



## CALL FOR APPLICATIONS

### Training on Decent Work, Labor Rights, and Negotiation Skills For Young Gig and Platform Workers in Rwanda

#### BACKGROUND

The rapid growth of the gig and platform economy in Rwanda, including ride-hailing, delivery services, digital freelancing, etc., has created new employment opportunities for young people. However, many gig and platform workers face challenges related to job security, fair income, social protection, limited knowledge of labor rights, and weak negotiation skills.

To address these challenges, a capacity-building training is being organized to strengthen the knowledge, skills, and collective voice of young gig and platform workers in Rwanda.

These capacity building sessions are prepared by COTRAF Rwanda, in partnership with the ICT Chamber and the International Labour Organization (ILO), in the framework of the innovate4Digijobs program for empowering young Gig workers to succeed in Rwanda's digital economy.

#### 1. OBJECTIVE OF THE TRAINING

The training aims to empower young gig and platform workers with practical knowledge and skills on:

- **Decent Work principles** and their application in the gig/platform economy
- **Labor rights and responsibilities**, including national and international standards
- **Negotiation and social dialogue skills**, enabling participants to engage effectively with platforms, clients, associations, and policymakers

#### 2. TRAINING TOPICS

The training will cover, among others:

- Understanding Decent Work in the gig and platform economy
- Fundamental labor rights and protections
- Contracts, income security, and working conditions
- Social protection and occupational safety
- Communication, negotiation, and advocacy skills
- Collective action and social dialogue for gig workers

#### 3. TARGET PARTICIPANTS

This call is open to:

- Young women and men aged **18–35 years**

- Actively engaged in **gig or platform work** (e.g. ride-hailing, delivery, digital freelancing, online services, content creation, platform-based tasks, etc.)
- Living and working in **Kigali City, Rubavu District**
- Motivated to learn, share experiences, and promote decent work practices
- Person with disabilities are much more encouraged

#### 4. TRAINING FORMAT

- ✓ **Duration:** 3 days trainings (12 hours) + 3 days follow up sessions ( 12 hours). Training will take only 4 hours per day
- ✓ **Mode:** Physical
- ✓ **Location:** Kigali City and Rubavu
- ✓ **Language:** English and Kinyarwanda

#### 5. BENEFITS OF PARTICIPATION

Selected participants will:

- Gain practical knowledge on labor rights and decent work
- Develop negotiation and communication skills
- Receive training materials and a **certificate of participation**
- Join a network of informed and empowered gig/platform workers

#### 6. APPLICATION PROCESS

- The Candidates will submit an expression of interest in the training to COTRAF-RWANDA at [\(cotrafrwanda2003@gmail.com\)](mailto:cotrafrwanda2003@gmail.com) and copy to [\(ericnepib@gmail.com\)](mailto:ericnepib@gmail.com) before 2<sup>nd</sup> February 2026 at 5PM.
- Only shortlisted candidates will be invited for training

#### 7. OTHERS

- ✓ Participant's transport will be refunded
- ✓ **For any further information or clarification, please contact us on up-mentioned emails address.**

Warm regards.



**ERIC NZABANDORA**  
President & Legal Representative of COTRAF RWANDA