

OUR 8



**FRIEDRICH
EBERT 
STIFTUNG**

OUR 8

CREATED BY:

**FRIEDRICH-EBERT-STIFTUNG
(FES RWANDA)**

STORY BY:

Jordi Michel MUSONI

Chris RUTAYISIRE

ILLUSTRATIONS BY:

Chris RUTAYISIRE

WITH THE SUPPORT OF:

Jean-Claude MUHIRE (FES)

Marie Salvatrice MUSABYEYEZU (FES)

Walid NDARUHUTSE (FES)

Alain RODRIGUEZ (ITUC)

Diego Lopez GONZALEZ (ITUC)

TRANSLATION BY:

Jordi Michel MUSONI

Walid NDARUHUTSE

INTRODUCTION

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, rutayichris@gmail.com

Jordi Michel Musoni, jordimusoni@gmail.com

Created By:

FRIEDRICH-EBERT-STIFTUNG RWANDA (FES Rwanda)

© All rights reserved. The comic can be used freely. The use of images – even in extracts – may only be made by prior arrangement with the FES Rwanda.

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 ASSIA
- TALENTED IN SOCCER AND A VICTIM OF FORCED LABOR.



KEZA

- 12 YEARS OLD
- ASSIA'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.



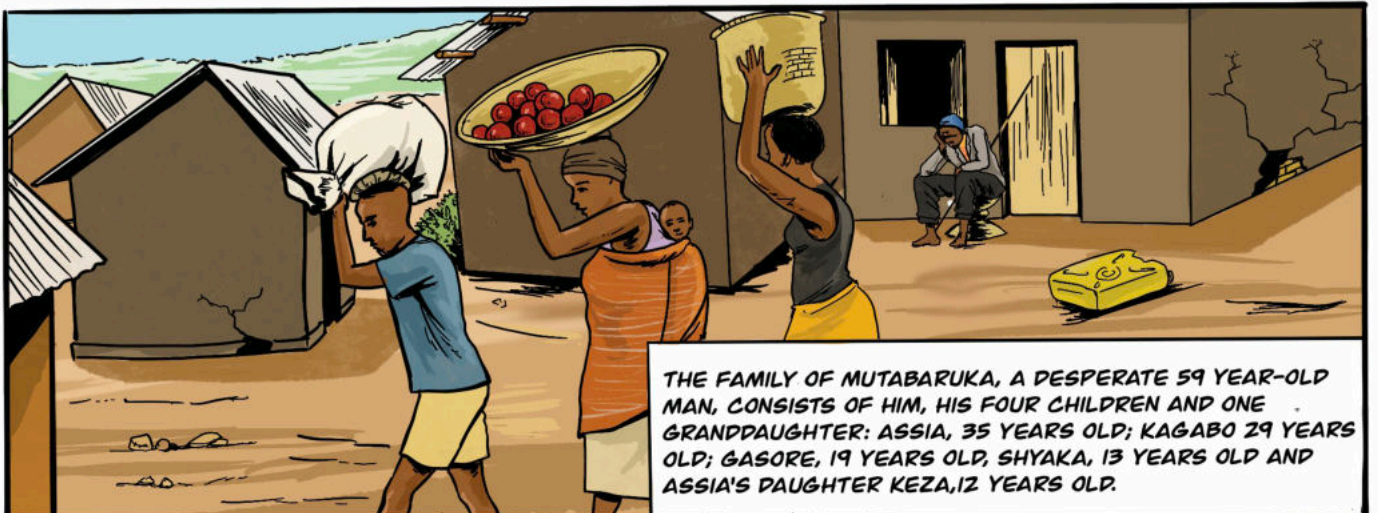
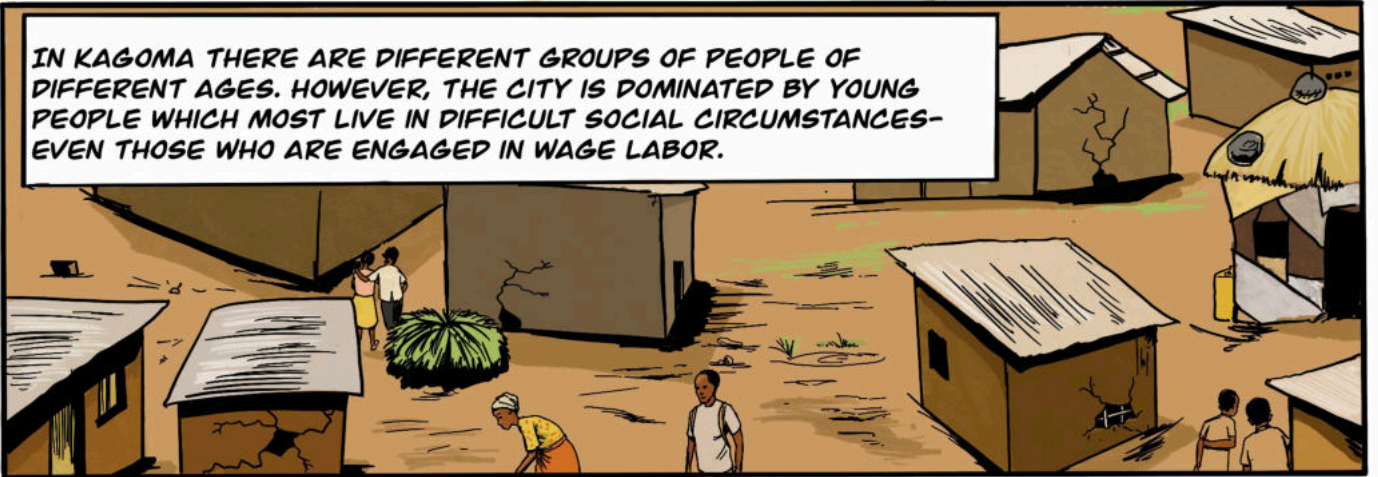
SHYAKA

- 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 29 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.

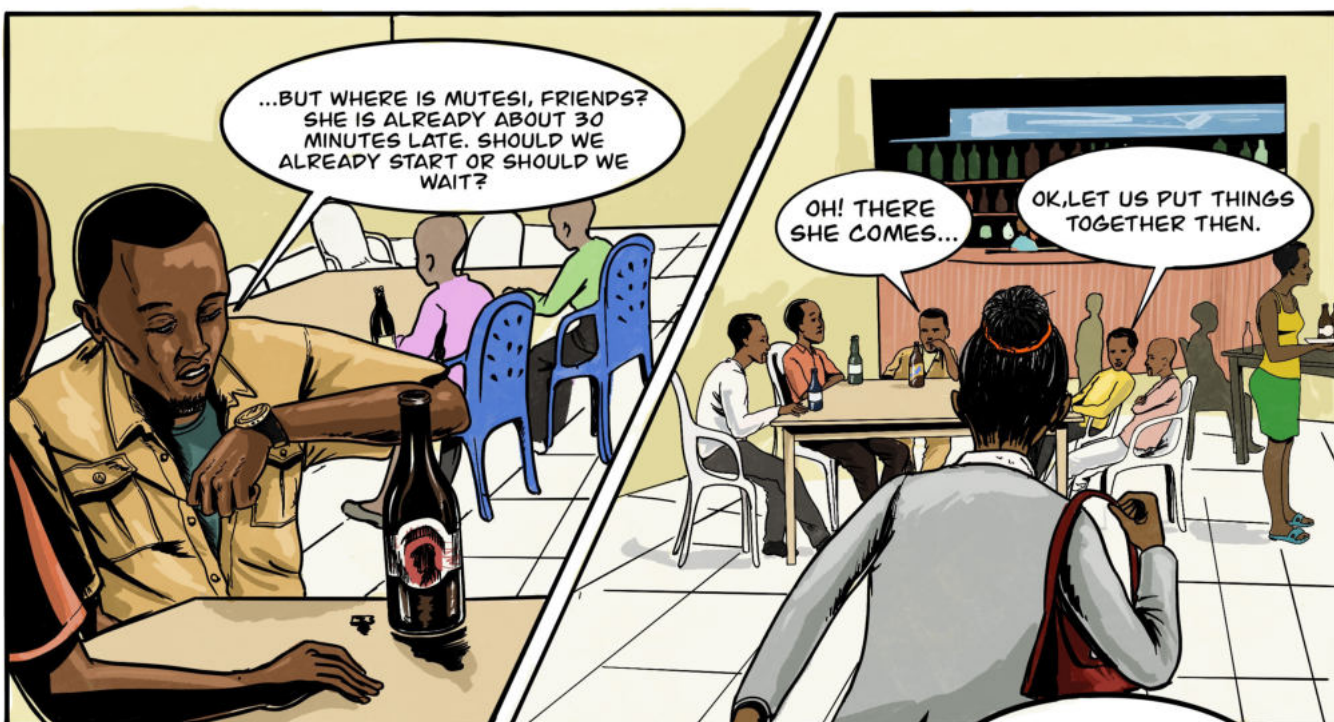
HOWEVER, SELF-ORGANIZATION IS NOT ENOUGH TO OVERCOME THE SITUATION OF DEEP POVERTY. THE GOVERNMENT MUST ACT AND JOIN FORCES WITH OTHER ORGANISATIONS COMMITTED FOR THE ECONOMIC DEVELOPMENT OF ALL THESE COMMUNITIES. TRADE UNIONS ARE READY TO CONTRIBUTE TO THIS AND TO WHAT IT TAKES IN ORDER TO ENSURE THAT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

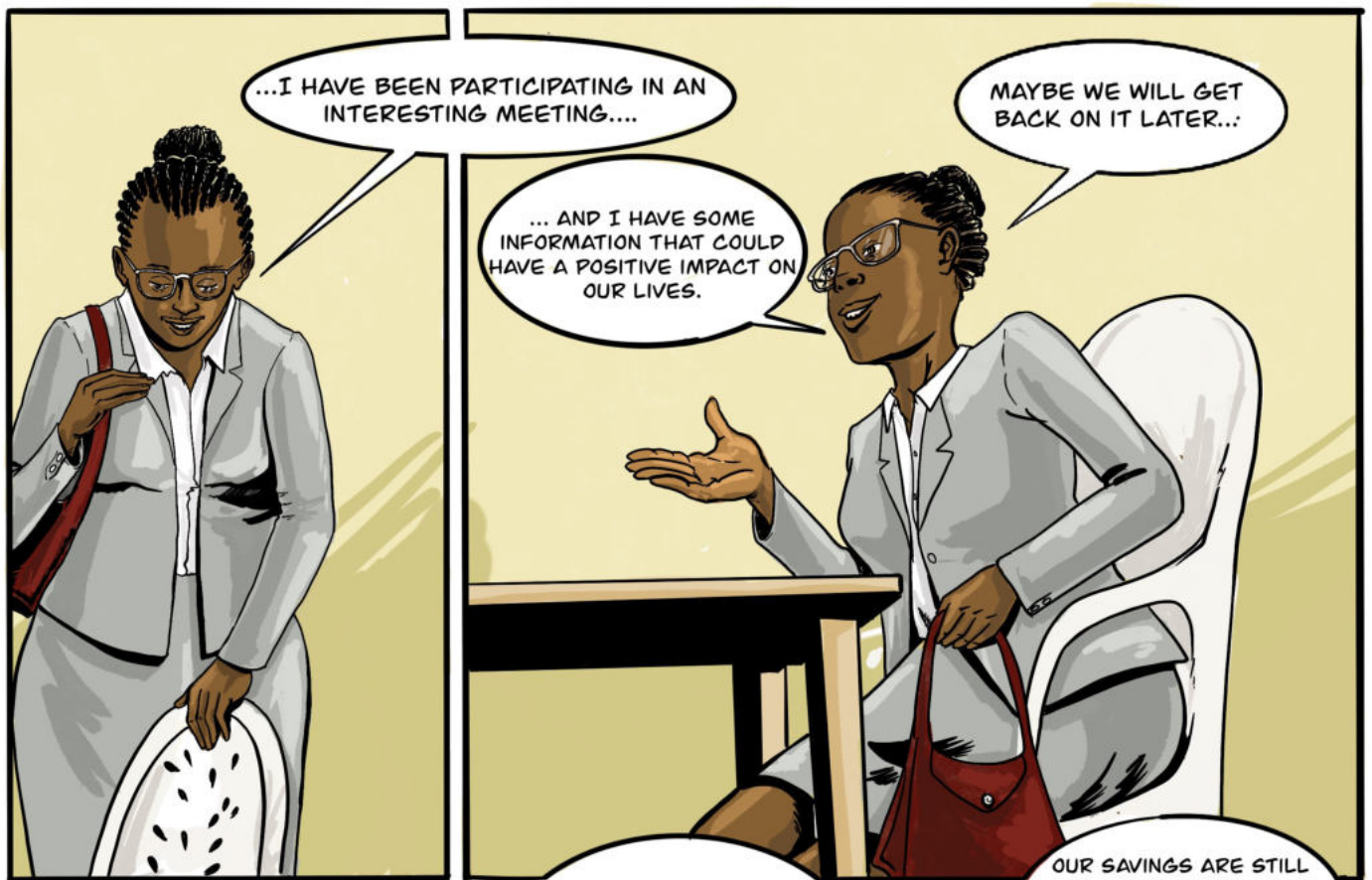


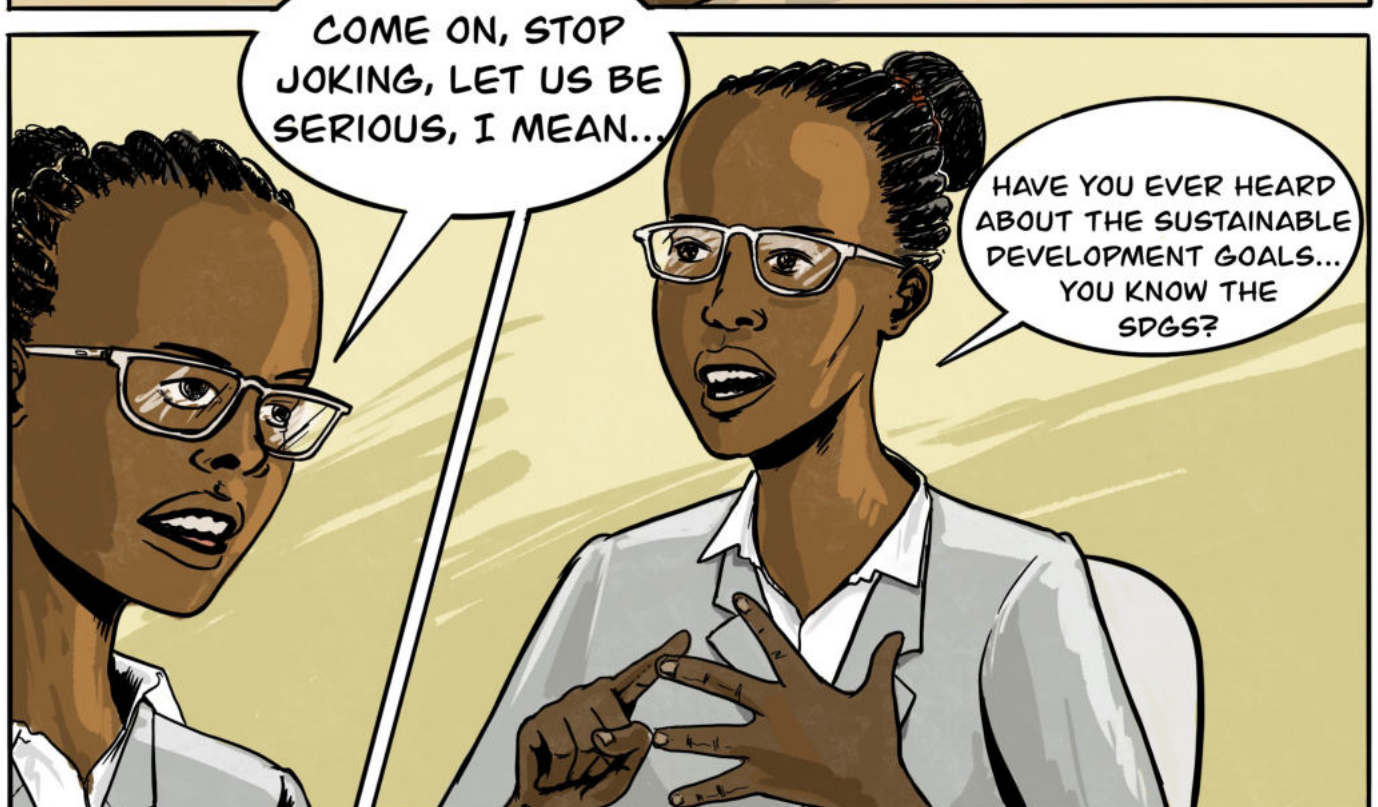
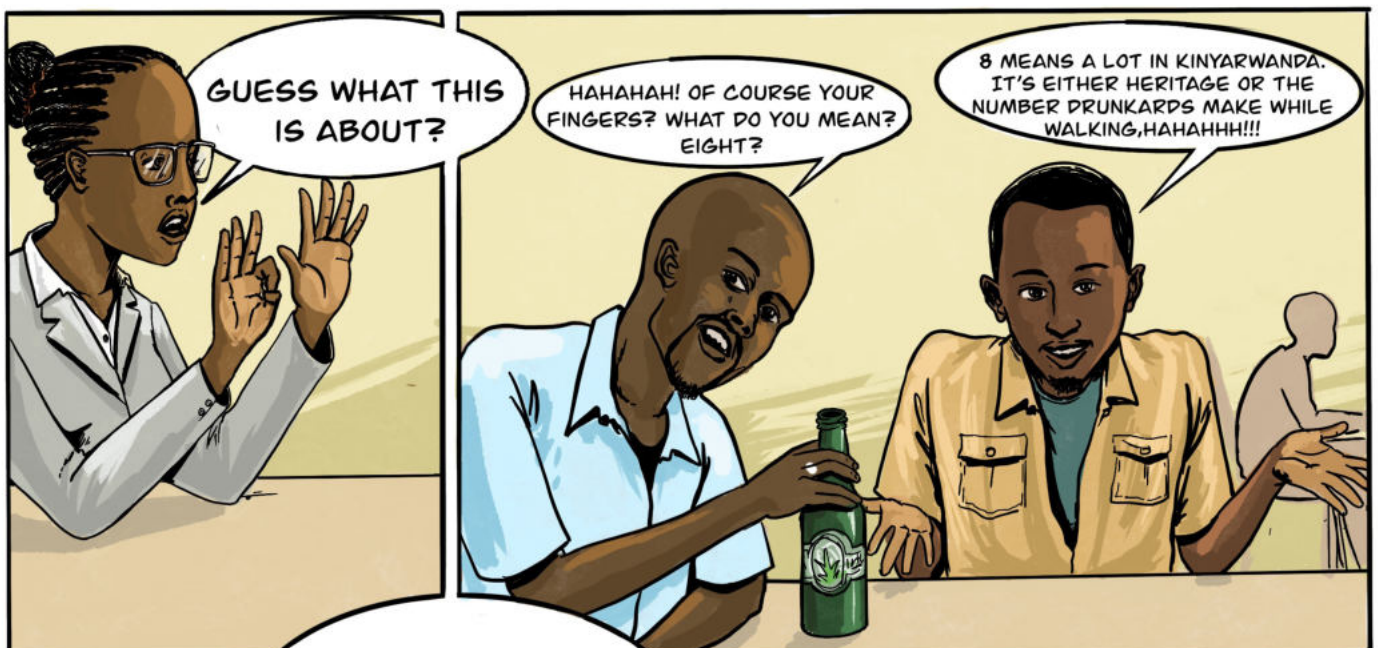
OH! THERE
SHE COMES...

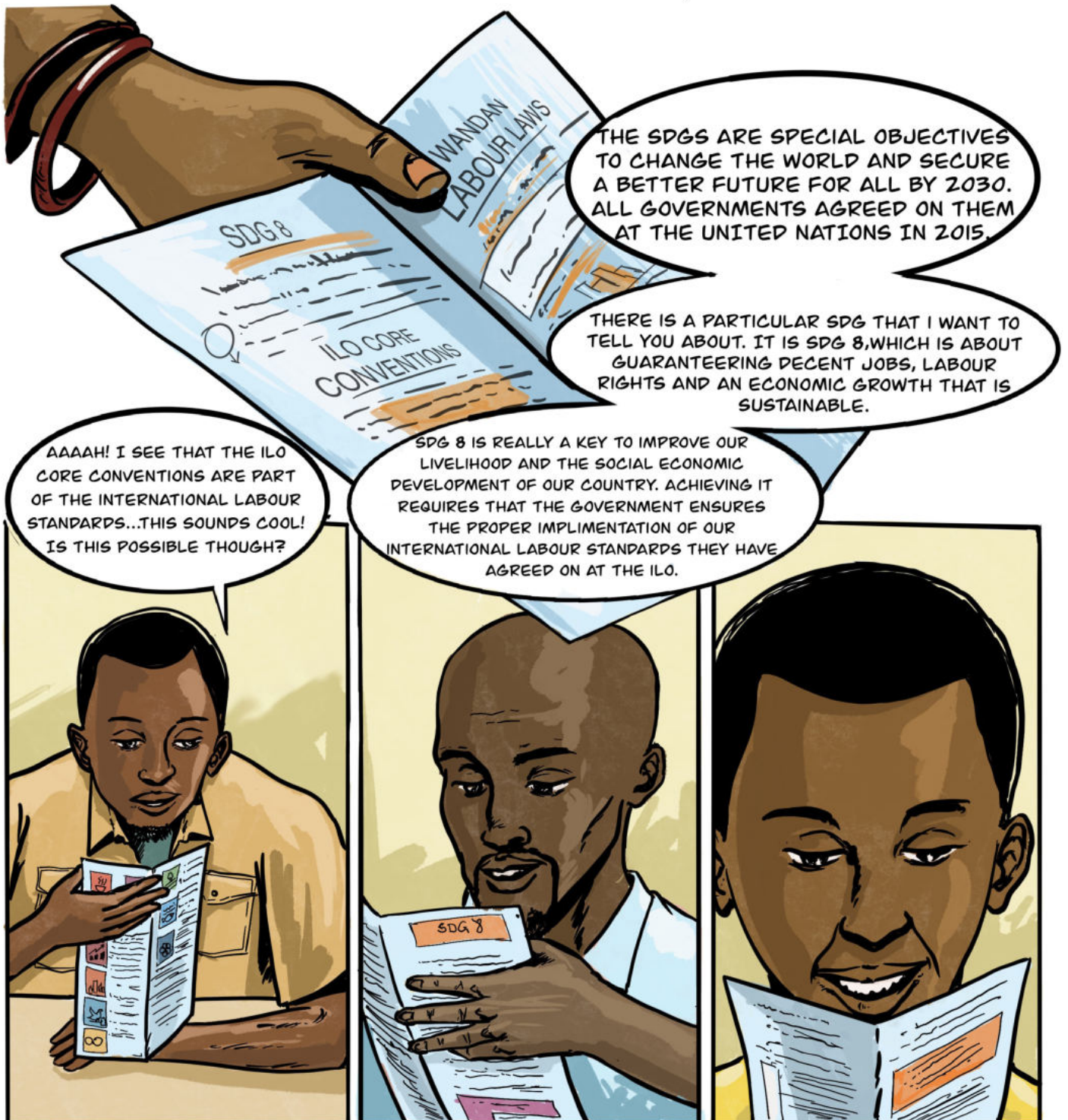
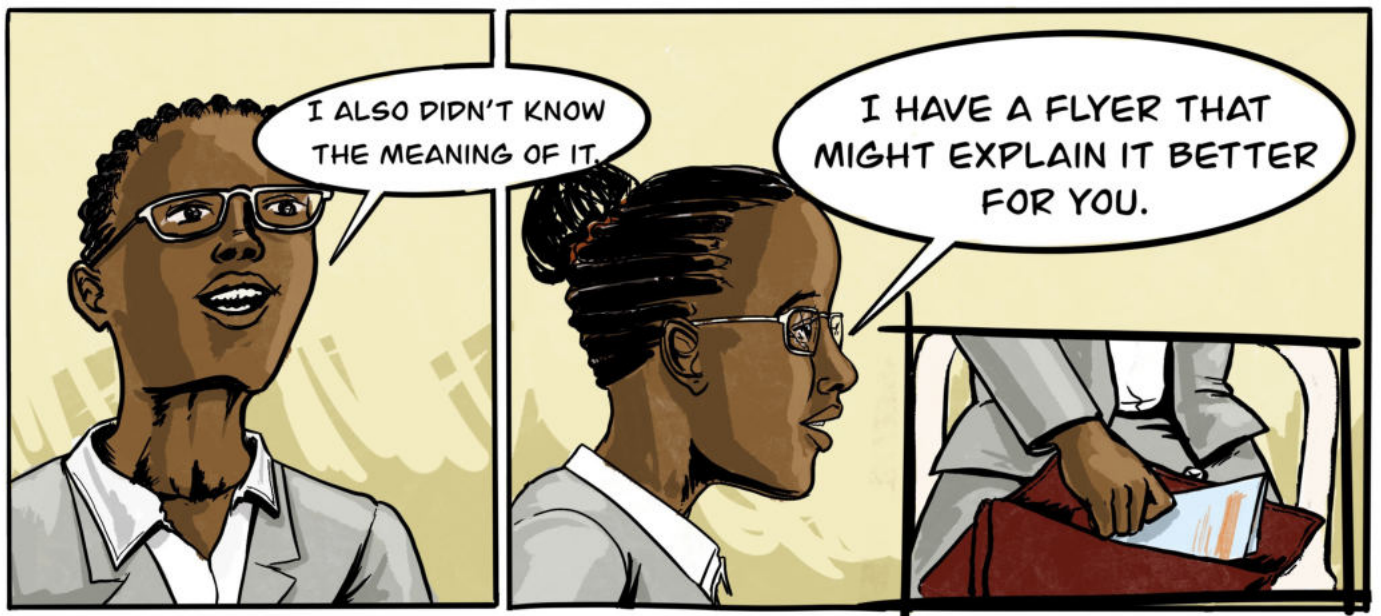
OK, LET US PUT THINGS
TOGETHER THEN.

