



EAST AFRICAN COMMUNITY

**THE EAST AFRICAN COMMUNITY
COMMON MARKET (FREE MOVEMENT OF
WORKERS) REGULATIONS**

ANNEX II

EAC SECRETARIAT

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THE EAST AFRICAN COMMUNITY COMMON MARKET (FREE MOVEMENT OF WORKERS) REGULATIONS

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SCHEDULE FOR THE FREE MOVEMENT OF WORKERS

THE EAST AFRICAN COMMUNITY COMMON MARKET (FREE MOVEMENT OF WORKERS) REGULATIONS

REGULATION 1 Citation

These Regulations may be cited as the East African Community Common Market (Free Movement of Workers) Regulations.

REGULATION 2 Purpose of Regulations

The purpose of these Regulations is to implement the provisions of Article 10 of the Protocol and to ensure that there is uniformity among the Partner States in the implementation of the Article and that to the extent possible, the process is transparent, accountable, fair, predictable and consistent with the provisions of the Protocol.

REGULATION 3 Interpretation

In these Regulations, unless the context otherwise requires:

“**competent authority**” means an office designated by a Partner State to carry out the functions required by these Regulations;

“**pass**” means a pass to enter and remain temporarily in, or to re-enter the territory of a Partner State, issued by the host Partner State and includes any class or description of pass which may be so prescribed.

REGULATION 4 Scope of Application

These Regulations shall apply to the following categories of citizens of a Partner State who move to, stay in and exit another Partner State:

- (a) workers;
- (b) spouses of workers; and
- (c) children of workers.

REGULATION 5

Entry, Stay and Exit

1. A citizen of a Partner State who seeks to enter or exit the territory of another Partner State as a worker, shall do so at entry or exit points designated in accordance with the national laws of the Partner State and shall comply with the established immigration procedures.
2. A citizen of a Partner State who seeks to enter the territory of another Partner State as a worker shall:
 - (a) present to the immigration officer a valid common standard travel document or a national identity card where a Partner State has agreed to use a machine readable and electronic national identity card as a travel document;
 - (b) declare all the information required for entry and exit; and
 - (c) present a contract of employment to the immigration officer.
3. The provisions of paragraph 2 (c) of this regulation shall not apply to the spouse and child of a worker.
4. Upon fulfilment of the requirements in paragraph 2 of this regulation, a citizen to whom these Regulations apply, shall be issued with a pass which shall entitle the citizen to enter into the territory of the host Partner State and stay for a period of up to six months for purposes of completing the formalities for obtaining a work permit.
5. The spouse or child of a worker shall be issued with a pass of a period not exceeding six months upon fulfilment of the requirements of paragraph 2 (a) and (b) of this regulation pending completion of formalities to obtain a dependant pass.
6. A pass issued under this regulation shall be issued without a fee.

REGULATION 6

Procedure for Acquiring Work Permit

1. A worker who has a contract of employment of a period of more than ninety days in the territory of another Partner State shall apply to the competent authority for a work permit within fifteen working days from the date of entry into the territory of the host Partner State.
2. The application for a work permit shall be supported by a valid common standard travel document or a national identity card, where that Partner State has agreed to use the national identity card as a travel document, the contract of employment and any other document the competent authority may require.
3. Notwithstanding paragraph 2 (c) of regulation 5 and paragraph 1 of this regulation, a citizen of a Partner State who, while in the territory of another Partner State concludes a contract of employment shall, apply to the competent authority for a work permit within fifteen working days from the date of concluding the contract.
4. Where a worker secures employment for a period of not more than ninety days, the worker shall apply for, and be issued with a special pass.
5. The special pass shall entitle the holder to enter, remain and work in the territory of the Partner State for the period stated in the pass.
6. Where a worker secures employment for a period of more than ninety days, the worker may, before being issued with a work permit, apply for, and be issued with a special pass.
7. The competent authority shall, within thirty days of application for a work permit, issue a work permit for an initial period of up to two years which may be renewed upon application.
8. The duration of the work permit issued under these Regulations shall not exceed the duration of the contract of employment or the duration of the validity of the common standard travel document presented under paragraph 2 of regulation 5.

9. The work permit or a special pass issued under these Regulations shall be issued in accordance with the harmonized classification of work permit and forms, fees and procedures as may be approved by the Council.
10. An employer shall furnish the competent authority with an annual return of the workers from another Partner State in his or her establishment.
11. Where the holder of a work permit ceases to engage in the employment in respect of which the work permit was issued, the employer specified in the work permit shall, within fifteen days of the cessation of the employment in writing, inform the competent authority.
12. Where a worker changes employment in respect of which the work permit was issued, the worker shall within fifteen days of the change of employment, in writing, notify the competent authority and shall apply to the competent authority for another work permit.
13. A worker who ceases to engage in the employment in respect of which the work permit was issued shall within fifteen days of the cessation of the employment, in writing, notify the competent authority and apply for a pass or leave the territory of the Partner State.

