



REPUBLIC OF KENYA

ANNEX 1

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

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REPUBLIC OF KENYA

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

ARRANGEMENT OF REGULATIONS

REGULATION	TITLE
1.	Citation
2.	Purpose of Regulations
3.	Interpretation
4.	Scope of Application
5.	Entry, Stay and Exit
6.	Stay of Students
7.	Limitations
8.	Border Management
9.	Registration

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REPUBLIC OF KENYA

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

**REGULATION 1
Citation**

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

**REGULATION 2
Purpose of Regulations**

The purpose of these Regulations is to implement the provisions of Article 7 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;

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“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) visitors;
- (b) persons who seek to enter a Partner State for the purpose of medical treatment;
- (c) persons in transit through the territory of a Partner State;
- (d) persons who are admitted as students in training establishments in a Partner State; and
- (e) persons entering a Partner State for any other lawful purpose other than as a worker or as a self employed person.

REGULATION 5 Entry, Stay and Exit


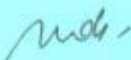

1. A citizen of a Partner State who seeks to enter or exit the territory of another Partner State, shall do so at entry or exit points designated in accordance with the national laws of the Partner State and shall comply with the established immigration procedures.

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2. A citizen of a Partner State who seeks to enter, transit or exit the territory of another Partner State 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 machine readable and electronic national identity card as a travel document; and
 - (b) declare all the information required for entry or exit.
3. 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.
4. A citizen whose pass is due to expire and who wishes to stay in a Partner State for a longer period shall, before the expiry of the pass, apply to the immigration office of the Partner State for an extension of the pass.
5. The immigration office shall renew the pass where the applicant provides justification for a longer period of stay.
6. The duration of a pass issued under these Regulations shall not exceed the duration of the validity of the common standard travel document or national identity card, presented under regulation 2.
7. A citizen transiting through the territory of another Partner State, shall be issued with a transit pass which shall entitle the citizen to transit within the period stated in the pass.
8. A pass issued under this regulation shall be issued without a fee.

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**REGULATION 6
Stay of Students**

1. A citizen who is admitted as a student in an approved training establishment of another Partner State shall, within thirty days of entry, apply for a student's pass.
2. A citizen applying for a student's pass shall furnish the following information:
 - (a) a valid common standard travel document or a national identity card, in accordance with paragraph 2 of regulation 5;
 - (b) a confirmation of admission in an approved training establishment in the host Partner State;
 - (c) a confirmation of sponsorship for the training to be pursued; and
 - (d) in the case of a child, the identification of the guardian to be responsible for the child while the child is in the host Partner State.
3. The immigration office of the host Partner State shall issue a student's pass to an applicant who satisfies the requirements in this regulation.
4. A student's pass shall be issued, subject to terms and conditions, for a period not exceeding one year and shall be renewable, annually, for the duration of the study.

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5. A citizen who enters another Partner State for the purpose of undergoing training for a period not exceeding two months shall be exempt from applying for a student's pass.
6. The immigration office of a host Partner State may cancel a student's pass if the citizen to whom the pass was issued fails to enter and undergo training in the establishment for which the student's pass was issued, or having entered the training establishment, ceases to be a student in that establishment.
7. The person in charge of a training establishment shall ensure that all the students from the other Partner States undergoing training in the training establishment comply with this regulation.
8. A student's pass issued under this regulation shall be issued without a fee.

REGULATION 7 Limitations

1. A citizen who is issued with a pass under these Regulations, shall not undertake any employment in the territory of the host Partner State except where the citizen is a student on internship or industrial training.
2. The immigration office may cancel a pass issued under these Regulations, where the holder of the pass engages in an activity other than the activity specified in the pass.
3. Where a citizen issued with a pass under these Regulations decides to change his or her status to a worker or a self employed person, he or she shall apply to the competent authority of the Partner State for recognition as a worker or a self employed person, in accordance with



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the East African Community Common Market (Free Movement of Workers) Regulations and the East African Community Common Market (Right of Establishment) Regulations.

REGULATION 8 Border Management

For the purpose of effective border management, the Partner States shall consult and advise the Council on the following:

- (a) easing of border crossing for citizens of the Partner States;
- (b) reciprocal opening of border posts;
- (c) operational hours for the border posts;
- (d) manning of border posts for twenty four hours;
- (e) the necessary infrastructure and standards for border management;
- (f) harmonisation of immigration procedures; and
- (g) evaluation of the implementation of border management recommendations and programmes.

REGULATION 9 Registration

Without prejudice to these Regulations, a host Partner State may require citizens of other Partner States who are in its territory, to register with the competent authorities, in accordance with the national laws of the Partner State.

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ANNEX II

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

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ARRANGEMENT OF REGULATIONS

REGULATION	TITLE
1.	Citation
2.	Purpose of Regulations
3.	Interpretation
4.	Scope of Application
5.	Entry, Stay and Exit
6.	Procedure for Acquiring Work Permit
7.	Denial of Work Permit
8.	Cancellation of Work Permit
9.	Employment of Spouse and Child
10.	Expulsion of Worker
11.	Deportation
12.	Access to Employment Opportunities
13.	Equal Treatment in Employment
14.	Monitoring of the Labour Market
15.	Implementation of Regulations

SCHEDULE FOR THE FREE MOVEMENT OF WORKERS

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**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.



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**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.

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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

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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

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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.

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**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.

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**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.

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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;

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- (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.

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REGULATION 15
Implementation of Regulations

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

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SCHEDULE FOR THE FREE MOVEMENT OF WORKERS

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

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>Principals</i>	College	
		<i>Specialized Departmental Managers</i>	<i>Finance Managers</i>	Controller, Accounts	
				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</i>	Manager, Export	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			Managers	Manager, Import	
				Manager, Export/Import	
			Public Relations Manager and Advertising Managers	Manager, Advertising	
				Manager, Public Relations	
			Supplies and Distribution Managers	Manager, Distribution	
				Manager, Procurement	
				Manager, Purchasing	
				Manager, Supplies	
				Manager, Warehouse	
			Information Technology Managers	Manager, Computing Services	
				Manager, Data Processing Operations	
				Manager, Data Processing System	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				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>Physical Science Professionals</i>	<i>Physicists and related Professionals</i>	Physicist, Geologist, Hydrologist, Meteorologist,	2010
	LS		<i>Chemists</i>	Analyst, Chemical, Chemist, Physical, Chemist, Food	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
		<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 Cartographers</i>	Surveyor, Land Surveyor, Photogrammetrist,	

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

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
				Metallurgist, Drilling Engineer, Software Engineer, Telecommunications Engineer, Electronics Engineer, Electrical Engineer
			<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</i>	High School Teacher, Head Teacher, Principal, Technical

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>and Instructors</i>	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, Educator, Field,	
				Education Assessor, Audio Visual and other Teaching Aids Specialist	
			<i>Other Teaching Professionals</i>	Technical/Job Instructor, Teaching Professional not classified elsewhere	
		<i>Legal Professionals</i>	<i>Lawyers</i>	Advocate, Legal Officer	

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Legal Professionals

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
		<i>Social Science and Related Professionals</i>	<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	
		<i>Business Professionals</i>	<i>Accountants</i>	Accountant	
			<i>Personal and Occupational Professionals</i>	Vocational Guidance Counsellor, Occupational Analyst, Management Analyst, Human Resource Specialist, Counsellor	
			<i>Other Business</i>	Public Relations	

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			<i>Professionals</i>	Officer, Market Research Analyst, Advertising Executive, Home Economist
		Other Professionals	<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)

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE	
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>Choreographers</i>	Orchestrator, Orchestra Conductor, Vocal Group 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, Cartographic Draughtsman, Technical Illustrator, Lithographic Artist	2010
				Civil Engineering Technician, Building Engineering Technician, Clerk of Works, Survey Technician, Soil Technician	
				Mechanical Engineering and	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>Related Technicians</i>	Technician, Heating, Ventilation and Refrigeration Technician Armourer	
			<i>Electrical Engineering Technicians</i>	Electrical Engineering Technician, Electricity Tracer	
			<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	