HELLO GUYS, I AM
VERY SORRY FOR BEING
LATE BUT...











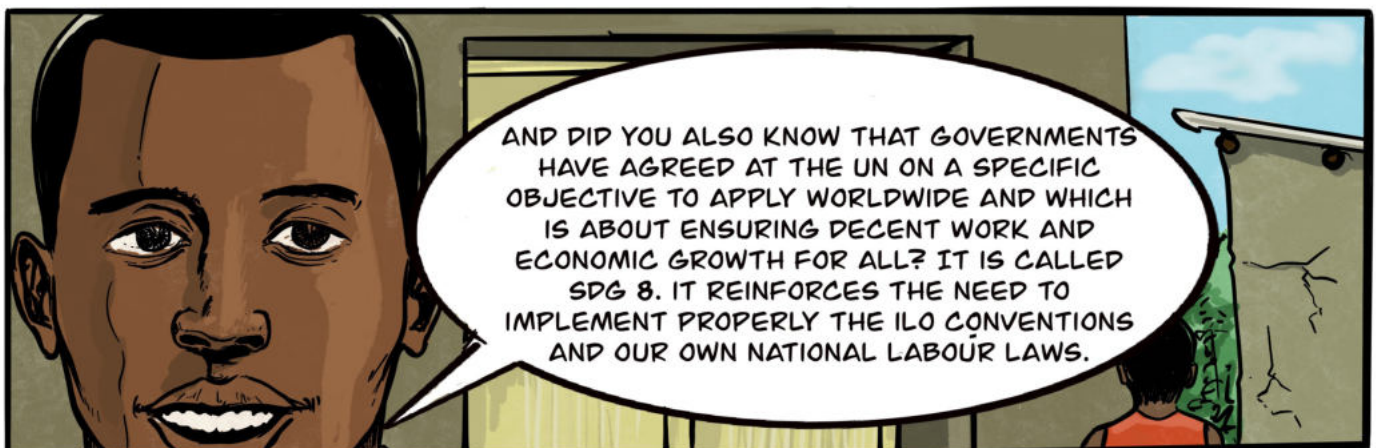
KAGABO ON HIS WAY HOME...



I HAVE IMPORTANT NEWS FROM MUTESI TO TELL YOU.



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?



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"

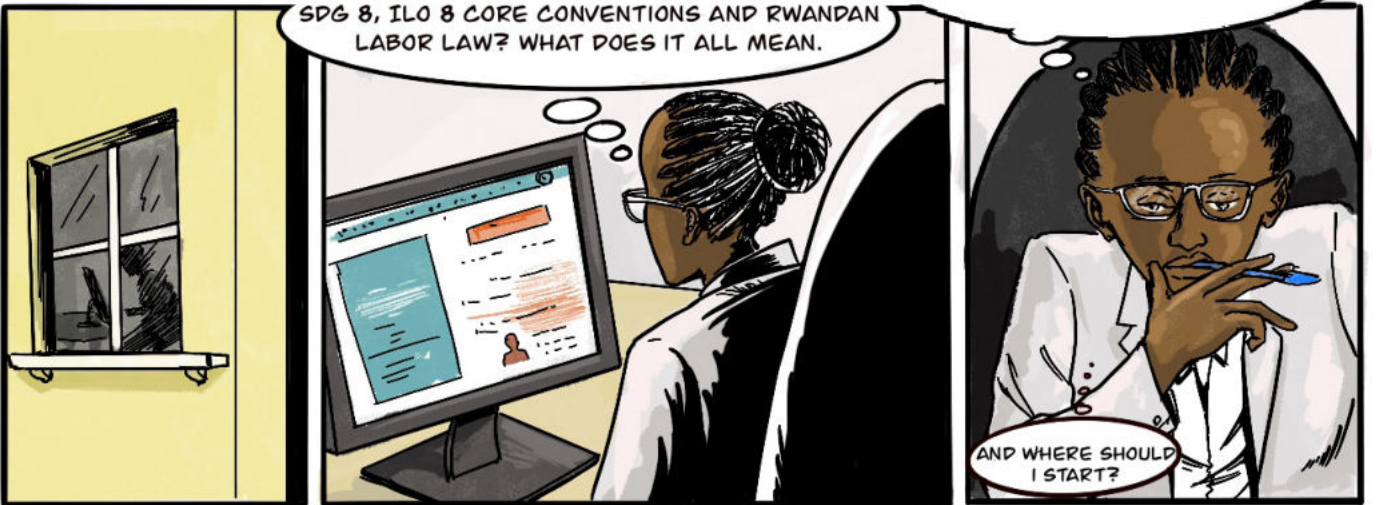
1.4. Concluding note

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.

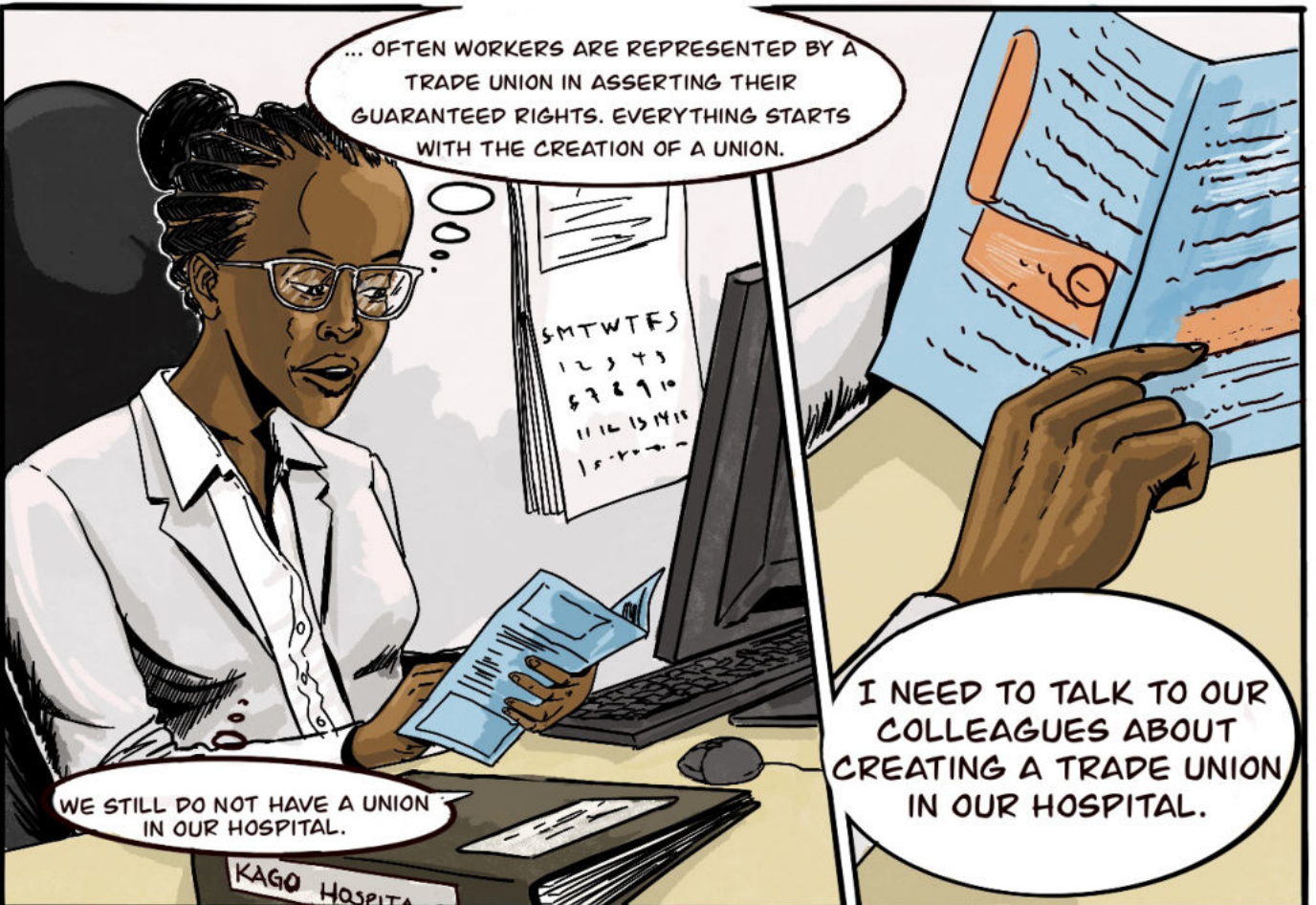
AT KAGOMA, IN THE OFFICE OF THE HOSPITAL STAFF,...



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



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



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.

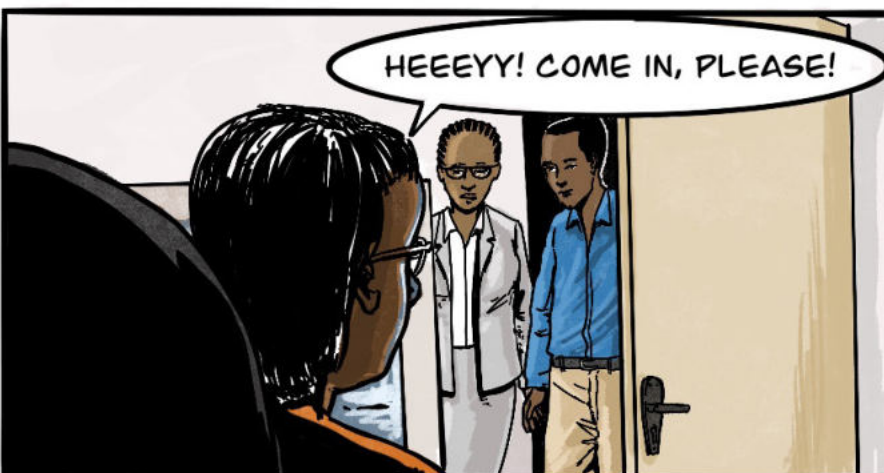
YOU MEAN AN ORGANIZATION THAT WILL HELP US TO KNOW AND TO ENFORCE OUR RIGHTS? ARE YOU SURE THAT IT WILL NOT BRING US PROBLEMS?

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,...







HELLO, HOW ARE YOU? TELL ME, WHAT DO YOU KNOW ABOUT TRADE UNIONS?

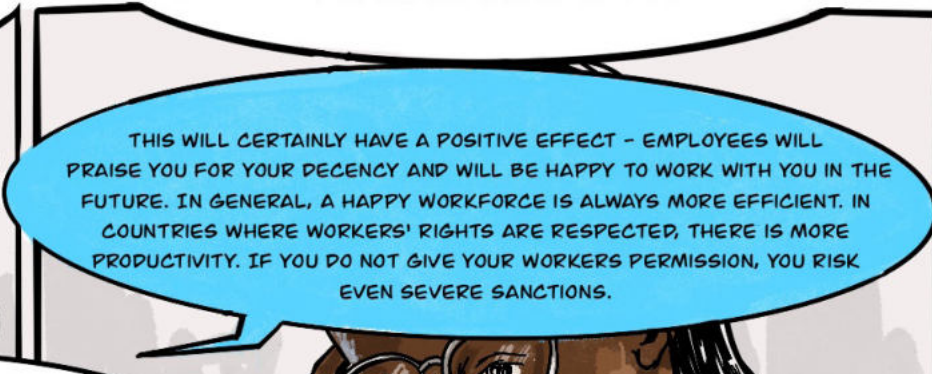


I HAVE TO TALK TO MY LAWYER AND ASK HIM FOR LEGAL ADVICE.

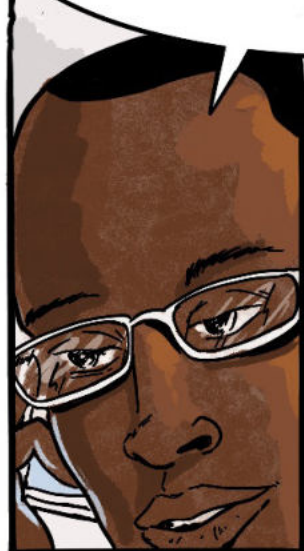
MY WORKERS WANT TO FORM ONE. WHAT DO YOU ADVISE ME TO DO?



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.



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.



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.





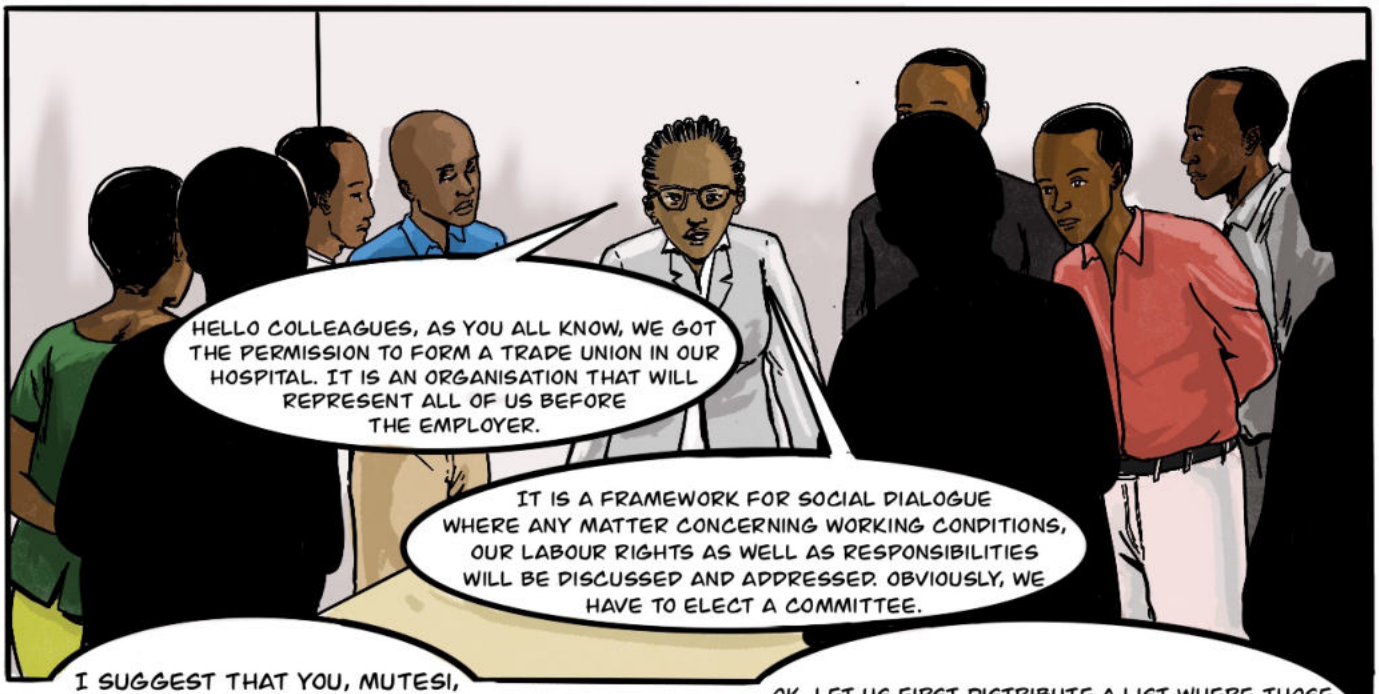
THIS IS AN IMPORTANT FIRST STEP FOR US! LET US GET EVERYTHING ORGANIZED QUICKLY.



YES, LET US INVITE ALL THE STAFF FOR MONDAY LUNCH. MUTESI WILL INFORM US ABOUT THE TASK AND IMPORTANCE OF A TRADE UNION.



LET US DO IT FASTER, NO TIME TO LOSE.

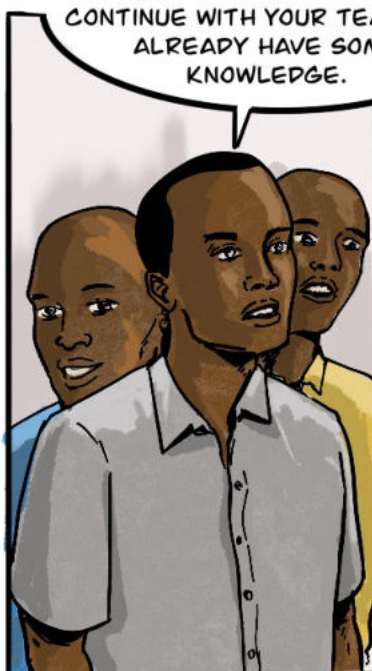


HELLO COLLEAGUES, AS YOU ALL KNOW, WE GOT THE PERMISSION TO FORM A TRADE UNION IN OUR HOSPITAL. IT IS AN ORGANISATION THAT WILL REPRESENT ALL OF US BEFORE THE EMPLOYER.

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

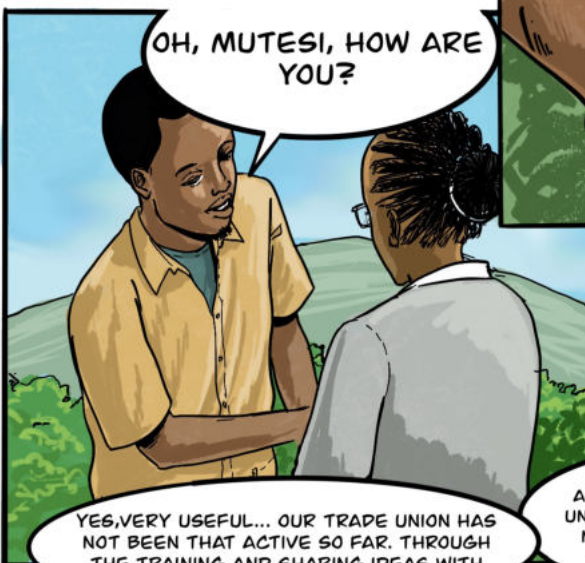
Governments must improve the promoting social dialogue principles that increase the number of collective bargaining Agreements concluded between Workers 'representatives or Trade Unions and Employers or Employers' Organizations. This will be beneficial both for companies' productivity and workers' livelihoods.

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 SDG8 AND DECENT WORK.

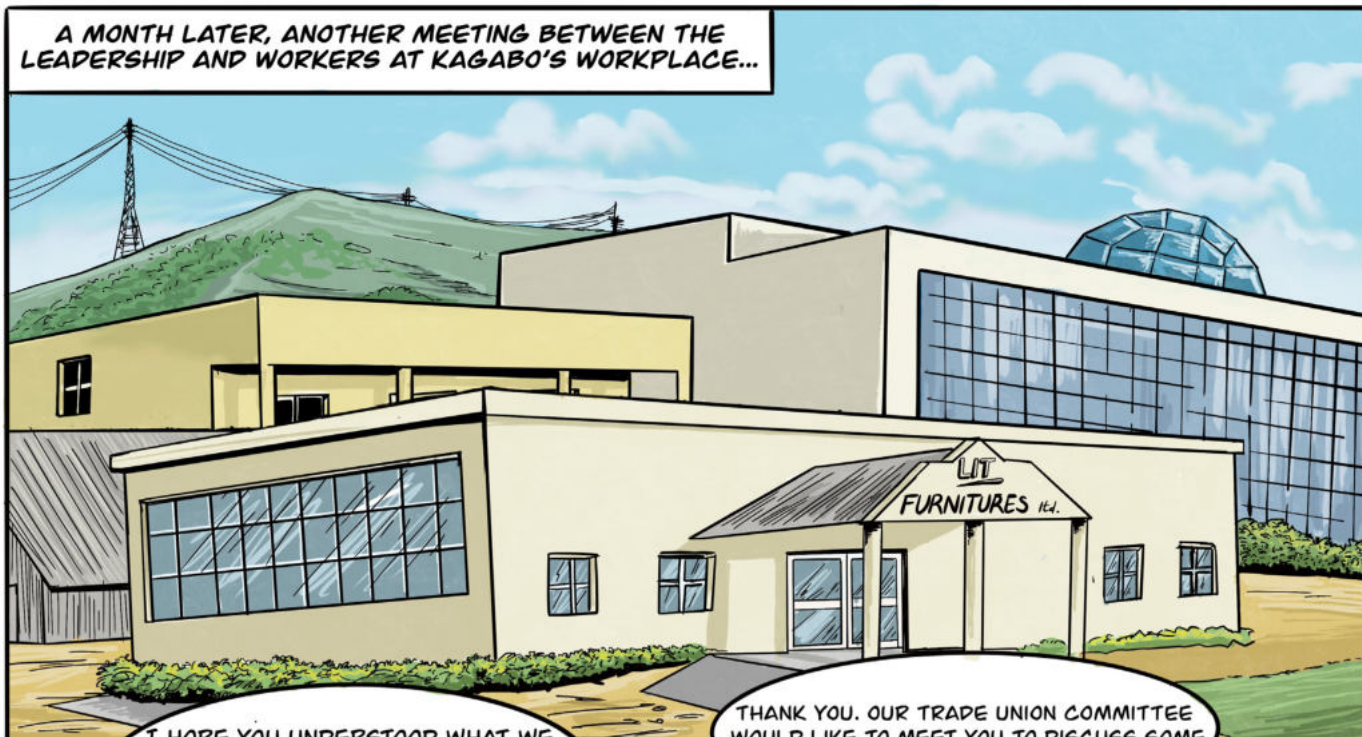


THIS IS IN LINE WITH THE ILO CONVENTION FROM 1949, THE RIGHT TO ORGANIZE AND COLLECTIVE BARGAINING AGREEMENT, NO. 98. AND WRITTEN IN OUR LABOR LAW OF 2018, ARTICLES 4 AND 92 AND THE RWANDAN CONSTITUTION, ARTICLE NO. 32.



