

Rwanda

Ministerial Order determining the Modalities of Facilitating Persons with Disabilities to Easily Access Employment

Ministerial Order 3 of 2009

Legislation as at 31 August 2009

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Ministerial Order determining the Modalities of Facilitating Persons with Disabilities to Easily Access Employment

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Published in Official Gazette 35 on 31 August 2009

Assented to on 27 July 2009

Commenced on 31 August 2009

[This is the version of this document from 31 August 2009.]

The Minister of Public Service and Labour,

Pursuant to the Constitution of the Republic of Rwanda of 04 June 2003 as amended to date, especially in Articles 14, 120, 121 and 201;

Pursuant to Law n° 01/2007 of 20/01/2007 relating to protection of disabled persons in general, especially in Article 20;

Pursuant to Law n° 13/2009 of 27/05/2009 Regulating Labour in Rwanda in Articles 97, 98, 99 and 100;

After consideration and approval by the Cabinet, in its session of 19/06/2009;

HEREBY ORDERS:

Article One – Purpose of this Order

This Order determines the modalities of facilitating persons with disabilities to easily access employment.

Article 2 – Rights of a person with disability to employment

With the exception of specific conditions referred to under this Order, a person with disabilities shall enjoy the same rights as other persons to employment and shall be offered by various employment Organs the facilitation required in the execution of work.

Article 3 – Priority consideration during consideration

With respect to offering competitive employment, where a person with disability has the same results as that of a non-disabled person after competition, the person with disability should be accorded priority consideration for employment.

With respect to offering non-competitive employment, when a person with disability has the same capacity as a non-disabled person, the person with disability should be accorded priority consideration for employment.

No person should deny employment to a person with disability or dismiss him/her on grounds of disability.

Article 4 – To sensitize persons with disabilities to create employment

After completing their secondary education, vocational training, or institutions of higher learning, persons with disabilities shall be placed on a list by the Labour Market Information System (LMIS) in order to be sensitised on seeking jobs and creating employment on the basis of their acquired knowledge and degrees of disability.

Article 5 – Awards to employers who shall have offered employment to persons with disabilities

Employers who shall have offered employment to persons with disabilities up to five percent (5%) of their employees shall be officially given awards determined by the Minister in charge of labour.

Article 6 – Repealing provision

All prior legal provisions contrary to this Order are hereby repealed.

Article 7 – Commencement

This Order shall come into force on the date of its publication in the Official *Gazette* of the Republic of Rwanda.