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			<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 Associated Professionals</i>	<i>Medical Assistants and Clinical Officers</i>	Medical Assistant, Audio Metrist, Technician Anesthetic, Clinical Officer/Assistant, Vaccinator
			<i>Sanitarians</i>	Sanitarians, Public Health Technician/Inspector, Sewage Superintendent/Technician

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<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	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
		<i>Physical and Life Science Professionals</i>	<i>Physical and Chemical Science Technicians</i>	Chemistry laboratory Technician, Physics Laboratory Technician
			<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,

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE	
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				Flight Engineer, Air Traffic Safety Technician Air Traffic Controller	
			<i>Air Traffic Controllers</i>		
		<i>Business and Social Services Associate Professionals</i>	<i>Insurance Brokers and Agents</i>	Insurance Broker, Insurance Underwriter, Insurance Salesman, Insurance Claims Officer/Assessor	
			<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	

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			Pre-Primary Education Teachers	Pre-Primary Education Teacher, Kindergarten Teacher, Nursery School Teacher
			Other Teachers and Instructors	Adult Education Teacher, Driving Instructor, Flying Instructor, Animal Trainer
		Other Business, Social Services, Athletics, Sports and Related Workers	Non-Ordained Religious Assistants	Non-Ordained Religious Assistant, Faith Healer, Catechist, Missionary and Related Worker
			Social Workers and Helpers	Social Welfare Worker (General), Psychiatric Social Worker, Culture Centre Worker, Institutional House-Mother, Library Assistant, Information Assistant

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<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	

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REPUBLIC OF KENYA

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

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			Fitters	Engine Fitter, Motorcycle Mechanic, Aircraft Engine Fitter, Airframe Fitter-Assembler, Marine Engine Fitter-Assembler, Turbine Fitter-Assembler, Metalworking Machine-Tool Fitter-Assembler
			Electrical Equipment Fitters and Installers	Electrical Fitter, Electrical Motor and Generator Fitter, Electrical Transformer Fitter, Electrical Instrument Fitter, Maintenance Electrician, Vehicle Electrician, Electrical Repairman
			Electronics Equipment Fitters and Servicers	Electronics Fitter Assembler, Electronics Fitter (Radio-TV and Radar Equipment),

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- (b) cooperate in plant breeding;
- (c) promote the production and distribution of quality seeds of crops, livestock, fish and forest trees;
- (d) develop capacity in the agricultural sector;
- (e) cooperate in breeding, multiplication, distribution and artificial insemination of livestock including domesticated animals;
- (f) develop, promote, manage and conserve fisheries resources on a sustainable basis within the Community;
- (g) cooperate in the control of plant and animal pests, vectors and diseases;
- (h) establish early warning systems and manage food security;
- (i) develop, promote and manage forests and forestry products;
- (j) promote and support the development of sustainable water use and irrigation facilities;
- (k) stabilize markets and ensure the availability of supplies for both domestic consumption and exports;
- (l) establish an effective regime of sanitary and phyto-sanitary measures, standards and technical regulations;

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REPUBLIC OF KENYA

- (m) establish and promote the production and availability of farm inputs and implements in sufficient quantities in the Partner States; and
 - (n) promote and encourage private sector participation in agricultural commercial activities and provision of support services.
4. The implementation of this Article shall be in accordance with the existing and any other relevant instruments that may be approved by the Council.
5. The Partner States undertake to establish an Agricultural Development Fund.
6. The purposes of the Agricultural Development Fund shall be to:
- (a) promote sustainable and competitive agricultural production;
 - (b) finance agricultural capital investment and working capital;
 - (c) finance agricultural mechanisation and inputs;
 - (d) facilitate access to credit by all categories of farmers and agricultural entrepreneurs especially small-scale farmers and agricultural entrepreneurs;
 - (e) facilitate financing for value addition and processing capacity; and
 - (f) cater for any other financing requirement in the agricultural sector.

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PART I GENERAL PROVISIONS

ARTICLE 46 Institutional Framework

In accordance with paragraph 3 of Article 76 of the Treaty, the Council may establish and confer powers and authority upon such institutions as it may deem necessary to administer the Common Market.

ARTICLE 47 Approximation and Harmonisation of Policies, Laws and Systems

1. The Partner States undertake to approximate their national laws and to harmonise their policies and systems, for purposes of implementing this Protocol.
2. The Council shall issue directives for purposes of implementing this Article.

ARTICLE 48 Safeguard Measures

1. The Partner States agree to apply safeguard measures in the event of serious injury or of a threat of serious injury occurring to the economy of a Partner State, following the application of the relevant provision of this Protocol.

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2. In the event of serious injury, where prompt and immediate action is deemed necessary, the Partner State concerned shall take necessary safeguard measures after informing the Council and the other Partner States through the Secretary General.
3. In the case of threat of serious injury, the Partner State concerned shall consult the Council before taking necessary safeguard measures.
4. The Council shall examine the basis, consider the method and the effect of the application of the safeguard measures taken by the Partner State under paragraphs 2 and 3 and make an appropriate decision.

ARTICLE 49 **Measures to Address Imbalances**

The Council shall approve measures to address imbalances that may arise from the implementation of this Protocol.

ARTICLE 50 **Monitoring and Evaluation of Implementation of the Common Market**

1. The Council shall establish a framework for monitoring and evaluating the implementation of this Protocol.
2. For the purposes of this Article, the Council shall:






   

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- (a) ensure that the operations of the Common Market conform to the objectives of this Protocol;
 - (b) annually review the specific commitments and programmes in this Protocol and take the necessary measures to ensure that the Partner States adhere to their commitments and programmes within the agreed timeframe;
 - (c) evaluate the implementation of this Protocol; and
 - (d) assess any causes of delay in the implementation of this Protocol and take the appropriate measures to remedy the situation.
3. For the purposes of the implementation of paragraph 2, the Council shall take into account any changes occurring in the economic and social circumstances of the Partner States.
4. The annual review in subparagraph (b) of paragraph 2 shall:
- (a) consist of an assessment of the implementation of the agreed commitments and programmes, taking into account the results of any relevant activities of the monitoring and evaluation exercise; and
 - (b) in particular, include an assessment of the results achieved in the realisation and enjoyment of the freedoms and rights of citizens guaranteed under this Protocol, measured against:
 - (i) the agreed commitments;



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- (ii) the effectiveness in the implementation of the agreed commitments; and
 - (iii) the extent to which the commitments agreed to in the implementation Schedules have been adhered to.
5. The evaluation of the implementation of the Common Market referred to in subparagraph (c) of paragraph 2 shall be carried out every three years.

ARTICLE 51
Regulations, Directives and Decisions

The Council shall from time to time make regulations, issue directives and make decisions as may be necessary for the effective implementation of the provisions of this Protocol.

ARTICLE 52
Annexes

The Partner States shall conclude such annexes to this Protocol as shall be deemed necessary and such annexes shall form an integral part of this Protocol.

ARTICLE 53
Amendment of the Protocol

1. This Protocol may be amended by Partner States in accordance with the provisions of Article 150 of the Treaty.



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2. Subject to the provisions of paragraph 1, the Council may:
 - (a) with the approval of the Summit, review the annexes to this Protocol and make such modifications as it deems necessary;
 - (b) submit to the Partner States proposals for the amendment of the provisions of this Protocol.

ARTICLE 54 Settlement of Disputes

1. Any dispute between the Partner States arising from the interpretation or application of this Protocol shall be settled in accordance with the provisions of the Treaty.
2. In accordance with their Constitutions, national laws and administrative procedures and with the provisions of this Protocol, Partner States guarantee that:
 - (a) any person whose rights and liberties as recognised by this Protocol have been infringed upon, shall have the right to redress, even where this infringement has been committed by persons acting in their official capacities; and
 - (b) the competent judicial, administrative or legislative authority or any other competent authority, shall rule on the rights of the person who is seeking redress.



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ARTICLE 55 Entry into Force

This Protocol shall enter into force upon ratification and deposit of instruments of ratification with the Secretary General by all the Partner States.

