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| <p><b>AMABWIRIZA YA MINISITIRI N° N°003/19.18 yo kuwa 04/04/2013 AGENA URUTONDE RW'IMIRIMO IKENEWE IJYANYE N'UBUMENYI BWIHARIYE</b></p> | <p><b>MINISTERIAL INSTRUCTIONS N° N°003/19.18 of 04/04/2013 DETERMINING OCCUPATIONS IN DEMAND LIST</b></p> | <p><b>INSTRUCTIONS MINISTERIELLES N°003/19.18 du 04/04/2013 DETERMINANT LA LISTE DES METIERS EN TENSION</b></p> |
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| <p><b>AMABWIRIZA YA MINISITIRI N°.....YO KU WA ..... AGENA URUTONDE RW'IMIRIMO IKENEWE IJYANYE N'UBUMENYI BWIHARIYE</b></p>          | <p><b>MINISTERIAL INSTRUCTION N°..... OF ..... DETERMINING OCCUPATIONS IN DEMAND LIST</b></p>                   | <p><b>INSTRUCTIONS MINISTERIELLES N° ..... DU ..... DETERMINANT LA LISTE DES METIERS EN TENSION</b></p>            |
| <p><b>Minisitiri w'Abakozi n'Umurimo,</b></p>  | <p><b>The Minister of Public Service and Labour,</b></p>  | <p><b>Le Ministre de la Fonction Publique et du Travail,</b></p>   |
| <p>Ashingiye kuri Porogaramu ijyanye n'Umurimo iteganyijwe muri Politiki n'Ingamba z'Igihugu ku bijyanye n'Abinjira n'Abasohoka;</p> | <p>Pursuant to the Labour Migration Programme provided for by the National Migration Policy and Strategies;</p> | <p>Vu le Programme Relatif au Travail et Emploi prévu dans la Politique et Stratégies Nationales de Migration;</p> |
| <p>Inama y'Abaminisitiri yateranye ku wa 06/02/2013 imaze kubisuzuma no kubyemeza;</p>   | <p>After consideration and approval by the Cabinet in its session of 06/02/2013;</p>                            | <p>Après examen et approbation par le Conseil des Ministres en sa séance du 06/02/2013;</p>                        |
| <p><b>ATANZE AMABWIRIZA AKURIKIRA:</b></p>   | <p><b>HEREBY ISSUES THE FOLLOWING INSTRUCTIONS:</b></p>   | <p><b>DONNE DES INSTRUCTIONS SUIVANTES:</b></p>  |
| <p><b><u>Ingingo ya mbere:</u> Icyo aya mabwiriza agamije</b></p>  | <p><b><u>Article One:</u> Purpose of these Instructions</b></p>   | <p><b><u>Article premier :</u> Objet des présentes instructions</b></p>  |
| <p>Aya mabwiriza agena Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye, "ODL" mu magambo ahinnye y'Icyongereza.</p>         | <p>These Instructions determine Occupations in Demand List, abbreviated as (ODL).</p>                           | <p>Les présentes instructions déterminent la Liste des Métiers en Tension, « ODL » en sigle anglais.</p>           |