REGULATION 7

Denial of Work Permit

1. A competent authority may reject an application for a work permit.
2. Where the competent authority rejects an application for a work permit, the competent authority shall in writing, notify the applicant, stating the reasons for the rejection.
3. An applicant notified under paragraph 2 of this regulation may appeal against the decision of the competent authority in accordance with the national laws of the host Partner State.
4. Where the competent authority rejects an application for a work permit or where an appeal is rejected, the competent authority shall give the applicant and his or her spouse, child or dependant, reasonable time to leave the territory of the host Partner State.

REGULATION 8

Cancellation of Work Permit

1. The competent authority shall cancel a work permit issued under these Regulations where a worker:
 - (a) is expelled or deported from the territory of the host Partner State;
 - (b) ceases to engage in or does not take up the employment for which the work permit was issued; or
 - (c) obtained the work permit fraudulently.
2. Where a work permit is cancelled under paragraph 1 (b) of this regulation, the worker shall within thirty days of the cancellation:
 - (a) regularise his or her status; or
 - (b) leave the territory of the host Partner State.

REGULATION 9

Employment of Spouse and Child

1. The provisions of regulations 6, 7 and 8 shall apply to the spouse or child of a worker who is employed in the territory of the Partner State where the worker is employed.
2. A spouse or child of a worker who is not a citizen of a Partner State who seeks employment in the worker's host Partner State shall apply for a work permit in accordance with the national laws of the Partner State.

REGULATION 10

Expulsion of Worker

1. A competent authority may expel a worker and the spouse, child and dependant of a worker from the host Partner State where the worker does not regularise his or her status or leave the territory of the Partner State in accordance with paragraph 2 of regulation 8.

2. Where a competent authority expels a worker, the competent authority shall give the worker and his or her spouse, child and dependant, reasonable time to leave the territory of the host Partner State.

REGULATION 11

Deportation

1. Where a worker to whom paragraph 1 of regulation 10 applies, does not leave within the time given by the competent authority, the competent authority shall deport the worker.
2. The provisions of regulation 10 and paragraph 1 of this regulation shall apply to the spouse or child of a worker who is employed in the territory of the host Partner State.

REGULATION 12

Access to Employment Opportunities

1. The Partner States shall endeavour to collect and disseminate information on job vacancies and put in place labour market information systems to facilitate access to employment opportunities by the citizens of the Community.
2. The Partner States shall require private agencies involved in the collection and dissemination of information on job vacancies and facilitation of citizens' access to employment opportunities, to register with the competent authority.
3. The Secretariat shall collaborate with the competent authority of the Partner State to share and exchange information concerning job opportunities, employment statistics and other labour matters.
4. The Partner States may establish a framework or machinery for vacancy clearance, for purposes of protecting citizens against potential abuse.

REGULATION 13

Equal Treatment in Employment

1. The Partner States shall provide for regular labour inspections and any other appropriate measures to ensure that the same treatment is accorded to the workers from other Partner States as is accorded to the nationals of the Partner State with regard to:
 - (a) terms and conditions of employment;
 - (b) equal opportunities for both men and women and in particular, access to employment;
 - (c) occupational health and safety;
 - (d) contribution to a social security scheme;
 - (e) access to vocational training;
 - (f) the freedom of association and the right to collective bargaining;
 - (g) access to dispute resolution mechanism; and
 - (h) any other right accruing to a worker under the provisions of the national laws of the Partner State.

2. The provisions of regulation 6 of the East African Common Market (Free Movement of Persons) Regulations shall apply to the spouse or child of a worker who seeks to undergo training in another Partner State

REGULATION 14

Monitoring of the Labour Market

1. The Secretariat shall, in collaboration with the Partner States, undertake manpower surveys to determine available skills and gaps in the labour market within the Community as may be required from time to time.

2. The Secretariat shall, on the basis of the findings of the manpower surveys, develop a database to facilitate monitoring of the labour market.
3. The Secretariat shall undertake regular baseline surveys, as may be directed by the Council, and disseminate the findings to the Partner States.
4. The Secretariat shall submit regular reports to the Council on the implementation of this regulation.
5. A report submitted to the Council under paragraph 4 of this regulation shall, among other things, contain the analysis and recommendations on the labour market within the Community.