ARTICLE 56 Depositary and Registration

1. This Protocol and all instruments of ratification shall be deposited with the Secretary General who shall transmit certified true copies of the Protocol and instruments of ratification to all the Partner States.
2. The Secretary General shall register this Protocol with the African Union, the United Nations, the World Trade Organisation and such other organisations as the Council may determine.

DONE at Arusha, Tanzania, on the 20th day of November in the year Two Thousand and Nine.

IN FAITH WHEREOF the undersigned have appended their signatures hereto:



REPUBLIC OF KENYA

FOR THE REPUBLIC OF KENYA

Mwai Kibaki
MWAI KIBAKI
PRESIDENT

FOR THE REPUBLIC OF BURUNDI

Pierre Nkurunziza
PIERRE NKURUNZIZA
PRESIDENT

FOR THE REPUBLIC OF RWANDA

Paul Kagame
PAUL KAGAME
PRESIDENT

FOR THE REPUBLIC OF UGANDA

Yoweri Kaguta Museveni
YOWERI KAGUTA MUSEVENI
PRESIDENT

FOR THE UNITED REPUBLIC OF TANZANIA

Jakaya Mrisho Kikwete
JAKAYA MRISHO KIKWETE
PRESIDENT

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REPUBLIC OF KENYA

ANNEX 1

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

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REPUBLIC OF KENYA

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

ARRANGEMENT OF REGULATIONS

REGULATION	TITLE
1.	Citation
2.	Purpose of Regulations
3.	Interpretation
4.	Scope of Application
5.	Entry, Stay and Exit
6.	Stay of Students
7.	Limitations
8.	Border Management
9.	Registration

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REPUBLIC OF KENYA

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

**REGULATION 1
Citation**

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

**REGULATION 2
Purpose of Regulations**

The purpose of these Regulations is to implement the provisions of Article 7 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;

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REPUBLIC OF KENYA

“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) visitors;
- (b) persons who seek to enter a Partner State for the purpose of medical treatment;
- (c) persons in transit through the territory of a Partner State;
- (d) persons who are admitted as students in training establishments in a Partner State; and
- (e) persons entering a Partner State for any other lawful purpose other than as a worker or as a self employed person.

REGULATION 5 Entry, Stay and Exit


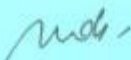

1. A citizen of a Partner State who seeks to enter or exit the territory of another Partner State, shall do so at entry or exit points designated in accordance with the national laws of the Partner State and shall comply with the established immigration procedures.

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REPUBLIC OF KENYA

2. A citizen of a Partner State who seeks to enter, transit or exit the territory of another Partner State 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 machine readable and electronic national identity card as a travel document; and
 - (b) declare all the information required for entry or exit.
3. 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.
4. A citizen whose pass is due to expire and who wishes to stay in a Partner State for a longer period shall, before the expiry of the pass, apply to the immigration office of the Partner State for an extension of the pass.
5. The immigration office shall renew the pass where the applicant provides justification for a longer period of stay.
6. The duration of a pass issued under these Regulations shall not exceed the duration of the validity of the common standard travel document or national identity card, presented under regulation 2.
7. A citizen transiting through the territory of another Partner State, shall be issued with a transit pass which shall entitle the citizen to transit within the period stated in the pass.
8. A pass issued under this regulation shall be issued without a fee.

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**REGULATION 6
Stay of Students**

1. A citizen who is admitted as a student in an approved training establishment of another Partner State shall, within thirty days of entry, apply for a student's pass.
2. A citizen applying for a student's pass shall furnish the following information:
 - (a) a valid common standard travel document or a national identity card, in accordance with paragraph 2 of regulation 5;
 - (b) a confirmation of admission in an approved training establishment in the host Partner State;
 - (c) a confirmation of sponsorship for the training to be pursued; and
 - (d) in the case of a child, the identification of the guardian to be responsible for the child while the child is in the host Partner State.
3. The immigration office of the host Partner State shall issue a student's pass to an applicant who satisfies the requirements in this regulation.
4. A student's pass shall be issued, subject to terms and conditions, for a period not exceeding one year and shall be renewable, annually, for the duration of the study.

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REPUBLIC OF KENYA

5. A citizen who enters another Partner State for the purpose of undergoing training for a period not exceeding two months shall be exempt from applying for a student's pass.
6. The immigration office of a host Partner State may cancel a student's pass if the citizen to whom the pass was issued fails to enter and undergo training in the establishment for which the student's pass was issued, or having entered the training establishment, ceases to be a student in that establishment.
7. The person in charge of a training establishment shall ensure that all the students from the other Partner States undergoing training in the training establishment comply with this regulation.
8. A student's pass issued under this regulation shall be issued without a fee.

REGULATION 7 Limitations

1. A citizen who is issued with a pass under these Regulations, shall not undertake any employment in the territory of the host Partner State except where the citizen is a student on internship or industrial training.
2. The immigration office may cancel a pass issued under these Regulations, where the holder of the pass engages in an activity other than the activity specified in the pass.
3. Where a citizen issued with a pass under these Regulations decides to change his or her status to a worker or a self employed person, he or she shall apply to the competent authority of the Partner State for recognition as a worker or a self employed person, in accordance with



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the East African Community Common Market (Free Movement of Workers) Regulations and the East African Community Common Market (Right of Establishment) Regulations.

REGULATION 8 Border Management

For the purpose of effective border management, the Partner States shall consult and advise the Council on the following:

- (a) easing of border crossing for citizens of the Partner States;
- (b) reciprocal opening of border posts;
- (c) operational hours for the border posts;
- (d) manning of border posts for twenty four hours;
- (e) the necessary infrastructure and standards for border management;
- (f) harmonisation of immigration procedures; and
- (g) evaluation of the implementation of border management recommendations and programmes.

REGULATION 9 Registration

Without prejudice to these Regulations, a host Partner State may require citizens of other Partner States who are in its territory, to register with the competent authorities, in accordance with the national laws of the Partner State.

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REPUBLIC OF KENYA

ANNEX II

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

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REPUBLIC OF KENYA

ARRANGEMENT OF REGULATIONS

REGULATION	TITLE
1.	Citation
2.	Purpose of Regulations
3.	Interpretation
4.	Scope of Application
5.	Entry, Stay and Exit
6.	Procedure for Acquiring Work Permit
7.	Denial of Work Permit
8.	Cancellation of Work Permit
9.	Employment of Spouse and Child
10.	Expulsion of Worker
11.	Deportation
12.	Access to Employment Opportunities
13.	Equal Treatment in Employment
14.	Monitoring of the Labour Market
15.	Implementation of Regulations

SCHEDULE FOR THE FREE MOVEMENT OF WORKERS

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REPUBLIC OF KENYA

**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.



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**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.

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REPUBLIC OF KENYA

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

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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

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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.

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**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.

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**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.

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REPUBLIC OF KENYA

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;

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REPUBLIC OF KENYA

- (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.

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REGULATION 15
Implementation of Regulations

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

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REPUBLIC OF KENYA

SCHEDULE FOR THE FREE MOVEMENT OF WORKERS

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

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>Principals</i>	College	
		<i>Specialized Departmental Managers</i>	<i>Finance Managers</i>	Controller, Accounts	
				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</i>	Manager, Export	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			Managers	Manager, Import	
				Manager, Export/Import	
			Public Relations Manager and Advertising Managers	Manager, Advertising	
				Manager, Public Relations	
			Supplies and Distribution Managers	Manager, Distribution	
				Manager, Procurement	
				Manager, Purchasing	
				Manager, Supplies	
				Manager, Warehouse	
			Information Technology Managers	Manager, Computing Services	
				Manager, Data Processing Operations	
				Manager, Data Processing System	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				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>	Other Departmental Managers	
			<i>Physical Science Professionals</i>	Physicist, Geologist, Hydrologist, Meteorologist, Analyst, Chemical, Chemist, Physical, Chemist, Food	2010
			<i>Physicists and related Professionals Chemists</i>		

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
		<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 Cartographers</i>	Surveyor, Land Surveyor, Photogrammetrist,	

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REPUBLIC OF KENYA

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

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
				Metallurgist, Drilling Engineer, Software Engineer, Telecommunications Engineer, Electronics Engineer, Electrical Engineer
			<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</i>	High School Teacher, Head Teacher, Principal, Technical