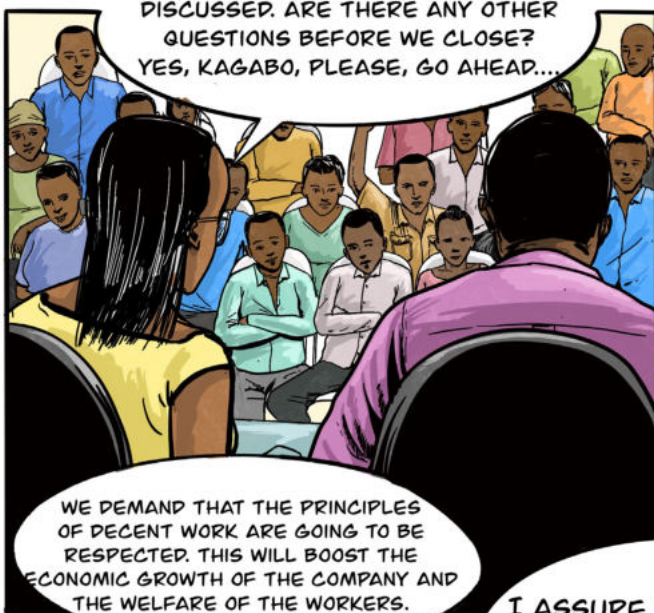
WE WILL BE TALKING ABOUT IT. SEE YOU SOON...

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...

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



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.



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

I ASSURE YOU THAT ALL WORKERS ARE COMMITTED TO THIS.



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?,

THE PAYMENT OF SALARIES THROUGH BANK ACCOUNTS. SO WE CAN GET SMALL LOANS.

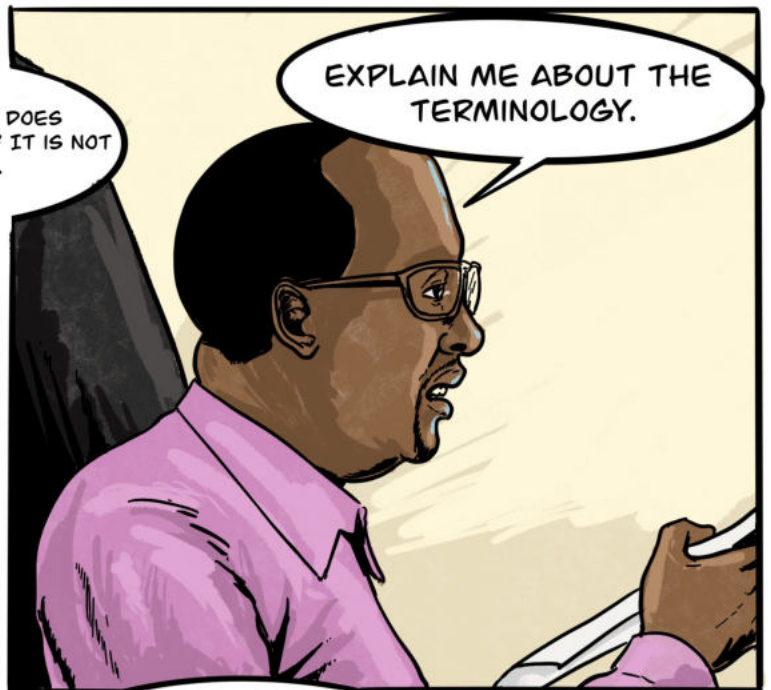
WE MUST ALSO STICK TO THE ISSUE OF OCCUPATIONAL SAFETY AND HEALTH AT WORKPLACE. WE NEED A BETTER PROTECTION.

OH, COME IN! SIT DOWN AND EXPLAIN YOUR CONCERNS TO ME, I READ YOUR LONG LETTER...

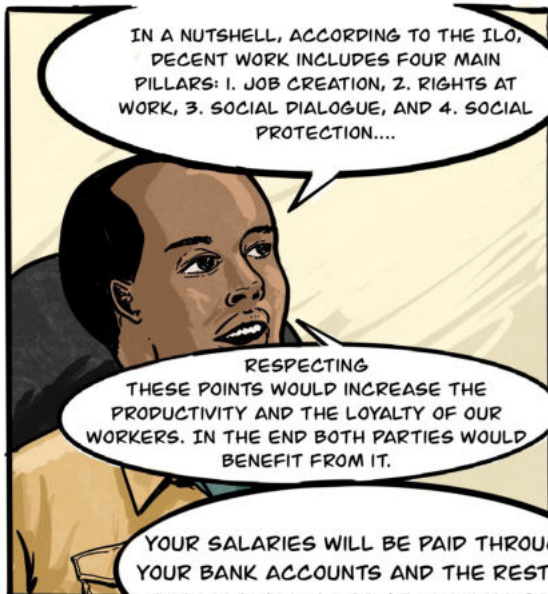
THANK YOU, SIR, HERE WE ARE TO EXPLAIN OUR REQUESTS TO YOU.



BY THE WAY, WHAT DOES "DECENT WORK" MEAN? IT IS NOT CLEAR TO ME.



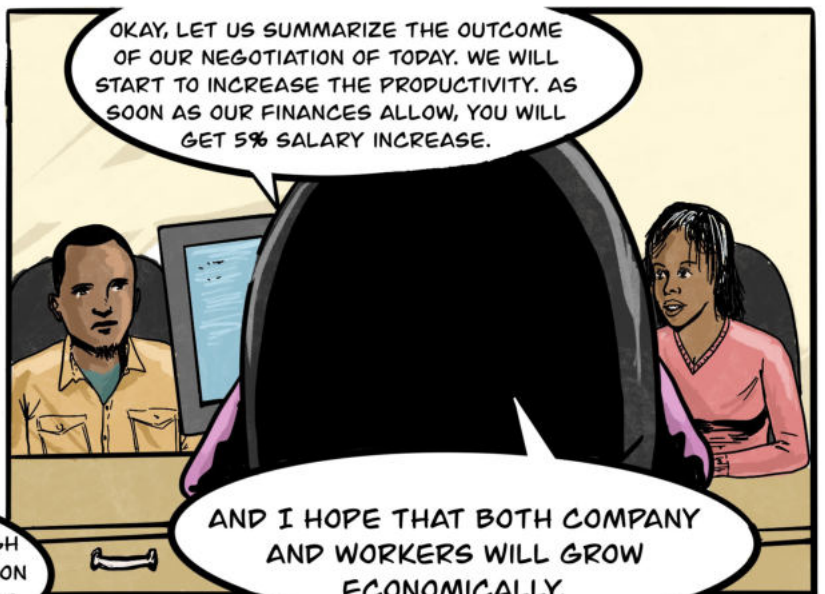
EXPLAIN ME ABOUT THE TERMINOLOGY.



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....

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?



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.

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



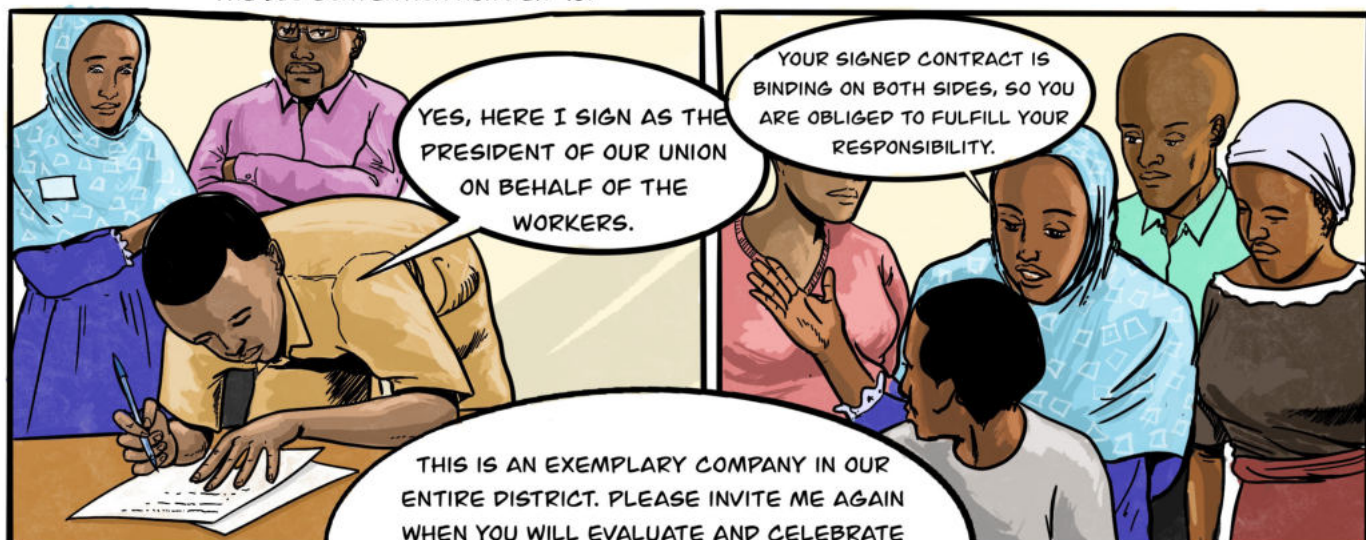
PROMISE BOSS, BEFORE PUTTING TOGETHER THIS LIST, WE TALKED TO ALL EMPLOYEES, AND THEY ALL STAND BEHIND US.



I SEE... WE COULD DRAFT THE AGREEMENT TOGETHER AND COULD SIGN IT ON FRIDAY MORNING IN THE PRESENCE OF THE ENTIRE STAFF

WE COULD ALSO INVITE THE LABOR INSPECTOR OF THE DISTRICT, MADAME KANYANGE.

ON THE DAY OF SIGNING...



SIX MONTHS LATER, KAGABO AT HOME,...

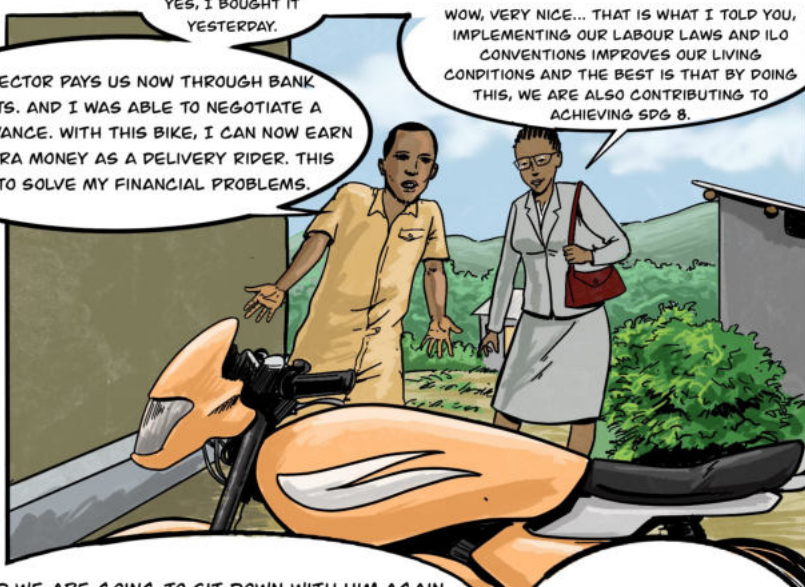


WOW, WHAT A SURPRISE! IS THE NEW MOTO YOURS?



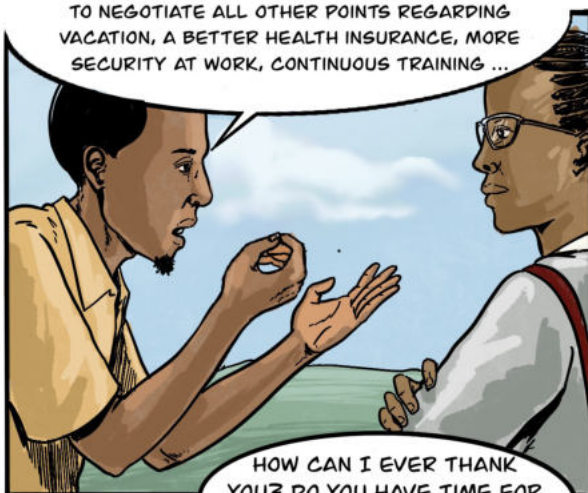
OUR DIRECTOR PAYS US NOW THROUGH BANK ACCOUNTS. AND I WAS ABLE TO NEGOTIATE A SALARY ADVANCE. WITH THIS BIKE, I CAN NOW EARN SOME EXTRA MONEY AS A DELIVERY RIDER. THIS HELPS TO SOLVE MY FINANCIAL PROBLEMS.

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.



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.



HOW CAN I EVER THANK YOU? DO YOU HAVE TIME FOR US TO CELEBRATE THIS TOGETHER?

HAHAHA, SURE, BUT NOT NOW, UNFORTUNATELY.



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



3. ILO Conventions, Rwandan laws and SDG 8: Forced labor

3.1. Forced Labor Convention, 1930 (No. 29) (and its 2014 Protocol)

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.

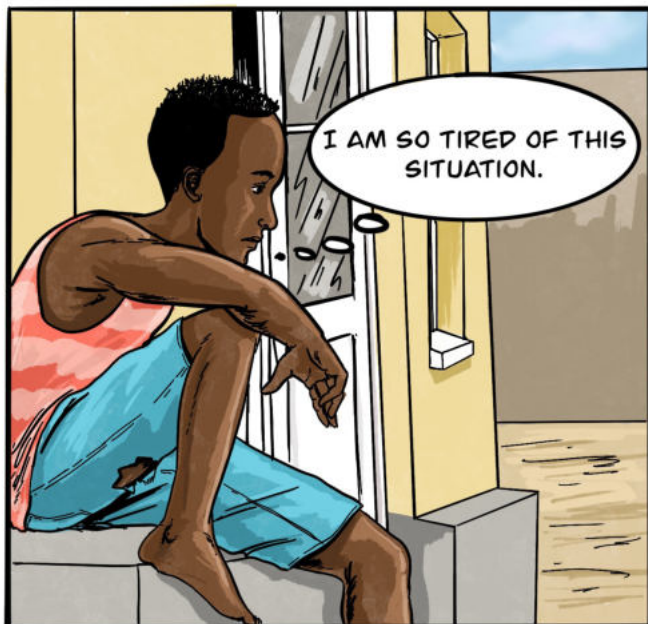
THE FAMILY OF MUTABARUKA COULD NOT REPAY THE LOAN OF A RICH NEIGHBOR. AS A RESULT, THEIR YOUNG BOY GASORE WAS FORCED TO WORK FOR HIM AS A SERF UNTIL THE MONEY WAS FULLY REPAYED.



GASORE WAS FORCED TO WORK FOR A LONG TIME WITHOUT BEING PAID.



HIS LIFE ON THE FARM WAS HARD AND MISERABLE.









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!



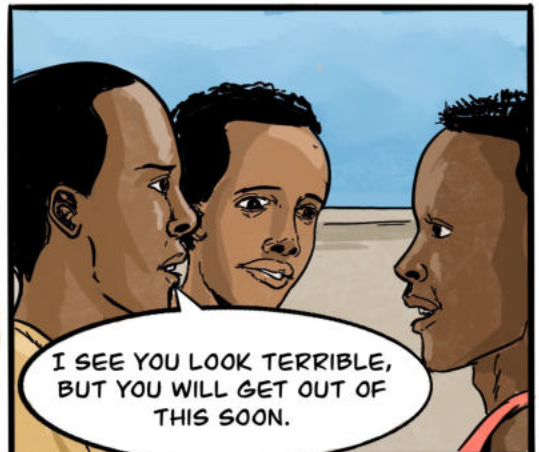
KAGABO? WOOW! WELCOME.



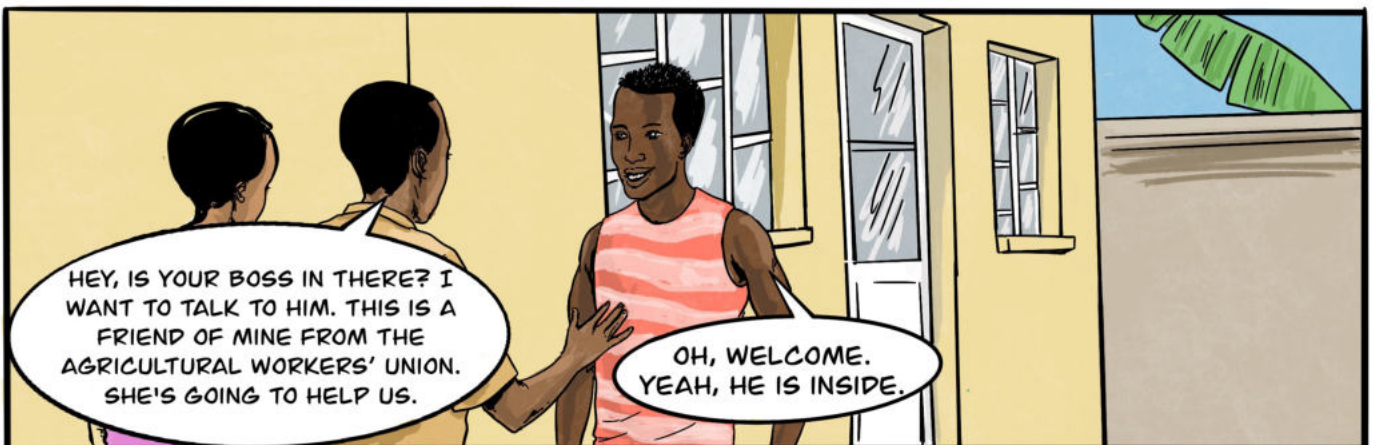
IT'S BEEN A WHILE, BROTHER. HOW HAVE YOU BEEN?, EVERYONE BACK HOME MISSES YOU.



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...

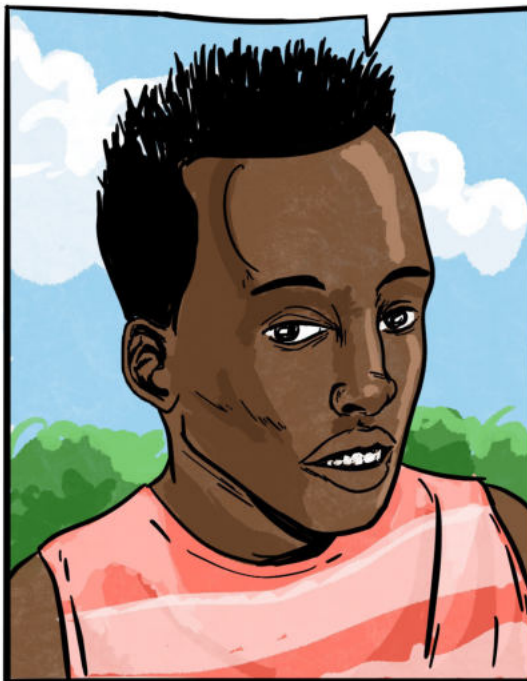
YOU KNOW, GASORE, WE ARE IN THE SAME FIGHT.

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.

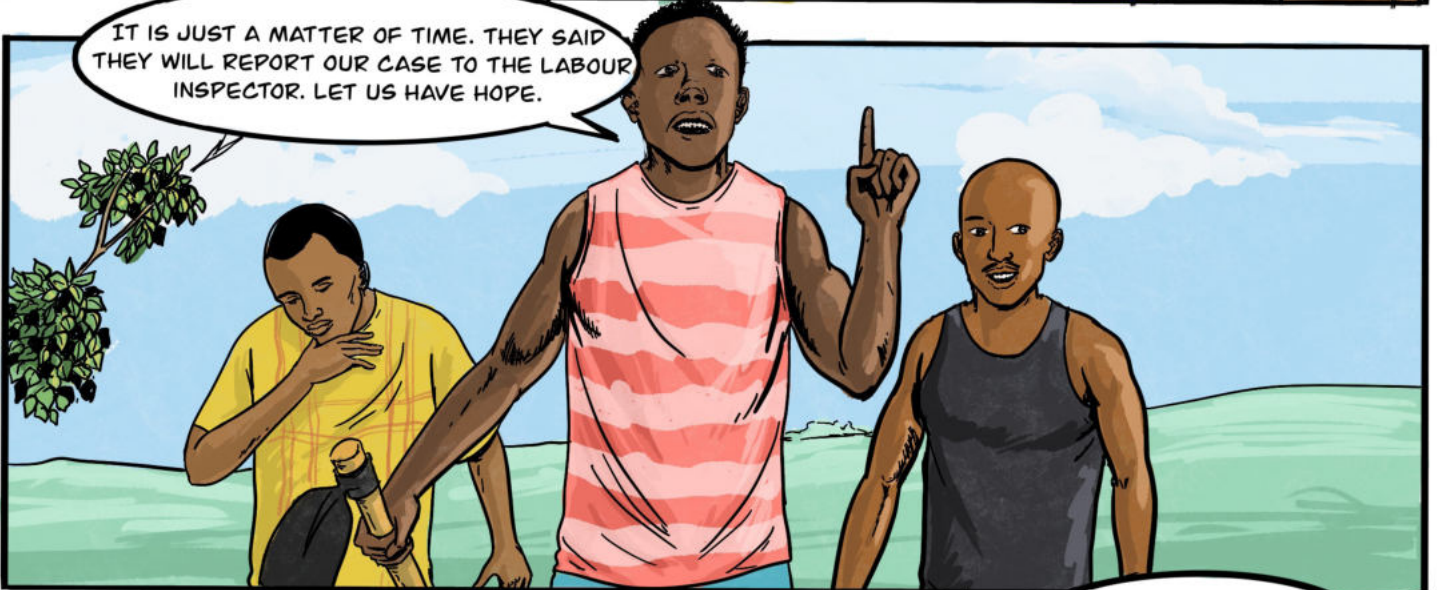
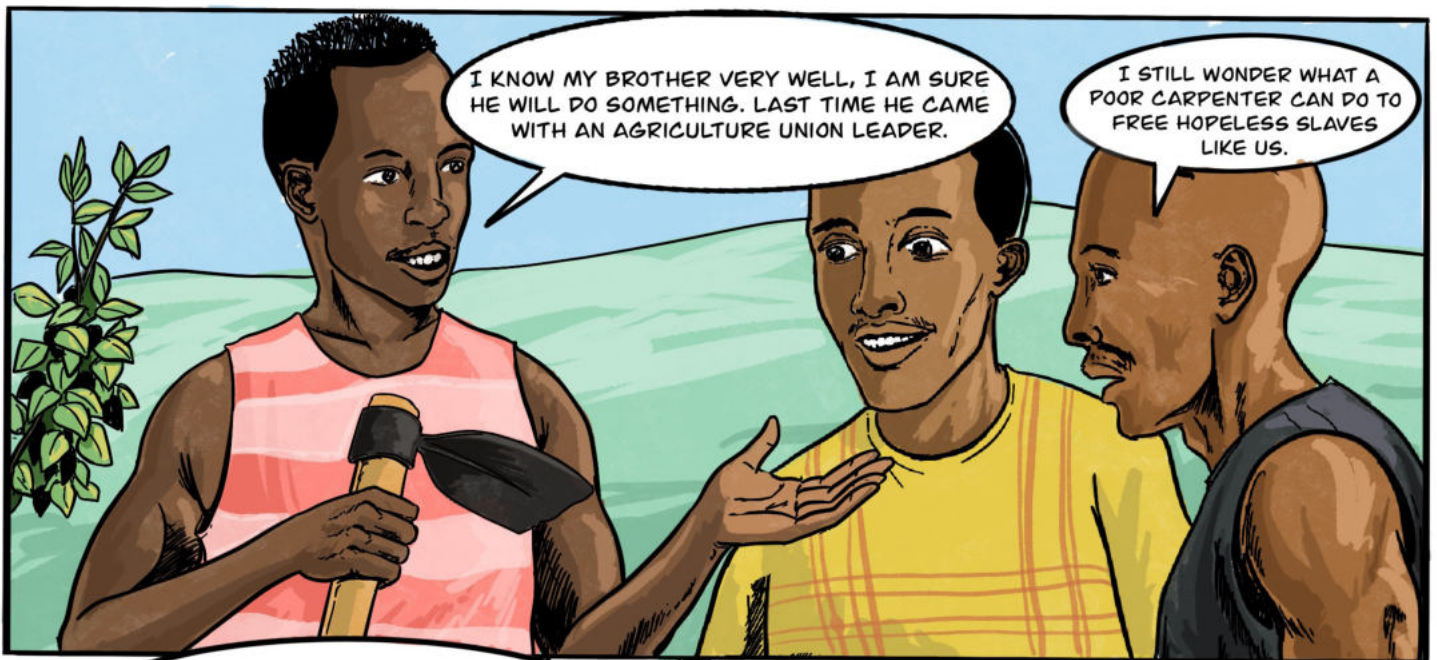
HE CHASED HIM AWAY, BUT MY BROTHER SAID HE WILL NOT STOP UNTIL THE MATTER IS SETTLED.