REGULATION 15

Implementation of Regulations

The implementation of these Regulations shall be in accordance with the Schedule to these Regulations.

SCHEDULE FOR THE FREE MOVEMENT OF WORKERS

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
KENYA	ADMINISTRATORS AND MANAGERS	<i>Directors and Chief Executives</i>	<i>Managing Directors</i>	Chairman, Company,	2010
				Director-General, Corporation	
				Director, Managing/Company Director,	
				Company /Chief Executive	
			<i>Executive Secretaries</i>	Company Secretary/ Executive	
			<i>University Vice Chancellors</i>	University President	
				University Rector	
				Vice Chancellor	
			<i>Other School/Institutional Principals</i>	Director, Educational Institution	
				Principal, Training College/ Educational Institution	
			<i>Company Secretaries</i>	Secretary, Company	
			<i>University College Principals</i>	Principal, University College	
		<i>Specialized Departmental</i>	<i>Finance Managers</i>	Controller, Accounts	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
		<i>Managers</i>			
				Controller, Finance	
				Finance officer	
				Manager, Accounting Manager, Budget	
				Manager, Finance	
				Manager, Finance and Administration	
				Purser, Ship	
			<i>Administration Managers</i>	Manager, Administration	
			<i>Organization and Methods Managers</i>	Manager, Organization and Methods	
			<i>Sales and Marketing Managers</i>	Manager, Marketing Manager, Accounting Manager, Sales	
				Manager, Sales and Marketing	
				Manager, Sales Promotion	
			<i>Export – Import Managers</i>	Manager, Export	
				Manager, Import	
				Manager, Export/Import	
			<i>Public Relations Manager and Advertising Managers</i>	Manager, Advertising	
				Manager, Public Relations	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Supplies and Distribution Managers</i>	Manager, Distribution	
				Manager, Procurement	
				Manager, Purchasing	
				Manager, Supplies	
				Manager, Warehouse	
			<i>Information Technology Managers</i>	Manager, Computing Services	
				Manager, Data Processing Operations	
				Manager, Data Processing System	
				Manager, Information Systems	
			<i>Research, Planning and Development Managers</i>	Manager, Planning and Development	
				Manager, Research	
				Manager, Research and Development	
			<i>Production and Operations Managers</i>	Manager, Plant Operations	
				Manager, Quality Control	
				Manager, Workshop	
		<i>Other</i>	<i>Other Departmental</i>	Other Departmental	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
		<i>Departmental Managers</i>	<i>Managers</i>	Managers	
	PROFESSIONALS	<i>Physical Science Professionals</i>	<i>Physicists and related Professionals</i>	Physicist, Geologist, Hydrologist, Meteorologist,	2010
			<i>Chemists</i>	Analyst, Chemical, Chemist, Physical, Chemist, Food	
		<i>Mathematicians, Statisticians and Computing Professionals</i>	<i>Mathematicians and Related Professionals</i>	Mathematician (Applied Mathematics and Pure Mathematics), Actuary, Operations Research Analyst, Mathematical Statistician	
			<i>Statisticians</i>	Biometrician, Biostatistician, Statistician, Applied Demographer	
			<i>Computing Professionals</i>	System Analyst, Computer Programmer, Database Administrator, Computer Scientist	
		<i>Engineering Science Professionals</i>	<i>Architects and Town Planners</i>	Architect, Quantity Surveyor, Town Planner, Traffic Planner	
			<i>Surveyors and</i>	Surveyor, Land Surveyor,	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Cartographers</i>	Photogrammetrist, Hydro-surveyor, Cartographer	
			<i>Civil Engineers</i>	Civil Engineer, Structural Engineer, Highway, Road and Street Construction Engineer	
			<i>Mechanical Engineers</i>	Mechanical Engineer, Mechanical Engineer (Motor and Engines), Agricultural Engineer, Heating, Ventilation and Refrigeration Engineer	
			<i>Chemical Engineers and Technologists</i>	Chemical Engineer General	
				Chemical Engineer, Petroleum,	
				Food and Drinks Technologist, Laboratory Technologist	
			<i>Mining Engineers, Metallurgists and Related Technologists</i>	Mining Engineer, Ceramics Technologist, Glass Technologist, Metallurgist, Drilling Engineer, Software Engineer, Telecommunications Engineer, Electronics Engineer, Electrical Engineer	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Production and Related Engineers</i>	Production Engineer, Textile/Leather Technologist, Maintenance Engineer	
		<i>Health and Life Science Professionals</i>	<i>Health Professionals</i>	Medical Doctor, Medical Research Officer, Dentist, Veterinarian, Veterinary Research Officer, Pharmacist	
			<i>Nursing and Mid-Wifely Professionals</i>	Hospital Matron, Nurse, Public Health Nurse, Midwife	
			<i>Life Science Professionals</i>	Biologist, Botanist, Zoologist, Ecologist	
		<i>Teaching Professionals</i>	<i>Secondary and Technical Institute Teachers and Instructors</i>	High School Teacher, Head Teacher, Principal, Technical College Instructor, Polytechnic Instructor	
			<i>Special Education Teaching Professionals</i>	Teacher of the Blind, Teacher of the Deaf,	
				Teacher of the Mentally Handicapped	
			<i>Education Methods Advisers and Assessors</i>	Adviser, Education Methods ,	
				Developer Curricula,	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Educator, Field,	
