



Our Health
Our Future

PRESS ANNOUNCEMENT FOR IMMEDIATE RELEASE

Maternity leave benefits scheme commences operations effect November 2016

Based on Law N°003/2016 of 30/03/2016 establishing and governing maternity leave benefits scheme, published in the Official Gazette n° Special of 20/04/2016;

Based on the Ministerial Order N° 007/16/10/TC of 28/10/2016 relating to maternity leave benefits scheme, published in Official Gazette n° 44 of 31/10/2016;

Rwanda Social Security Board announces that Maternity Leave benefits insurance scheme is now established to compensate the female employee who is absent from employment for the purpose of pregnancy, giving birth and subsequently caring for the new-born child.

The scheme has begun its operations with this month of November 2016.

According to provisions of the aforementioned law especially in article 9 which states that "The employer declares and remits collected contribution to the Social Security Administration not later than fifteenth (15) days of every month following the month of contribution" the deadline for paying contributions by employees for the Month of November will be 15th December, 2016.

We take this opportunity to inform all employers in Rwanda of this deadline and encourage them to respect the law to avoid any unnecessary consequences that may arise from delays in declaring and remitting contributions to the scheme.

Maternity Leave benefits scheme is a new social security scheme, whose establishment is part of Government of Rwanda's commitment towards empowering Rwandan women to physically recover, care for the new born to give the best start in life and avoid maternity to become barrier to women contribution to the national development.

With the new maternity leave benefits regime, mothers will no longer face the hard choice of either completing 12 weeks of leave and lose 80% of their family's income or return to work after 6 weeks to keep their income.