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>and Instructors</i>	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, 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	Lawyers	Advocate, Legal Officer	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
		<i>Social Science and Related Professionals</i>	<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	Accountants	Accountant	
			<i>Personal and Occupational Professionals</i>	Vocational Guidance Counsellor, Occupational Analyst, Management Analyst, Human Resource Specialist, Counsellor	
			<i>Other Business</i>	Public Relations	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			<i>Professionals</i>	Officer, Market Research Analyst, Advertising Executive, Home Economist
		Other Professionals	<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)

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE	
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>Choreographers</i>	Orchestrator, Orchestra Conductor, Vocal Group 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, Cartographic Draughtsman, Technical Illustrator, Lithographic Artist	2010
				Civil Engineering Technician, Building Engineering Technician, Clerk of Works, Survey Technician, Soil Technician	
				Mechanical Engineering and	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>Related Technicians</i>	Technician, Heating, Ventilation and Refrigeration Technician Armourer	
			<i>Electrical Engineering Technicians</i>	Electrical Engineering Technician, Electricity Tracer	
			<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	

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PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			<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 Associated Professionals</i>	<i>Medical Assistants and Clinical Officers</i>	Medical Assistant, Audio Metrist, Technician Anesthetic, Clinical Officer/Assistant, Vaccinator
			<i>Sanitarians</i>	Sanitarians, Public Health Technician/Inspector, Sewage Superintendent/Technician

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<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	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
		<i>Physical and Life Science Professionals</i>	<i>Physical and Chemical Science Technicians</i>	Chemistry laboratory Technician, Physics Laboratory Technician
			<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,

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE	
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				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	
			<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	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE	
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<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 House-Mother, Library Assistant, Information Assistant	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<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	

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REPUBLIC OF KENYA

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

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			<i>Fitters</i>	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 Fitter (Radio-TV and Radar Equipment),

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				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 Fitter and Servicer	
				Electrical Linesmen and Cable Jointers	
				Electrical Power Linesman, Electrical Traction Linesman, Telephone and	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			Solar Equipment Fitters and Installers	
BURUNDI		Physical, Mathematical and Engineering Science Professionals	Physicists, Chemists and Related Professionals, Mathematicians, Statisticians and Related Professionals, Computing Professionals, Architects, Engineers and Related Professionals, Life Science Professionals	2010
		Life Science and Health Professionals	Health Professionals,	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<i>Nursing and Midwifery Professionals</i>		
		<i>Teaching Professionals</i>	<i>University Teachers</i>		
		<i>Other Professionals</i>	<i>Business Professionals, Archivists, Librarians and Related Information Professionals, Social Science and Related Professionals, Writers and Creative or Performing Artists, Religious Professionals</i>		
TANZANIA	PROFESSIONALS	Teaching	University and Higher Education Teachers	PhD Holder	2010
	LS		Secondary School Teachers	Teacher (Mathematics,	2015

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				Physics, Biology and Foreign Languages)	
			Primary School and Early Childhood Teachers)	Teacher (English Medium Primary School) Degree holder (not applicable in the Islands)	2010
			Other Teaching Professionals	Tutor (Agricultural Colleges) Masters Degree holder	
				Teacher (Vocational Education Training) in any field provided the teacher is a holder of a Masters Degree	
			Cultural Heritage	Tutor/ Teacher, Cultural Heritage	2010
		Engineering	Engineering Professionals (excluding Electro-Technology)	Mining Engineer	2011
				Geomorphologist	2011

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REPUBLIC OF KENYA

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

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				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	

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PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
				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	
			<i>Special Education Teaching Professionals</i>	Teacher of the Blind, Teacher of the Deaf, Teacher of the Mentally Handicapped	
	TECHNICIANS AND ASSOCIATED	Engineering Technicians	Technical Draughts Persons	Engineering Technician	2010

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PARTNER STATE	CATEGORY OF WORKERS				IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	OCCUPATIONAL TITLES	
	PROFESSIONALS				
			Civil Engineering and Related Technicians		
			Medical Equipment Operators		
			Physiotherapists and Related Associate Professionals		
			Optical and Electronic Equipment Operators		
UGANDA	ADMINISTRATORS AND MANAGERS	Directors and Chief Executives	Managing Directors	Chairman, Company	2010
				Director-General, Corporation	
				Director, Managing/Company	
				Managing Director, Company Chief	

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

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REPUBLIC OF KENYA

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

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			OCCUPATIONAL TITLES	IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS		
			<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 and Development	

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
			Production and Operations Managers	Manager, Plant Operations
				Manager, Quality Control
				Manager, Workshop
		Other Departmental Managers	Other Departmental Managers	Other Departmental Managers
	PROFESSIONALS	Science and Engineering	Civil Engineers, Industrial and Production Engineers, Mechanical Engineers, Chemical, Mining Engineers Architects, Surveyors and Planners, Electronic Engineers.	2010

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REPUBLIC OF KENYA

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

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REPUBLIC OF KENYA

PARTNER STATE	CATEGORY OF WORKERS			IMPLEMENTATION DATE
	MAJOR GROUPS	SUB-GROUP	MINOR GROUPS	
		Computing Professionals	Systems Analysts, Software Developers, Web and Multimedia Developers, Applications Programmers.	
			Database Designers and Administrators, Systems Administrators, Computer Network Professionals	
		Legal Professionals	Lawyers, Judges	
		Writers and Creative or Performing Artists	Journalists, Translators, Interpreters,	
			Creative and Performing Artists, Musicians, Singers,	

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Movement of Workers.		Movement of Workers. (Residency requirements exist for accountants and architects)	
	(i) Veterinary Services (CPC 932)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers. (Residency requirements exist for accountants and architects)	2010
	(j) Services provided by Midwives, Nurses, Physiotherapis ts and Para-	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Medical personnel (CPC 93191)	the Free Movement of Workers.		the Free Movement of Workers. (Residency requirements exist for accountants and architects)	
B. COMPUTER AND¹ RELATED SERVICES					
	(a) Consultancy Services Related to the Installation of Computer Hardware (CPC 841)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(b) Software Implementatio n Services (CPC 842)	(1) None (2) None (3) None (4) In accordance	2010	(1) None (2) None (3) Unbound (4) In accordance	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(c) Data Processing Services (CPC 843)	with the Schedule on the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	with the Schedule on the Free Movement of Workers. (1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(d) Data Bases Services (CPC 845 and 849)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
C. RESEARCH AND DEVELOPMENT SERVICES					

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(a) Research and Development Services on Natural Sciences (CPC 851)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(b) Research and Development Services on Social Sciences and Humanities (CPC 852)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	
	(c) Interdisciplinary Research and Development Services (CPC 553)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	D. REAL ESTATE (a - b)				
	(a) Involving Own or Leased Property (CPC 821)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(b) On a Fee or Contractual Basis CPC 822	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	E. OTHER BUSINESS SERVICES				
	(a) Advertising Services (CPC 871)	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) None (4) In accordance with the	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Schedule on the Free Movement of Workers.		Schedule on the Free Movement of Workers.	
	(b) Market Research and Public Opinion Polling Services (CPC 864)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(c) Management Consulting Service (CPC 865)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(d) Services Related to	(1) None (2) None	2010	(1) None (2) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Manufacturing Consulting (CPC 866)	(3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
	(e) Technical Testing and Analysis Services (CPC 8676)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(f) Services Incidental to Manufacturing [CPC 884 and 885 (except for 88442)]	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(g) Related Scientific and Technical Consulting Services (CPC 8675)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(h) Maintenance and Repair of Equipment (CPC 633 and 8861-8866)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(i) Building- Cleaning Services (CPC 874)	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(j) Photographic Services (CPC 875)	the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(k) Packaging Services (CPC 876)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(l) Printing, Publishing (CPC 88442)	(1) None (2) None (3) None	2010	(1) None (2) None (3) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		(4) In accordance with the Schedule on the Free Movement of Workers.		(4) In accordance with the Schedule on the Free Movement of Workers.	
	(m) Other (CPC 8790)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Uganda	A. PROFESSIONAL SERVICES				
	(a) Legal Services (CPC 861)	(1) None (2) None (3) Law firms are to be partnerships in order to have a legal recognition of	2015	(1) None (2) None (3) Branches not allowed for Legal advice on both HOST and HOME country laws	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		their operations since they cannot fall under companies or sole proprietorship. Practitioners trained or coming from Universities/co untries that do not practice common law are not recognised. (4) In accordance with the Schedule on the Free Movement of Workers		and local member of an international network of professional services firms cannot use the network's brand name (4) Automatic recognition of foreign license granted subject to labour market tests and economic needs test	
	(b) Accounting, Auditing and Bookkeeping Services (CPC	(1) None (2) None (3) None (4) In accordance	2010	(1) None (2) None (3) ACCOUNTING and AUDITING	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	862)	with the Schedule on the Free Movement of Workers.		services branches are not allowed and no limit on ownership by foreign nationals but if all foreign at least one must be resident in Uganda. No limit on ownership by non-locally licensed professionals but all partners must be members of approved accountancy bodies. A local member of an international network of professional services firms	