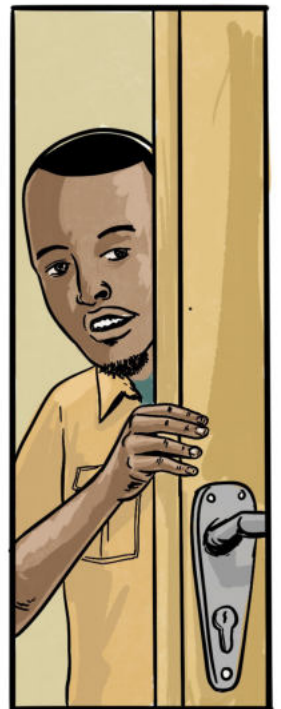
COME ON GASORE, YOUR BROTHER IS JUST A POOR CARPENTER, WHAT DO YOU THINK HE CAN DO FOR US?

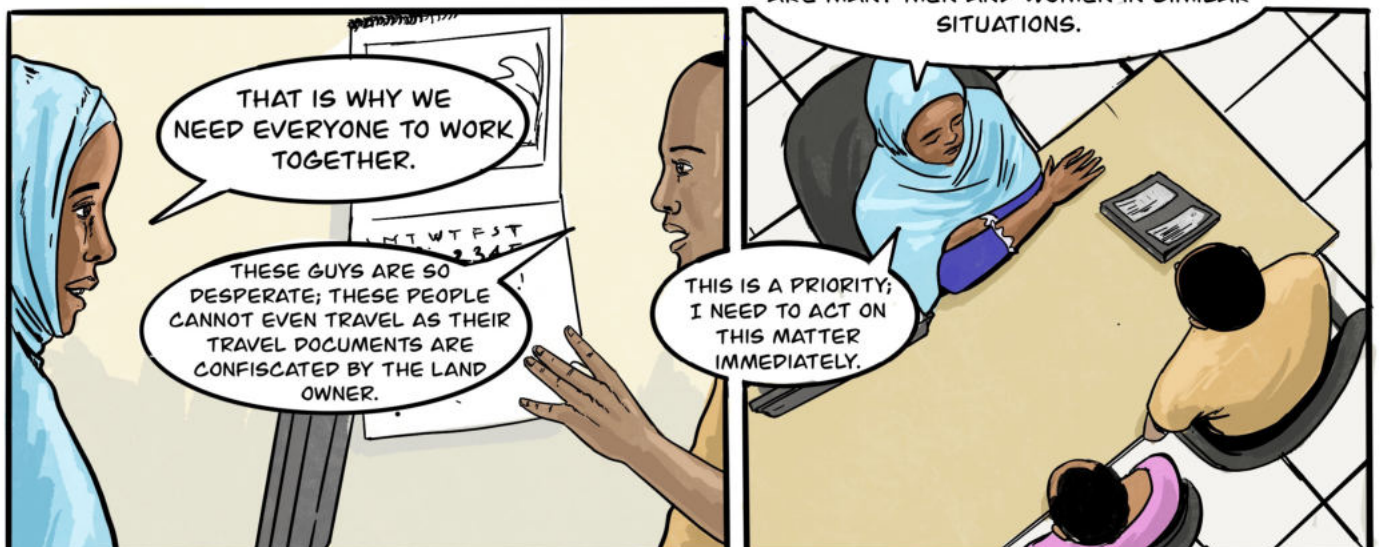
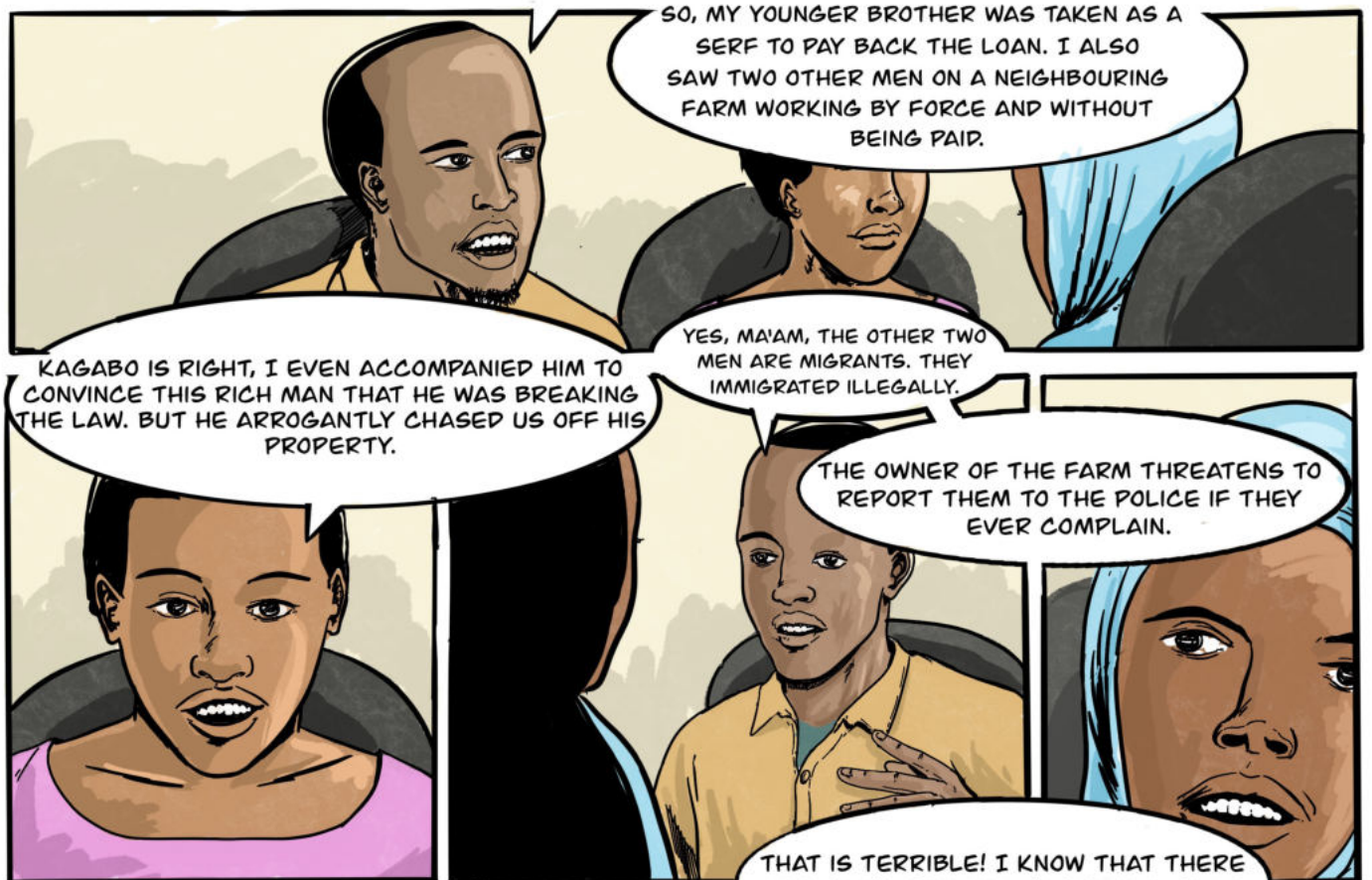
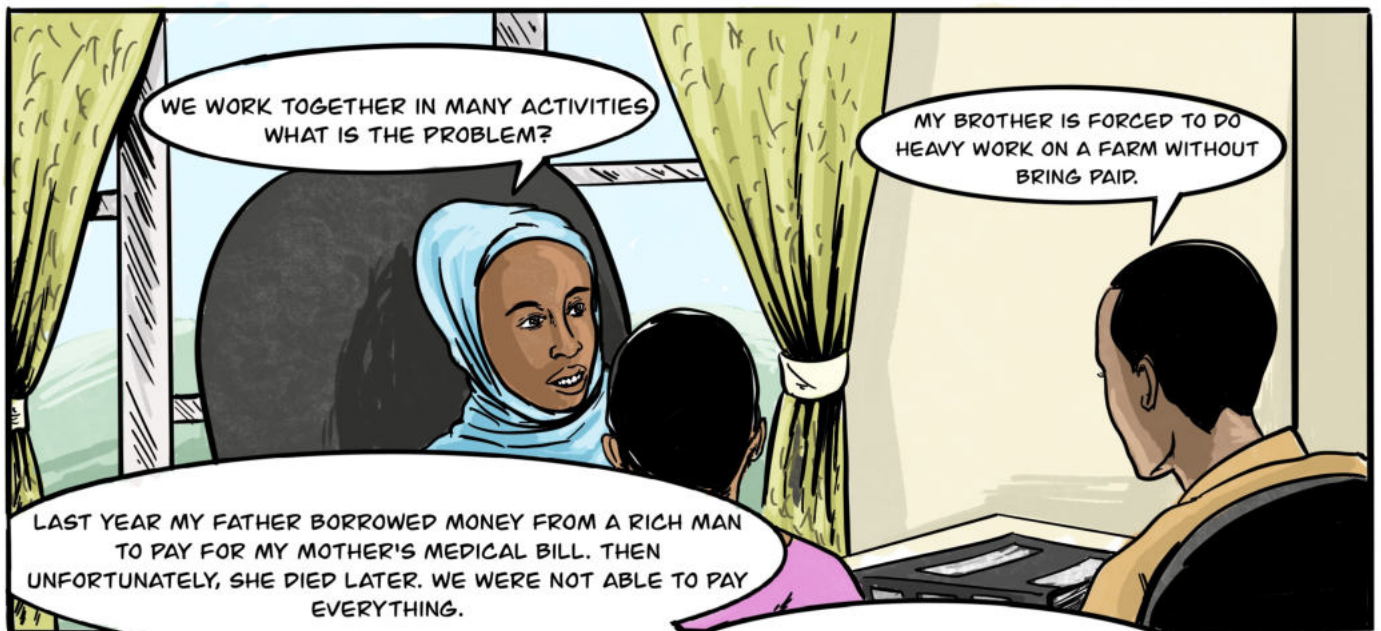


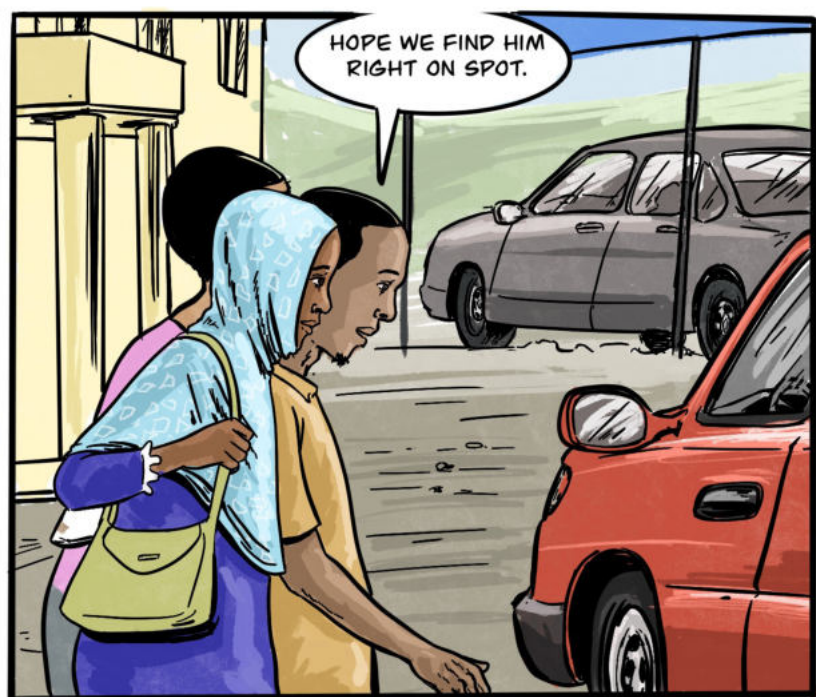
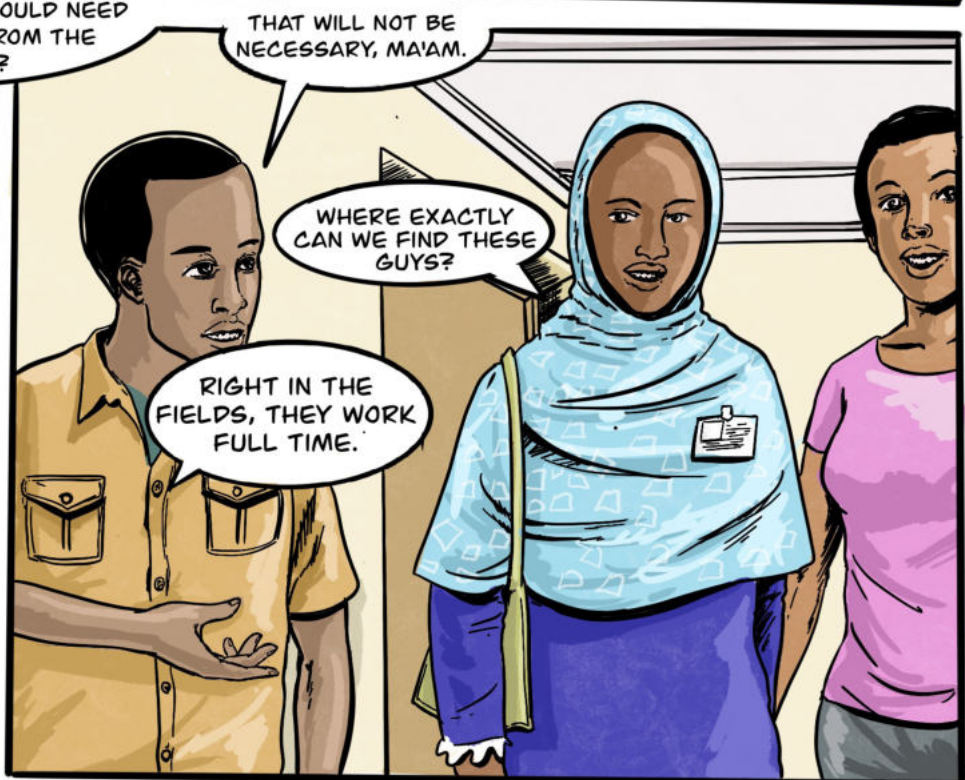
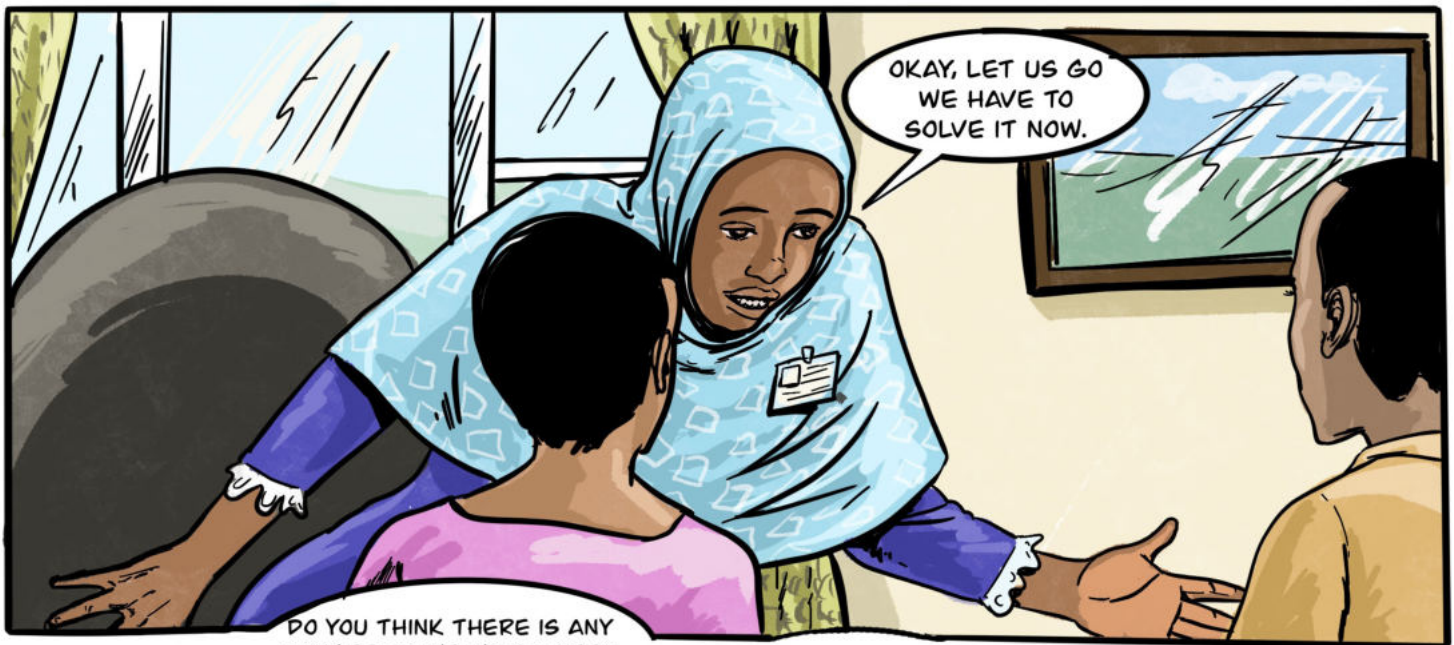
HE WAS PROBABLY TRYING TO INTIMIDATE HIM.



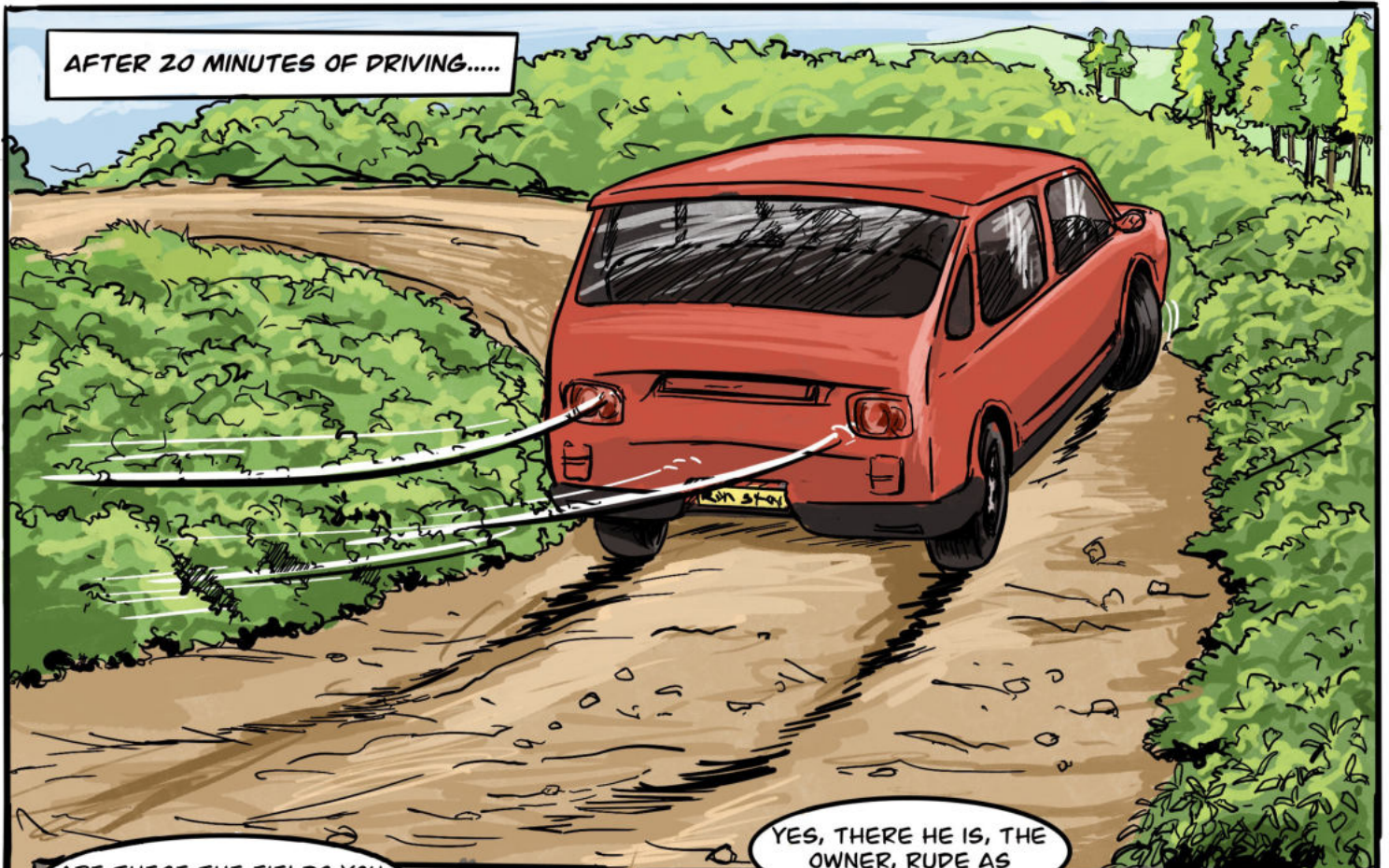
KAGABO AND THE AGRICULTURE UNION LEADER ARE ON THEIR WAY TO THE DISTRICT OFFICE TO SEE THE LABOUR INSPECTOR.