				Education Assessor, Audio Visual and other Teaching Aids Specialist	
			<i>Other Teaching Professionals</i>	Technical/Job Instructor, Teaching Professional not classified elsewhere	
Legal Professionals					
		Legal Professionals	<i>Lawyers</i>	Advocate, Legal Officer	
Social Science and Related Professionals					
		Social Science and Related Professionals	<i>Economists</i>	Macro Economists, Micro Economist	
			<i>Psychologists</i>	Psychologist, Clinical Psychologist, Occupational	
			<i>Sociologists, Anthropologists and Related Professionals</i>	Anthropologist / Archeologist, Geographer	
			<i>Historians and Political Scientists</i>	Historian, Political Scientist	
			<i>Philologists, Translators and Interpreters</i>	Philologist, Translator, Linguist, Interpreter	
Business Professionals					
		Business Professionals	<i>Accountants</i>	Accountant	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Personal and Occupational Professionals</i>	Vocational Guidance Counsellor, Occupational Analyst, Management Analyst, Human Resource Specialist, Counsellor	
			<i>Other Business Professionals</i>	Public Relations Officer, Market Research Analyst, Advertising Executive, Home Economist	
		<i>Other Professionals</i>	<i>Archivists, Librarians and Related Professionals</i>	Archivist, Art Gallery and Museum Curator, Librarian / Documentalist, Book Publisher	
			<i>Religious Professionals</i>	Minister of Religion, Father in-charge/Parish Priest, Chaplain	
			<i>Authors, Journalists and Related Professionals</i>	Author, Journalist, Editor, Press/Information Officer, Radio and Television Announcer	
			<i>Sculptors, Painters and Related Professionals</i>	Sculptor, Artist, Cartoonist, Engraver and Etcher, Graphic Artist, other Artists	
			<i>Composers, Musicians and Singers</i>	Music composer, Instrumentalist (Orchestra)	
			<i>Choreographers</i>	Orchestrator, Orchestra Conductor, Vocal Group	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Conductor, Concert and Opera Singer	
	TECHNICIANS AND ASSOCIATE PROFESSIONALS	<i>Engineering Technicians</i>	<i>Technical Draughtsmen</i>	Mechanical Draughtsman, Electrical Draughtsman, Architectural Draughtsman, Civil Engineering Draughtsman,	2010
				Cartographic Draughtsman, Technical Illustrator, Lithographic Artist	
			<i>Civil Engineering and Related Technicians</i>	Civil Engineering Technician, Building Engineering Technician,	
				Clerk of Works, Survey Technician, Soil Technician	
			<i>Mechanical Engineering and Related Technicians</i>	Mechanical Engineering Technician, Heating, Ventilation and Refrigeration Technician Armourer	
			<i>Electrical Engineering Technicians</i>	Electrical Engineering Technician, Electricity Tracer	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Electronics and Telecommunications Engineering Technicians</i>	Electronic Engineering Technician, Telecommunication Engineering Technician, Computer Technician	
			<i>Chemical Engineering Technicians</i>	Chemical Engineering Technician, Chemical Process Technician, Petroleum Technician	
			<i>Photographers, Image and Sound Recording Equipment Controllers</i>	Photographer, Camera Operator (Motion Picture), Television Camera Operator, Cinematographer, Sound Recording Operator	
			<i>Broadcasting and Telecommunications Equipment Controllers</i>	Radio-Telephone Communication Operator, Telegrapher/Signaler, Ship Radio Officer, Flight Radio Officer, Broadcasting Station Operator, Cinema Projectionist, Public Address Equipment Operator, Radio Communications Operator	
		<i>Medical and Health Science</i>	<i>Medical Assistants and Clinical Officers</i>	Medical Assistant, Audio Metrist, Technician	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
		<i>Associated Professionals</i>		Anesthetic, Clinical Officer/Assistant, Vaccinator	
			<i>Sanitarians</i>	Sanitarians, Public Health Technician/Inspector, Sewage Superintendent/ Technician	
			<i>Optometrists and Opticians</i>	Optometric Technician, Dispensing Optician	
			<i>Dental Technicians</i>	Dental Technician, Dental Hygienist	
			<i>Physiotherapists and Related Associate Professionals</i>	Physiotherapist, Osteopath, Podiatrist, Orthopedic Technician, Medical X-ray and Radio Technician	
			<i>Veterinary Assistants</i>	Veterinary Assistant, Nurse, Animal, Technician, Dip/Veterinary, Vaccinator	
			<i>Pharmaceutical Assistants</i>	Pharmaceutical Assistant, Shop Assistant, Chemist	
			<i>Other Associate Medical, Nursing and Nutrition Workers</i>	Nutrition Technician, Herbalist	
		<i>Physical and Life Science Professionals</i>	<i>Physical and Chemical Science Technicians</i>	Chemistry laboratory Technician, Physics Laboratory Technician	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Life Science Technicians</i>	Biology Laboratory Technician, Medical Laboratory Technician, Drug Inspector	
			<i>Agronomy and Forestry Technicians</i>	Agronomy and Forestry Technician,	
				Technician, Soil Science	
		<i>Ship and Aircraft Controllers</i>	<i>Ship's Desk Officers and Pilots</i>	Ship's Master (Captain), Ship Navigating Officer, Ship Pilot, Marine Superintendent Officer (Deck)	
			<i>Aircraft Pilots and Related Workers</i>	Passenger Aircraft Pilot, Cargo and Service Aircraft Pilot, Flight Navigator, Flight Engineer, Air Traffic Safety Technician	
			<i>Air Traffic Controllers</i>	Air Traffic Controller	
