

AMABWIRIZA YA MINISITIRI  
N°003/19.18 YO KUWA 04/04/2013  
AGENA URUTONDE RW'IMIRIMO  
IKENEWE IJYANYE N'UBUMENYI  
BWIHARIYE

MINISTERIAL INSTRUCTIONS  
N°003/19.18 OF 04/04/2013  
DETERMINING OCCUPATIONS IN  
DEMAND LIST

INSTRUCTIONS MINISTERIELLES  
N°003/19.18 DU 04/04/2013  
DETERMINANT LA LISTE DES  
METIERS EN TENSION

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<b>AMABWIRIZA YA MINISITIRI N°003/19.18 YO KUWA 04/04/2013</b>	<b>MINISTERIAL N°003/19.18 OF 04/04/2013</b>	<b>INSTRUCTION OF 04/04/2013</b>	<b>INSTRUCTIONS MINISTERIELLES N°003/19.18 DU 04/04/2013</b>
<b>AGENA URUTONDE RW'IMIRIMO IKENEWE IJYANYE N'UBUMENYI BWIHARIYE</b>	<b>DETERMINING DEMAND LIST</b>	<b>OCCUPATIONS IN</b>	<b>DETERMINANT LA LISTE DES METIERS EN TENSION</b>

**Minisitiri w'Abakozi n'Umurimo,**

**The Minister of Public Service and Labour,**

**Le Ministre de la Fonction Publique et du Travail,**

Ashingiye kuri Porogaramu ijyanye n'Umurimo iteganyijwe muri Politiki n'Ingamba z'Igihugu ku bijyanye n'Abinjira n'Abasohoka;

Pursuant to the Labour Migration Programme provided for by the National Migration Policy and Strategies;

Vu le Programme Relatif au Travail et Emploi prévu dans la Politique et Stratégies Nationales de Migration;

Inama y'Abaminisitiri yateranye kuwa 06/02/2013 imaze kubisuzuma no kubyemeza;

After consideration and approval by the Cabinet in its session of 06/02/2013;

Après examen et approbation par le Conseil des Ministres en sa séance du 06/02/2013;

**ATANZE AMABWIRIZA AKURIKIRA:**

**HEREBY ISSUES THE FOLLOWING INSTRUCTIONS:**

**DONNE DES INSTRUCTIONS SUIVANTES:**

**Ingingo ya mbere: Icyo aya mabwiriza agamije**

**Article One: Purpose of these Instructions**

**Article premier : Objet des présentes instructions**

Aya mabwiriza akena Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye, "ODL" mu magambo ahinnye y'Icyongereza.

These Instructions determine Occupations in Demand List, abbreviated as (ODL).

Les présentes instructions déterminent la Liste des Métiers en Tension, « ODL » en sigle anglais.

**Ingingo ya 2: Igisobanuro cy'Urutonderw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye**

**Article 2: Definition of Occupations in Demand List**

**Article 2: Définition de la Liste des Métiers en Tension**

"Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye" bisobanura urutonde rw'imirimo ijyanye n'ubumenyi butari cyangwa budahagije ku isoko ry'umurimo.

"Occupations in Demand List" means the list of occupations for which skills are lacking or in short supply on the labour market.

« Liste des Métiers en Tension » signifie la liste de métiers en absence ou en insuffisance sur le marché du travail.

**Ingingo ya 3: Abarebwa n'aya mabwiriza**

Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye rureba abanyamahanga bose baza mu Rwanda gushaka akazi ku giti cyabo.

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.

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.

Icyakora iyo abanyagihugu b'ibihugu bigize Umuryango w'Afurika y'Iburasirazuba (EAC) bashaka imirimo igaragara gusa ku Rutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye, bakurikiza inzira ziteganywa mu gushaka imirimo iri kuri urwo rutonde.

**Ingingo ya 4: Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye**

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).

**Article 3: Scope**

Occupations in Demand List shall apply to all foreigners seeking employment in Rwanda on individual basis.

Occupations in Demand List shall also apply to foreigners whose countries of origin have signed agreements with Rwanda in regard to other specific occupations.

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.

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.

**Article 4: Occupations in Demand List**

Occupations in Demand List is annexed to these instructions. In the annex, the occupations are classified using the International Standard Classification of Occupation (ISCO).

**Article 3 : Champ d'application**

La Liste des Métiers en Tension s'applique à tous les étrangers qui cherchent un emploi au Rwanda à titre individuel.

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.

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.

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.

**Article 4: Liste des Métiers en Tension**

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).

**Ingingo ya 5: Guhindura urutonde**

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.

Umuyobozi Mukuru ushinze Abinjira n'Abasohoka ashobora kwemerera umunyamahanga ufite ubumenyi bwihariye butari kuri uru rutonde gukorera mu Rwanda by'agateganyo.

**Ingingo ya 6: Agaciro k'impushya zo gukorera mu Rwanda no kukongera**

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.