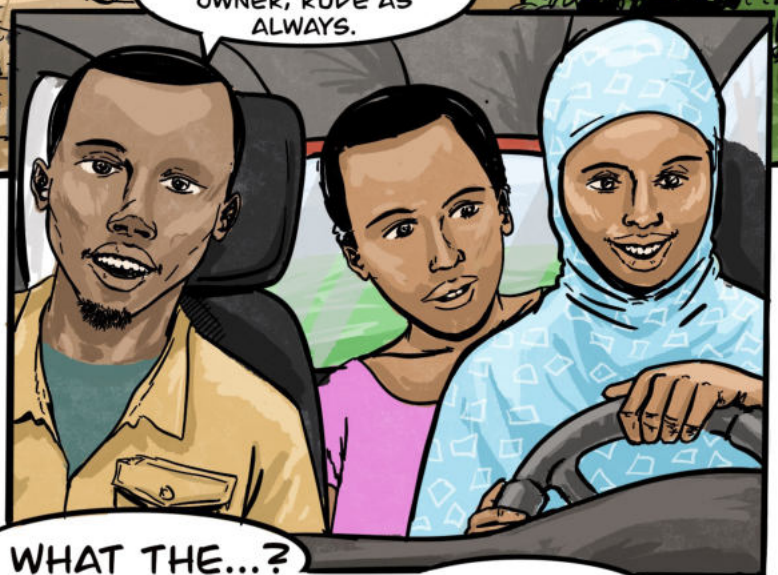
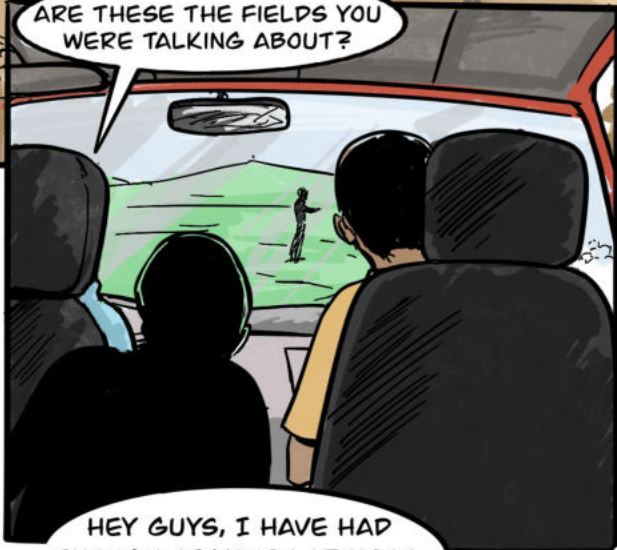


AFTER 20 MINUTES OF DRIVING.....



ARE THESE THE FIELDS YOU WERE TALKING ABOUT?

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

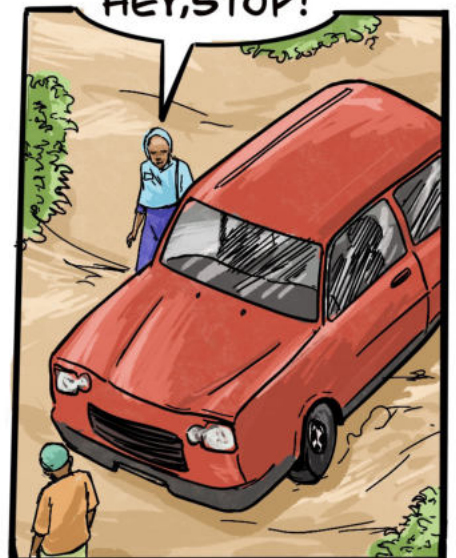


HEY GUYS, I HAVE HAD ENOUGH OF YOUR LAZINESS, YOU ARE SO SLOW.

WHAT THE...?

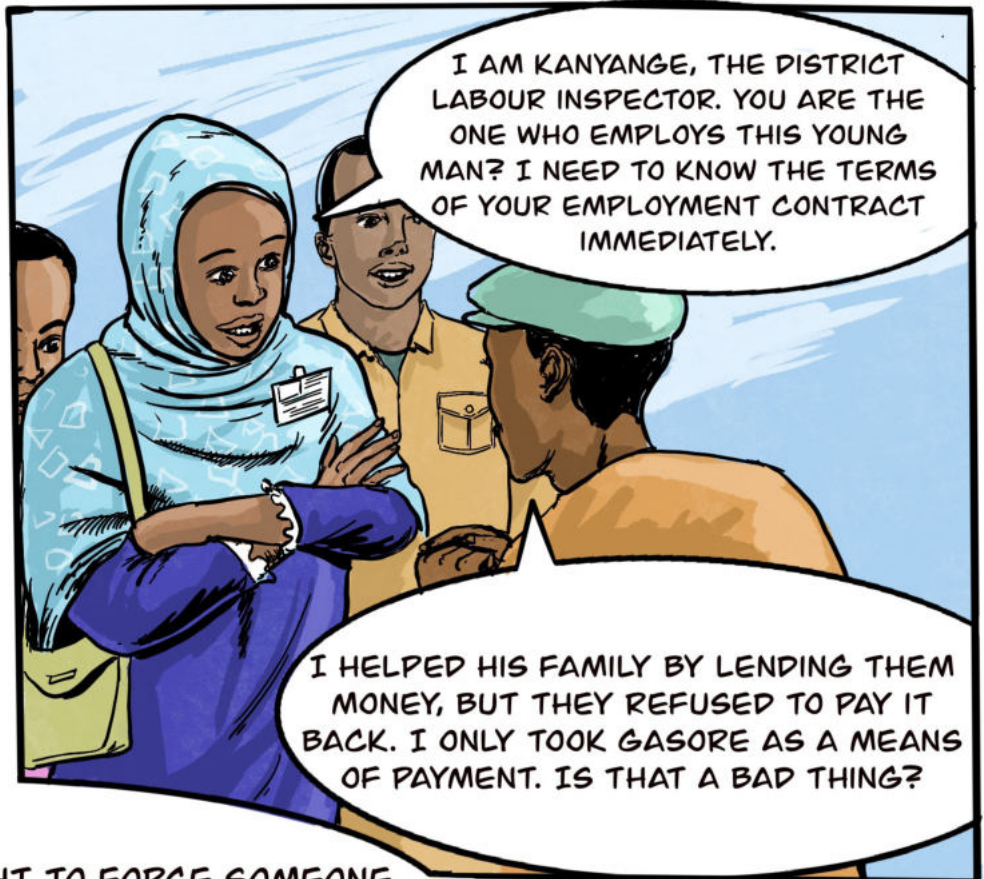


HEY, STOP!





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.

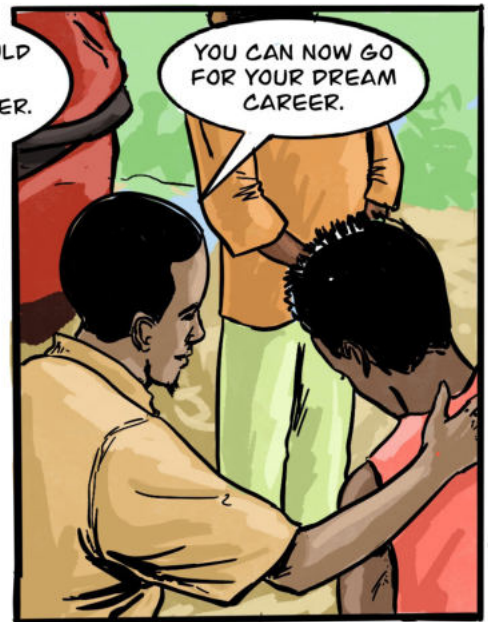


I AM VERY SORRY, MADAM INSPECTOR;
I DID NOT KNOW THAT THIS WAS A
CRIMINAL OFFENSE. PLEASE FORGIVE
ME, I WILL RELEASE HIM IMMEDIATELY.



YOU MUST MAKE A PERSONAL
STATEMENT BEFORE THE PROSECUTOR
AND CONSEQUENTLY YOU WILL BE
PUNISHED ACCORDING TO THE LAW.





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.

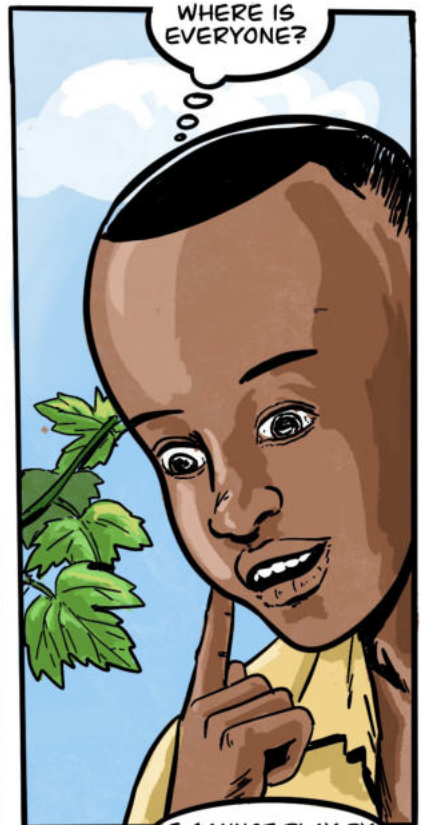
AS USUAL, SHYAKA WAS SUPPOSED TO PLAY SOCCER WITH HIS FRIENDS ON WEEKENDS, BUT THIS DAY WAS DIFFERENT.



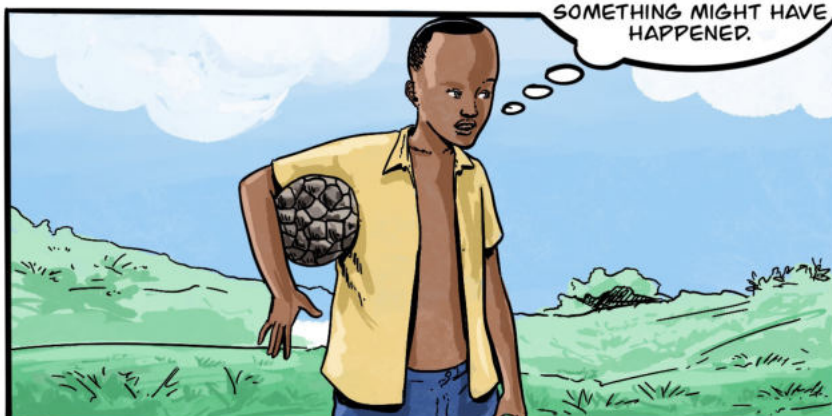
IT IS STRANGE THAT IT IS SO QUIET HERE.



WHERE IS EVERYONE?

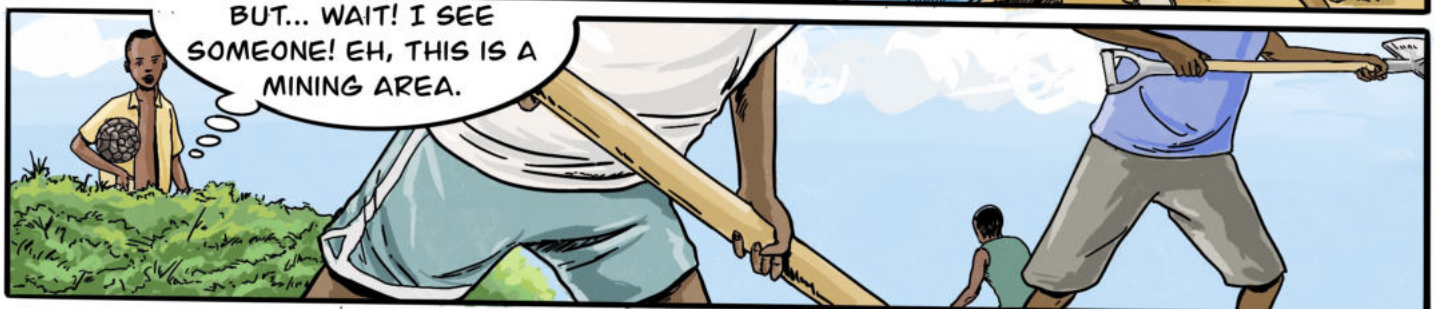


SOMETHING MIGHT HAVE HAPPENED.



I CANNOT PLAY BY MYSELF ANYWAY, I HAVE TO FIND THEM.







DO YOUR PARENTS KNOW THAT YOU ARE DROPPING OUT OF SCHOOL BECAUSE OF THIS?

DON'T BE SO CHILDISH. I ONLY COME ON WEEKENDS AND EARN 500 RWF A DAY.

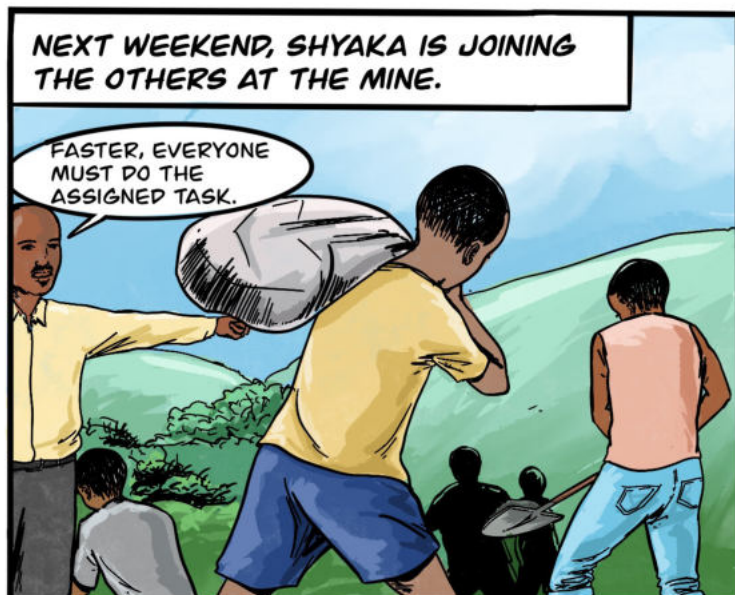
DON'T WORRY, OUR PARENTS WILL NOT KNOW ABOUT IT. WE GO TO SCHOOL NORMALLY AND WORK ON WEEKENDS....

WELL, INTERESTING! BUT WILL I MANAGE TO CARRY THESE HEAVY BAGS AND STONES?

WE ARE ALL VERY CAREFUL. BUT OTHERS WORK IN THE TEA PLANTATION, SO YOU CAN CHOOSE. COME, I WILL INTRODUCE YOU TO THE BOSS!

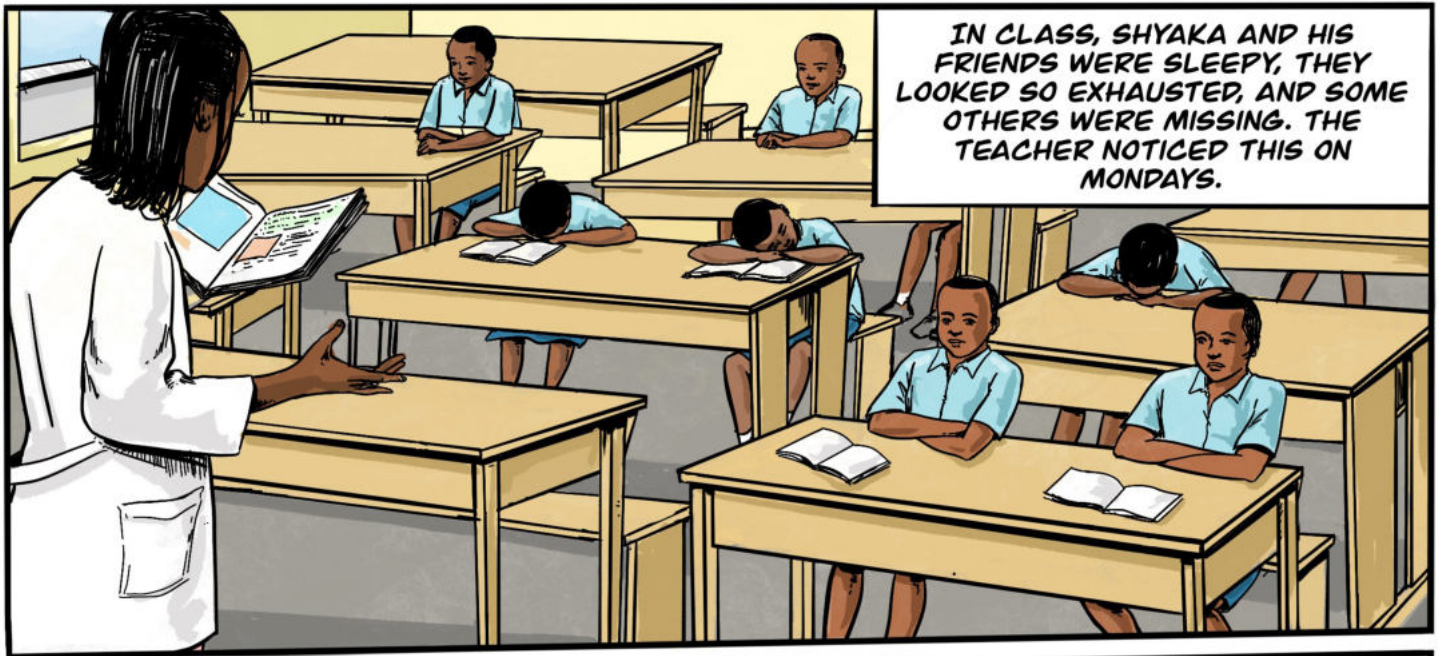


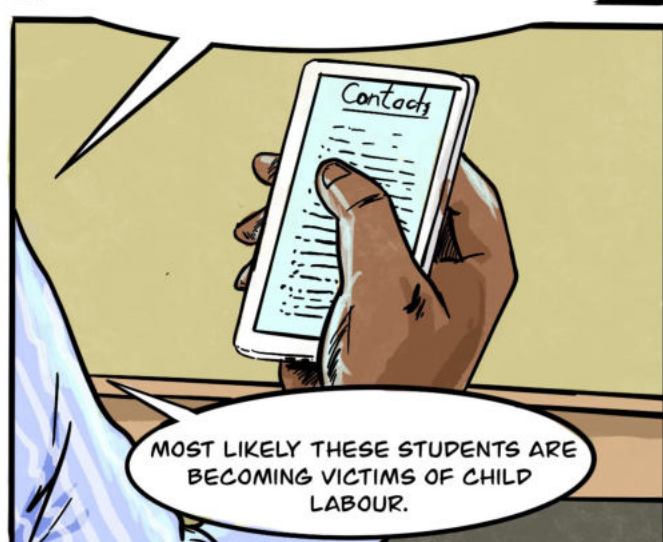
NEXT WEEKEND, SHYAKA IS JOINING THE OTHERS AT THE MINE.



FASTER, EVERYONE MUST DO THE ASSIGNED TASK.









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?.



YES, DIRECTOR, I AM FINE, THANK YOU.

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



WHAT CAN I DO FOR YOU?

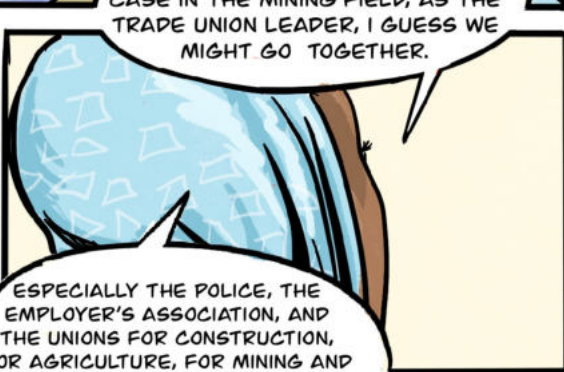


I AM GOING TO INSPECT SOME CASE IN THE MINING FIELD, AS THE TRADE UNION LEADER, I GUESS WE MIGHT GO TOGETHER.



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

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



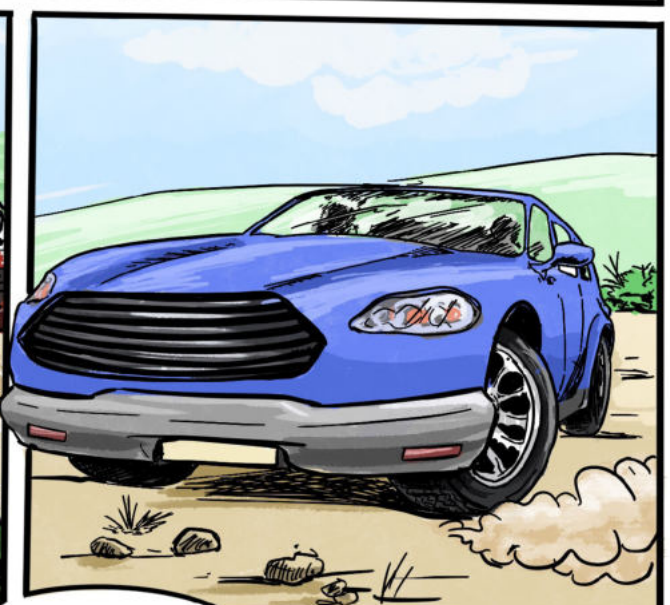
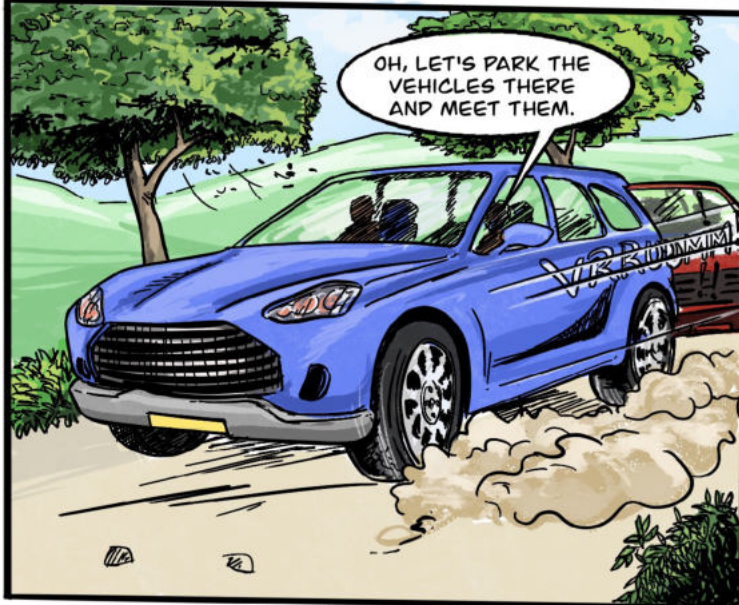
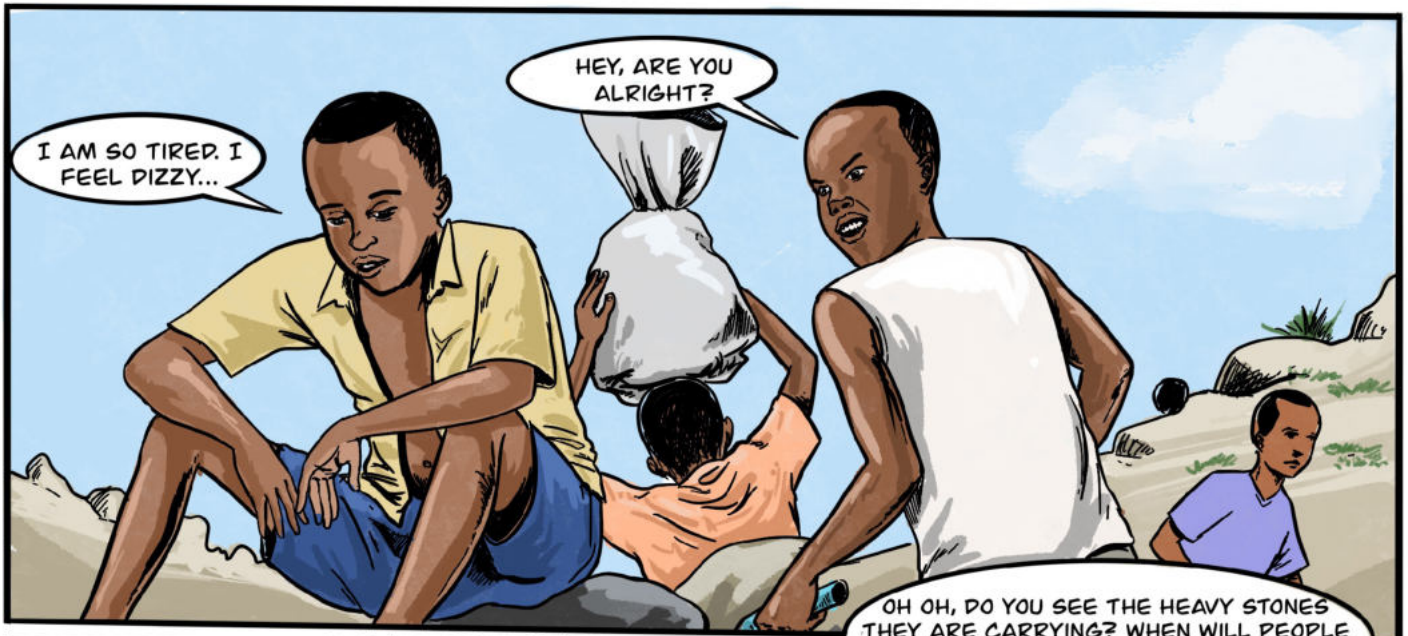
ESPECIALLY THE POLICE, THE EMPLOYER'S ASSOCIATION, AND THE UNIONS FOR CONSTRUCTION, FOR AGRICULTURE, FOR MINING AND FOR DOMESTIC WORKERS.