		<i>Business and Social Services Associate Professionals</i>	<i>Insurance Brokers and Agents</i>	Insurance Broker, Insurance Underwriter, Insurance Salesman, Insurance Claims Officer/Assessor	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Real Estate Agents</i>	Real Estate Salesman, Real Estate Broker Realtor, Property Salesman	
			<i>Buyers, Appraisers and Auctioneers</i>	Purchasing Agent, Appraiser/Valuer, Auctioneer	
		<i>Primary and Pre-Primary Education and other Teachers</i>	<i>Primary Education Teachers</i>	Primary Education Teacher, Lower Primary Education Teacher, Upper Primary Education Teacher	
			<i>Pre-Primary Education Teachers</i>	Pre-Primary Education Teacher, Kindergarten Teacher, Nursery School Teacher	
			<i>Other Teachers and Instructors</i>	Adult Education Teacher, Driving Instructor, Flying Instructor, Animal Trainer	
		<i>Other Business Social Services, Athletics, Sports and Related Workers</i>	<i>Non-Ordained Religious Assistants</i>	Non-Ordained Religious Assistant, Faith Healer, Catechist, Missionary and Related Worker	
			<i>Social Workers and Helpers</i>	Social Welfare Worker (General), Psychiatric Social Worker, Culture Centre Worker, Institutional	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				House-Mother, Library Assistant, Information Assistant	
			<i>Athletes, Sportspersons and other Related Workers</i>	Sportsperson, Sports Coach, Physical Trainer/Instructor	
			<i>Decorators and Commercial Designers</i>	Commercial Artist, Decoration Designer, Interior Decoration Designer, Fashion Designer, Industrial Designer, Sign Writer	
			<i>Radio, Television and other Announcers</i>	Radio and Television Announcer/Commentator, Compeer	
			<i>Street, Nightclub and Related Workers</i>	Band Conductor, Instrumentalist (Except Orchestra), Singer (Vocalist), Dancer	
			<i>Acrobats, Clowns, Magicians and Related Workers</i>	Acrobat, Aerialist, Clown, Magician	
			<i>Safety, Health and Quality Inspectors/Controllers</i>	Meat Inspector/Grader, Occupational Health and Safety Inspector, Consumer Products Health and Safety Inspector, Consumer Products Quality	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Inspector/Controller, Pollution Safety and Health Inspector	
	CRAFT AND RELATED TRADES WORKERS	<i>Extraction and Building Trades Workers</i>	<i>Mechanical, Electrical, Building and Fire Inspectors</i>		2010
			<i>Metal, Machinery and Related Trades Workers</i>	Builder (Traditional Houses), Stonemason, Concrete Block Maker, Brick and Tile Moulder, Floor Layer, Carpenter, Plumber, Roofer, Glazier, Painter, Building Electrician	
		<i>Metal, Machinery And Related Trades Workers</i>	<i>Metal Moulders, Welders, Structural- Metal Preparers and Related Trade Workers</i>	Metal Moulder, Core Maker, Welder, Sheet- metal worker, Sheet-Metal Maker, Tinsmith, Boiler Smith, Coach Builder, Panel Beater, Structural-Metal Worker, Construction Steel Erector, Rigger, Rope and Cable Splicer, Underwater Worker	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Blacksmiths, Tool-Makers and Related Trade Workers</i>	Smith, Gunsmith, Metal Former, Tool and Die Maker, Metal Working Machine-Tool Setter, Lathe Setter, Milling Machine Setter, Drilling Machine Setter, Planning Machine, Grinding Machine Setter, Cutting Instrument Sharpener, Saw Doctor, Metal Spinner, Buffing and Polishing-Machine Operator, Textile Card Grinder	
			<i>Machinery Mechanics and Fitters</i>	Motor Vehicle Mechanic, Diesel Engine Fitter, Motorcycle Mechanic, Aircraft Engine Fitter, Airframe Fitter-Assembler, Marine Engine Fitter-Assembler, Turbine Fitter-Assembler, Metalworking Machine-Tool Fitter-Assembler	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Electrical Equipment Fitters and Installers</i>	Electrical Fitter, Electrical Motor and Generator Fitter, Electrical Transformer Fitter, Electrical Instrument Fitter, Maintenance Electrician, Vehicle Electrician, Electrical Repairman	
			<i>Electronics Equipment Fitters and Servicers</i>	Electronics Fitter Assembler, Electronics Fitter (Radio-TV and Radar Equipment), Electronics Fitter (Medical Equipment),	
				Computer and Related Equipment Fitter, Electronic Fitter (Industrial Equipment), Refrigeration and Air-Conditioning Fitter,	
				Electronic Signaling System Fitter, Office Machine Mechanic, Electronic Products Inspector,	
			<i>Electrical Linesmen and Cable Jointers</i>	Telephone and Telegraphic Equipment Installer, Telephone and Telegraphic Equipment Mechanic, Electronic Equipment Fitter and Servicer	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Electrical Power Linesman, Electrical Traction Linesman, Telephone and Telegraph Linesman, Electrical Cable Jointer	
			<i>Solar Equipment Fitters and Installers</i>	Solar Equipment Fitter and Installer	
BURUNDI		<i>Physical, Mathematical and Engineering Science Professionals</i>	<i>Physicists, Chemists and Related Professionals, Mathematicians, Statisticians and Related Professionals, Computing Professionals Architects, Engineers and Related Professionals</i>		2010
		<i>Life Science and Health Professionals</i>	<i>Life Science Professionals</i>		
			<i>Health Professionals,</i>		
			<i>Nursing and Midwifery Professionals</i>		
		<i>Teaching Professionals</i>	<i>University Teachers</i>		