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| <p><b><u>Ingingo ya 2:</u> Igisobanuro cy'Urutonderw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye</b></p> <p>“Urutonde rw’Imirimo Ikenewe ijyanye n’Ubumenyi Bwihariye” bisobanura urutonde rw’imirimo ijyanye n’ubumenyi butari cyangwa budahagije ku isoko ry’umurimo.</p> <p><b><u>Ingingo ya 3:</u> Abarebwa n’aya mabwiriza</b></p> <p>Urutonde rw’Imirimo Ikenewe ijyanye n’Ubumenyi Bwihariye rureba abanyamahanga bose baza mu Rwanda gushaka akazi ku giti cyabo.</p> <p>Urutonde rw’Imirimo Ikenewe ijyanye n’Ubumenyi Bwihariye rureba kandi n’abanyamahanga baturuka mu bihugu bifitanye amasezerano n’u Rwanda arebana n’indi mirimo yihariye.</p> <p>Abanyagihugu b’Ibihugu bigize Umuryango w’Afurika y’Iburasirazuba (EAC) bashaka akazi ku mirimo yafunguwe mu Masezerano y’Isoko Rusange kandi ikaba igaragara ku Rutonde rw’Imirimo Ikenewe ijyanye n’Ubumenyi Bwihariye bakurikiza inzira ziteganywa n’ayo masezerano mu kubona ibyangombwa byo gukora iyo mirimo.</p> | <p><b><u>Article 2: Definition of Occupations in Demand List</u></b></p> <p>“Occupations in Demand List” means the list of occupations for which skills are lacking or in short supply on the labour market.</p> <p><b><u>Article 3: Scope</u></b></p> <p>Occupations in Demand List shall apply to all foreigners seeking employment in Rwanda on individual basis.</p> <p>Occupations in Demand List shall also apply to foreigners whose countries of origin have signed agreements with Rwanda in regard to other specific occupations.</p> <p>Citizens from East African Community (EAC) shall use the procedures provided for by the Common Market Protocol while seeking employment on occupations which are liberalized under the Protocol and mentioned by the Occupations in Demand List.</p> | <p><b><u>Article 2: Définition de la Liste des Métiers en Tension</u></b></p> <p>« Liste des Métiers en Tension » signifie la liste de métiers en absence ou en insuffisance sur le marché du travail.</p> <p><b><u>Article 3 : Champ d’application</u></b></p> <p>La Liste des Métiers en Tension s’applique à tous les étrangers qui cherchent un emploi au Rwanda à titre individuel.</p> <p>La Liste des Métiers en Tension s’applique également aux ressortissants des pays qui ont conclu avec le Rwanda des accords relatifs à d’autres métiers spécifiques.</p> <p>Les citoyens des pays membres de la Communauté des Etats de l’Afrique de l’Est (EAC) qui cherchent un emploi pour les métiers mentionnés dans le Protocole du Marché Commun et qui figurent sur la Liste de Métiers en Tension se conforment aux procédures prévues par ledit Protocole.</p> |
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| <p>Icyakora icyo abanyagihugu b'ibihugu bigize Umuryango w'Afurika y'Iburasirazuba (EAC) bashakira imirimo igaragara gusa ku Rutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye, bakurikiza inzira ziteganywa mu gushakira imirimo iri kuri urwo rutonde.</p> <p><b><u>Ingingo ya 4: Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye</u></b></p> <p>Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye ruri ku mugereka w'aya mabwiriza. Muri uwo mugereka, imirimo iri mu byiciro hakurikijwe Amahame Mpuzamahanga yo Gushyira Imirimo mu Byiciro (ISCO/CITP).</p> <p><b><u>Ingingo ya 5: Guhindura urutonde</u></b></p> <p>Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye ruvugururwa buri mwaka hashingiwe ku mibare n'andi makuru atangwa n'Ikigo cy'Igihugu gishinzwe Ibarurishamibare n'Ubuyobozi Bukuru bw'Abinjira n'Abasohoka mu Gihugu.</p> <p>Umuyobozi Mukuru ushinze Abinjira n'Abasohoka ashobora kwemerera umunyamahanga ufite ubumenyi bwihariye butari kuri uru rutonde gukorera</p> | <p>However, Citizens from East African Community (EAC) seeking employments mentioned on the Occupations in Demand List shall only follow procedures established for the purposes of the list.</p> <p><b><u>Article 4: Occupations in Demand List</u></b></p> <p>Occupations in Demand List is annexed to these instructions. In the annex, the occupations are classified using the International Standard Classification of Occupation (ISCO).</p> <p><b><u>Article 5: Updating the list</u></b></p> <p>Occupations in Demand List shall be updated every year basing on the information provided for by the National Institute of Statistics of Rwanda and the Directorate General of Immigration and Emigration.</p> <p>The Director General of Immigration and Emigration may provisionally admit a foreigner with special qualifications and skills not mentioned on the Occupation in</p> | <p>Cependant, les citoyens des pays membres de la Communauté des Etats de l'Afrique de l'Est (EAC) qui cherchent des emplois pour les métiers mentionnés dans la Liste des Métiers en Tension seulement se conforment aux procédures spécifiques pour ladite liste.</p> <p><b><u>Article 4: Liste des Métiers en Tension</u></b></p> <p>La liste des Métiers en Tension est en annexe des présentes instructions. Dans l'annexe, les métiers sont classés suivant la Classification Internationale des Types de Professions (CITP).</p> <p><b><u>Article 5: Mise à jour de la liste</u></b></p> <p>La Liste des Métiers en Tension est mise à jour chaque année sur base des informations fournies par l'Institut National des Statistiques du Rwanda et la Direction Générale de l'Immigration et l'Emigration.</p> <p>Le Directeur Général d'Immigration et Emigration peut provisoirement admettre un étranger hautement qualifié pour les métiers ne faisant pas partie de la liste des</p> |
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| <p>mu Rwanda by'agateganyo.</p> <p><b><u>Ingingo ya 6: Agaciro k'impushya zo gukorera mu Rwanda no kukongera</u></b></p> <p>Impushya zo gukorera mu Rwanda zitangwa hashingiwe ku Rutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye zigira agaciro mu gihe cy'imyaka itatu (3) ishobora kongerwa igihe umurimo zatangiwe ukiri ku rutonde.</p> <p><b><u>Ingingo ya 7: Igihe amabwiriza atangira gukurikizwa</u></b></p> <p>Aya mabwiriza atangira gukurikizwa ku munsu atangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.</p> | <p>Demand List.</p> <p><b><u>Article 6: Validity and renewal of working permits</u></b></p> <p>The working permits issued pursuant to the Occupations in Demand List shall be valid for a period of three (3) years renewable subject to the relevant occupation being maintained on the list.</p> <p><b><u>Article 7: Commencement</u></b></p> <p>These instructions shall come into force on the date of their publication in the Official Gazette of the Republic of Rwanda.</p> | <p>métiers en tensions,</p> <p><b><u>Article 6: Validité et renouvellement des permis de travail</u></b></p> <p>Les permis de travail délivrés conformément à la Liste des Métiers en Tension sont valables pour une période de trois (3) ans renouvelable si le métier concerné est maintenu sur la liste</p> <p><b><u>Article 7: Entrée en vigueur</u></b></p> <p>Les présentes instructions entrent en vigueur le jour de leur publication au Journal Officiel de la République du Rwanda.</p> |
| <p>Kigali, ku wa.....</p> <p><b>MUREKEZI Anastase</b><br/>Minisitiri w'Abakozi ba Leta n'Umurimo</p>  | <p>Kigali, on.....</p> <p><b>MUREKEZI Anastase</b><br/>Minister of Public Service and Labour</p>  | <p>Kigali, le.....</p> <p><b>MUREKEZI Anastase</b><br/>Ministre de la Fonction Publique et du Travail</p>   |

