

Rusizi District recorded the highest number of teacher transfer requests in the 2024/2025 academic year, while Gasabo District remained the most preferred location for educators seeking relocation, according to Rwanda's Ministry of Education.

Speaking during a consultative meeting with teacher representatives on Thursday, July 31, Dr. Rose Baguma, Head of Education Policy Department at the Ministry of Education revealed that 132 teachers applied to transfer out of Rusizi, followed closely by Gisagara District with 131 requests.

In contrast, only 18 teachers requested to leave Kicukiro District, the lowest figure nationwide.

Gasabo District received 272 requests from teachers seeking to transfer there, making it the most sought-after district. However, only 73 of those applications were approved. Nyagatare District saw the fewest teachers wishing to transfer in, with just 10 applicants.

Karongi District received the fewest incoming transfers, with only two teachers being reassigned there.

Teachers often cite separation from their families as the primary reason for transfer requests. Many are posted to schools far from home, and some have urged the ministry to reduce the current three-year minimum service period required before applying for relocation.

They argue the policy contributes to strained family relationships and diminished job performance.

Education Minister Joseph Nsengimana has acknowledged these concerns, noting that while changes may be considered, frequent staff movements can disrupt student learning. He emphasized the importance of balancing teacher welfare with educational stability.

In September 2023, the Rwanda Education Board (REB) introduced a digital system for managing transfers and job swaps via the Teacher Management Information System (TMIS).

During the 2023/2024 academic year, REB received 2,235 transfer requests. Of these, 1,226 met the eligibility criteria, but only 751 were granted. Among 856

teachers who applied for transfers to high-demand areas, 498 qualified, and 383 were relocated.

MINEDUC reports that Rwanda has more than 120,000 teachers in general education and vocational schools. Of those, 107,741 work in basic education—64,110 in primary schools, 34,379 in secondary schools, and 9,252 in preschools.

Most teachers (75,324) hold A2-level qualifications. Another 8,547 hold A1-level diplomas, and 23,870 have bachelor's degrees (A0).

In the 2024/2025 school year, 7,277 teachers were newly placed. Nyamasheke District received the most, with 427 teachers, while Kicukiro District received the fewest, with 124.

“It’s not that Kicukiro was overlooked,” Dr. Baguma said. “The placements reflect the district’s staffing needs.”