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
		<i>Other Professionals</i>	<i>Business Professionals, Archivists, Librarians and Related Information Professionals, Social Science and Related Professionals, Writers and Creative or Performing Artists,</i>		
			<i>Religious Professionals</i>		
TANZANIA	PROFESSIONALS	Teaching	<i>University and Higher Education Teachers</i>	PhD Holder	2010
			<i>Secondary School Teachers</i>	Teacher (Mathematics, Physics, Biology and Foreign Languages)	2015
			<i>Primary School and Early Childhood Teachers)</i>	Teacher (English Medium Primary School) Degree holder (not applicable in the Islands)	2010
			<i>Other Teaching Professionals</i>	Tutor (Agricultural Colleges) Masters Degree holder	
				Teacher (Vocational Education Training) in any field provided the teacher is a holder of a Masters Degree	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Cultural Heritage</i>	Tutor/ Teacher, Cultural Heritage	2010
		Engineering	<i>Engineering Professionals (excluding Electro-Technology)</i>	Mining Engineer	2011
				Geomorphologist	2011
				Civil Engineer	2010
				Engineer, Railways Construction	2012
				Engineer, Sewerage and Sanitary Engineer,	
				Sewerage and Sanitary	
				Engineer, Civil/Irrigation,	
				Engineer, Soil Mechanic	
				Engineer, Dock Construction	
		Science	<i>Life Science</i>	Agricultural Field Officer (at least a Diploma holder)	2015
		Health	<i>Medical Doctors and Practitioners</i>	Medical Officer	2015
				Specialist in another field	2010
				Nurse and Midwife	2010
		Land Surveying	<i>Surveyors</i>	Cadastral Surveyor and Cartographer	2015