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(c) Taxation Services (CPC 863)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	cannot use the net work's brand name. (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(d) Architectural Services (CPC 8671)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(e) Engineering Services (CPC 8672)	Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Workers. (1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(f) Integrated Engineering Services (CPC 863)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(g) Urban Planning and Landscape Architectural Services (CPC	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) Unbound (4) In accordance with the	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	8674)	Schedule on the Free Movement of Workers.		Schedule on the Free Movement of Workers.	
	(h) Medical and Dental Services (CPC 9312)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(i) Veterinary Services (CPC 932)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(j) Services provided by	(1) None (2) None	2010	(1) None (2) None	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Midwives, Nurses, Physiotherapists and Para- Medical personnel (CPC 93191)	(3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	
B. COMPUTER AND RELATED SERVICES					
	(a) Consultancy Services Related to the Installation of Computer Hardware (CPC 841)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(b) Software Implementation Services (CPC 842)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(c) Data Processing Services (CPC 843)	Movement of Workers. (1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(d) Data Bases Services (CPC 845 and 849)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
C. RESEARCH AND DEVELOPMENT SERVICES					
	(a) Research and Development Services on	(1) None (2) None (3) Unbound	2012	(1) None (2) None (3) None	2012

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Natural Sciences (CPC 851)	(4) In accordance with the Schedule on the Free Movement of Workers.		(4) In accordance with the Schedule on the Free Movement of Workers.	
	(b) Research and Development Services on Social Sciences and Humanities (CPC 852)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2012	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2012
	(c) Interdisciplinary Research and Development Services (CPC 553)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2012	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2012

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	D. REAL ESTATE (a - b)				
	(a) Involving Own or Leased Property (CPC 821)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(b) On a Fee or Contractual Basis (CPC 822)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	E. OTHER BUSINESS SERVICES				
	(c) Advertising Services (CPC 871)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(d) Market Research and Public Opinion Polling Services (CPC 864)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(e) Management Consulting Service (CPC 865)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(f) Services Related to Manufacturing Consulting (CPC 866)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(g) Technical Testing and Analysis Services (CPC 8676)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(h) Services Incidental to Manufacturing (CPC 884 and 885)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(i) Related Scientific and Technical Consulting Services (CPC 867)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(j) Maintenance and Repair of Equipment (CPC 633 and 8861-8866)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(k) Building-Cleaning Services (CPC 874)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(l) Photographic Services (CPC 875)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(m) Packaging Services (CPC 876)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(n) Printing, Publishing (CPC 88442)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(o) Other (CPC 8790)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Tanzania	A. PROFESSIONAL SERVICES				
	(a) Accounting and Auditing (CPC 862**)	(1) Unbound (2) None (3) None (4) In accordance with the annex on free movement of workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
	(b) Engineering & Integrated Engineering Services (CPC 8672 and 8673)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
	(c) Services by Midwives and Nurses (CPC 93191**)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on	2011	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on	2011

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(d) Medical and Dental Services (CPC 9312)	the Free Movement of Workers (1) None (2) None (3) Specialized hospitals and diagnostic centers (4) In accordance with the Schedule on the Free Movement of Workers	2010	the Free Movement of Workers (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
B. RENTAL & LEASING SERVICES WITHOUT OPERATORS					
	Relating to Ships, Aircraft, and other High-Tech Transport Equipment (CPC 8302-8309)	1) None 2) None 3) None 4) In accordance with the Schedule on the Free Movement of Workers	2010	1) None 2) None 3) None 4) In accordance with the Schedule on the Free Movement of Workers	2010
C. OTHER BUSINESS SERVICES					
	(a) Market	(1) None		(1) None	

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Research and Public Opinion Polling Services (CPC 864)	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
	(b) Placement and Supply Services of Personnel (872)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
COMMUNICATION SERVICES					
Burundi	A. COURIER SERVICES				
	Courier Services (CPC 7512)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Workers		Movement of Workers	
	B. TELECOMMUNICATION SERVICES				
	Telecommunication Services (CPC 7521)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010
	C. AUDIO VISUAL SERVICES				
	Audio Visual Services (CPC 9611 - 9613 and 7524)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Kenya	A. COURIER SERVICES				
	Courier Services (CPC 7512)	(1) None (2) None (3) Requirement for Joint venture with the nationals in accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the movement of workers	2010
	B. TELECOMMUNICATION SERVICES				
	(a) Telecommunication services (CPC 7521-7523 and 7529)	(1) Unbound (2) Unbound (3) Foreign investment is limited to 30% share capital (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the movement of workers	2010
	(b) Vending of	(1) None	2010	(1) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Telecommunications Terminal Equipment	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
	(c) Installation and Maintenance of Telecommunications Terminal Equipment	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
C. AUDIOVISUAL SERVICES					
	(a) Motion Picture and Video Tape Production Services (excluding distribution services) (CPC	(1) None (2) None (3) Requirement for joint venture with the nationals (4) In accordance with the	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	9611)	Schedule on the Free Movement of Workers.		Workers.	
	(b) Motion Picture Projection Services (CPC 9612)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Rwanda	A. POSTAL SERVICES				
	Postal Services (CPC 7511)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	Public domain	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	Public domain
	B. COURIER SERVICES				
	Courier Services (CPC 7512)	(1) None (2) None	2010	(1) None (2) None	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		(3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
C. TELECOMMUNICATION SERVICES					
	Telecommunication Services (CPC 7521 – 843)	(1) None (2) None (3) Mobile services providers are currently restricted to three because of the size of the market. (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
D. AUDIO VISUAL SERVICES					
	Audio Visual	(1) None	2010	(1) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Uganda	Services (CPC 9611 – 9613 and 7524)	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
	A. COURIER SERVICES				
	Courier Services (CPC 7512)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. TELECOMMUNICATION SERVICES				
	Telecommunication Services (CPC 7521 – 843)	(1) None (2) None (3) Mobile Operators entry is allowed only through	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		acquisition of existing local entities owing to a moratorium on new licenses for the next 10 years (4) In accordance with the Schedule on the Free Movement of Workers		Movement of Workers.	
	C. AUDIO VISUAL SERVICES				
	Audio Visual Services (CPC 9611 - 9613 and 7524)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
Tanzania	A. COURIER SERVICES				
	Courier Services	(1) None		(1) None	2015 subject to

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(CPC 7512)	(2) None (3) 35% local shareholders (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to Harmonized national shareholding requirement for local shareholding among EAC Partner States	(2) None (3) 35% local shareholders (4) In accordance with the Schedule on the Free Movement of Workers	Harmonized national shareholding requirement for local shareholding among EAC Partner States
B. TELECOMMUNICATION SERVICES					
	Telecommunication Services	(1) None (2) None (3) None, except 35% local shareholder (2015) (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to harmonised local shareholding requirement among Partner State EAC	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to harmonised local shareholding requirement among Partner State EAC
C. AUDIO VISUAL SERVICES					
	(a) Radio and Television	(1) None (2) None		(1) None (2) None	2015 subject to Harmonised

