS THE "ILO", THE
INTERNATIONAL LABOR ORGANIZATION, THAT
UNITES GOVERNMENTS, WORKERS AND
EMPLOYERS AS SOCIAL PARTNERS?

QUITE WELL,
BUT LISTEN...

AND DID YOU ALSO KNOW THAT GOVERNMENTS
HAVE AGREED AT THE UN ON A SPECIFIC
OBJECTIVE TO APPLY WORLDFRIDE AND WHICH
IS ABOUT ENSURING DECENT WORK AND
ECONOMIC GROWTH FOR ALL? IT IS CALLED
SDG 8. IT REINFORCES THE NEED TO
IMPLEMENT PROPERLY THE ILO CONVENTIONS
AND OUR OWN NATIONAL LABOUR LAWS.
1. ILO Conventions, Rwandan laws and SDG 8: Freedom of association and right to organize

1.1. Freedom of Association and Protection of the Right to Organize
Convention, 1948 (ILO Convention No. 87)
The ILO convention No.87 emphasizes the importance of freedom of association and the protection of the right to organize in Trade Unions (article 2: “Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization”)

1.2. Rwandan laws
ILO Convention No.87 contains fundamental rights related to freedom of association and right to organize that are equally guaranteed in Rwandan laws, mainly the Rwandan Constitution of 2003 revised in 2015 especially in articles 31 and 39 and the Rwandan labor law No.66/2018 of 30/8/2018 especially articles 10, 83 and 84.

1.3. SDG 8 Targets
SDG 8 has some key targets - that promote the respect of labor rights and stress the importance of an effective collaboration between social partners. Therefore, the role of free and democratic trade unions that represent workers is highly important.
For example, Target 8.5 says “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.“ And, target 8.8 says “Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment”

1.4. Concluding note
The existing partnership and collaboration between Employers and Trade Unions in Rwanda need to be strongly emphasized with intervention of Government to ensure a special emphasis to all workers inclusively and sustainably enjoy these fundamental rights related to freedom of association and right to organize.
AT KAGOMA, IN THE OFFICE OF THE HOSPITAL STAFF....

DURING THE WORKSHOP, WE HAVE LEARNED THAT "SDG 8" IS ABOUT DECENT WORK. WHAT DOES THAT MEAN IN PRACTICAL TERMS?

SDG 8, ILO 8 CORE CONVENTIONS AND RWANDAN LABOR LAW? WHAT DOES IT ALL MEAN.

AND WHERE SHOULD I START?

...OFTEN WORKERS ARE REPRESENTED BY A TRADE UNION IN ASSERTING THEIR GUARANTEED RIGHTS. EVERYTHING STARTS WITH THE CREATION OF A UNION.

I NEED TO TALK TO OUR COLLEAGUES ABOUT CREATING A TRADE UNION IN OUR HOSPITAL.

WE STILL DO NOT HAVE A UNION IN OUR HOSPITAL.
A FEW DAYS LATER....

Remember the workshop I attended last month? One of the things that got my attention is that there are many ways to improve our working conditions, our labor rights, and our livelihood overall.

Today I called you to consider and discuss forming our own trade union.

You mean an organization that will help us to know and to enforce our rights? Are you sure that it will not bring us problems?

No, there is nothing to worry about.... Funny, that we were not aware of this before, but according to the ILO convention....

No. 87 and the Rwandan Labor Law of 2018, especially Articles 10 and 83, all workers have freedom of expression and also freedom of association. And, even in our Rwandan Constitution, trade unions are recognized in the Articles 31 and 39.

We should find a suitable time to meet with our boss and tell her about it.
TWO WEEKS LATER,...

HEEYYY! COME IN, PLEASE!

SO, WHAT SURPRISING NEWS DO YOU HAVE?
We are here to inform you that we have the plan to form a trade union for the employees of the hospital. We request you to facilitate us as we will be using the meeting hall.

A union in my hospital? No way!

Please do not get me wrong, we want to form a union that will help increase productivity and improve customer service.

I own this hospital...

You own this hospital...

You know I could fire all of you right now?

You know what? I want you out of my office right now.

What is this all about? Who is really behind this?
I have to talk to my lawyer and ask him for legal advice.

Hello, how are you? Tell me, what do you know about trade unions?

My workers want to form one. What do you advise me to do?

This will certainly have a positive effect - employees will praise you for your decency and will be happy to work with you in the future. In general, a happy workforce is always more efficient. In countries where workers' rights are respected, there is more productivity. If you do not give your workers permission, you risk even severe sanctions.

Unions are an important voice for the workers. If they want it, it is even their right; you must allow it. If you cooperate well with them, you will also benefit from it.

Oh! Really? Thank you very much for the advice. Next, I will also talk to the labor inspector.

Hello, Mrs. Zaninka, a union is beneficial for the productivity of the company and generally for economic growth as well. You should support and encourage your workers to form a union.

Thank you very much, dear inspector Kanyange, for the clarifications. Of course, I will do what is necessary.
Good morning Mutesi, how is work going?

Good morning. We are in the process of finishing the accounting reports this week.

I would like to see you and your team in my office in an hour.

Here we are.

I want to talk again about our last meeting. I honestly did not know much about trade unions and their role.

Of course, I agree now, go on: organize and form your union. However, do not bring troubles here. I would like to see your role in the development of my hospital first. Is that clear?

Thank you very much, madam. I can assure you that you will not regret this decision.
Hello colleagues, as you all know, we got the permission to form a trade union in our hospital. It is an organisation that will represent all of us before the employer.

It is a framework for social dialogue where any matter concerning working conditions, our labour rights as well as responsibilities will be discussed and addressed. Obviously, we have to elect a committee.

I suggest that you, Mutesi, continue with your team. You already have some knowledge.

OK, let us first distribute a list where those who agree to be members put their names and signatures. Then, we will move on to the election of the Committee.

I vote for Mutesi...

Me too! I am convinced that she is the best one to lead our union.

The elections are held, and Mutesi is elected as the first president.
2. ILO Conventions, Rwandan laws and SDG 8: Organizing and Collective Bargaining

2.1. Right to Organize and Collective Bargaining Convention, 1949 (No. 98)
The ILO convention No.98 emphasizes the importance of the right to organize and collective bargaining (article 4: “Measures appropriate to national conditions shall be taken, where necessary, to encourage and promote the full development and utilization of machinery for voluntary negotiation between employers or employers' organizations and workers' organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements.”)

2.2. Rwandan laws
ILO Convention No.98 contains fundamental rights related to organizing and collective bargaining that are equally guaranteed in Rwandan laws mainly the Rwandan Constitution of 2003 revised in 2015 especially in article 32 and the Rwandan labor law No.66/2018 of 30/8/2018 especially articles 4 and from 91 to 99.

2.3. SDG 8 targets
SDG 8 targets 8.5 and 8.8 underline the relevance that decent work and the respect of labor rights plays in achieving sustainable development. The right of organizing and collective bargaining are intrinsically connected to this. For example, Target 8.5 says “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.” And target 8.8 says “Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment”

2.4. Concluding note
Governments must improve the promoting social dialogue principles that increase the number of collective bargaining Agreements concluded between Workers ‘representatives or Trade Unions and Employers or Employers’ Organizations. This will be beneficial both for companies’ productivity and workers’ livelihoods.
KAGABO IS ON HIS WAY TO WORK...

I FINALLY ATTENDED THE TRAINING LAST WEEK TOO. OH! DID YOU FIND IT USEFUL? WHAT LESSONS DID YOU TAKE AWAY?

OH, MUTESI, HOW ARE YOU?