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| <p><b>Bibonywe kandi bishyizweho Ikirango<br/>cya Repubulika:</b></p> <p><b>KARUGARAMA Tharcisse</b><br/>Minisitiri w'Ubutabera/Intumwa Nkuru ya<br/>Leta</p> | <p><b>Seen and sealed with the Seal of the<br/>Republic:</b></p> <p><b>KARUGARAMA Tharcisse</b><br/>Minister of Justice / Attorney General</p> | <p><b>Vu et scellé par le Sceau de la<br/>République:</b></p> <p><b>KARUGARAMA Tharcisse</b><br/>Ministre de la Justice/Garde des Sceaux</p> |
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| UMUGEREKA KU MABWIRIZA YA<br>MINISITIRI N°.....YO KU WA<br>..... AGENA URUTONDE<br>RW'IMIRIMO IKENEWE IJYANYE<br>N'UBUMENYI BWIHARIYE | ANNEXE TO THE MINISTERIAL<br>INSTRUCTIONS N°<br>.....OF .....<br>DETERMINING OCCUPATIONS<br>IN DEMAND LIST | ANNEXE A L'INSTRUCTIONS<br>MINISTERIELLES N°..... DU<br>..... DETERMINANT LA<br>LISTE DES METIERS EN TENSION |
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### OCCUPATIONS IN DEMAND LIST

#### MANAGER AND ADMINISTRATOR

| OCCUPATION   | ISCO CODE    |
|--|--------------|
| Education Manager<br>- Pre Primary School<br>- Technical and Vocational Training Institution | 1341<br>1345 |
| Manufacturing Manager  | 1321         |
| Hospital (Medical) Administrator   | 1342         |
| Hotel Manager  | 1411         |

#### PROFESSIONAL

| OCCUPATION           | ISCO CODE* |
|----------------------|------------|
| Certified Accountant | 2411       |
| Actuary              | 2120       |

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|---|------|
| Agricultural Engineer   | 2144 |
| Agricultural Scientist  | 2132 |
| Architect (Building)  | 2161 |
| Biologist   | 2131 |
| Botanist  | 2131 |
| Cartographer  | 2165 |
| Chemist including Analytical Chemist, Physical Chemist and Food Chemist                       | 2113 |
| Chemical Engineer   | 2145 |
| Civil Engineer, including Structural Engineer, Highway, Road and Street Construction Engineer | 2142 |
| Ceramics Technologist   | 2146 |
| Dentist   | 2261 |
| Drilling Engineer   | 2146 |
| Education Methods Specialist  | 2351 |
| Ecologist   | 2133 |
| Electronics Engineer  | 2152 |
| Environmental Engineer  | 2143 |
| Environmental Protection Professional   | 2133 |