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Transmission Services (CPC 9613)	(3) None, except 51% local shareholder (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to Harmonised requirement for local shareholding among EAC Partner States	(3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers	requirement for local shareholding among EAC Partner States
DISTRIBUTION SERVICES					
A. COMMISSION AGENTS' SERVICES					
Burundi	Commission Agents (CPC 621)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
B. WHOLESALE TRADE SERVICES					
	Wholesale (CPC 622)	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) None (4) In accordance with the	2010









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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Schedule on the Annex on Free Movement of Workers.		Schedule on the Free Movement of Workers.	
	C. RETAILING SERVICES				
	Retail (CPC 631 and 632)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Kenya	A. COMMISSION AGENTS' SERVICES				
	Commissions Agents Services (CPC 621)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. WHOLESALE TRADE SERVICES				

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Wholesale Trade Services (CPC 622)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	C. FRANCHISING				
	Franchising (CPC 9829)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the movement of worker	2010
Rwanda	A. COMMISSION AGENTS SERVICES				
	Commission Agents (CPC 621)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on	2013	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on	2013

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		the Free Movement of Workers.		the Free Movement of Workers.	
	B. FRANCHISING Franchising (CPC 8929)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013
	C. WHOLESALE TRADE SERVICES Wholesale Trade Services (CPC 622)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013
	D. RETAILING SERVICES Retail (CPC 631	(1) Unbound		(1) Unbound	

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Movement of Workers.		Movement of Workers. (Residency requirements exist for accountants and architects)	
	(i) Veterinary Services (CPC 932)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers. (Residency requirements exist for accountants and architects)	2010
	(j) Services provided by Midwives, Nurses, Physiotherapis ts and Para-	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Medical personnel (CPC 93191)	the Free Movement of Workers.		the Free Movement of Workers. (Residency requirements exist for accountants and architects)	
B. COMPUTER AND¹ RELATED SERVICES					
	(a) Consultancy Services Related to the Installation of Computer Hardware (CPC 841)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(b) Software Implementatio n Services (CPC 842)	(1) None (2) None (3) None (4) In accordance	2010	(1) None (2) None (3) Unbound (4) In accordance	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(c) Data Processing Services (CPC 843)	with the Schedule on the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(d) Data Bases Services (CPC 845 and 849)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
C. RESEARCH AND DEVELOPMENT SERVICES					

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(a) Research and Development Services on Natural Sciences (CPC 851)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(b) Research and Development Services on Social Sciences and Humanities (CPC 852)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	
	(c) Interdisciplinary Research and Development Services (CPC 553)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	D. REAL ESTATE (a - b)				
	(a) Involving Own or Leased Property (CPC 821)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(b) On a Fee or Contractual Basis CPC 822	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	E. OTHER BUSINESS SERVICES				
	(a) Advertising Services (CPC 871)	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) None (4) In accordance with the	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Schedule on the Free Movement of Workers.		Schedule on the Free Movement of Workers.	
	(b) Market Research and Public Opinion Polling Services (CPC 864)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(c) Management Consulting Service (CPC 865)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(d) Services Related to	(1) None (2) None	2010	(1) None (2) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Manufacturing Consulting (CPC 866)	(3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
	(e) Technical Testing and Analysis Services (CPC 8676)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(f) Services Incidental to Manufacturing [CPC 884 and 885 (except for 88442)]	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(g) Related Scientific and Technical Consulting Services (CPC 8675)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(h) Maintenance and Repair of Equipment (CPC 633 and 8861-8866)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(i) Building- Cleaning Services (CPC 874)	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(j) Photographic Services (CPC 875)	the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(k) Packaging Services (CPC 876)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(l) Printing, Publishing (CPC 88442)	(1) None (2) None (3) None	2010	(1) None (2) None (3) None	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		(4) In accordance with the Schedule on the Free Movement of Workers.		(4) In accordance with the Schedule on the Free Movement of Workers.	
	(m) Other (CPC 8790)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Uganda	A. PROFESSIONAL SERVICES				
	(a) Legal Services (CPC 861)	(1) None (2) None (3) Law firms are to be partnerships in order to have a legal recognition of	2015	(1) None (2) None (3) Branches not allowed for Legal advice on both HOST and HOME country laws	2015

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		their operations since they cannot fall under companies or sole proprietorship. Practitioners trained or coming from Universities/co untries that do not practice common law are not recognised. (4) In accordance with the Schedule on the Free Movement of Workers		and local member of an international network of professional services firms cannot use the network's brand name (4) Automatic recognition of foreign license granted subject to labour market tests and economic needs test	
	(b) Accounting, Auditing and Bookkeeping Services (CPC	(1) None (2) None (3) None (4) In accordance	2010	(1) None (2) None (3) ACCOUNTING and AUDITING	2015

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	862)	with the Schedule on the Free Movement of Workers.		services branches are not allowed and no limit on ownership by foreign nationals but if all foreign at least one must be resident in Uganda. No limit on ownership by non-locally licensed professionals but all partners must be members of approved accountancy bodies. A local member of an international network of professional services firms	

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(c) Taxation Services (CPC 863)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	cannot use the net work's brand name. (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(d) Architectural Services (CPC 8671)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(e) Engineering Services (CPC 8672)	Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Workers. (1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(f) Integrated Engineering Services (CPC 863)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(g) Urban Planning and Landscape Architectural Services (CPC	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) Unbound (4) In accordance with the	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	8674)	Schedule on the Free Movement of Workers.		Schedule on the Free Movement of Workers.	
	(h) Medical and Dental Services (CPC 9312)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(i) Veterinary Services (CPC 932)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(j) Services provided by	(1) None (2) None	2010	(1) None (2) None	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Midwives, Nurses, Physiotherapists and Para- Medical personnel (CPC 93191)	(3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	
B. COMPUTER AND RELATED SERVICES					
	(a) Consultancy Services Related to the Installation of Computer Hardware (CPC 841)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(b) Software Implementation Services (CPC 842)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free	2015

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Movement of Workers.		Movement of Workers.	
	(c) Data Processing Services (CPC 843)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(d) Data Bases Services (CPC 845 and 849)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
C. RESEARCH AND DEVELOPMENT SERVICES					
	(a) Research and Development Services on	(1) None (2) None (3) Unbound	2012	(1) None (2) None (3) None	2012

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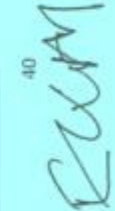
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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Natural Sciences (CPC 851)	(4) In accordance with the Schedule on the Free Movement of Workers.		(4) In accordance with the Schedule on the Free Movement of Workers.	
	(b) Research and Development Services on Social Sciences and Humanities (CPC 852)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2012	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2012
	(c) Interdisciplinary Research and Development Services (CPC 553)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2012	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2012

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	D. REAL ESTATE (a - b)				
	(a) Involving Own or Leased Property (CPC 821)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(b) On a Fee or Contractual Basis (CPC 822)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	E. OTHER BUSINESS SERVICES				
	(c) Advertising Services (CPC 871)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(d) Market Research and Public Opinion Polling Services (CPC 864)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(e) Management Consulting Service (CPC 865)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(f) Services Related to Manufacturing Consulting (CPC 866)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(g) Technical Testing and Analysis Services (CPC 8676)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(h) Services Incidental to Manufacturing (CPC 884 and 885)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(i) Related Scientific and Technical Consulting Services (CPC 867)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(j) Maintenance and Repair of Equipment (CPC 633 and 8861-8866)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(k) Building-Cleaning Services (CPC 874)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(l) Photographic Services (CPC 875)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(m) Packaging Services (CPC 876)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(n) Printing, Publishing (CPC 88442)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(o) Other (CPC 8790)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Tanzania	A. PROFESSIONAL SERVICES				
	(a) Accounting and Auditing (CPC 862**)	(1) Unbound (2) None (3) None (4) In accordance with the annex on free movement of workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
	(b) Engineering & Integrated Engineering Services (CPC 8672 and 8673)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
	(c) Services by Midwives and Nurses (CPC 93191**)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on	2011	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on	2011