YES, VERY USEFUL... OUR TRADE UNION HAS NOT BEEN THAT ACTIVE SO FAR. THROUGH THE TRAINING AND SHARING IDEAS WITH OTHERS...

AS I AM THE NEW PRESIDENT OF OUR UNION, I WILL NOW MAKE SURE THAT WE NEGOTIATE AND SIGN A COLLECTIVE AGREEMENT WITH THE COMPANY. AND WE WILL IMPROVE OUR WORKING CONDITIONS AND THEREFORE OUR LIVELIHOOD.

I FOUND WAYS TO ACTIVATE OUR MEMBERS! AMONG OTHER THINGS, BY LINKING THE LABOR RIGHTS TO SDGs AND DECENT WORK.


WE WILL BE TALKING ABOUT IT. SEE YOU SOON...
A MONTH LATER, ANOTHER MEETING BETWEEN THE LEADERSHIP AND WORKERS AT KAGABO’S WORKPLACE...

I HOPE YOU UNDERSTOOD WHAT WE Discussed. ARE THERE ANY OTHER QUESTIONS BEFORE WE CLOSE? YES, KAGABO, PLEASE, GO AHEAD....

WE DEMAND THAT THE PRINCIPLES OF DECENT WORK ARE GOING TO BE RESPECTED. THIS WILL BOOST THE ECONOMIC GROWTH OF THE COMPANY AND THE WELFARE OF THE WORKERS.

THANK YOU. OUR TRADE UNION COMMITTEE WOULD LIKE TO MEET YOU TO DISCUSS SOME IMPORTANT POINTS.

I ASSURE YOU THAT ALL WORKERS ARE COMMITTED TO THIS.

I HAVE A LETTER HERE AND WILL DELIVER IT TO YOUR OFFICE TOMORROW.

OKAY, THANK YOU, KAGABO, I WILL LOOK AT YOUR LETTER AND INVITE YOU FOR A MEETING.
A FEW DAYS LATER...

The boss is inviting us to a meeting tomorrow. How prepared are we? He may not accept everything on our list....

We need to structure and defend our proposals well, especially our proposal on the living wages.

What else could we insist on...? Vacation? Health insurance? Working hours? Any other important point?...

We must also stick to the issue of occupational safety and health at workplace. We need a better protection.

Thank you, sir. Here we are to explain our requests to you.

Oh, come in! Sit down and explain your concerns to me. I read your long letter...
BY THE WAY, WHAT DOES "DECENT WORK" MEAN? IT IS NOT CLEAR TO ME.

EXPLAIN ME ABOUT THE TERMINOLOGY.

IN A NUTSHELL, ACCORDING TO THE ILO, DECENT WORK INCLUDES FOUR MAIN PILLARS: 1. JOB CREATION, 2. RIGHTS AT WORK, 3. SOCIAL DIALOGUE, AND 4. SOCIAL PROTECTION....

OKAY, LET US SUMMARIZE THE OUTCOME OF OUR NEGOTIATION OF TODAY. WE WILL START TO INCREASE THE PRODUCTIVITY. AS SOON AS OUR FINANCES ALLOW, YOU WILL GET 5% SALARY INCREASE.

RESPECTING THESE POINTS WOULD INCREASE THE PRODUCTIVITY AND THE LOYALTY OF OUR WORKERS. IN THE END, BOTH PARTIES WOULD BENEFIT FROM IT.

YOUR SALARIES WILL BE PAID THROUGH YOUR BANK ACCOUNTS AND THE REST ON THE LIST WILL COME GRADUALLY. IS IT FINE?

AND I HOPE THAT BOTH COMPANY AND WORKERS WILL GROW ECONOMICALLY.

I SEE... WE COULD DRAFT THE AGREEMENT TOGETHER AND SIGN IT ON FRIDAY MORNING IN THE PRESENCE OF THE ENTIRE STAFF. WE COULD ALSO INVITE THE LABOR INSPECTOR OF THE DISTRICT, MADAME KANYANGE.

Promise boss, before putting together this list, we talked to all employees, and they all stand behind us.
ON THE DAY OF SIGNING...

I look forward to seeing the great results from this agreement.

Thank you for inviting me to celebrate this important event in your company.

We thank you Mrs Labour Inspector for your great support.

This is what the governments in most of the countries are promoting in enterprises: to conclude collective agreements with workers to improve their working conditions and economic growth. This is part of the spirit of social dialogue and core sense of the ILO Convention number 98.

Yes, here I sign as the president of our union on behalf of the workers.

Your signed contract is binding on both sides, so you are obliged to fulfill your responsibility.

This is an exemplary company in our entire district. Please invite me again when you will evaluate and celebrate the first outcomes of this agreement. Please remember that the Labour Inspectorate is always ready to support you along the way.
SIX MONTHS LATER, KAGABO AT HOME,

HEY KAGABO, WHAT ARE THE NEWS?

YES, I BOUGHT IT YESTERDAY.

WOW, VERY NICE... THAT IS WHAT I TOLD YOU IMPLEMENTING OUR LABOUR LAWS AND ILO CONVENTIONS IMPROVES OUR LIVING CONDITIONS AND THE BEST IS THAT BY DOING THIS, WE ARE ALSO CONTRIBUTING TO ACHIEVING SDG 8.

WOW, WHAT A SURPRISE! IS THE NEW MOTO YOURS?

OUR DIRECTOR PAY US NOW THROUGH BANK ACCOUNTS AND I WAS ABLE TO NEGOTIATE A SALARY ADVANCE. WITH THIS BIKI, I CAN NOW EARN SOME EXTRA MONEY AS A DELIVERY RIDER. THIS HELPS TO SOLVE MY FINANCIAL PROBLEMS.

AFTER WE SIGNED THE COLLECTIVE AGREEMENT WITH OUR BOSS A FEW MONTHS AGO, WE CAN ALSO GET A RAISE SOON BECAUSE THE COMPANY IS DOING VERY WELL NOW.

AND WE ARE GOING TO SIT DOWN WITH HIM AGAIN TO NEGOTIATE ALL OTHER POINTS REGARDING VACATION, A BETTER HEALTH INSURANCE, MORE SECURITY AT WORK, CONTINUOUS TRAINING ...

THANK YOU VERY MUCH FOR YOUR HELP IN THIS MATTER. I HAD NO IDEA ABOUT SDG 8 AND THE INTERNATIONAL AND NATIONAL LABOR RIGHTS BEFORE.

HAHAHA, SURE, BUT NOT NOW, UNFORTUNATELY.

WE NEED TO ENCOURAGE OUR FRIENDS TO FOLLOW YOUR ADVICE AS WELL.

HOW CAN I EVER THANK YOU? DO YOU HAVE TIME FOR US TO CELEBRATE THIS TOGETHER?
3. ILO Conventions, Rwandan laws and SDG 8: Forced labor

The ILO convention No.29 emphasizes the importance of suppressing all forms of forced or compulsory labor (article 25: The illegal exaction of forced or compulsory labor shall be punishable as a penal offence, and it shall be an obligation on any Member ratifying this Convention to ensure that the penalties imposed by law are really adequate and are strictly enforced.”)

3.2. Rwandan laws
ILO Convention No. 29 contains fundamental rights related to suppression of all forms of forced labor that are equally guaranteed in Rwandan laws mainly the Rwandan Constitution especially in articles 13 and 14 and the Rwandan labor law No.66/2018 of 30/8/2018 especially article 7.

3.3. SDG 8 targets
Through its target 8.7, SDG 8 pushes strongly for the eradication of all types of forced labor, including child labor. This implies a strong collaboration between social partners, acting together against these violations of human rights. Target 8.7 says “Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.”