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
	TECHNICIANS AND ASSOCIATE PROFESSIONALS	<i>Air Traffic</i>	<i>Air Traffic Controllers</i>	Air Traffic Controller	2012
RWANDA	PROFESSIONALS	<i>Physical Science Professionals</i>	<i>Physicists and Related Professionals, Chemists</i>	Physicist, Geologist, Hydrologist, Meteorologist	2010
				Analyst, Chemical,	
				Chemist, Physical,	
				Chemist, Food	
		<i>Mathematicians, Statisticians</i>	<i>Mathematicians and Related Professionals</i>	Mathematician (Applied Mathematics and Pure Mathematics), Actuary, Operations Researcher	
		<i>Engineering Science Professionals</i>	<i>Architects and Town Planners</i>	Architect, Quantity Surveyor, Town Planner, Traffic Planner	
			<i>Surveyors and Cartographers</i>	Surveyor, Land Surveyor, Photogrammetrist, Hydro-surveyor, Cartographer	
			<i>Civil Engineers</i>	Civil Engineer, Structural Engineer, Highway, Road and Street Construction Engineer	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Mechanical Engineers</i>	Mechanical Engineer, Mechanical Engineer (Motor and Engines), Agricultural Engineer, Heating, Ventilation and Refrigeration Engineer	
			<i>Chemical Engineers and Technologists</i>	Chemical Engineer General, Chemical Engineer, Petroleum, Food and Drinks Technologist, Laboratory Technologist	
			<i>Mining Engineers, Metallurgists and related Technologists</i>	Mining Engineer, Ceramics Technologist, Glass Technologist, Metallurgist, Drilling Engineer	
		<i>Health and Life Science Professionals</i>	<i>Health Professionals</i>	Medical Doctor, Medical Research Officer, Dentist	
			<i>Life Science Professionals</i>	Biologist, Botanist, Zoologist, Ecologist	
		<i>Teaching Professionals</i>	<i>Secondary and Technical Institute Teachers and Instructors</i>	High School Teacher, Head Teacher, Principal, Technical College Instructor, Polytechnic Instructor	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Special Education Teaching Professionals</i>	Teacher of the Blind, Teacher of the Deaf, Teacher of the Mentally Handicapped	
	TECHNICIANS AND ASSOCIATED PROFESSIONALS	<i>Engineering Technicians</i>	<i>Technical Draughts Persons</i>	Engineering Technician	2010
			<i>Civil Engineering and Related Technicians</i>		
			<i>Medical Equipment Operators</i>		
			<i>Physiotherapists and Related Associate Professionals</i>		
		<i>Optical and Electronic Equipment Operators</i>			
UGANDA	ADMINISTRATORS AND MANAGERS	<i>Directors and Chief Executives</i>	<i>Managing Directors</i>	Chairman, Company	2010
				Director-General, Corporation	
				Director, Managing/Company	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Managing Director,	
				Company Chief Executive	
			<i>Executive Secretaries</i>	Secretary, Executive/Company	
			<i>University Vice Chancellors</i>	University President	
				University Rector	
				Vice Chancellor	
			<i>Other School/Institutional Principals</i>	Director, Educational Institution	
				Principal, Training College/ Educational Institution	
			<i>Company Secretaries</i>	Secretary Company	
			<i>University College Principals</i>	Principal, University College	
		<i>Specialized Departmental Managers</i>	<i>Finance Managers</i>	Controller, Accounts	
				Controller,	
				Finance Officer,	
				Manager, Accounting Manager, Budget	
				Manager, Finance	
				Manager, Finance and Administration	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Purser, Ship	
			<i>Administration Managers</i>	Manager, Administration	
			<i>Organization and Methods Managers</i>	Manager, Organization and Methods	
			<i>Sales and Marketing Managers</i>	Manager, Marketing Manager, Accounting Manager, Sales	
				Manager, Sales and Marketing	
				Manager, Sales Promotion	
			<i>Export – Import Managers</i>	Manager, Export	
				Manager, Import	
				Manager, Export/Import	
			<i>Public Relations Managers and Advertising Managers</i>	Manager, Advertising	
				Manager, Public Relations	
			<i>Supplies and Distribution Managers</i>	Manager Distribution	
				Manager, Procurement	
				Manager, Purchasing	
				Manager, Supplies	
				Manager, Warehouse	
			<i>Information Technology Managers</i>	Manager, Computing Services	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Manager, Data Processing Operations	
				Manager, Data Processing System	
				Manager, Information Systems	
			<i>Research, Planning and Development Managers</i>	Manager, Planning and Development	
				Manager, Research	
				Manager, Research and Development	
			<i>Production and Operations Managers</i>	Manager, Plant Operations	
				Manager, Quality Control	
				Manager, Workshop	
		<i>Other Departmental Managers</i>	<i>Other Departmental Managers</i>	Other Departmental Managers	
	PROFESSIONALS	<i>Science and Engineering</i>	<i>Civil Engineers,</i>		2010
			<i>Industrial and Production Engineers,</i>		
			<i>Mechanical Engineers,</i>		
			<i>Chemical, Mining</i>		