**Ingingo ya 7: Igihe amabwiriza atangira gukurikizwa**

Aya mabwiriza atangira gukurikizwa ku muni atangarijweho mu Igazeti ya Leta ya Repubulika y'u Rwanda.

**Article 5: Updating the list**

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.

The Director General of Immigration and Emigration may provisionally admit a foreigner with special qualifications and skills not mentioned on the Occupation in Demand List.

**Article 6: Validity and renewal of working permits**

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.

**Article 7: Commencement**

These instructions shall come into force on the date of their publication in the Official Gazette of the Republic of Rwanda.

**Article 5: Mise à jour de la liste**

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.

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 métiers en tensions.

**Article 6: Validité et renouvellement des permis de travail**

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

**Article 7: Entrée en vigueur**

Les présentes instructions entrent en vigueur le jour de leur publication au Journal Officiel de la République du Rwanda.

**Kigali, kuwa 04/04/2013**

(sé)  
**MUREKEZI Anastase**  
Minisitiri w'Abakozi ba Leta n'Umurimo

**Bibonywe kandi bishyizweho Ikirango cya  
Repubulika :**

(sé)  
**KARUGARAMA Tharcisse**  
Minisitiri w'Ubutabera/Intumwa Nkuru  
ya Leta

**Kigali, on 04/04/2013**

(sé)  
**MUREKEZI Anastase**  
Minister of Public Service and Labour

**Seen and sealed with the Seal of the  
Republic:**

(sé)  
**KARUGARAMA Tharcisse**  
Minister of Justice/Attorney General

**Kigali, le 04/04/2013**

(sé)  
**MUREKEZI Anastase**  
Ministre de la Fonction Publique et du Travail

**Vu et scellé du Sceau de la République :**

(sé)  
**KARUGARAMA Tharcisse**  
Ministre de la Justice/Garde des Sceaux

UMUGEREKA KU MABWIRIZA YA  
MINISITIRI N°003/19.18 YO KUWA  
04/04/2013 AGENA URUTONDE  
RW'IMIRIMO IKENEWE IJYANYE  
N'UBUMENYI BWIHARIYE

ANNEXE TO THE MINISTERIAL  
INSTRUCTIONS N°003/19.18 OF  
04/04/2013 DETERMINING  
OCCUPATIONS IN DEMAND LIST

ANNEXE A L'INSTRUCTIONS  
MINISTERIELLES N°003/19.18 DU  
04/04/2013 DETERMINANT LA LISTE  
DES METIERS EN TENSION

**OCCUPATIONS IN DEMAND LIST**

**MANAGER AND ADMINISTRATOR**

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

**PROFESSIONAL**

OCCUPATION	ISCO CODE*
Certified Accountant	2411
Actuary	2120
Agricultural Engineer	2144
Agricultural Scientist	2132

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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
Food Technologist	2113
Film, stage and related directors and producers	2654
Geologist and Geophysicist	2114
Glass Technologist	2149

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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
Meteorologist	2112
Midwifery Professional - Minimum qualifications of bachelor degree or equivalent	2222
Mining Engineer, Metallurgist and related professions	2146
Nursing Professional - Minimum qualification of bachelor's degree or equivalent	2221
Petroleum and Natural Gas Engineer	2146
Physicist	2111

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Teacher - Early Childhood 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) Specific for International Schools 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) Minimum qualification of masters/doctorate degree	2310
Town Planner and Traffic Planner	2165
Veterinarian	2250
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
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**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
Teacher - Early Childhood 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

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

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**Bibonywe kugira ngo bishyirwe ku mugereka w'Amabwiriza ya Minisitiri n°003/19.18 yo kuwa 04/04/2013 agena Urutonde rw'Imirimo Ikenewe ijyanye n'Ubumenyi Bwihariye**

Kigali, kuwa **04/04/2013**

(sé)

**MUREKEZI Anastase**

Minisitiri w'Abakozi ba Leta n'Umurimo

**Seen to be annexed to the Ministerial Instructions n°003/19.18 of 04/04/2013 determining Occupations in Demand List**

Kigali, on **04/04/2013**

(sé)

**MUREKEZI Anastase**

Minister of Public Service and Labour

**Vu pour être annexé aux instructions Ministérielles n°003/19.18 du 04/04/2013 déterminant la Liste des Métiers en Tension**

Kigali, le **04/04/2013**

(sé)

**MUREKEZI Anastase**

Ministre de la Fonction Publique et du Travail

**Bibonywe kandi bishyizweho Ikirango cya Repbulika:**

(sé)

**KARUGARAMA Tharcisse**

Minisitiri w'Ubutabera/Intumwa Nkuru ya Leta

**Seen and sealed with the Seal of the Republic:**

(sé)

**KARUGARAMA Tharcisse**

Minister of Justice / Attorney General

**Vu et scellé du Sceau de la République:**

(sé)

**KARUGARAMA Tharcisse**

Ministre de la Justice/Garde des Sceaux