3.4. Concluding note
Governments in collaboration with different partners such as workers and employers’ organizations, civil society organizations, security organs and all citizens should improve their collaboration to ensure prevention, prosecution and severe punishment for forced labor cases.
The family of Mutabaruka could not repay the loan of a rich neighbor. As a result, their young boy Gasore was forced to work for him as a serf until the money was fully repaid.

Gasore was forced to work for a long time without being paid.

His life on the farm was hard and miserable.
I AM SO TIRED OF THIS SITUATION.

HEY, WHAT ARE YOU DOING HERE?

I'M SORRY, SIR, I HAVE A HEADACHE. I NEED SOME REST.
WHAT? REST? YOU ARE TOO LAZY, IF YOU REST, WHO WILL DO YOUR WORK?

GO RIGHT NOW... T/AKE CARE OF MY COWS, FEED THEM, AND CLEAN THE GARDEN AFTERWARDS.

STOP FOOLING AROUND AND GET TO WORK....

BETTER WORK HARD TODAY OTHERWISE THERE WILL BE NO LUNCH.
This kind of life must stop, otherwise there is no hope for the future. I always wanted to be a professional soccer player.

Hey, did you forget about the cows? Hurry up...

Meanwhile, Kagabo is worried about his little brother...

I know that Gasore is suffering so much. But let me ask Mutesi for advice.
Hey Mutesi, how are you? Can we talk?

I think you know the situation of Gasore, my younger brother...

I cannot watch him suffer any longer. Something must be done urgently.

This rich man is cruel. He treats Gasore inhumanely.

We have tried to negotiate, but he rejects all the proposals made to him. I know you have more experience in labour matters than I do.

Gasore's situation can be considered as a case of forced labour. Let me send you the number of a friend from the agricultural union.

If a job is done involuntarily and under the use of force and intimidation,...

Hello Comrade, my name is Kagabo. I have a brother who is a victim of forced labour in a neighbouring farm.

Hello Kagabo, yes, we defend the rights of agricultural workers. I am sorry for your brother, but don't worry, we are ready to help him.

...then it is a form of forced labour and that is illegal. Talk to this union leader first.

I will be in your office tomorrow morning.

Thank you Mutesi. I will call her right away.

I can already guarantee you that the laws at the international and national level strictly condemn forced labour. We are working with the government authorities, employers' organizations and some civil society organizations to protect people from any form of forced labour. Your brother will get his rights.
AFTER INFORMING HIS FAMILY ABOUT THE PLAN TO SAVE GASORE, KAGABO WENT TO SEE THE RICH MAN THE NEXT WEEKEND WITH THE UNION LEADER.

HELLO, GOOD MORNING!

KAGABO? WOOW! WELCOME.

IT'S BEEN A WHILE, BROTHER. HOW HAVE YOU BEEN? EVERYONE BACK HOME MISSES YOU.

I MISSED YOU, MAN!

I SEE YOU LOOK TERRIBLE, BUT YOU WILL GET OUT OF THIS SOON.

HEY, IS YOUR BOSS IN THERE? I WANT TO TALK TO HIM. THIS IS A FRIEND OF MINE FROM THE AGRICULTURAL WORKERS' UNION. SHE'S GOING TO HELP US.

OH, WELCOME. YEAH, HE IS INSIDE.
SUDDENLY...

WHAT'S THAT NOISE?

I'VE COME TO SEE YOU; THIS LADY IS FROM THE AGRICULTURAL WORKERS' UNION. THEY STAND UP FOR WORKERS' RIGHTS. I JUST WANT US TO FINALLY AGREE ON YOUR PAYMENT AND WE CAN GO HOME WITH MY BROTHER GASORE.

I CAN PAY YOU ONLY PARTIALLY. I'LL TAKE GASORE HOME WITH ME. HE IS STILL YOUNG, DON'T YOU SEE? HIS FUTURE IS IN DANGER. IF ALL YOUNG PEOPLE WERE TREATED LIKE THIS, HOW COULD THE COUNTRY DEVELOP?

HE NEEDS TO DO VOCATIONAL TRAINING.

AS KAGABO INFORMED YOU, YOU ARE VIOLATING THE LABOUR LAW. I WOULD LIKE TO INFORM YOU THAT THIS IS A CASE OF FORCED LABOUR, AND IT IS ILLEGAL AND PUNISHABLE BY THE LAW.

HAHAHA, YOU THINK I'M A FOOL. I WANT MY MONEY IN CASH. OTHERWISE, HE WILL STAY HERE AND WORK.

YOU ARE IN VIOLATION OF ARTICLE 7 OF THE NATIONAL LABOUR LAW OF 2018, AND IF YOU DO NOT COOPERATE, WE WILL HAVE TO REPORT THIS TO THE LABOUR INSPECTORATE.

AH! ARE YOU THREATENING ME IN MY OWN HOUSE? GO AND CONSULT WITH WHOMEVER. DO NOT INTIMIDATE ME WITH LAWS!!! I AM NOT AFRAID AT ALL. GET OUT OF MY HOUSE.

ALRIGHT! LET US GO, YOU WILL SEE SOON.
4. ILO Conventions, Rwandan laws and SDG 8: Abolition of forced labor

4.1. Abolition of Forced Labor Convention, 1957 (No. 105)
The ILO convention No.105 emphasizes the obligations of member states to abolish forced or compulsory work in five specific practices (article 1: “Each Member of the International Labor Organization which ratifies this Convention undertakes to suppress and not to make use of any form of forced or compulsory labor-
(a) as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system;
(b) as a method of mobilizing and using labor for purposes of economic development;
(c) as a means of labor discipline;
(d) as a punishment for having participated in strikes;
(e) as a means of racial, social, national or religious discrimination.”)

4.2. Rwandan laws
ILO Convention No. 105 contains fundamental rights related to abolition of forced labor that are equally guaranteed in Rwandan laws mainly the Rwandan Constitution especially in articles 13 and 14 and the Rwandan labor law No.66/2018 of 30/8/2018 especially article 7.

4.3. SDG 8 targets
Through its target 8.7, SDG 8 calls on Governments to take the lead in the fight against forced labor. Target 8.7 says “Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.”

4.4. Concluding note
Governments have the responsibility to lead by example and ensure that policies and practices are aligned with the complete abolition of forced labor.
As time goes by, Gasore’s problems kept unresolved...

You know, Gasore, we are in the same fight.

This situation worries me more and more. Not a day passes by without thinking about how this situation will end.

My brother visited me many times and talked to my boss.

But as usual, he would not listen to anyone.

He chased him away, but my brother said he will not stop until the matter is settled.

Come on Gasore, your brother is just a poor carpenter. What do you think he can do for us?

He was probably trying to intimidate him.
I know my brother very well. I am sure he will do something. Last time he came with an agriculture union leader.

I still wonder what a poor carpenter can do to free hopeless slaves like us.

It is just a matter of time. They said they will report our case to the labour inspector. Let us have hope.

Of course we have hope, but someone has to act first.

Only a miracle will be able to save us now.

Hey, why are you so confident about this? How sure are you?

My brother is always very ambitious. He also had training on labour laws because he is a union activist.

And now that the agricultural workers' union is involved, I am confident that he will do something for us....
Kagabo and the Agriculture Union leader are on their way to the District Office to see the Labour Inspector.

YES, PLEASE COME IN.

KNock! Knock!!

Please take a seat. How can I help you?

Hello Mam, my name is Kagabo, and I am here to report a problem of my young brother Gasebore. This lady is from the Agricultural Workers' Union.
WE WORK TOGETHER IN MANY ACTIVITIES. WHAT IS THE PROBLEM?

MY BROTHER IS FORCED TO DO HEAVY WORK ON A FARM WITHOUT BRING PAID.