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(d) Medical and Dental Services (CPC 9312)	the Free Movement of Workers (1) None (2) None (3) Specialized hospitals and diagnostic centers (4) In accordance with the Schedule on the Free Movement of Workers	2010	the Free Movement of Workers (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
B. RENTAL & LEASING SERVICES WITHOUT OPERATORS					
	Relating to Ships, Aircraft, and other High-Tech Transport Equipment (CPC 8302-8309)	1) None 2) None 3) None 4) In accordance with the Schedule on the Free Movement of Workers	2010	1) None 2) None 3) None 4) In accordance with the Schedule on the Free Movement of Workers	2010
C. OTHER BUSINESS SERVICES					
	(a) Market	(1) None		(1) None	

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Research and Public Opinion Polling Services (CPC 864)	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
	(b) Placement and Supply Services of Personnel (872)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
COMMUNICATION SERVICES					
Burundi	A. COURIER SERVICES				
	Courier Services (CPC 7512)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Workers		Movement of Workers	
	B. TELECOMMUNICATION SERVICES				
	Telecommunication Services (CPC 7521)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010
	C. AUDIO VISUAL SERVICES				
	Audio Visual Services (CPC 9611 - 9613 and 7524)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Kenya	A. COURIER SERVICES				
	Courier Services (CPC 7512)	(1) None (2) None (3) Requirement for Joint venture with the nationals in accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the movement of workers	2010
	B. TELECOMMUNICATION SERVICES:				
	(a) Telecommunication services (CPC 7521-7523 and 7529)	(1) Unbound (2) Unbound (3) Foreign investment is limited to 30% share capital (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the movement of workers	2010
	(b) Vending of	(1) None	2010	(1) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Telecommunications Terminal Equipment	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
	(c) Installation and Maintenance of Telecommunications Terminal Equipment	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
C. AUDIOVISUAL SERVICES					
	(a) Motion Picture and Video Tape Production Services (excluding distribution services) (CPC	(1) None (2) None (3) Requirement for joint venture with the nationals (4) In accordance with the	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	9611)	Schedule on the Free Movement of Workers.		Workers.	
	(b) Motion Picture Projection Services (CPC 9612)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Rwanda	A. POSTAL SERVICES				
	Postal Services (CPC 7511)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	Public domain	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	Public domain
	B. COURIER SERVICES				
	Courier Services (CPC 7512)	(1) None (2) None	2010	(1) None (2) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		(3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
C. TELECOMMUNICATION SERVICES					
	Telecommunication Services (CPC 7521 – 843)	(1) None (2) None (3) Mobile services providers are currently restricted to three because of the size of the market. (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
D. AUDIO VISUAL SERVICES					
	Audio Visual	(1) None	2010	(1) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Uganda	Services (CPC 9611 – 9613 and 7524)	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
	A. COURIER SERVICES Courier Services (CPC 7512)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. TELECOMMUNICATION SERVICES Telecommunication Services (CPC 7521 – 843)	(1) None (2) None (3) Mobile Operators entry is allowed only through	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		acquisition of existing local entities owing to a moratorium on new licenses for the next 10 years (4) In accordance with the Schedule on the Free Movement of Workers		Movement of Workers.	
		C. AUDIO VISUAL SERVICES			
	Audio Visual Services (CPC 9611 – 9613 and 7524)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
Tanzania	A. COURIER SERVICES Courier Services	(1) None		(1) None	2015 subject to

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(CPC 7512)	(2) None (3) 35% local shareholders (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to Harmonized national shareholding requirement for local shareholding among EAC Partner States	(2) None (3) 35% local shareholders (4) In accordance with the Schedule on the Free Movement of Workers	Harmonized national shareholding requirement for local shareholding among EAC Partner States
B. TELECOMMUNICATION SERVICES					
	Telecommunication Services	(1) None (2) None (3) None, except 35% local shareholder (2015) (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to harmonised local shareholding requirement among Partner State EAC	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to harmonised local shareholding requirement among Partner State EAC
C. AUDIO VISUAL SERVICES					
	(a) Radio and Television	(1) None (2) None		(1) None (2) None	2015 subject to Harmonised

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Transmission Services (CPC 9613)	(3) None, except 51% local shareholder (4) In accordance with the Schedule on the Free Movement of Workers	2015 subject to Harmonised requirement for local shareholding among EAC Partner States	(3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers	requirement for local shareholding among EAC Partner States
DISTRIBUTION SERVICES					
A. COMMISSION AGENTS' SERVICES					
Burundi	Commission Agents (CPC 621)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
B. WHOLESALE TRADE SERVICES					
	Wholesale (CPC 622)	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) None (4) In accordance with the	2010









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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Schedule on the Annex on Free Movement of Workers.		Schedule on the Free Movement of Workers.	
	C. RETAILING SERVICES				
	Retail (CPC 631 and 632)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Kenya	A. COMMISSION AGENTS' SERVICES				
	Commissions Agents Services (CPC 621)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. WHOLESALE TRADE SERVICES				

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Wholesale Trade Services (CPC 622)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	C. FRANCHISING				
	Franchising (CPC 9829)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the movement of worker	2010
Rwanda	A. COMMISSION AGENTS SERVICES				
	Commission Agents (CPC 621)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on	2013	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on	2013

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		the Free Movement of Workers.		the Free Movement of Workers.	
	B. FRANCHISING Franchising (CPC 8929)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013
	C. WHOLESALE TRADE SERVICES Wholesale Trade Services (CPC 622)	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013	(1) Unbound (2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013
	D. RETAILING SERVICES Retail (CPC 631	(1) Unbound		(1) Unbound	

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Uganda	and 632)	(2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013	(2) Unbound (3) Unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2013
A. COMMISSION AGENTS SERVICES					
	Commission Agents Services (CPC 621)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
B. WHOLESALE TRADE SERVICES					
	Wholesale Trade Services (CPC 622)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Free	2015	(1) None (2) None (3) Non- Ugandans not allowed to trade	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Movement of Workers.		outside the City, Municipalit y or Town or in goods not declared in his/her license. (4) In accordance with the Schedule on the Free Movement of Workers.	
	C. RETAILING SERVICES Retailing Services (CPC 631, 632, 6111, 6113 and 6121)	(1) None (2) None (3) Unbound (4) in accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) Non- Ugandans not allowed to trade outside the City.	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
				Municipality or Town or in goods not declared in his/her license. (4) In accordance with the Schedule on the Free Movement of Workers.	
	D. FRANCHISING Franchising (CPC 8929)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Tanzania	A. FRANCHISING				

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Franchising (CPC 8929)	(1) Unbound* (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) Unbound* (2) None (3) None (4) None	2010
B. COMMISSION AGENTS SERVICES					
	Commission Agents Services (CPC 621)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
EDUCATION SERVICES					
A. PRIMARY EDUCATION SERVICES					
Burundi	Primary Education	(1) None	2010	(1) None	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Services (CPC 921)	(2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers		(2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	
B. SECONDARY EDUCATION SERVICES					
	Secondary Education Services (CPC 922)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010
C. HIGHER EDUCATION SERVICES					
	Higher Education Services (CPC 923)	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) None (4) In accordance with the	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Schedule on the Annex on Free Movement of Workers		Schedule on the Annex on Free Movement of Workers	
	D. ADULT EDUCATION SERVICES				
	Adult Education Services (CPC 924)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010
	A. PRIMARY EDUCATION SERVICES				
Kenya	Primary Education Services (CPC 921)	(1) Unbound (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) Unbound (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	B. SECONDARY EDUCATION SERVICES				
	Secondary Education Services (CPC 922)	(1) Unbound (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) Unbound (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	C. HIGHER EDUCATION SERVICES				
	Higher Education Services (CPC 923)	(1) None (2) None (3) Requirement for joint venture with the nationals (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	D. ADULT EDUCATION SERVICES				
	Adult Education	(1) None	2010	(1) None	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(CPC 924)	(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
Rwanda	A. PRIMARY EDUCATION SERVICES Primary Education Services (CPC 921)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. SECONDARY EDUCATION SERVICES Secondary Education Services (CPC 922)	(1) None (2) None (3) None (4) In accordance with the Schedule	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		on the Free Movement of Workers.		Movement of Workers.	
	C. HIGHER EDUCATION SERVICES				
	Higher Education Services (CPC 923)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	D. ADULT EDUCATION SERVICES				
	Adult Education (CPC 924)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	E. OTHER EDUCATION SERVICES				