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|  |      |
| Food Technologist  | 2113 |
| Film, stage and related directors and producers  | 2654 |
| Geologist and Geophysicist   | 2114 |
| Glass Technologist   | 2149 |
| Hydrometeorologist   | 2112 |
| Hydrogeologist   | 2114 |
| Industrial and Production Engineer   | 2141 |
| Information Technology Trainer   | 2356 |
| Mechanical Engineer (Motors and Engines) and Mechanical Engineer (Ventilation and Refrigeration) | 2144 |
| Medical Practitioner (General)   | 2211 |
| Medical Practitioner (Specialist)  | 2212 |
| Physiotherapist  | 2264 |
| Quantity Surveyor  | 2149 |
| Surveyor – including Land Surveyor and Hydrographic Surveyor                                     | 2165 |
| Values and Loss Assessors  | 3315 |
| Medical Research Officer   | 2131 |

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| Meteorologist  | 2112 |
| Midwifery Professional -<br>Minimum qualifications of bachelor degree or equivalent  | 2222 |
| Mining Engineer, Metallurgist and related professions  | 2146 |
| Nursing Professional -<br>Minimum qualification of bachelor's degree or equivalent   | 2221 |
| Petroleum and Natural Gas Engineer   | 2146 |
| Physicist  | 2111 |
| Teacher - Early Childhood<br>Minimum qualification of bachelor's degree or equivalent  | 2342 |
| Teacher - Secondary Education (In fields of Mathematics, English, French, Biology, Chemistry, Physics, Geography, Economics, ICT, History)<br>Specific for International Schools<br>Minimum qualification of bachelor's degree or equivalent | 2320 |
| Professionally Qualified TVET Trainer  | 2320 |
| Teacher – Special Education, including the blind, deaf and mentally disabled   | 2352 |
| Teacher - University and Higher Education (In fields of General Medicine, Economics, Social Sciences, Applied Sciences, Education, Linguistics, Mathematician and IT)<br>Minimum qualification of masters/doctorate degree                   | 2310 |
| Town Planner and Traffic Planner   | 2165 |
| Veterinarian   | 2250 |

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| Zoologist  | 2131 |
| Landscape architects   | 2162 |
| Product and garment designers  | 2163 |
| Optometrists and ophthalmic opticians                                | 2267 |
| Environmental and occupational health and hygiene professional       | 2263 |
| Securities and finance dealers and brokers (Stock exchange and bond) | 3311 |
| System analysts (IT)   | 2511 |
| Application Programmer   | 2514 |
| Authors  | 2641 |

### **TECHNICIAN**

| <b>OCCUPATION</b>                                       | <b>ISCO CODE</b> |
|---|------------------|
| Aircraft engine mechanics and repairs                   | 7232             |
| Agricultural & Industrial machinery mechanics & repairs | 7233             |
| Chef  | 3434             |
| Civil Engineering Technician                            | 3112             |
| Medical and Pathology Laboratory Technician             | 3212             |
| Mining & Metallurgical Technician                       | 3117             |

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|  |      |
| Teacher - Early Childhood<br>Minimum qualification A Level certificate | 2342 |
| Power production plant operator  | 3131 |
| Incinerator and water treatment  | 3132 |
| Chemical processing plant controller                                   | 3133 |
| Petroleum and natural gas refining plant operator                      | 3134 |
| Metal production process controllers                                   | 3135 |
| Medical imaging and therapeutic equipment technician                   | 3211 |
| Life science technician  | 3141 |
| Air traffic safety electronics technicians                             | 3155 |
| Air traffic pilots and related associate professionals                 | 3153 |
| Interior designer  | 3432 |
| Ship's engineer  | 3151 |
| Museum and library technicians   | 3433 |
| Sports coaches and instructors   | 3422 |
| Beautician   | 5142 |
| Jewelry & precious metal worker  | 7313 |
| Mechanical Machinery Assembler   | 8211 |
| Sheet Metal Worker   | 7213 |

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| Toolmaker and Related Worker          | 7222 |
| Underwater divers                     | 7541 |
| Food and beverage tasters and graders | 7515 |
| Wood processing and finishing         | 7521 |

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| <b>Bibonywe kugira ngo bishyirwe ku mugereka w'Amabwiriza ya Minisitiri n° .....yo ku wa ..... akena Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye</b> | <b>Seen to be annexed to the Ministerial Instructions n° ..... of ..... determining Occupations in Demand List</b> | <b>Vu pour être annexé aux instructions Ministérielles n° ..... du ..... déterminant la Liste des Métiers en Tension</b> |
| Kigali, ku wa.....  | Kigali, on.....  | Kigali, le.....  |
| <b>MUREKEZI Anastase</b><br>Minisitiri w'Abakozi ba Leta n'Umurimo  | <b>MUREKEZI Anastase</b><br>Minister of Public Service and Labour  | <b>MUREKEZI Anastase</b><br>Ministre de la Fonction Publique et du Travail   |

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