LAST YEAR MY FATHER BORROWED MONEY FROM A RICH MAN TO PAY FOR MY MOTHER'S MEDICAL BILL. THEN UNFORTUNATELY, SHE DIED LATER. WE WERE NOT ABLE TO PAY EVERYTHING.

SO, MY YOUNGER BROTHER WAS TAKEN AS A SERF TO PAY BACK THE LOAN. I ALSO SAW TWO OTHER MEN ON A NEIGHBOURING FARM WORKING BY FORCE AND WITHOUT BEING PAID.

KAGABO IS RIGHT. I EVEN ACCOMPANIED HIM TO CONVINCE THIS RICH MAN THAT HE WAS BREAKING THE LAW. BUT HE ARROGANTLY CHASED US OFF HIS PROPERTY.

YES, MAMA, THE OTHER TWO MEN ARE MIGRANTS. THEY IMMIGRATED ILLEGALLY.

THE OWNER OF THE FARM THREATENS TO REPORT THEM TO THE POLICE IF THEY EVER COMPLAIN.

THAT IS TERRIBLE! I KNOW THAT THERE ARE MANY MEN AND WOMEN IN SIMILAR SITUATIONS.

THAT IS WHY WE NEED EVERYONE TO WORK TOGETHER.

THESE GUYS ARE SO DESPERATE; THESE PEOPLE CANNOT EVEN TRAVEL AS THEIR TRAVEL DOCUMENTS ARE CONFISCATED BY THE LAND OWNER.

THIS IS A PRIORITY. I NEED TO ACT ON THIS MATTER IMMEDIATELY.
Okay, let us go. We have to solve it now.

Do you think there is any danger so we would need protection from the police?

That will not be necessary, Ma'am.

Where exactly can we find these guys?

Right in the fields, they work full time.

We have to hurry.

Hope we find him right on spot.
AFTER 20 MINUTES OF DRIVING.....

ARE THESE THE FIELDS YOU WERE TALKING ABOUT?

YES, THERE HE IS. THE OWNER, RUDE AS ALWAYS.

HEY GUYS, I HAVE HAD ENOUGH OF YOUR LAZINESS, YOU ARE SO SLOW.

WHAT THE...?

HEY, STOP!
COME HERE WITH YOUR PEOPLE!

I AM KANYANGE, THE DISTRICT LABOUR INSPECTOR. YOU ARE THE ONE WHO EMPLOYS THIS YOUNG MAN? I NEED TO KNOW THE TERMS OF YOUR EMPLOYMENT CONTRACT IMMEDIATELY.

I HELPED HIS FAMILY BY LENDING THEM MONEY, BUT THEY REFUSED TO PAY IT BACK. I ONLY TOOK GASORE AS A MEANS OF PAYMENT. IS THAT A BAD THING?

WHO GIVES YOU THE RIGHT TO FORCE SOMEONE TO WORK? YOU ARE VIOLATING THE LABOUR LAW AND YOU ARE LIABLE TO PROSECUTION.

I AM VERY SORRY, MADAM INSPECTOR; I DID NOT KNOW THAT THIS WAS A CRIMINAL OFFENSE. PLEASE FORGIVE ME, I WILL RELEASE HIM IMMEDIATELY.

YOU MUST MAKE A PERSONAL STATEMENT BEFORE THE PROSECUTOR AND CONSEQUENTLY YOU WILL BE PUNISHED ACCORDING TO THE LAW.
LET IT BE A LESSON TO YOU, CITIZENS, SUCH ACTS ARE ILLEGAL. DO YOU KNOW THAT THERE ARE MILLIONS OF VICTIMS OF FORCED LABOUR, HUMAN TRAFFICKING, AND SLAVERY WORLDWIDE INCLUDING RWANDA?

IF SOMEONE WORKS FOR YOU, YOU SHOULD PAY THEM ACCORDING TO THE AGREED TERMS. FORCED LABOUR AND SLAVERY ARE STRICTLY PUNISHED BY LAW. I URGE YOU TO REFRAIN FROM DOING SO AND TO REPORT SUCH CASES TO THE AUTHORITIES.

MAINLY IN AGRICULTURE, CONSTRUCTION, MINING, AND DOMESTIC WORK. IF THE GOVERNMENT CANNOT FORCE THE CITIZENS FOR LABOUR AND SLAVERY YOU ALSO OUGHT TO FOLLOW THIS EXAMPLE. SLAVERY AND HUMAN TRAFFICKING ARE FORBIDDEN IN RWANDA AND EVERYWHERE IN THE WORLD.

I INVITE YOU TO WORK WITH THE UNION IN YOUR RESPECTIVE SECTOR AND OUR OFFICE AT THE DISTRICT LEVEL TO PROMOTE AND DEFEND LABOUR RIGHTS. THE MORE YOU WORK TO PROMOTE DECENT WORK, THE MORE PRODUCTIVE WE WILL ALL BE.
5. ILO Conventions, Rwandan laws and SDG 8: Minimum age

5.1. Minimum Age Convention, 1973 (No. 138)
The ILO convention No.138 emphasizes the importance of the establishment of minimum age for admission to employment (article 1: “Each Member for which this Convention is in force undertakes to pursue a national policy designed to ensure the effective abolition of child labor and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young persons.”)

5.2. Rwandan laws
ILO Convention No.138 contains fundamental rights related to minimum age for admission to employment that are equally guaranteed in the Rwandan labor law No.66/2018 of 30/8/2018, article 5.

5.3. SDG 8 targets
Through its targets 8.7 and 8.8, SDG 8 protection of children from all forms of child labor and to protect those in age of working from working environments and tasks that affect negatively their physical and mental health. Therefore, social partners have to seize the opportunity that SDG 8 brings to join forces and ensure that children’s rights are protected adequately, along with the rights of young workers.
Target 8.7 says “Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.” And target 8.8 “Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”

5.4. Concluding note
Governments in collaboration with different partners such as workers and employers’ organizations, civil society organizations, security organs and all citizens should improve their collaboration to ensure everyone occupies a position appropriate to his or her age.
As usual, Shyaka was supposed to play soccer with his friends on weekends, but this day was different.

It is strange that it is so quiet here.

Where is everyone?

Something might have happened.

I cannot play by myself anyway, I have to find them.
WHERE CAN THEY BE? I’VE BEEN LOOKING FOR THEM FOR ALMOST AN HOUR... I’M GETTING TIRED.

BUT... WAIT! I SEE SOMEONE! EH, THIS IS A MINING AREA.

BROTHER, WHAT ARE YOU DOING HERE? I SEE YOU ARE VERY BUSY!

HEY, I DID NOT TELL YOU THIS, BUT THIS IS OUR CHANCE: WE ARE MAKING GOOD MONEY HERE!

HOW COULD YOU KEEP THIS FROM ME?
Next weekend, Shyaka is joining the others at the mine.

Faster, everyone must do the assigned task.
In class, Shyaka and his friends were sleepy. They looked so exhausted, and some others were missing. The teacher noticed this on Mondays.

Hey, Shyaka, wake up!

Why are you sleeping in class? Look at your wounds. What is wrong?

Sorry, teacher. I have a headache... The wounds? I fell yesterday.

No, this is not normal. Many of you are sleeping and we have many absences. And I already noticed that last Monday.

Something must be going on. The headmaster has to know.

I will be right back.
YES, COME IN PLEASE!

SIR, SORRY TO DISTURB YOU

HEADMASTER

THIS MORNING I NOTICED THAT MANY OF MY STUDENTS ARE VERY TIRED AND EXHAUSTED AND SOME HAVE NOT EVEN COME TODAY! I NOTICED IT LAST MONDAY ALREADY BUT I DIDN’T THINK MUCH ABOUT IT THEN...

