How does the Labour Market test work?

Employers may sponsor skilled workers through a Class H2 Employer Sponsored Skilled Worker permit in cases where a person’s occupation is not on the ODL.

Employers are required to demonstrate that they are unable to find a suitable employee in the Rwandan labour market. Having so demonstrated the employer may lodge a sponsorship for a foreign worker to fill a nominated position.

Employers are required to take the following action to demonstrate the non-availability of a local worker

- Advertise the vacancy in a national newspaper on 2 separate occasions over a 6 week period prior to lodging the sponsorship.
- Advertise the vacancy once in a second location such as on the website of the Rwanda Private Sector Federation or through an employment agency. This advertising may be done concurrently with the national advertising.
- Consider all applications received from Rwandans. If none of the Rwandans are suitable document why each is not suitable.

Advertisements must accurately reflect the duties of the position and the salary and employment conditions offered. The advertisements must be prominently displayed to attract as big a response as possible.

A labour market test is current for 6 months from the date of the first advertisement.

When Employer Lodges a Sponsorship

When lodging sponsorships the sponsors are required to provide original copies of the advertisements lodged including the dates of the advertisements.

The sponsor must also provide details of all Rwandan applicants, including copies of their applications and the reasons why each was not suitable.

At the time the employer lodges a sponsorship based on the outcome of labour market testing he/she should also lodge an application from the skilled foreign worker he/she proposes to sponsor for the nominated position.

The sponsorship and application should be lodged with the Director General’s Client Service Centre in Kigali.