



THE RWANDA LABOUR RIGHTS ORGANIZATION OVERVIEW

Rwanda Labour Rights Organization (RLRO) is a non-governmental organization, with the purpose of promoting labour rights, principles of democracy and social justice in Rwanda. RLRO targets workers and employers in the private and public sector. The Organization also targets judges, arbitrators, advocates, law school students, university-based labour law clinics, legal aid Organizations, human rights organizations, trade unions organizations, Migrant workers, and employers' organizations through strengthening their capacities in labour standards.

1.2: MISSION & VISION.

RLRO vision is to have a Rwandan society where labour rights, social justice and equality prevail. Its mission is to promote labour rights, equality and justice especially for vulnerable workers.

1.3: FIELD OF OPERATION

1.3.1: Legal Aid services

RLRO receives complaints from workers, whose rights have been denied by their employers in the labor markets. The organization responds on a daily basis to employer or workers' inquiries about their rights and obligations based on the labor legislation applicable to their workplace. We also provide free legal consultations for individuals or groups of employers and workers, provision of Legal Aid Advisory and Support Services to employers and workers. Where needed, the organization also provides litigation services in courts for vulnerable workers by representing clients (workers) in law courts.

We also organize mobile legal clinics, i.e. enables female and male workers to meet with labor lawyers and obtain legal advice in their places of residence and workplaces.

1.3.2: Research and advocacy Services

Through advocacy services, the RLRO advances policies and laws in order to ensure respect of international labour standards and fundamental human rights through labour legislation. It also conducts periodic analysis of national laws and policies to ensure compliance with International Human Rights instruments as well as the ILO (Core) Labour Standards.

The organizations also monitors the process of developing new and modern legislations in various fields, including labor and socio-economic rights through consolidating comments, inputs and recommendations from key players and present them for ensuring decent work for all.

In addition, the RLPO advocates in collaboration with other key partners for better monitoring of labor law implementation and its enforcement.

1.3.3: Safe Labour Mobility

By providing the following services we insure the safety of migrant workers:

Pre-Employment Orientation (PEO): Equips prospective migrant workers with information to support well-informed decision-making processes on foreign employment and provide accurate information on safe and ethical recruitment.



RWANDA LABOUR RIGHTS ORGANISATION

Pre-Departure Orientation (PDO): Supports outgoing migrant workers to ensure their departure process is safe while also providing information on the upcoming journey, adjustment period and how to access support and assistance.

Post-Arrival Orientation (PAO): Provides newly arrived migrant workers in the country of destination, with information regarding national labour laws, socio-cultural norms and practices, workplace expectations and good conduct.

Pre-Return Orientation (PRO): Helps prepare returning migrant workers before leaving the country of destination, with useful information to support their access to social protection schemes, skills development opportunities and related resources.

1.3.4 Child Labour Elimination

Child labour elimination is key to the organization and it aims at child labour prevention and protection of child labourers through strengthening the capacity of partners and community through community empowerment, education and training to ensure child labour elimination.

1.3.5: Litigation and Dispute Resolution

The Organization in collaboration with labour inspectors adopt complaints from workers and whenever possible, seeks to obtain negotiated settlements to be amicably resolved by the intervention of the organization through Alternative Dispute Resolution mechanisms as cases filed with courts can last for several years until a final decision has been issued and is implemented.

1.3.6: Capacity building

The RLPO provides capacity building to key players such as judges, arbitrators, advocates, law school students, university-based labour law clinics, legal aid Organizations, human rights organizations, trade unions organizations and employers' organizations on labour standards.

The organization also offers technical legal assistance to individuals, workers' committees, trade unions, employers' organizations regarding work agreements, regulations which have a bearing on rights at work, internal rules and regulations, statutes of employer's organizations and trade unions and collective bargaining agreements etc. It also undertakes training courses on labour legislation and rights, legal studies and advocacy work.

1.3.7: Awareness, Information, Education and Communication Program

The RLRO organizes awareness programs in order to enable employers and workers to know their rights, obligations and mechanisms of protection. The organization organizes awareness on labour policies, labour laws and its implementing orders targeting workers, employers, trade union representatives, etc. These awareness campaigns are always supplemented by the distribution of awareness brochures on workers' rights and employers' obligations, series about labor legislation and guides on specific rights. We also organize awareness meetings on labor and social rights in order to raise legal literacy of rights.

Contact details

Kigali-Gasabo KG 216 Plot 5

Website: www.rwandalabourrights.org

E mail : rwandalabourrights2020@gmail.com

PO.BOX : 685 Kigali- Rwanda

Phone : (250)/788359765