OH, REALLY? COULD IT BE BECAUSE THEIR PARENTS GAVE THEM HARD WORK AFTER CLASS OR ON WEEKENDS AND THEY DO NOT GET ENOUGH REST?

WAIT A MINUTE, I AM JUST FINISHING READING THIS...OKAY, TELL ME.

NOW THAT IT IS HAPPENING AGAIN. WE NEED TO KNOW WHAT IS GOING ON.

I WILL INVESTIGATE IT. I REMEMBER THAT AT OUR LAST MEETING AT THE DISTRICT OFFICE, THE LABOUR INSPECTOR REPORTED A GROWING NUMBER OF CHILDREN IN OUR DISTRICT DROPPING OUT OF SCHOOL FOR CHILD LABOUR.

I DO NOT THINK SO, I HAVE NOTICED THAT IN THE LAST FEW WEEKS, AND IT IS WITH THE SAME STUDENTS.

MOST LIKELY THESE STUDENTS ARE BECOMING VICTIMS OF CHILD LABOUR.
HELLO, DEAR INSPECTOR? HOW ARE YOU?

WELL, IT'S THAT WE HAVE A LOT OF ABSENCES IN OUR SCHOOL AND THE NUMBER IS INCREASING. BASED ON OUR LAST MEETING, I SUSPECT CASES OF CHILD LABOUR.

WHAT CAN I DO FOR YOU?

IS THAT SO? WE URGENTLY NEED TO INSPECT SOME AREAS, ESPECIALLY MINING AREAS AND TEA PLANTATIONS.

LET ME ORGANIZE AN INSPECTION OF SUSPECTED SITES NEXT WEEKEND BECAUSE MANY CHILDREN GO THERE ON WEEKENDS.

I AM GOING TO INSPECT SOME CASE IN THE MINING FIELD. AS THE TRADE UNION LEADER, I GUESS WE MIGHT GO TOGETHER.

I NEED TO INVITE OUR MAIN PARTNERS IN THIS MATTER SO THAT WE FORM A JOINT TEAM.

ESPECIALLY THE POLICE, THE EMPLOYER'S ASSOCIATION, AND THE UNIONS FOR CONSTRUCTION, FOR AGRICULTURE, FOR MINING AND FOR DOMESTIC WORKERS.

THE NEXT SATURDAY...

OH, YOU ARE ALREADY HERE. LET'S WAIT FOR THE OTHERS TOO....

YES, WE ARE READY. THE OTHERS ARE OUTSIDE TOO.
Hey, are you alright?

I am so tired. I feel dizzy...

Oh, I can see some kids from far away. And obviously they are busy at work....

Oh oh, do you see the heavy stones they are carrying? When will people understand that children are the hope for the future? They must be protected and not abused.

Oh, let's park the vehicles there and meet them.

Who is in charge here?
Are you the one who abuses children like this? Don't you know that child labour is prohibited by law? Bring all workers under 18 here immediately; they are not fit for this kind of hard work.

We will go with you to the office for a personal statement. You will face charges, and the children must regain their rights.

We never thought it was illegal; we thought we were helping children get out of poverty.

I do not understand; we voluntarily decided to come here and work for money.

People, you do not know about our labour laws yet, unfortunately.

Gather all the people here; I need to talk to them. They must be aware of their responsibility in this matter.

I want to give you the message that child labour is prohibited by the international conventions and by the Rwandan laws.

A child between 14 and 18 years is not allowed to do paid hazardous work, which negatively affects their mental and physical health and safety. Children must be protected and educated by all of us.

We cannot achieve sustainable development if we do not protect the rights of children and young people. This is what article 9 is telling us.
It is a critical issue that children do inappropriate and heavy works. This affects negatively their health and life. The government is committed to eradicating this.

I ask for your assistance by paying close attention to what your children are doing outside of school and report immediately to the nearest authority if you see a child involved in such inappropriate activities.

Mostly, you will find children working in agriculture, mining, construction, and household chores.

It is unfortunate that today we found 76 under-age children involved in tea plantations, mining and construction sites, and next time we will also inspect children in domestic work.

Please be responsible and help track down these cases and at the same time give the children back their rights.

I would like to thank especially the trade union leaders, employers' organization, and other civil society organizations with whom we cooperate every day in these activities.
6. ILO Conventions, Rwandan laws and SDG 8:
Worst forms of child labour

6.1. Worst Forms of Child Labor Convention, 1999 (No. 182)
The ILO convention No.182 emphasizes the importance of eradicating the worst forms of child labor (article 1” Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labor as a matter of urgency.”)

6.2. Rwandan labour law
ILO Convention No.182 contains fundamental rights related to eradication of worst forms of child labour that are equally guaranteed in the Rwandan labor law No.66/2018 of 30/8/2018, articles 6 and 117.

6.3. SDG 8 targets
SDG8 provides social partners a means with global support to collaborate towards ensuring the gradual eradication of the worst forms of child labour. Target 8.7 calls for “Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.”

6.4. Concluding note
Governments in collaboration with different partners such as workers and employers’ organizations, civil society organizations, security organs and all citizens should improve their collaboration and set up and implement appropriate strategies for eliminating all forms of child labor.
ON A BEAUTIFUL MORNING, KEZA IS ON HER WAY TO THE WELL TO FETCH WATER.

ON THE WAY, SHE MEETS SOMEONE SHE DID NOT EXPECT. SOMEONE WITH WHOM SHE WENT TO THE SAME SCHOOL BUT PROPPED OUT TO TAKE A JOB IN TOWN.
Hey little beauty, what is your name again? Keza, right? Do you remember me? We went to school together.

Do you realize how beautiful you are? You have potential. If you agree, I can find you a good job in town and you will earn enough money for you and your family.

You have not changed much, but you look like a grown-up girl now.

Really? You can take me to the city? I do not know if mom will allow it.

Yes! You can get anything you want there. It's up to you whether you stay a dirty village girl or come with me and change your life. Look at me, how do I look, today? If you are ready, meet me tomorrow morning at 8:00 AM at the cab park. Do not worry, I will pay for your transportation.

Sure? Thank you very much. I will arrange to meet you there tomorrow morning. I don't want to miss this chance.

OK. Do not worry, no one will know. Make sure you come on time; if you are late, you will not find me.

Okay, let me go home and get my things ready. Although I am scared, I am excited at the same time.
The next day, Keza’s mother comes home early from work, from her night shift.

Oh! No one seems to be home. Where is Keza?

How could she leave the house alone? I don’t understand.

Hello, is anyone there? Kezaaa, Kezaaa.

Hey kid, have you seen Keza today?

Yes, I saw her earlier with a bag in a hurry... but yesterday I saw her with a pretty girl at the well.
OH! I HOPE NOTHING HAPPENED TO HER!!! SHE IS THE ONLY ONE I HAVE!!!

WHAT SHOULD I DO NOW? I HAVE TO CALL THE PERSON IN CHARGE OF SECURITY IN OUR VILLAGE BEFORE IT'S TOO LATE.

HELLO SIR, I AM IN TROUBLE; I CANNOT FIND MY DAUGHTER KEZA. I HAVE ALREADY LOOKED EVERYWHERE AND CALLED FAMILY FRIENDS BUT IN VAIN. PLEASE HELP ME.

OH NO, LET ME ALERT MY COLLEAGUES FROM SECURITY? IN THE MEANTIME, YOU CAN CALL THE EMERGENCY NUMBER 3512 OR 116.

OK, THANK YOU. LET ME CALL R.I.B RIGHT AWAY.

HELLO! IS THIS THE RWANDAN INVESTIGATION BUREAU OFFICE, R.I.B? PLEASE HELP ME, MY DAUGHTER IS MISSING, MAYBE SHE HAS BEEN KIDNAPPED OR IS IN SOME OTHER DANGER. PLEASE DO SOMETHING!