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Other Education Services (CPC 929)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Uganda	A. PRIMARY EDUCATION SERVICES				
	Primary Education Services (CPC 921)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. SECONDARY EDUCATION SERVICES				
	Secondary Education Services (CPC 922)	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Schedule on the Free Movement of Workers.		the Free Movement of Workers.	
	C. HIGHER EDUCATION SERVICES				
	Higher Education Services (CPC 923)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) The requirements for non- Ugandans may be different in meeting the required standards. The Process for getting a license may take up to three years. (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	D. ADULT EDUCATION SERVICES				
	Adult Education (CPC 924)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	E. OTHER EDUCATION SERVICES				
	Other Education Services (CPC 929)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers	2010	(1) None (2) None (3) Subject to BTJET principles, concepts and the established vocational qualification framework. This only covers Community Polytechnics, vocational Training Centers and Institutes	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Tanzania	A. PRIMARY EDUCATION SERVICES Primary Education (CPC 921)	(1) Unbound		(1) Unbound and Technical Institutions. (4) In accordance with the Schedule on the Free Movement of Workers.	
		(2) None	2010	(2) None	2010
		(3) None		(3) None	
		(4) None	2010	(4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. SECONDARY EDUCATION SERVICES Secondary Education (CPC 922)	(1) Unbound		(1) Unbound	
		(2) None	2010	(2) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		(3) None (4) In accordance with the Schedule on the Free Movement of Workers...		(3) None (4) In accordance with the Schedule on the Free Movement of Workers...	
	C. OTHER EDUCATION SERVICES				
	(a) Technical and Vocational Education and Training (CPC 929)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(b) University Education (CPC 929)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
FINANCIAL SERVICES					
A. ALL INSURANCE AND INSURANCE-RELATED SERVICES					
Burundi	(a) Life, Accident and Health Insurance Services (CPC 8121)	(1) None (2) None (3) Unbound (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010
	(b) Non-Life Insurance Services (CPC 8129)	(1) None (2) None (3) Participation to the capital not exceeding 33% per shareholder (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers	2010
B. BANKING AND OTHER FINANCIAL SERVICES					

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(a) Acceptance of Deposits and other Repayable Funds from the Public (CPC 81115-81119)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010
	(b) Lending of all Types Including inter alia Consumer Credit, Factoring and Financing (CPC 8113)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010
	(c) Financial Leasing (CPC 8112)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(d) All payment and Money Transmission Services (CPC 8133P)	Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010
	(e) Guarantees and Commitments (CPC 81199)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010
	(f) Money Market Instruments (Cheques, Bills, Certificates of	(1) None (2) None (3) None (4) In accordance	2010	(1) None (2) None (3) None (4) In accordance	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	Deposit) (CPC 81339)	with Schedule on the Free Movement of Workers.		with the Schedule on Free Movement of Workers.	
	(g) Foreign Exchange CPC81333	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Annex on Free Movement of Workers.	2010
A. BANKING AND OTHER FINANCIAL SERVICES					
Kenya	(a) Acceptance of Deposits and other Repayable Funds from the Public (CPC 81115-81119).	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(b) Lending of all Types, including, inter alia, Consumer Credit, Mortgage Credit, Factoring and Financing of Commercial Transactions (CPC 8113)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(c) All Payments and Money Transmission Services (CPC 8139**)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(d) Guarantees and Commitments (81199**)	(1) None (2) None (3) None (4) In accordance	2010	(1) None (2) None (3) None (4) In accordance	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(e) Asset Management such as Cash or Portfolio Management, all forms of Collective Investment Management, Pension Fund Management, Custodial Depository and Trust Services(CPC 8119+** and CPC 81323*)	with the Schedule on the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the movement of workers.	2010
	(f) Advisory and other Auxiliary Financial Services	(1) None (2) None (3) None (4) In accordance	2010	(1) Unbound (2) unbound (3) None (4) In accordance	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	including: Credit Reference and Analysis, Investment and Portfolio Research and Advice on Acquisitions and Corporate Restructuring and Strategy (CPC 8131 or 8133)	with the Schedule on the Free Movement of Workers.		with Schedule on the Free Movement of Workers.	
	B. ALL INSURANCES AND INSURANCE-RELATED SERVICES				
	(a) Life Insurance Services (CPC 8120)	(1) Unbound (2) Unbound (3) 1/3 of paid up capital must be owned by Kenyans (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) Unbound (2) Unbound (3) unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(b) Non-Life Insurance (except Aviation, Marine and Engineering) (CPC8129)	(1) Unbound (2) Unbound (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) unbound (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(c) Insurance Broking Services (CPC 81401)	(1) Unbound (2) Unbound (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) Unbound (3) unbound (4) In accordance with the Schedule on the Free Movement of Workers.	2015
	(d) Agency Services (CPC 81401)	(1) Unbound, except for re- insurance (2) Unbound (3) Restricted to Kenyan nationals (4) In accordance	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of	2015

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT Workers.	ELIMINATION DATE
	(e) Auxiliary Services, Assessors, Intermediaries and Loss Adjustors (CPC 81403)	with the Schedule on the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(f) Reinsurance and Retrossion (CPC 81299)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.		(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
Rwanda	A. BANKING AND OTHER FINANCIAL SERVICES				
	All banking and	(1) None	2015	(1) None	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	other Financial Services excluding Insurance (a - l) with their Relevant CPCs	(2) None (3) The person managing the bank must have the status of a resident (4) In accordance with the Schedule on the Free Movement of Workers.		(2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	
B. ALL INSURANCE AND INSURANCE-RELATED SERVICES					
	(a) Life, Accident and Health Insurance Services (CPC 8121)	(1) None (2) Limitation on off-shore purchase of insurance services unless unavailable in Rwanda and with prior authorization (3) None (4) In accordance with the	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		Schedule on the Free Movement of Workers.			
	(b) Non-Life Insurance Services (CPC 8129)	(1) None (2) Limitation on off-shore purchase of insurance services unless unavailable in Rwanda and with prior authorization (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(c) Re-Insurance and Retrogression (CPC 1829)	(1) None (2) Limitation on off-shore purchase of insurance services unless	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
		unavailable in Rwanda and with prior authorization (3) None (4) In accordance with the Schedule on the Free Movement of Workers.		the Free Movement of Workers.	
	(d) Services Auxiliary to Insurance (CPC 8140)	(1) None (2) Limitation on off-shore purchase of insurance services unless unavailable in Rwanda and with prior authorization (3) None (4) In accordance with the Schedule on the Free Movement of	2015	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
Uganda	Workers.				
	A. BANKING AND OTHER FINANCIAL SERVICES All banking and other Financial Services excluding Insurance (a-1) with their Relevant CPCs	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None, (4) In accordance with the Schedule on the Free Movement of Workers.	2010
Tanzania	A. BANKING AND OTHER FINANCIAL SERVICES				
	All banking and other Financial Services excluding Insurance (a-1) with their Relevant CPCs	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	B. ALL INSURANCE AND INSURANCE-RELATED SERVICES				
	(a) Accident, Life and Non Life (CPC 8121 and 8129)	(1) None (2) None (3) None (4) In accordance with the	2010	(1) None (2) None (3) None (4) In accordance with the	2010

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REPUBLIC OF KENYA

COUNTRY	(SUB)SECTOR CPC CODE	MARKET ACCESS	ELIMINATION DATE	NATIONAL TREATMENT	ELIMINATION DATE
	(b) Reinsurance and Retrocession (CPC 81299*)	Schedule on the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	Schedule on the Free Movement of Workers. (1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
	(c) Health Insurance (CPC 8121)	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010	(1) None (2) None (3) None (4) In accordance with the Schedule on the Free Movement of Workers.	2010
C. OTHER FINANCIAL SERVICES					
	(a) Financial Leasing (CPC 8112)	(1) None (2) None (3) Unbound (4) In accordance	2012	(1) None (2) None (3) Unbound (4) In accordance	2012

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