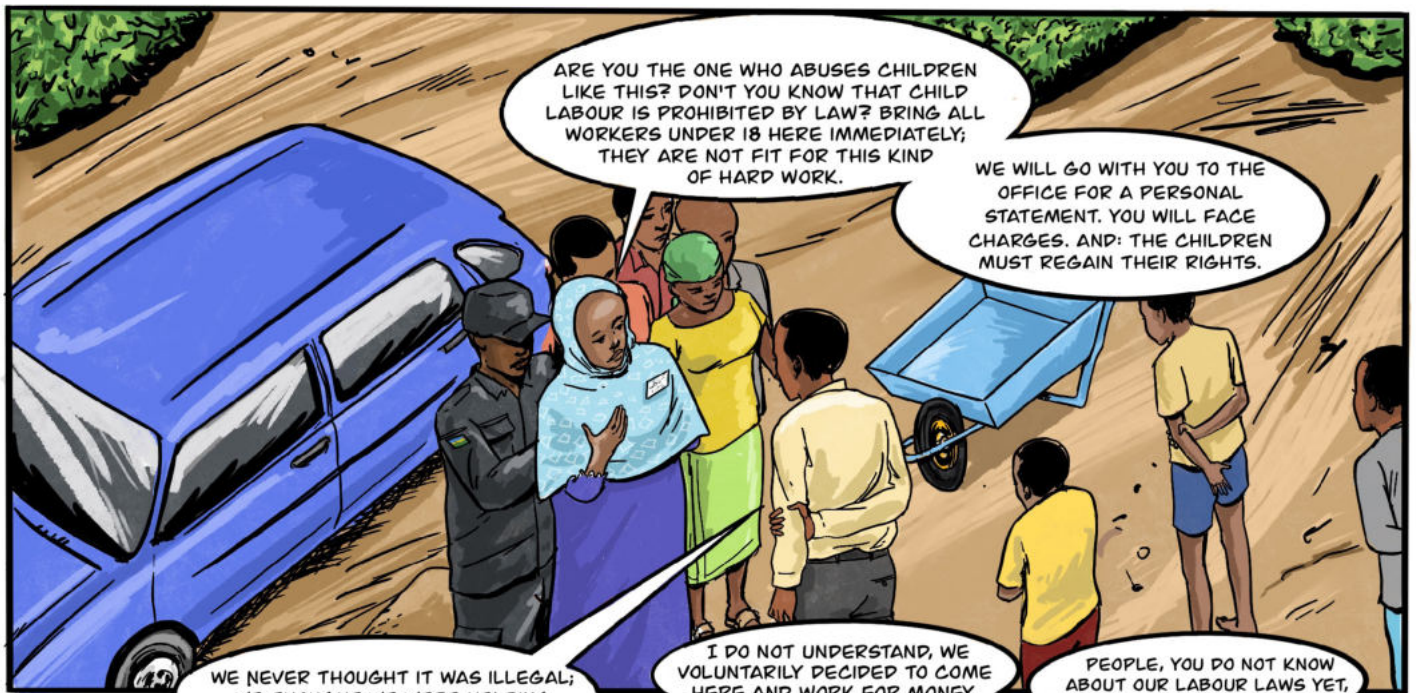


THE NEXT SATURDAY...

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

YES, WE ARE READY, THE OTHERS ARE OUTSIDE TOO.





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.

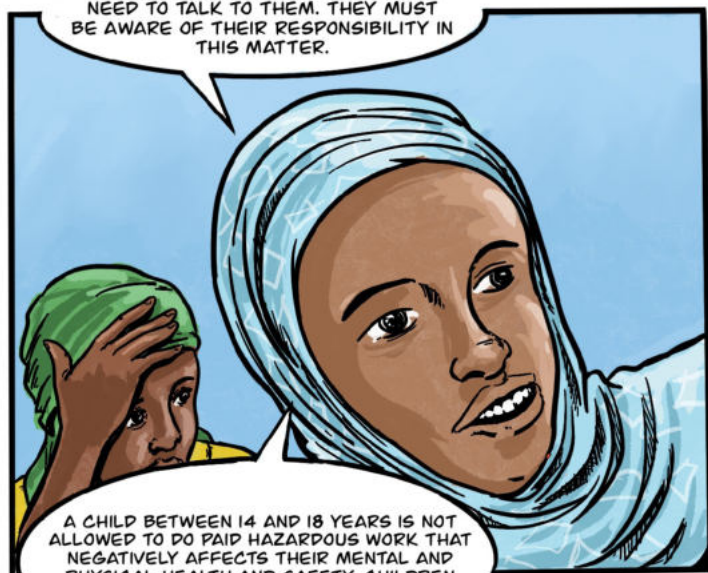
I DO NOT UNDERSTAND, WE VOLUNTARILY DECIDED TO COME HERE AND WORK FOR MONEY.

PEOPLE, YOU DO NOT KNOW ABOUT OUR LABOUR LAWS YET, UNFORTUNATELY.

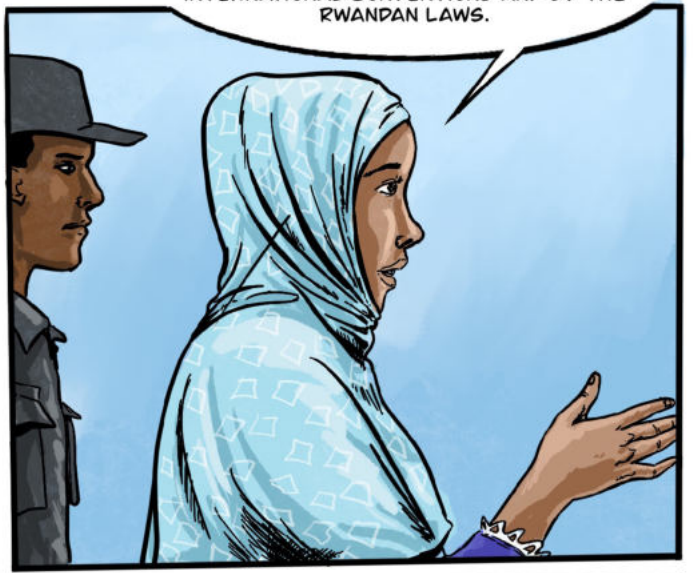


GATHER ALL THE PEOPLE HERE; I NEED TO TALK TO THEM. THEY MUST BE AWARE OF THEIR RESPONSIBILITY IN THIS MATTER.

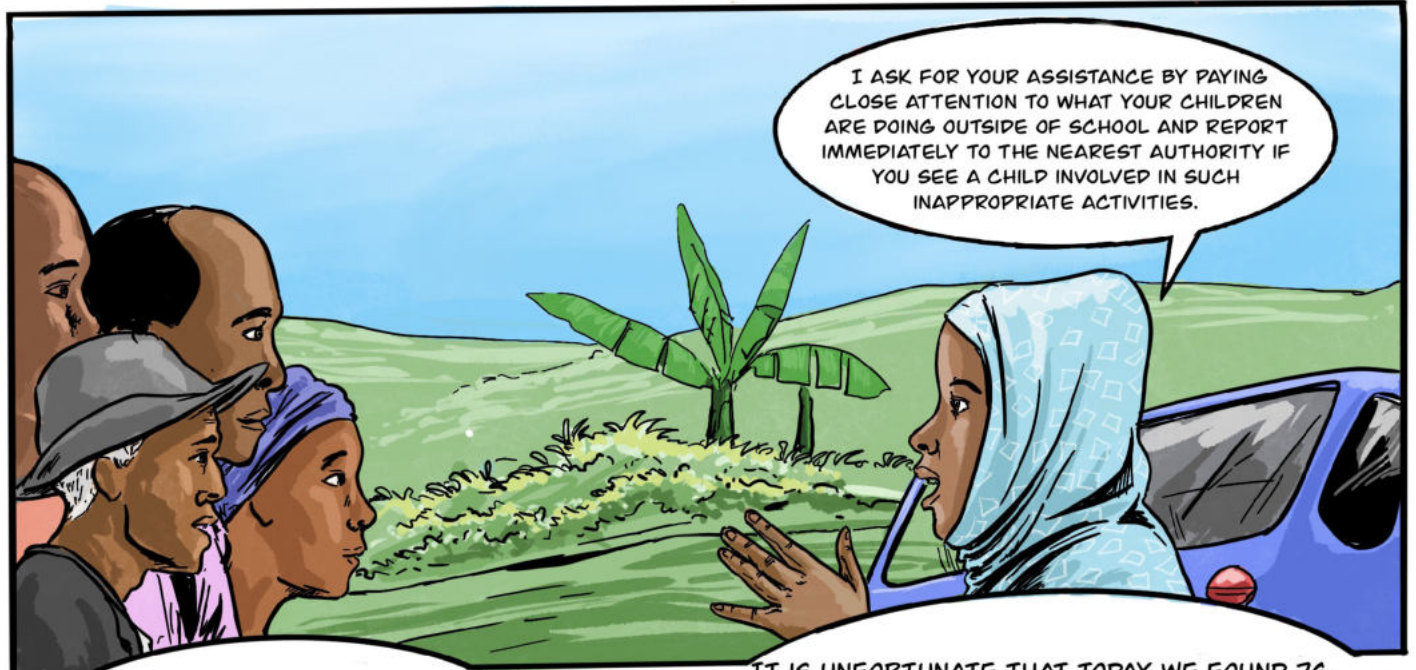
I WANT TO GIVE YOU THE MESSAGE THAT CHILD LABOUR IS PROHIBITED BY THE INTERNATIONAL CONVENTIONS AND BY THE RWANDAN LAWS.



A CHILD BETWEEN 14 AND 18 YEARS IS NOT ALLOWED TO DO PAID HAZARDOUS WORK THAT 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 SDG 8 IS TELLING US.



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

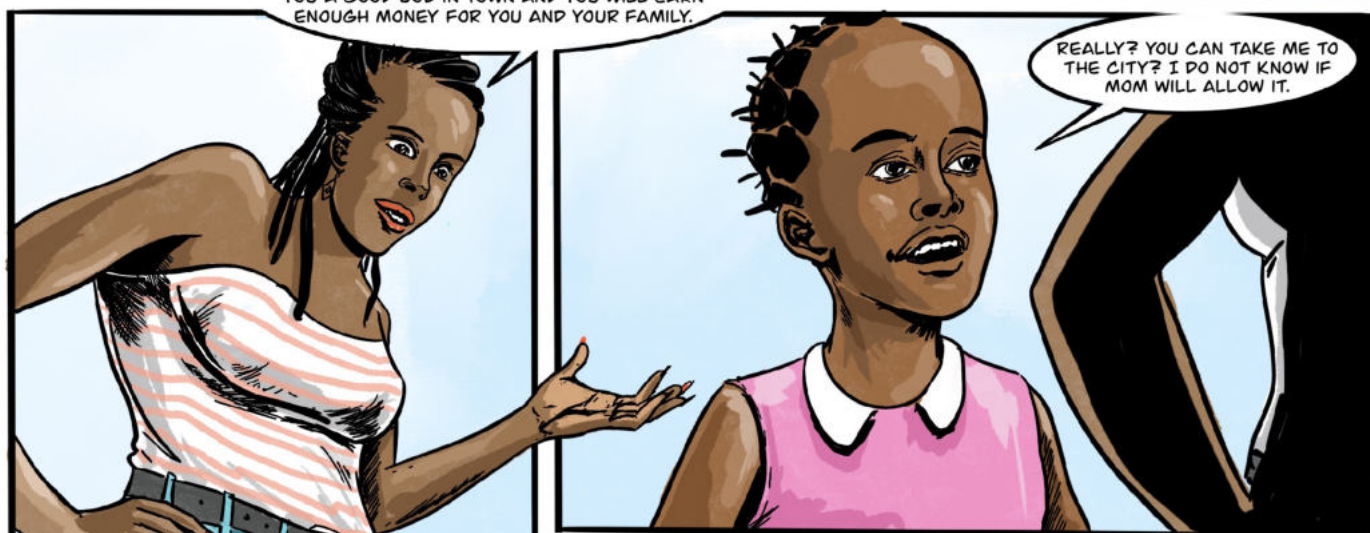
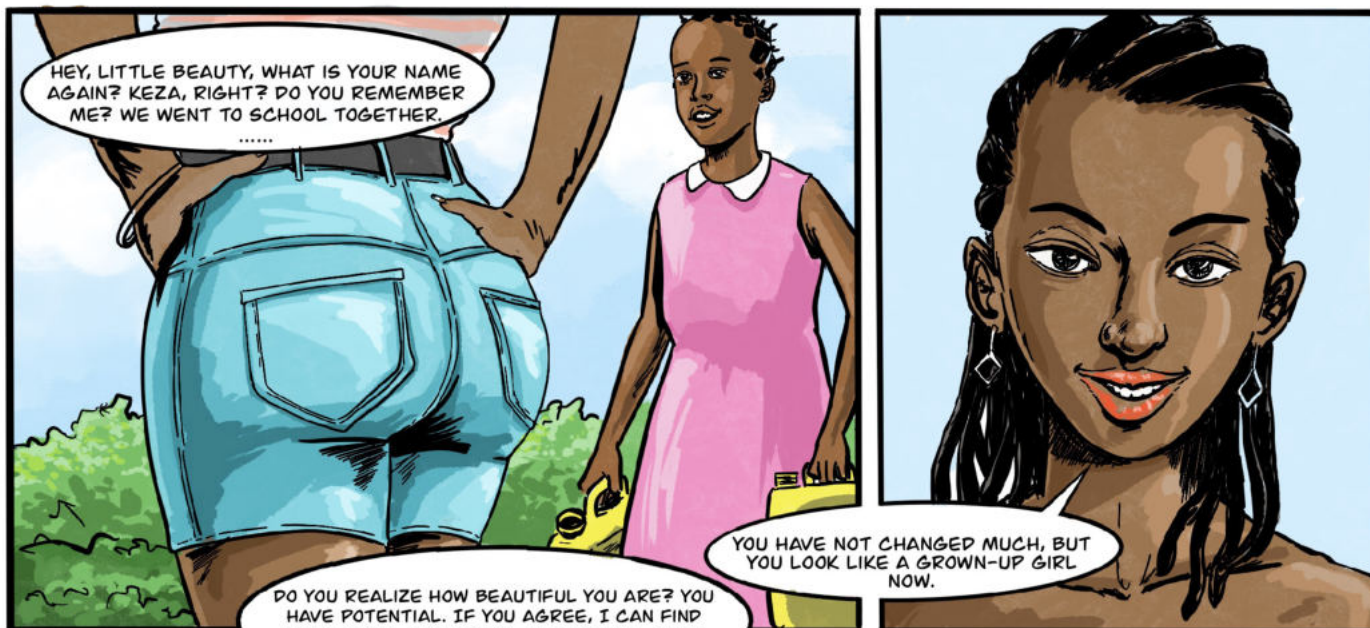
Governments in collaboration with different partners such as workers and employers' organizations, civil society organizations, security organs and all citizens should improve their collaboration and set up and implement appropriate strategies for eliminating all forms of child labor.

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 DROPPED OUT TO TAKE A JOB IN TOWN.

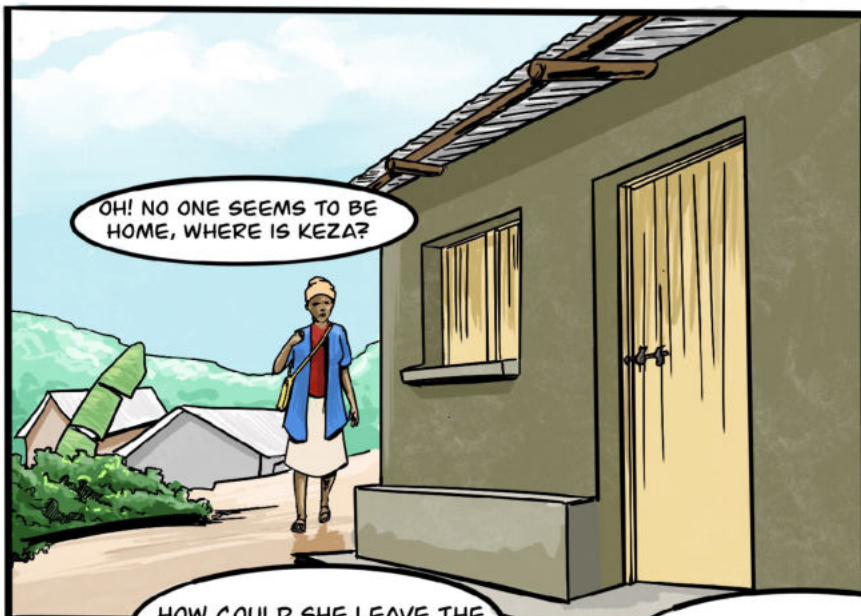




THE NEXT DAY, KEZA'S MOTHER
COMES HOME EARLY FROM WORK,
FROM HER NIGHT SHIFT



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?
KEZAAAA, KEZAAAA...



**KNOCK
KNOCK** !!



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

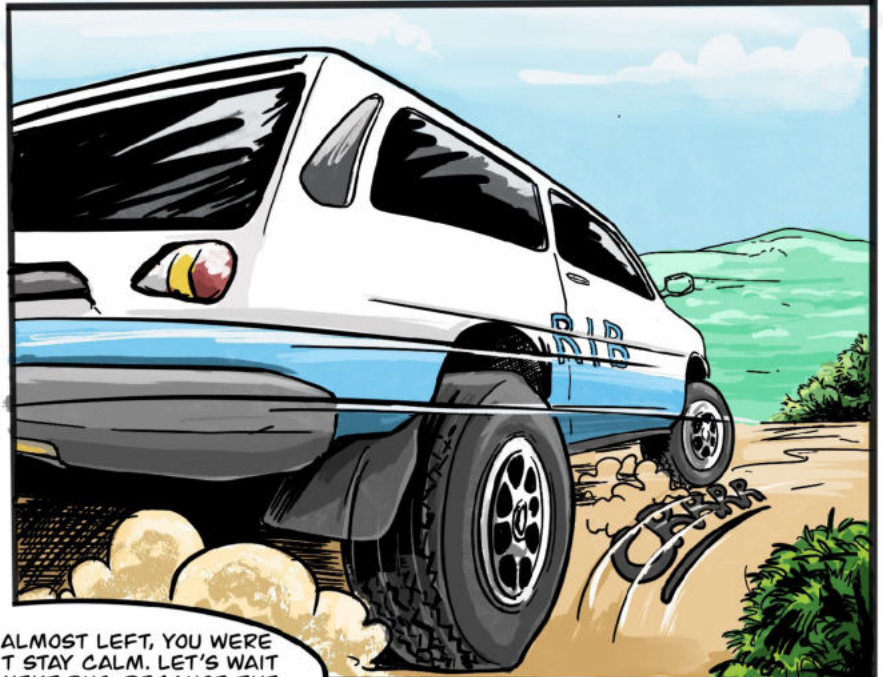
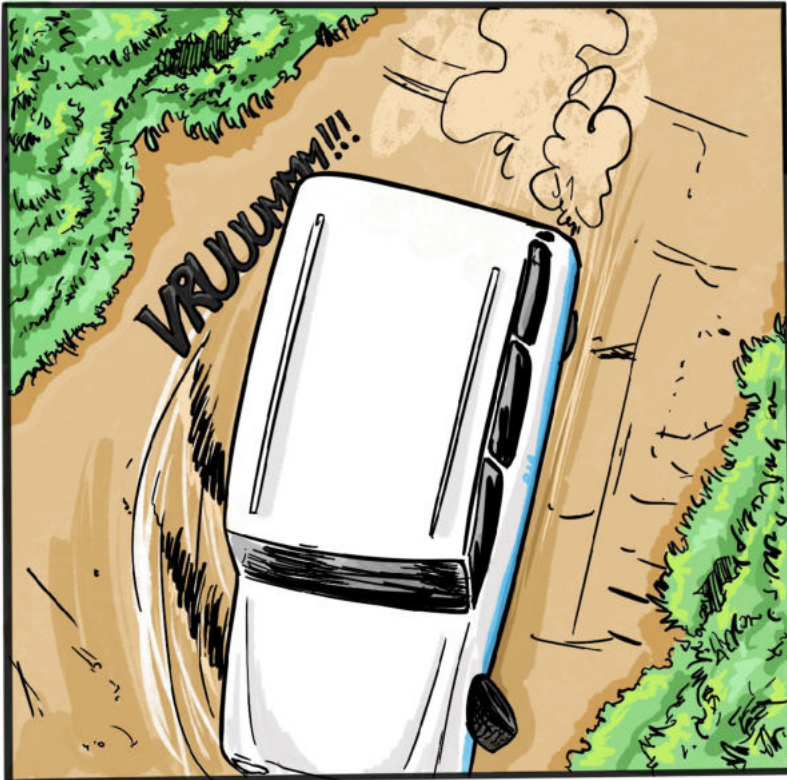


HELLO! IS THIS THE RWANDAN INVESTIGATION BUREAU OFFICE, RIB? PLEASE HELP ME, MY DAUGHTER IS MISSING, MAYBE SHE HAS BEEN KIDNAPPED OR IS IN SOME OTHER DANGER. PLEASE DO SOMETHING!