YES, THIS IS THE R.I.B OFFICE. WHERE ARE YOU NOW? WE NEED MORE INFORMATION TO ACT IMMEDIATELY... STAY WHERE YOU ARE. WE WILL BE ON OUR WAY.

SHORT TIME LATER...
Okay, ma'am. Get in the car. Give us more details that can help us.

Someone saw her running somewhere with a bag. Maybe we can check it out at the bus parking lot.

Keza, I almost left. You were late. But stay calm. Let’s wait for the next bus. Because the first one has already left.
HEY, SLOW DOWN, WHAT AM I LOOKING AT? LET US SEE...

THAT'S KEZA, MY DAUGHTER, RIGHT THERE....

STOP RIGHT THERE, MAAM!

HEY, IT IS YOU AGAIN? WHERE ARE YOU TAKING THAT LITTLE GIRL? YOU ARE UNDER ARREST FOR KIDNAPPING A CHILD. LET US GO TO THE OFFICE SO THE ADMINISTRATION IN CHARGE CAN TAKE YOUR CASE.

OBVIOUSLY YOU HAVE DECIDED TO MAKE A HABIT OF THIS? YOU WILL FACE A SEVERE PENALTY IF YOU ARE CONVICTED OF HUMAN TRAFFICKING AGAIN.

IT IS UNBELIEVABLE. WHEN CHILDREN ARE ABUSED, THEIR LIVES ARE DESTROYED. WHEN WILL YOU REALIZE THIS? LAST TIME I WARNED YOU AND YOU PROMISED THAT YOU WOULD NOT DO IT AGAIN.
LISTEN, PEOPLE! LET THIS BE A LESSON TO ALL OF YOU. THIS IS THE SECOND TIME THIS WOMAN HAS BEEN CAUGHT KIDNAPPING A GIRL. SHE MAKES THEM BELIEVE THAT SHE WILL GIVE THEM A JOB IN THE CITY.

SHE IS A SEX WORKER. SHE PROMISES A GOOD JOB AND SO MUCH MONEY THAT THE CHILDREN CANNOT RESIST FOLLOWING HER.

WE NEED YOUR HELP TO FIGHT THE WORST FORMS OF CHILD LABOUR. BE VIGILANT AND IF YOU SEE A SUSPICIOUS PERSON WITH A CHILD, DO NOT HESITATE TO INFORM THE AUTHORITIES.

THERE ARE SOME LADIES FROM THE CITY WHO TAKE YOUNG GIRLS TO THE CITY AND TRICK THEM INTO PROSTITUTION AND OTHER TYPES OF ABUSE. THIS IS SOMETHING WE NEED TO WORK TOGETHER AGAINST.

THANK YOU VERY MUCH FOR YOUR HELP, MOM. I AM VERY SORRY, I DID NOT KNOW ALL THIS. SHE IS A FORMER FRIEND FROM SCHOOL. I DID NOT KNOW WHAT SHE WAS DOING IN TOWN.

THIS LITTLE GIRL KEZA IS VERY LUCKY. CAN YOU IMAGINE PUTTING THIS LITTLE GIRL OF 12 YEARS INTO PROSTITUTION? THIS MUST STOP.
7. ILO Conventions, Rwandan laws and SDG 8: Equal remuneration

7.1. Equal Remuneration Convention, 1951 (No. 100)
The ILO convention No.100 emphasizes the principle of equal remuneration for men and women for a work of equal value (article 1 “For the purpose of this Convention-(a) the term remuneration includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment; (b) the term equal remuneration for men and women workers for work of equal value refers to rates of remuneration established without discrimination based on sex.”)

7.2. Rwandan labor law
ILO Convention No.100 contains fundamental rights related to equal remuneration that are equally guaranteed in the Rwandan labor law No.66/2018 of 30/8/2018, article 9 al.3.

7.3. SDG 8 targets
SDG8 connects gender equality and the fight against discrimination with decent work. Through its targets 8.5, it enables social partners to work together against discriminatory pay gaps by calling for equal pay for work of equal value.
Target 8.5 says “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”9.

7.4. Concluding note
Governments in collaboration with different partners such as workers and employers’ organizations, civil society organizations ensure that all workers exercising a work of the same value are equally paid.
In a hotel, Assia and her colleagues were at work as usual.

How are you?

Everything is fine, but are you alright?

I have been observing you all day.

Assia, you do not look happy. What's wrong?
Hey, just ignore me. I am fine. Let's go, we have to clean the left part.

Well, I have seen my brother's life improved just in the last three years and he has a normal job like us.

They have managed to have a very good working relationship with their employer through their union. Why not us?

Are you in love or what? Is it your daughter again?

Here we only have problems and nobody cares about us, not even our union representatives. One thing that bothers me a lot is that women are so discriminated.

How can you explain that? We do the same work, sometimes we even have a better performance.

Our salary is almost half of the salary of men doing the same job.
OH REALLY? I HAVEN'T THOUGHT ABOUT THAT YET.

THAT'S TERRIBLY UNFAIR AND PROBABLY EVEN ILLEGAL.

I THINK IT'S EVEN EASY FOR US TO ACT BECAUSE WE ALREADY HAVE A UNION. THAT'S THE RIGHT WAY, BUT WE NEED TO TALK TO OUR REPRESENTATIVES.

YOU ARE RIGHT. WE NEED TO SEE THEM URGENTLY, NO TIME TO loose!

WELL, WHAT CAN WE DO?

THEY NEED TO BE MORE SERIOUS AND ACTIVELY DEFEND OUR INTERESTS TO THE EMPLOYER, OTHERWISE....

WHAT DO YOU THINK ABOUT SEEING THEM NOW?

NO, LET'S SEE THEM DURING BREAK TIME. WE DON'T NEED TO INTERFERE WITH THEIR WORK.
AT THE BREAK...

WE'LL SEE THE UNION LEADER NEAR THE RECEPTION.

THERE SHE IS. LET'S TALK TO HER.

HEEYYY!!!

I AM SURE YOU KNOW A LOT OF CASES OF DISCRIMINATION IN THIS HOTEL! AS OUR REPRESENTATIVE WE WANT TO DISCUSS WITH YOU HOW WE CAN MAKE OUR VOICE HEARD AND TAKEN INTO CONSIDERATION.

CAN WE TALK WHEN YOU HAVE A MINUTE.

FOR EXAMPLE, MEN'S SALARIES ARE MUCH HIGHER THAN WOMEN WORKING IN AN EQUIVALENT POSITION.

THANK YOU FOR THE QUESTION. WITH OUR UNION COMMITTEE, WE ARE WORKING ON IT. WE HAVE ALREADY ASKED FOR AN APPOINTMENT WITH THE BOSS AND HAVE BEEN WAITING SINCE LAST MONTH.
THIS IS URGENT. WE ARE BEING TREATED UNFAIRLY.

LET'S WAIT UNTIL FRIDAY. IF SHE DOESN'T ANSWER, I WILL INVITE OTHERS ON MONDAY AND THEN DECIDE ON THE NEXT STEP.

YOU ARE RIGHT! THIS IS EVEN AGAINST ARTICLE 9 OF THE RWANDAN LABOUR LAW.

HEY, I CALLED YOU TO GIVE YOU IDEAS ON HOW TO APPROACH THE BOSS SINCE SHE IS NOT ANSWERING TO OUR REQUEST TO MEET WITH HER. YOU KNOW WE HAVE MANY CASES OF DISCRIMINATION. WE WANT TO PUT AN END ON THIS SITUATION. WE WILL START BY DEMANDING FOR EQUAL PAY FOR EQUAL WORK. MEN AND WOMEN DOING THE SAME JOB MUST BE PAID THE SAME.