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
			<i>Engineers</i>		
			<i>Architects,</i>		
			<i>Surveyors and Planners,</i>		
			<i>Electronic Engineers.</i>		
		<i>Health</i>	<i>Medical Doctors,</i>		
			<i>Nurses and Midwives,</i>		
			<i>Specialized Nurses,</i>		
			<i>Allied Health Professionals,</i>		
			<i>Veterinarians and Technicians</i>		
		<i>Teaching Professionals</i>	<i>University and Higher Education Teachers,</i>		
			<i>Secondary, Vocational and Primary Teachers</i>		
		<i>Business and Administration Professionals</i>	<i>Accountants, Financial and Investment Advisers, Financial Analysts.</i>		

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
		Computing Professionals	<i>Systems Analysts, Software Developers, Web and Multimedia Developers, Applications Programmers.</i>		
			<i>Database Designers and Administrators, Systems Administrators, Computer Network Professionals</i>		
		Legal Professionals	<i>Lawyers, Judges</i>		
		Writers and Creative or Performing Artists	<i>Journalists, Translators, Interpreters,</i>		
			<i>Creative and Performing Artists, Musicians, Singers, Composers, Dancers, Choreographers, Film, Stage Actors</i>		

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
	CRAFT AND RELATED TRADE WORKERS	<i>Air Traffic and Ship Controllers and Technicians</i>	<i>Aircraft and Ship Controllers and Technicians</i>	Aircraft and Ship Controller and Technician	2010
		<i>Extraction and Building Trade Workers</i>	<i>Metal, Machinery and Related Trade Workers</i>	Builder (Traditional Houses), Stonemason, Concrete Block Maker, Brick and Tile Moulder, Floor Layer, Carpenter, Plumber, Roofer, Glazier, Painter, Building Electrician	
		<i>Metal, Machinery and Related Trade Workers</i>	<i>Metal Moulders, Welders, Structural-Metal Preparers and Related Trade Workers</i>	Metal Moulder, Core Maker, Welder, Sheet-Metal Worker, Sheet-Metal Maker, Tinsmith, Boiler Smith, Coach Builder, Panel Beater, Structural-Metal Worker, Construction Steel Erector, Rigger, Rope and Cable Splicer, Underwater Worker	
			<i>Blacksmiths, Tool-Makers and Related Trade Workers</i>	Smith, Gunsmith, Metal Former, Tool and Die Maker, Metal Working Machine-Tool Setter, Lathe Setter, Milling Machine Setter, Drilling Machine	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Setter, Planning Machine, Grinding Machine Setter, Cutting Instrument Sharpener, Saw Doctor, Metal Spinner, Buffing and Polishing-Machine Operator, Textile Card Grinder	
			<i>Machinery Mechanics and Fitters</i>	Motor Vehicle Mechanic, Diesel Engine Fitter, Motorcycle Mechanic, Aircraft Engine Fitter, Airframe Fitter-Assembler, Marine Engine Fitter- Assembler, Turbine Fitter- Assembler, Metalworking Machine-Tool Fitter- Assembler	
			<i>Electrical Equipment Fitters and Installers</i>	Electrical Fitter, Electrical Motor and Generator Fitter, Electrical Transformer Fitter, Electrical Instrument Fitter, Maintenance Electrician, Vehicle Electrician, Electrical Repairman	
			<i>Electronics Equipment Fitters and Servicers</i>	Electronics Fitter Assembler, Electronics	

PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB- GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
				Fitter (Radio-TV and Radar Equipment), Electronics Fitter (Medical Equipment), Computer and Related Equipment Fitter, Electronic Fitter (Industrial Equipment), Refrigeration and Air-Conditioning Fitter, Electronic Signaling System Fitter, Office Machine Mechanic,	
				Electronic Products Inspector, Telephone and Telegraphic Equipment Installer, Telephone and Telegraphic Equipment Mechanic, Electronic Equipment Fitters and Servicers	
			<i>Electrical Linesmen and Cable Jointers</i>	Electrical Power Linesman, Electrical Traction Linesman, Telephone and Telegraph Linesman, Electrical Cable Jointer	
			<i>Solar Equipment Fitters and Installers</i>	Solar Equipment and Fitter and Installer	

Explanatory note: The movement of professionals who require accreditation shall be subject to clearance by the respective regulatory bodies of the Partner States.