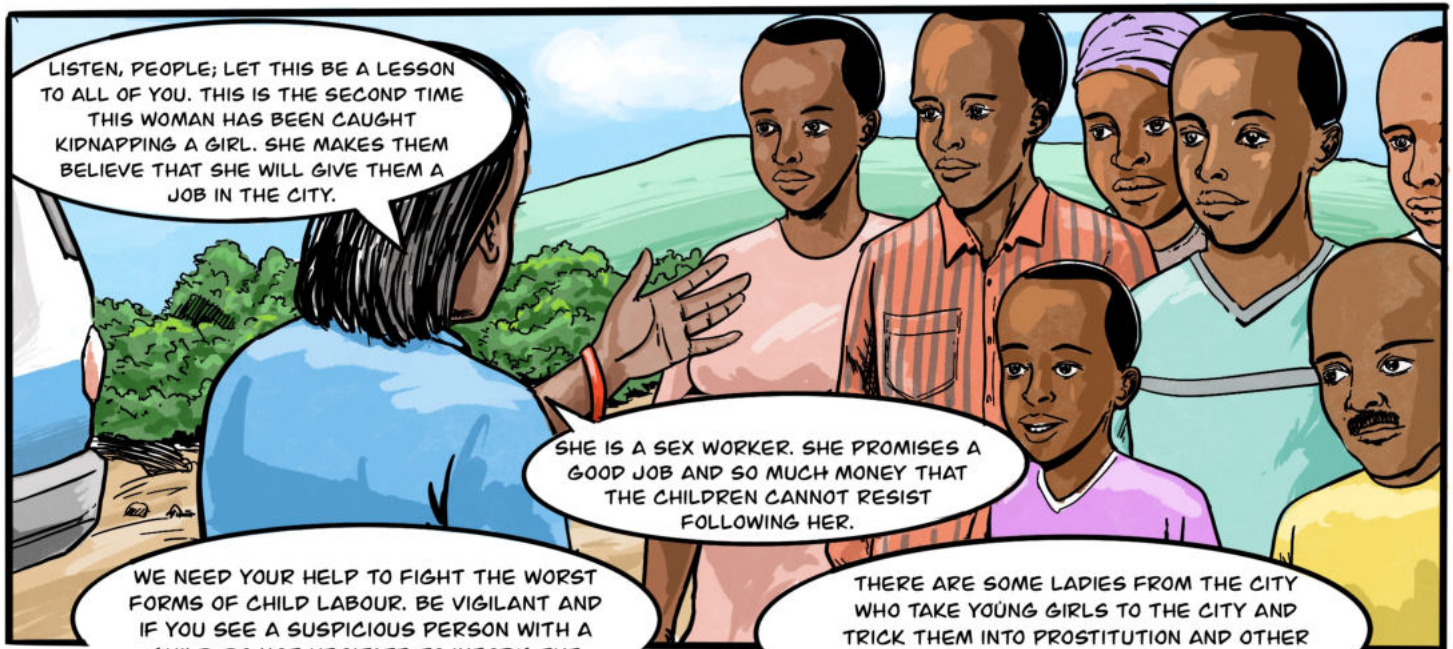
YES, THIS IS THE RIB OFFICE. WHERE ARE YOU NOW? WE NEED MORE INFORMATION TO ACT IMMEDIATELY.... STAY WHERE YOU ARE. WE WILL BE ON OUR WAY



SHORT TIME LATER...







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.

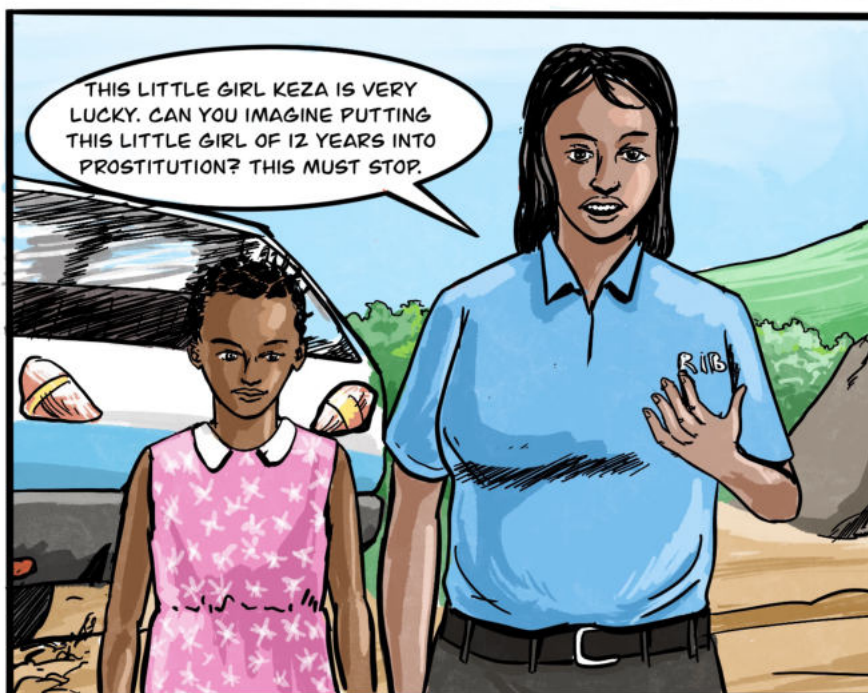
SHE IS A SEX WORKER. SHE PROMISES A GOOD JOB AND SO MUCH MONEY THAT THE CHILDREN CANNOT RESIST FOLLOWING HER.

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.

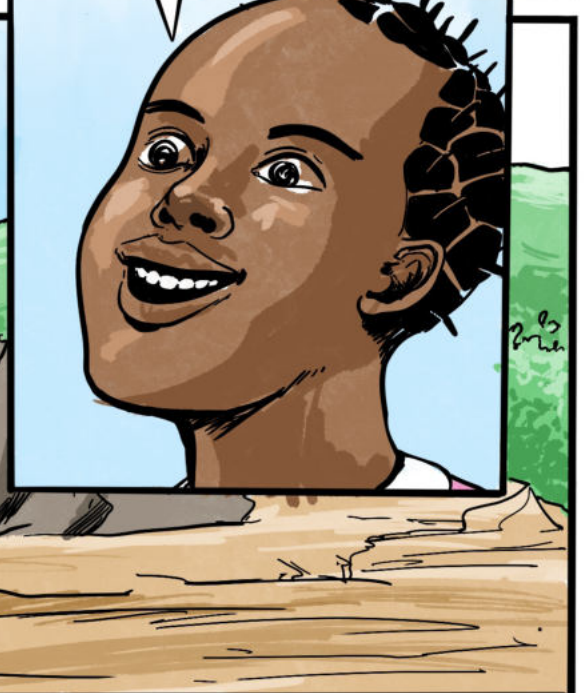
THERE ARE SOME LADIES FROM THE CITY WHO TAKE YOUNG GIRLS TO THE CITY AND TRICK THEM INTO PROSTITUTION AND OTHER TYPES OF ABUSE. THIS IS SOMETHING WE NEED TO WORK TOGETHER AGAINST.



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

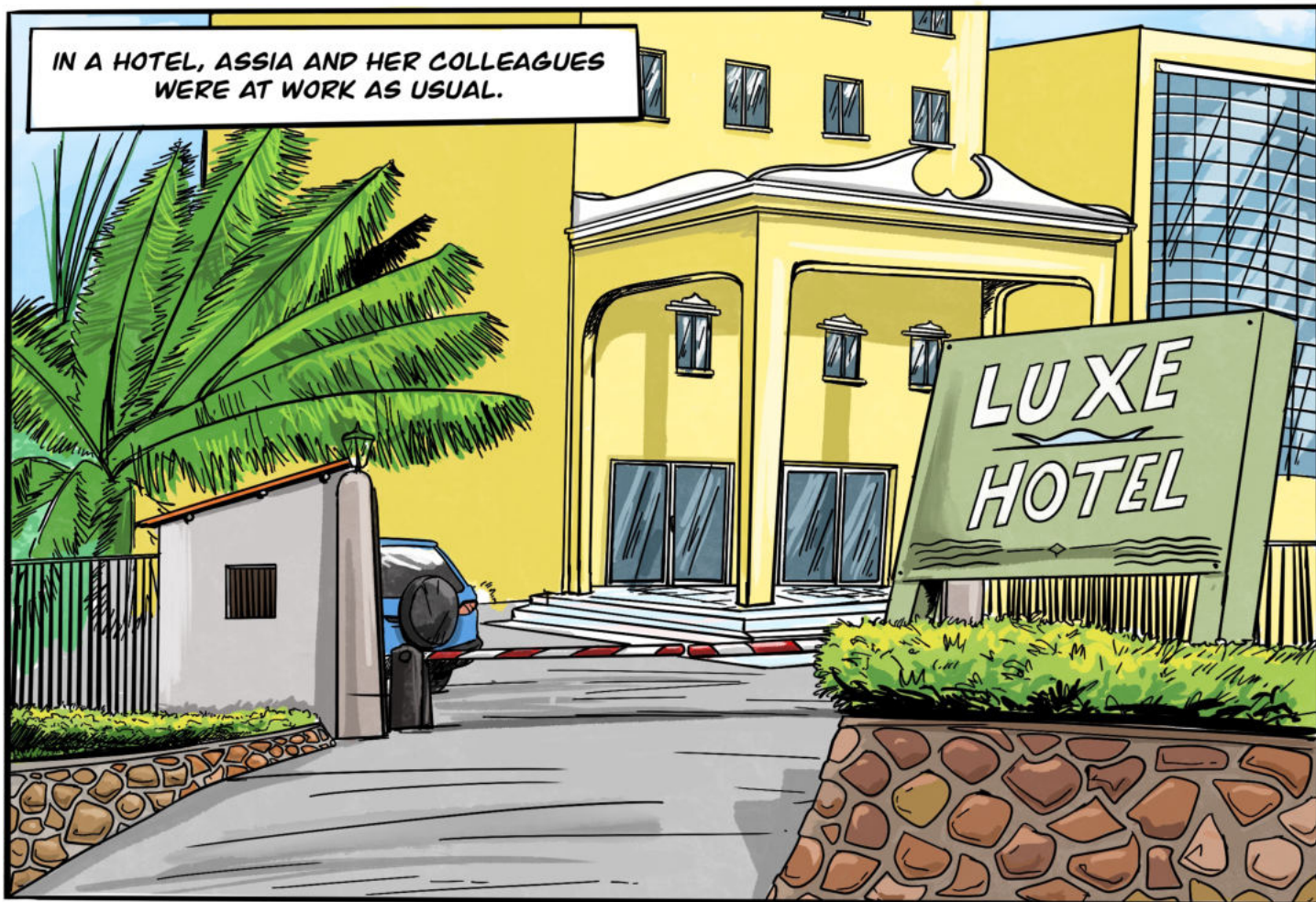
SDG8 connects gender equality and the fight against discrimination with decent work. Through its targets 8.5, it enables social partners to work together against discriminatory pay gaps by calling for equal pay for work of equal value.

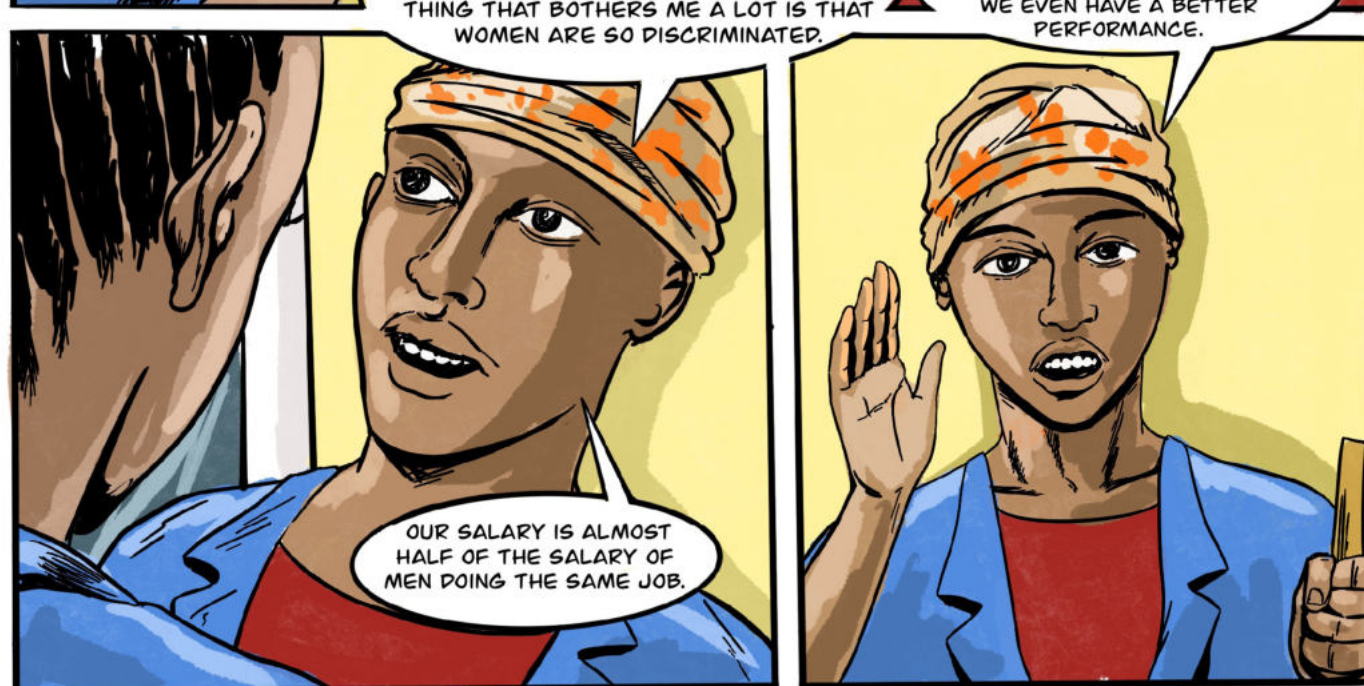
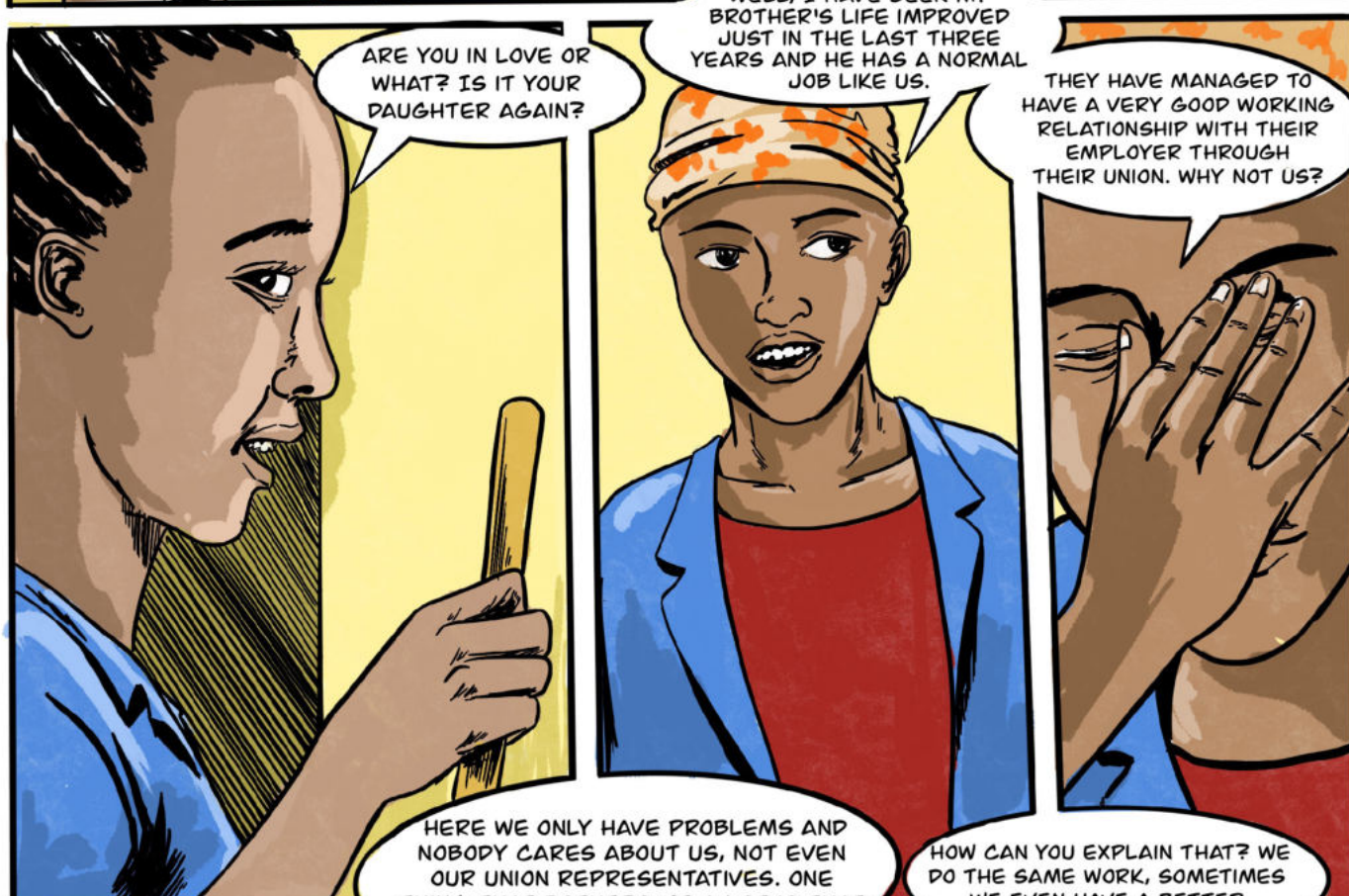
Target 8.5 says “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”⁹.

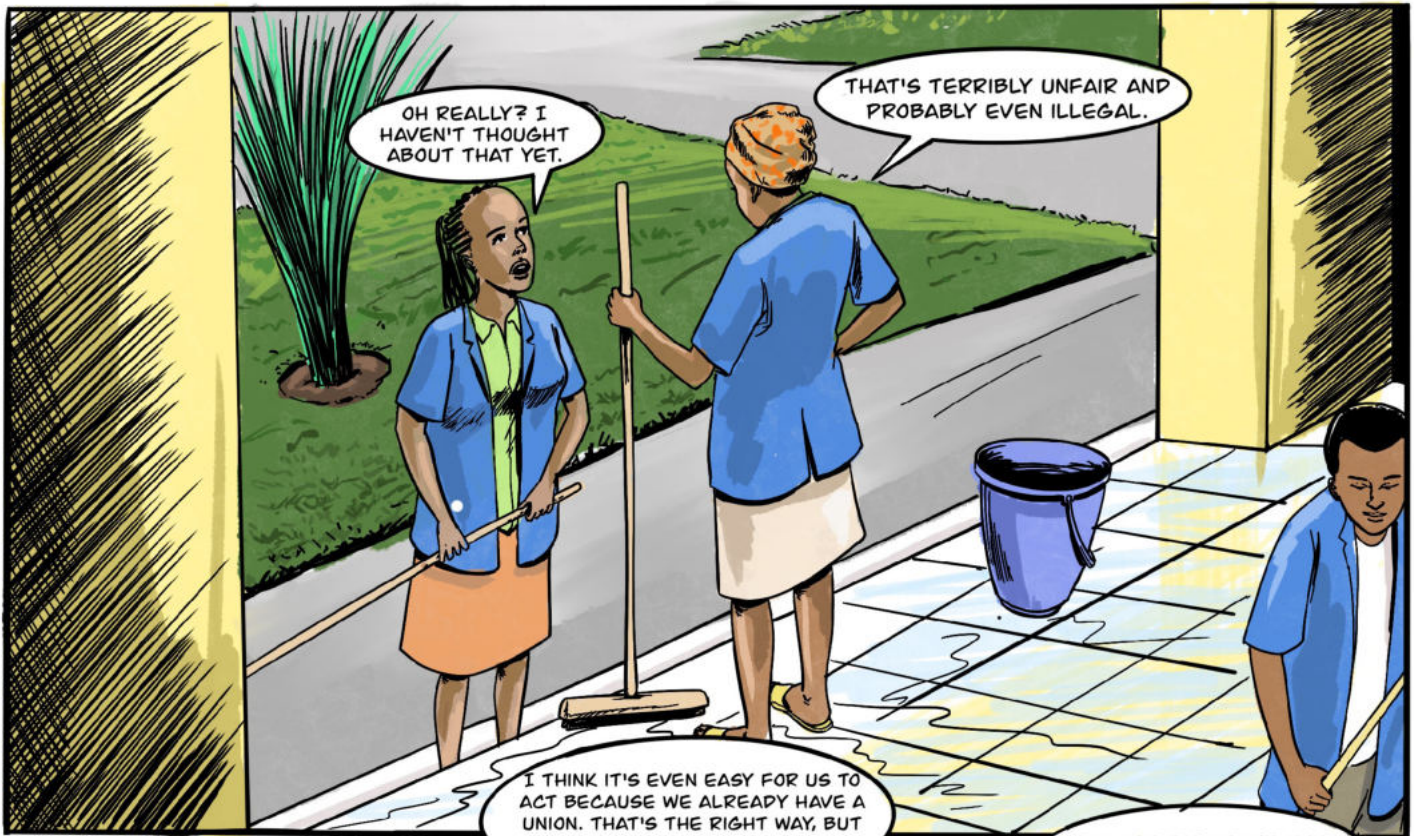
7.4. Concluding note

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.







AT THE BREAK...

WE'LL SEE THE UNION LEADER NEAR THE RECEPTION.

THERE SHE IS. LET'S TALK TO HER.

HEEEY!!!

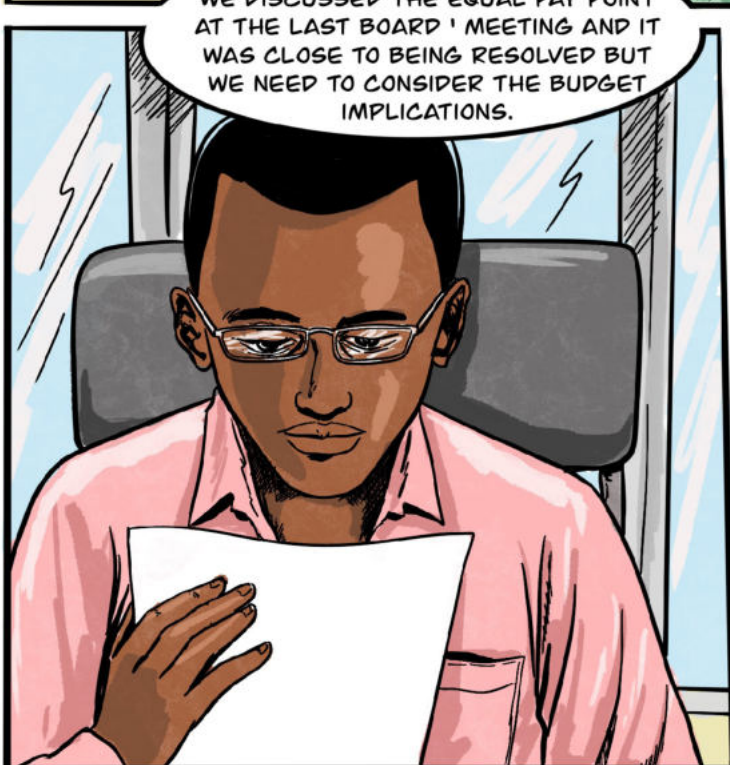
I AM SURE YOU KNOW A LOT OF CASES OF DISCRIMINATION IN THIS HOTEL! AS OUR REPRESENTATIVE WE WANT TO DISCUSS WITH YOU HOW WE CAN MAKE OUR VOICE HEARD AND TAKEN INTO CONSIDERATION.

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.