MONDAY AFTER WORK...

THIS HAS TO STOP!

LET'S WRITE A LETTER TO THE BOSS AND COPY THE LABOUR INSPECTOR.

GOOD IDEA, LET'S WRITE A LETTER. IT WILL MAKE IT MORE SERIOUS AND OFFICIAL.

NEXT DAY...

I HAVE TO MAKE SURE THAT THE EQUAL PAY IS WELL EXPLAINED AND THE LEGAL PROVISIONS THAT ARE VIOLATED.

OK, I THINK THAT'S IT. EVERYTHING IS WELL RECORDED.
LET ME TAKE THE LETTER TO THE MANAGER'S OFFICE.

HELLO SIR, WE SAW THAT THE MEETING IS DELAYED, SO WE THOUGHT IT WOULD BE GOOD TO NOTE DOWN THE POINTS WE WANT TO DISCUSS FOR THE BENEFIT OF THE STAFF.

JUST GO THROUGH IT AND RESPOND PLEASE.

WE DISCUSSED THE EQUAL PAY POINT AT THE LAST BOARD MEETING AND IT WAS CLOSE TO BEING RESOLVED BUT WE NEED TO CONSIDER THE BUDGET IMPLICATIONS.

SOME POINTS HERE IN THE LETTER ARE NEW TO ME.... AS YOU KNOW, SOME DECISIONS IN YOUR LETTER ARE MADE BY THE HOTEL OWNER AND THE BOARD. I WILL PRESENT IT TO THE BOSS. JUST BE A LITTLE PATIENT.

ON THE INTERVENTION OF THE LABOUR INSPECTOR, AFTER ONE MONTH, THE BOARD APPROVES EQUAL PAY FOR WORK OF EQUAL VALUE TO BE IMPLEMENTED FROM NEXT MONTH. THE SALARIES OF WOMEN AND SOME PERSONS WITH DISABILITIES WILL BE ADJUSTED ACCORDINGLY.
8. ILO Conventions, Rwandan laws and SDG 8: Discrimination

8.1. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
The ILO convention No.111 emphasizes eradicating all forms of discrimination related to employment and occupation (article 2: “Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof.”)

8.2. Rwandan laws
ILO Convention No.111 contains fundamental rights related to eradication of discrimination that are equally guaranteed in the Rwandan labor law No.66/2018 of 30/8/2018, article 9.

8.3. SDG 8 targets
Through its target 8.8, SDG8 promotes inclusive labor markets and workplaces where discrimination has no place. Social partners are encouraged to apply measures that are mutually beneficial. Target 8.8 says “Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.”

8.4. Concluding note
Governments in collaboration with different partners such as workers and employers’ organizations ensure that appropriate measures are taken to avoid any discrimination related to employment and occupation.
AT THE HOSPITAL WHERE MUTESI WORKS...

EXCUSE ME MUTESI.

GOOD MORNING, YOU ARE EARLY AS USUAL.
YES, I HAVE TO COME BEFORE WORKING HOURS SO THAT THE CLEANERS CAN HELP ME REACH MY OFFICE. WOULD YOU PLEASE CALL ONE FOR ME?

NO NEED! LET ME TRY IT MYSELF.

I HOPE I CAN MAKE IT. BUT SERIOUSLY, THIS HOSPITAL NEEDS TO FACILITATE PEOPLE WITH DISABILITIES. IMAGINE HOW MANY CUSTOMERS WE LOSE BECAUSE OF THIS!

WHAT YOU SAY IS TRUE. THE BOSS HAS TO DO SOMETHING ABOUT IT. AS A UNION LEADER, YOU CAN GO AND TALK TO MANAGEMENT ON OUR BEHALF.

YOU ARE RIGHT. THIS OCCASION SHOWS ME HOW SERIOUS THIS ISSUE IS. I HAVE ALREADY SPOKEN TO THE BOSS ABOUT IT, BUT SHE SEEMS RELUCTANT. I NEED TO REMIND HER AS SOON AS POSSIBLE.

WE'RE THROUGH! THANK YOU, MUTESI. YOU ARE SO KIND.
THERE ARE MANY CASES OF DISCRIMINATION IN THIS HOSPITAL. PEOPLE WITH DISABILITIES MUST BE TREATED WITH DIGNITY. THEY NEED TO BE FACILITATED IN THEIR WORK. I NEED TO FIND TIME THIS AFTERNOON TO TALK TO THE BOSS ABOUT THIS AGAIN.

IN THE AFTERNOON...

DR GENERAL

YES PLEASE! COME IN.

AH, IT'S YOU, MUTESI? WHAT'S GOING ON NOW?

YOU ONLY BRING COMPLAINTS! DO YOU KNOW HOW MUCH IT COSTS TO MAKE THESE ARRANGEMENTS? TELL THEM TO WAIT UNTIL WE HAVE THE FUNDS, OR THEY COULD LEAVE OR I WILL FIRE THEM.

IT'S JUST A REMINDER OF THE DISCRIMINATION CASES WE DISCUSSED BEFORE. FOR EXAMPLE, NO FACILITIES THAT ALLOW PEOPLE WITH DISABILITIES TO MOVE FREELY IN THE HOSPITAL. I NOTICED THAT WE ARE EVEN LOSING CUSTOMERS!

NO MAM, YOU CANNOT SUBJECTIVELY FIRE WORKERS WHO CLAIM FOR THEIR RIGHTS!
THIS HOSPITAL NEEDS HARD WORKING EMPLOYEES TO MAKE A PROFIT. I HAVE TO CHOOSE WHO STAYS BASED ON THEIR PHYSICAL AND MENTAL FITNESS.!

SOME WILL BE FIRED SOON.

OH NO, THAT WOULD BE TERRIBLY UNFAIR. REMEMBER, THIS IS ALSO A REQUIREMENT FROM THE DISTRICT AND THE HOSPITAL CERTIFICATION.

HOW DARE YOU QUESTION MY DECISIONS? WHO DO YOU THINK YOU ARE?

DISCRIMINATION IN THE WORKPLACE IS PUNISHABLE UNDER RWandan LABOUR LAW.

THese ARE VERY GOOD WORKERS. IT IS UNFAIR TO JUST TERMINATE THEIR CONTRACT LIKE THIS!

YOU KNOW WHAT, MUTESI! SHUT UP OR IT WILL GET MUCH WORSE.
GET OUT OF MY OFFICE NOW. THESE PEOPLE ARE INNOCENT, YOU ARE THE ONE CAUSING ME TROUBLE WITH YOUR NONSENSICAL LABOUR LAWS.

DO I NEED TO REMIND YOU THAT THIS IS MY HOSPITAL?

I HIRE AND FIRE WHO I WANT.

SOME DAYS LATER...

BEFORE TERMINATING SOME USELESS WORKERS,...LET'S BE CAREFUL AND CHECK THE OPINION OF THE LABOUR INSPECTOR FIRST.

I'LL ASK HER FOR AN APPOINTMENT.
AT THE APPOINTMENT DATE, ZANINKA MEETS THE HOSPITAL DIRECTOR.

I WANT TO FIRE ALL THE PEOPLE WITH DISABILITY IN MY HOSPITAL. I FIND EMPLOYEES WITH DISABILITY USELESS, ESPECIALLY THOSE ONES WITH INCURABLE DISEASES.... I WANT TO GET RID OF THEM. IS THERE ANY PROBLEM UNDER THE LAW IF I PAY THEM THEIR FINAL DUES?

NO, MADAM. TERMINATION OF EMPLOYMENT MUST HAVE A VALID REASON. WORKERS MUST BE TREATED EQUALLY AND ALLOWED TO PERFORM AS REQUIRED PROTECTION AGAINST ALL FORMS OF DISCRIMINATION IN THE WORKPLACE IS AN OBLIGATION FOR EVERY EMPLOYER UNDER ARTICLE 9 OF THE RWANDAN LABOUR LAW.

OH! IS THAT SO? I WAS ABOUT TO MAKE A SERIOUS MISTAKE...

I HAVE TO PAY ATTENTION ON THE UNION REQUEST. MUTESI WAS RIGHT! THANK YOU, INSPECTOR, FOR THE ADVICE.

ZANINKA HAS MET WITH THE WORKERS' REPRESENTATIVES AND THEY HAVE AGREED ON A PLAN TO SOLVE THESE DISCRIMINATION PROBLEMS.

TOILETS AND RAMPS FOR WHEELCHAIRS AND SPECIAL WORKING CONDITIONS FOR PEOPLE WITH HIV/AIDS AND OTHER NON-CURABLE DISEASES, ETC.

AFTER THAT, THE HOSPITAL DEVELOPED SO WELL IN SUCH A SHORT TIME THAT EVEN ZANINKA WAS IMPRESSED.
1st OF MAY IS THE INTERNATIONAL LABOUR DAY. IT IS A PUBLIC HOLIDAY CELEBRATED ALL OVER THE WORLD, INCLUDING IN EVERY VILLAGE IN RWANDA. PEOPLE IN KAGOMA GATHER IN A PARTICULAR HALL.

HELLO KAGABO, HAPPY LABOUR DAY. I HOPE YOU ARE HAPPY TODAY.

HELLO MUTESI, HAPPY LABOUR DAY TO YOU TOO. YOU ARE RIGHT, I AM HAPPY. LABOUR DAY NOW HAS A REASON TO BE CELEBRATED.

WHEN I THINK OF THIS DAY, I THINK OF YOU AND YOUR CRUCIAL SUPPORT FOR OUR UNION.

HAHAH REALLY? LET US JUST HURRY UP, WE'RE ALMOST LATE.
GOOD MORNING EVERYONE, THANK YOU FOR COMING TO THIS LABOUR DAY CELEBRATION. WE WILL BEGIN OUR PROGRAM SHORTLY.


AS TODAY IS LABOUR DAY, WE WILL HEAR FROM PEOPLE REPRESENTING THE SOCIAL PARTNERS: A WORKER, AN EMPLOYER AND A GOVERNMENT REPRESENTATIVE.

YOU CAN SEE THE THEME OF TODAY ON THE BANNER, WE WILL BRIEFLY HEAR GOOD EXPERIENCES FROM DIFFERENT SPEAKERS AND GUESS WHAT? THERE WILL BE DANCING AND SHARE DRINKS AT THE END!

WE ARE GOING TO HEAR THE EXPERIENCES OF WORKERS FROM KAGABO, THEN THE EXPERIENCES OF EMPLOYERS FROM MS ZANINKA.
MY NAME IS KAGABO. I HAVE BEEN A CARPENTER FOR 10 YEARS, BUT I HAD DEPLORABLE WORKING CONDITIONS AND HAD A CRITICAL LIFE OF POVERTY BECAUSE I ONLY EARNED PEANUTS.

THIS HAPPENED THREE YEARS BEFORE I LEARNED ABOUT "SDG 8", THE 8 ILO CORE CONVENTIONS AND THE 8 CORRESPONDING ARTICLES OF THE RWANDAN LABOUR LAW. TO IMPLEMENT GOAL 8, WE FORMED A UNION AND SIGNED A COLLECTIVE AGREEMENT WITH THE EMPLOYER, WHICH IMPROVED OUR WORKING CONDITIONS, OUR ECONOMY AND OUR LIVELIHOOD. IN THE LAST THREE YEARS, MY LIFE HAS CHANGED SIGNIFICANTLY, AND SO HAVE THE LIVES OF MY COLLEAGUES.

MY NAME IS ZANINKA. I AM THE OWNER OF KAGO HOSPITAL.... "SDG 8" THAT KAGABO MENTIONED HAS HELPED ME TO IMPROVE THE PRODUCTIVITY OF MY HOSPITAL. BEFORE, I WAS AGAINST THE WORKERS' UNION AND GROSSLY VIOLATED WORKERS' RIGHTS, BUT I DIDN'T REALLY KNOW THEM. I WAS FINE MANY TIMES, BUT MS. KANYANGE HELPED ME TO UNDERSTAND THIS AND CHANGE MY ATTITUDE.

WHEN MY WORKERS INTRODUCED ME TO "SDG 8" AND THE RWANDAN LABOUR LAWS, WE APPLIED SOCIAL DIALOGUE PRACTICES AND OUR LABOUR RELATIONS IMPROVED. THE WORKERS' UNION IS WORKING WITH THE HOSPITAL MANAGEMENT TO IMPROVE SERVICE AND TURNOVER HAS INCREASED SIGNIFICANTLY. WE HAVE INTRODUCED THE SYSTEM OF PAYING BONUSES EVERY YEAR TO REWARD AND ENCOURAGE THE WORKERS. I WOULD ENCOURAGE OTHER EMPLOYERS TO WORK WITH THE UNIONS AND IMPROVE THEIR RELATIONS BECAUSE A HAPPY EMPLOYEE IS CERTAINLY MORE PRODUCTIVE AND COMMITTED TO THE COMPANY.

HELLO EVERYONE, SORRY FOR INTERRUPTING THE FLOW. I AM THE FATHER OF KAGABO. FIRST, I THANK THE GOVERNMENT FOR PUTTING IN PLACE A GOOD SOCIAL DEVELOPMENT POLICY. THEY HAVE DONE A GREAT JOB FOR MY FAMILY. I LOST MY ABILITY TO WORK YEARS AGO DUE TO AN ACCIDENT AND DID NOT GET ANY COIN FROM THE COMPANY I USED TO WORK FOR, AND THE SOCIAL SECURITY COMPENSATION WAS VERY LOW. I WISH I HAD A CHANCE TO LEARN ABOUT "SDG 8".

I LIVED IN POVERTY FOR 7 YEARS AND COULD NOT SUPPORT MY CHILDREN WHEN THEIR MOTHER DIED. I WAS ALWAYS WORRIED ABOUT THEIR FUTURE, BUT I THINK AS MY SON KAGABO SAID, THE FUTURE IS BRIGHT IF YOU APPLY "SDG 8". TO ALL THE YOUNG PEOPLE HERE, TAKE "SDG 8" AS A LEGACY FROM YOUR PARENTS, FOLLOW IT AND IT WILL MAKE YOU ALL SUCCESSFUL. THANK YOU.
WOOOW. THE OLD MAN REALLY DESERVES A ROUND OF APPLAUSE. HE HAS SAID A VERY INSPIRING WORD. ON BEHALF OF ALL OF US, THANK YOU FOR PARTNERING AND IMPLEMENTING THE SOCIAL DEVELOPMENT POLICY THAT AIDS TO PROMOTE DECENT WORK AND INCLUSIVE ECONOMIC GROWTH. NO ONE SHOULD BE LEFT BEHIND. WORKERS, EMPLOYERS AND THE NATION MUST GROW SocialLY AND ECONOMICALLY.

So all of you take the “8” as one solution to improve your own livelihood, the productivity of your business and the economy of the country. Together in collaboration we will overcome poverty and ensure that labour rights are progressively respected.

LET'S DRINK AND DANCE FOR THE 8!

AFTER THE SPEECH OF THE GUEST OF HONOR, PEOPLE STARTED TO CELEBRATE.

END
REFERENCES

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