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

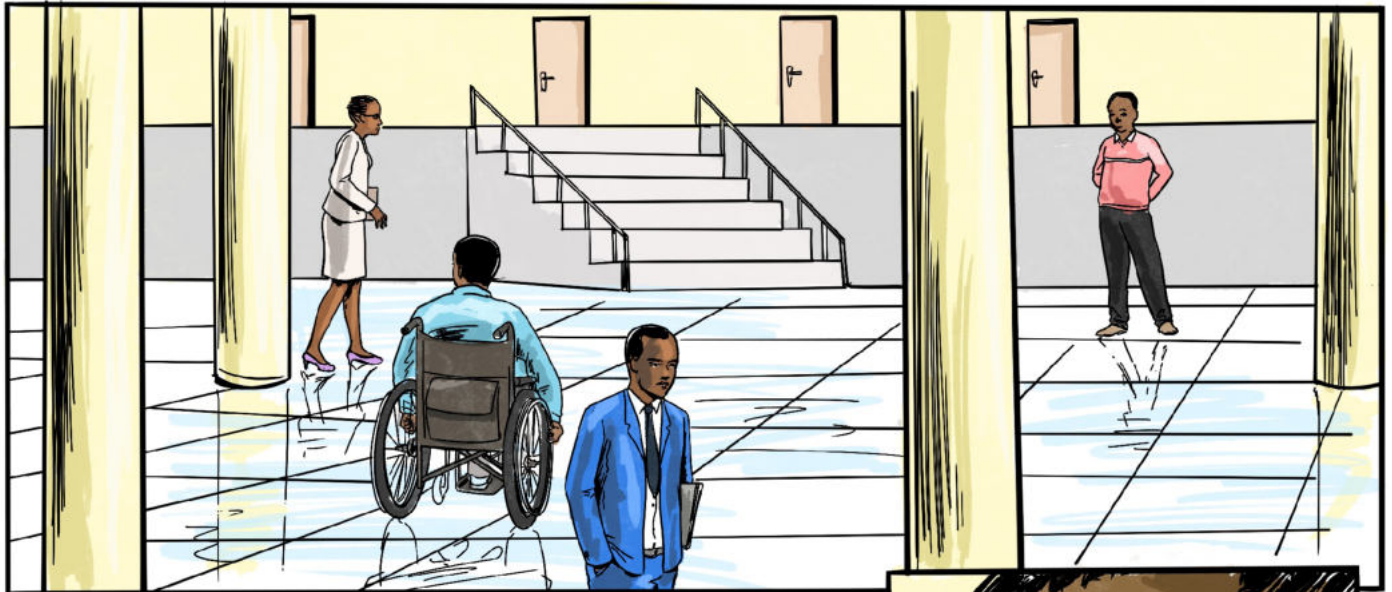
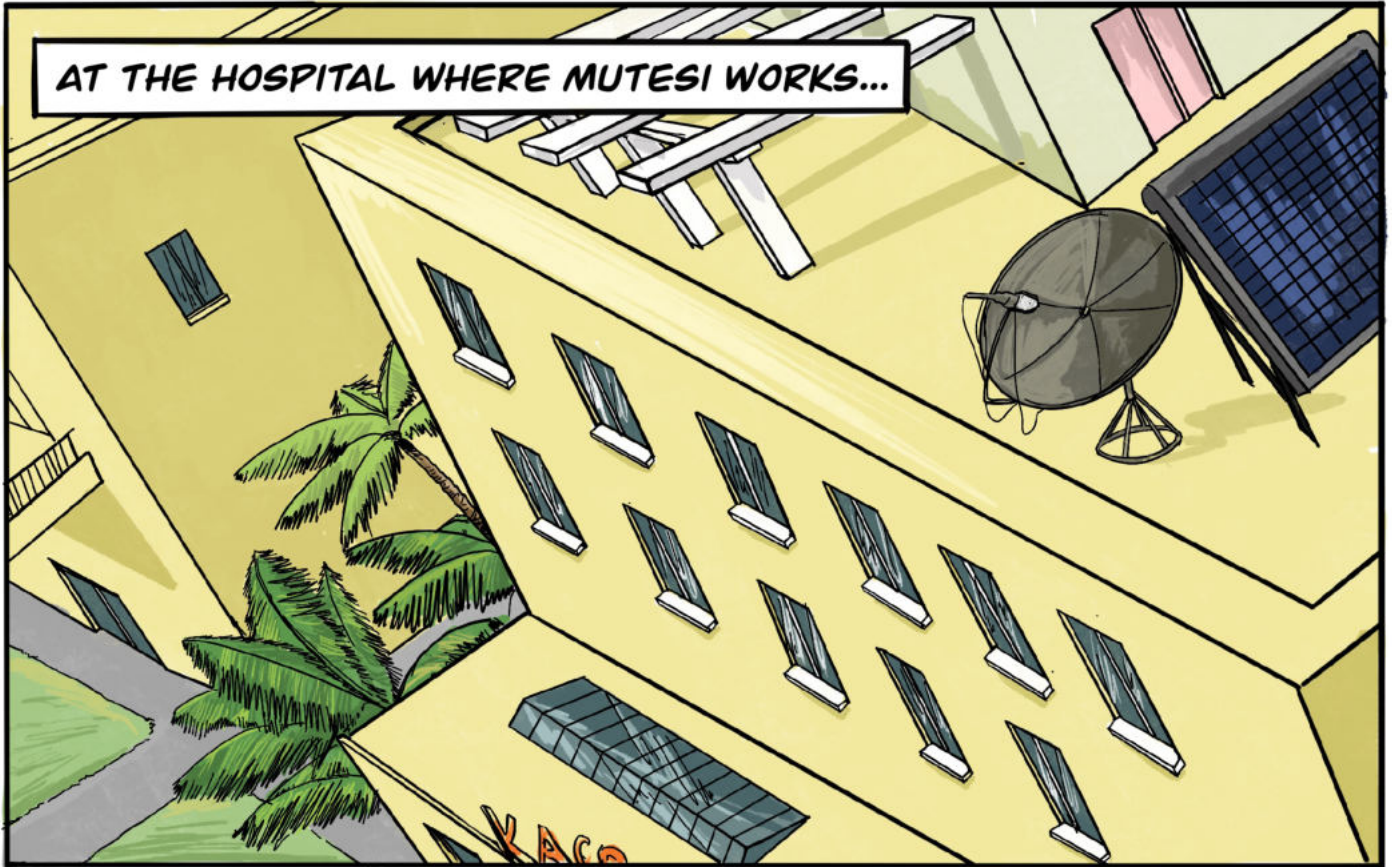
Through its target 8.8, SDG8 promotes inclusive labor markets and workplaces where discrimination has no place. Social partners are encouraged to apply measures that are mutually beneficial.

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

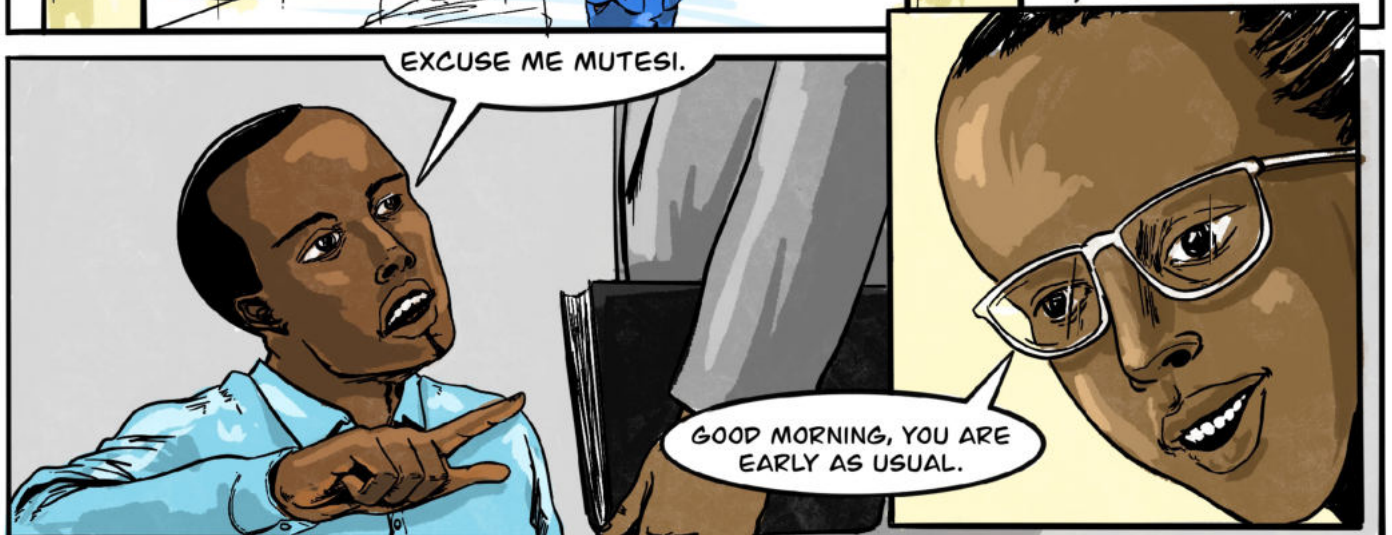
Governments in collaboration with different partners such as workers and employers' organizations ensure that appropriate measures are taken to avoid any discrimination related to employment and occupation.

AT THE HOSPITAL WHERE MUTESI WORKS...



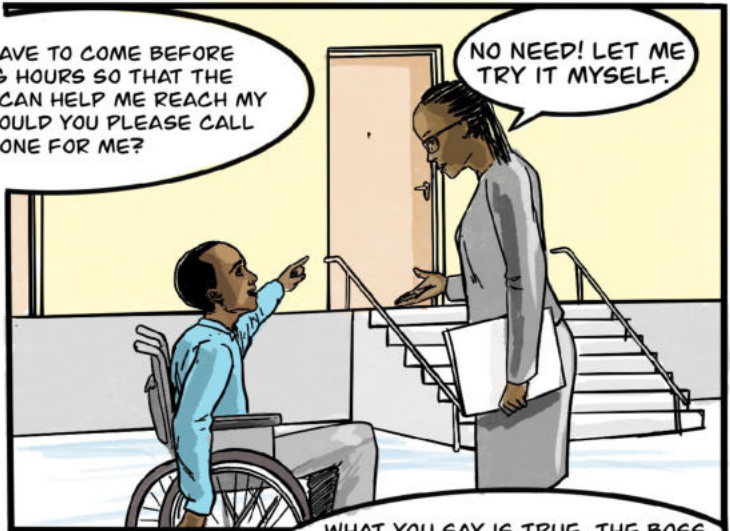
EXCUSE ME MUTESI.

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.

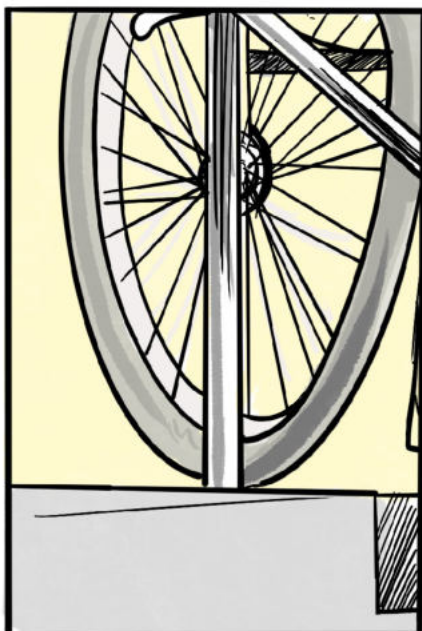


I HOPE I CAN MAKE IT. BUT SERIOUSLY, THIS HOSPITAL NEEDS TO FACILITATE PEOPLE WITH DISABILITIES. IMAGINE HOW MANY CUSTOMERS WE LOSE BECAUSE OF THIS!



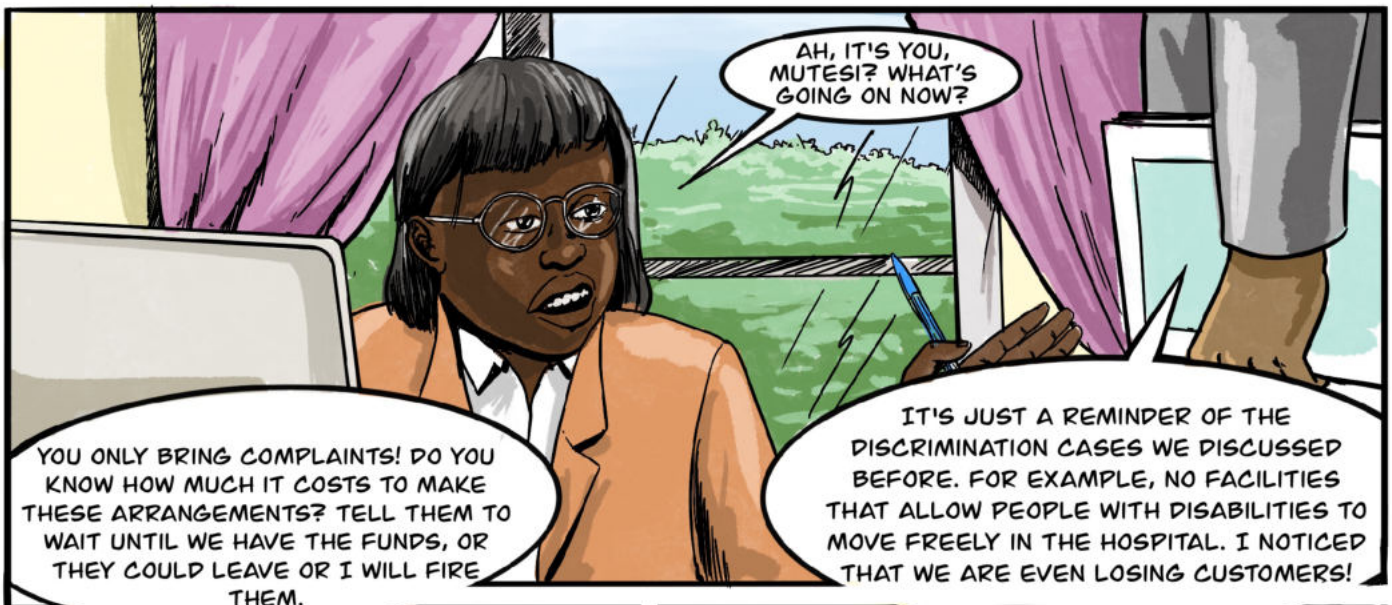
WHAT YOU SAY IS TRUE. THE BOSS HAS TO DO SOMETHING ABOUT IT. AS A UNION LEADER, YOU CAN GO AND TALK TO MANAGEMENT ON OUR BEHALF

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.

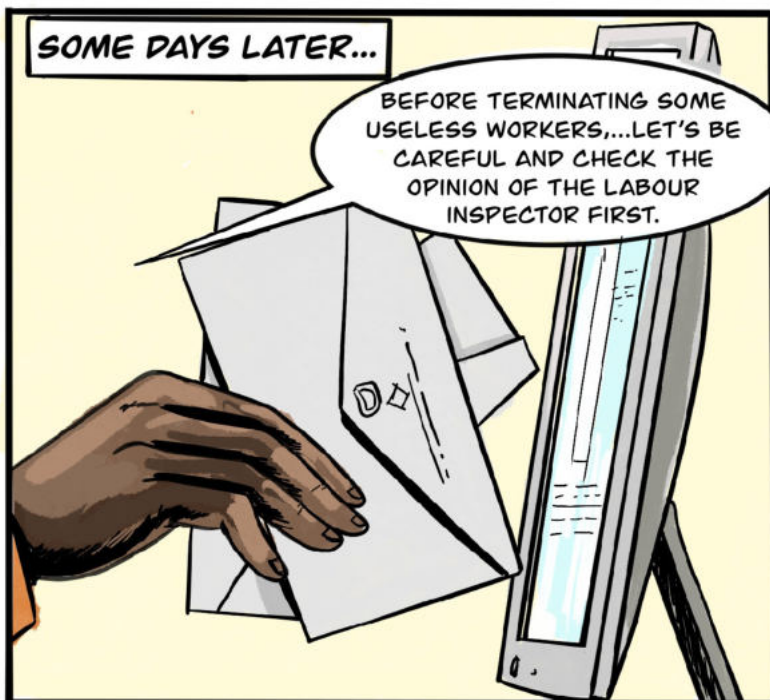


WE'RE THROUGH! THANK YOU, MUTESI, YOU ARE SO KIND.







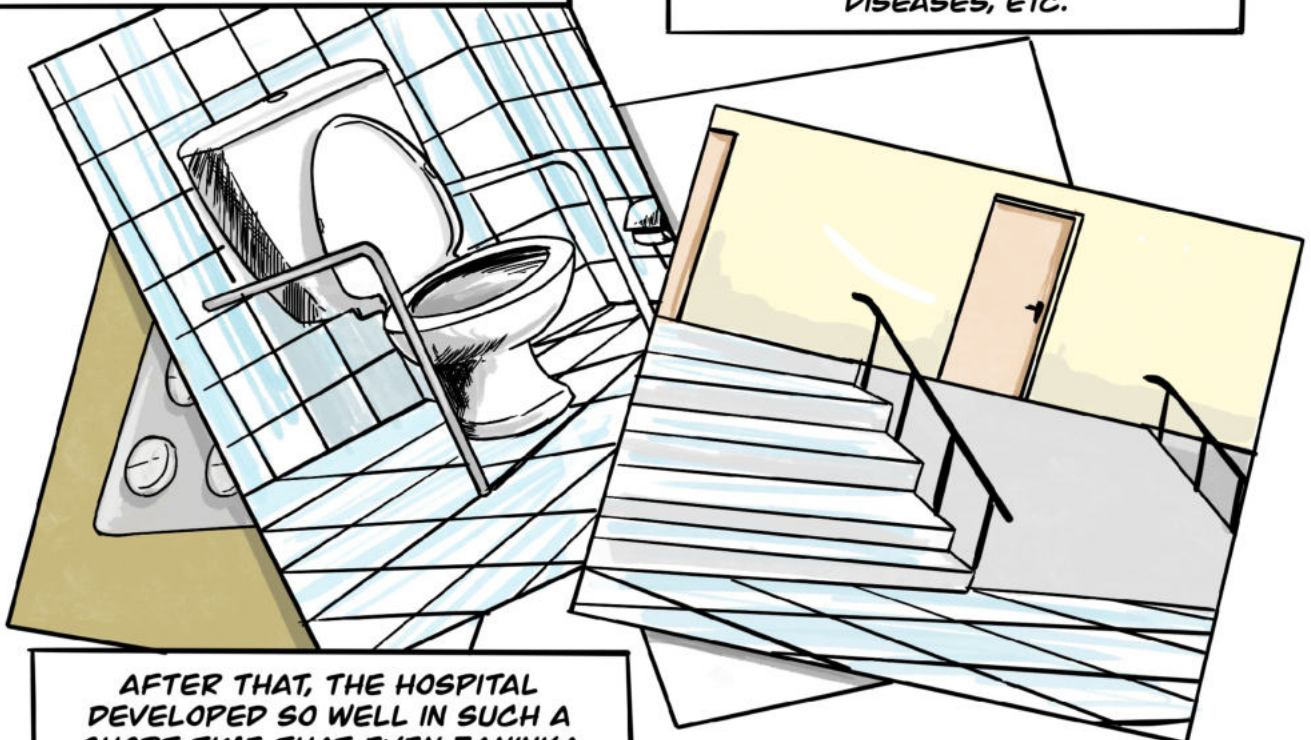


AT THE APPOINTMENT DATE, ZANINKA MEETS THE HOSPITAL DIRECTOR.



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.

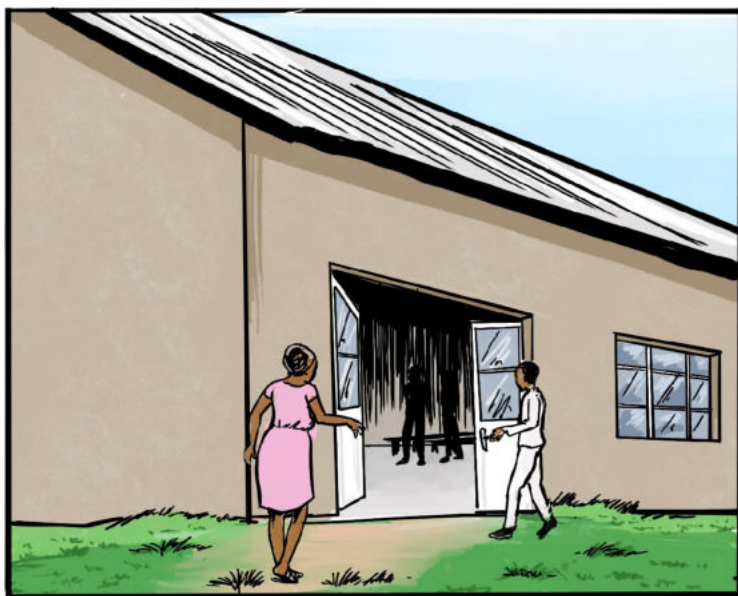
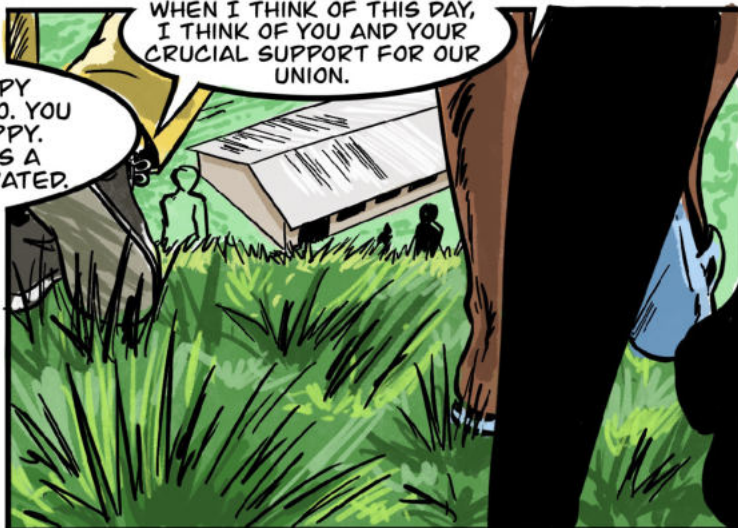


HELLO KAGABO. HAPPY LABOUR DAY. I HOPE YOU ARE HAPPY TODAY.

HAHAH REALLY? LET US JUST HURRY UP, WE'RE ALMOST LATE.

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.



DECENT WORK, THE SOLUTION TO THE SUSTAINABLE DEVELOPMENT OF THE COUNTRY.

GOOD MORNING EVERYONE, THANK YOU FOR COMING TO THIS LABOUR DAY CELEBRATION. WE WILL BEGIN OUR PROGRAM SHORTLY.

I AM KANYANGE, THE DISTRICT LABOUR INSPECTOR. I AM HERE WITH THE REPRESENTATIVE OF CIVIL SOCIETY ORGANIZATIONS IN THE DISTRICT AND THE DISTRICT MAYOR AS OUR GUEST OF HONOUR. WE ALSO HAVE MANY DISTRICT LEADERS AND DEVELOPMENT PARTNERS.

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.

UNION: OUR FUTURE



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 FINED 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.



SUDDENLY...



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.



REFERENCES

<https://ltuc-csi.org/timefor8>

<https://sdgs.un.org/goals/goal8>

<https://sustainabledevelopment.un.org/topics/sustainabledevelopmentgoals>

https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENTID:312232

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILOCODE:C029

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILOCODE:C087

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILOCODE:C098

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILOCODE:C100

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILOCODE:C105

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILOCODE:C111

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ilo_code:C138

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILOCODE:C182

https://www.mifotra.gov.rw/fileadmin/user_upload/Mifotra/Publication/LAWS/New_Labour_Law_2018.pdf

https://www.mifotra.gov.rw/fileadmin/user_upload/Mifotra/Publication/CONSTITUTION/revised_constitution.pdf



**FRIEDRICH
EBERT 
STIFTUNG**