

REPUBLIC OF RWANDA



GENDER MONITORING OFFICE ANNUAL REPORT

2018-2019

December, 2019

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ACRONYMS

BDF	: Business Development Fund
CPA	: Commonwealth Parliamentary Association
CSO	: Civil Society Organization
DHs	: Distribution of Households
ECD	: Early Childhood Development Program
EDPRS	: Economic Development and Poverty Reduction Strategy
EICV	: Enquête Intégrale des Conditions de Vie des Ménages
FBO	: Faith Based Organization
GBS	: Gender Budget Statement
GBV	: Gender Based Violence
GES	: Gender Equality Seal
GMIS	: Gender Management Information System
GMO	: Gender Monitoring Office
ICPCs	: Integrated Craft Production Centers
ICT	: Information and Communication Technology
IOSCs	: Isange One Stop Centers
MAJ	: Maison d'Accès à la Justice
M&E	: Monitoring and Evaluation
MIFOTRA	: Ministry of Public Service and Labour
MIGEPROF	: Ministry of Gender and Family Promotion
MINAGRI	: Ministry of Agriculture and Animal Resources
MINALOC	: Ministry of Local Government
MINEDUC	: Ministry of Education
MVT	: Massive Vocational Training
NEP	: National Employment Program
NSTI	: National Strategy for Transformation
RGB	: Rwanda Governance Board
RNP	: Rwanda National Police
RPHC	: Rwanda Population and Housing Census
SACCO	: Saving and Credit Co-operative
SDGs	: Sustainable Development Goals
STEM	: Science, Technology, Engineering and Mathematics
TV	: Television
TVET	: Technical and Vocational Education and Training
UNDP	: United Nations Development Programme
UWA	: Umugoroba w'Ababyeyi
VUP	: Vision Umurenge Program



PREFACE

Adhering to the requirement of the law No 51/2007 of 20/09/2007 determining the responsibilities and functioning of the Gender Monitoring Office especially in its article 22, the Gender Monitoring Office prepares and submits its annual report indicating key registered achievements, existing challenges and areas requiring more efforts. The report is submitted to the Office of the Prime Minister and copies reserved to the Supreme Court and the Parliament both Chambers.

The achieved results contributes to the aspiration of the National Strategy for Transformation and GMO's Strategic Plan 2017-2022. The critical focus for 2018/2019 as it was for the previous year was to establish gender accountability systems and ensuring that Gender Equality is well positioned in the existing accountability mechanisms. We value the contribution of our different stakeholders from both the Government and non State Actors.

As we implement planned monitoring interventions for 2019/2020 and under the Guidance of the Prime Minister's Office, the Gender Monitoring Office recommits to continue strengthening gender accountability across different sectors and at different levels.

RWABUHIHI Rose
Chief Gender Monitor

“

*Any place that does not
make gender equality
a priority, is probably getting
other important things wrong.*

”

His Excellency Paul Kagame,
The President of the Republic of Rwanda

EXECUTIVE SUMMARY

In the framework of implementing the National Strategy for Transformation, the Gender Monitoring Office continues to promote accountability to gender equality and GBV service delivery across sectors and at different levels. The current report highlights registered results, key challenges and recommended actions that are articulated around two Government pillars and covers the fiscal year 2018/2019. The content and structure of the report are also presented in line with the cited pillars.

The report is articulated around two transformational government pillars: Transformational Governance and Economic Transformation pillar. GMO provides a scan of different aspects monitored in the mentioned pillars, explores gaps and challenges and proposes actionable recommendations to further improve Gender Accountability in public, private, Civil Society and faith based organizations.

Under Transformational governance, GMO continued to strengthen gender accountability in public institutions, CSOs and FBOs programs, institutionalize gender accountability day and community dialogues with local leaders, positioning gender equality principles in 2018 parliamentary elections, introducing gender accountability in the private sector, initiating gender dialogue with youth religious leaders and assessing service delivery in different mechanisms and programs designed to fight GBV and compilation of Rwanda's achievements on gender equality and empowerment of women.

Still under this pillar, Gender Accountability Day yielded different results including: improved understanding on gender issues and commitment by local leaders, continued advocacy and mobilization for civil registration of children and legalization of marriage. Through joint efforts with Ngororero District, 1,308 children were registered and marriage legalization of 397 couples was celebrated. In addition, 100 teen mothers were convened and benefited from health and psycho-trauma services as well as legal support with 36 cases filed.

In relation to Economic Transformation pillar, an assessment on gender responsiveness of the national employment program (NEP) was conducted aimed at examining the extent to which the program transforms the lives of both men and women through established programs across the 15 monitored districts.

The assessment covered selected districts in all provinces and the city of Kigali. In addition, the Office audited the concept of financing for gender equality through the implemented Gender Budget Statements across 15 districts from City of Kigali, Eastern, Southern and Northern Provinces.

Findings from the audit also informed high level advocacy during the budget hearing sessions in the Rwanda Parliament.

Least but not last, for the Office to realise the reported results, strategic partnerships and staff capacity development were strengthened and improved.

1. INTRODUCTION

The Government of Rwanda in its Vision 2020, Vision 2050 as well as the National Strategy for Transformation (NST1), reiterate the country's commitments to promote Gender Equality and end Gender Based Violence (GBV). The implementation of these commitments and many others have paved the way for a robust national legal and policy framework that draws from homegrown solutions and takes inspiration from international experience to shape a country free from gender discrimination and exclusion.

In light of the above, the Gender Monitoring Office was instituted with the mandate of monitoring and evaluating the implementation of gender principles and the fight against Gender Based Violence while contributing to government orientation of having a society where citizens have equal rights between men and women.

This report is in line with Annual Action plan (2018-2019) and GMO's Strategic Plan 2017-2022. The institutional registered results are presented according to their contribution towards the National Strategy for Transformation pillars. These are Transformational Governance, and Economic Transformation pillars. In the fiscal 2018/2019, GMO mainly focused on enhancing gender accountability mechanisms in the public and private institutions, ensuring effectiveness of GBV service delivery and improving communication for gender equality.



2. Gender Monitoring Office 2018/2019 Achievements

During the fiscal year 2018/2019, GMO embarked on the implementation of annual action and operational plans in the field of monitoring Gender Mainstreaming, Gender Based Violence prevention and response, communication and advocacy of monitoring findings as well as institutional development. Below is a summary of the results achieved under each pillar.

2.1. PILLAR ONE: Transformational Governance

In the framework of contributing to national transformation governance, GMO has continued to promote the institutionalization of gender accountability at decentralized levels through the districts gender accountability day initiative, community dialogues with rural leaders, and assessment of service delivery in different mechanisms and programs designed to fight GBV.

2.1.1. Gender Accountability institutionalized in decentralized accountability mechanisms through Gender Accountability Day Initiative

In the continued effort to position and institutionalize gender accountability at decentralized levels, GMO in collaboration with its partners organized and conducted the Gender Accountability Day (GAD) in Ngororero District, Western Province, under the theme “Twubake u Rwanda twifuzza, twimakaza ihame ry’uburinganire, turwanya gusambanya abana”.



The Gender Accountability Day was attended by stakeholders and service providers from both central and decentralized levels

The Gender Accountability Day responded to key issues affecting gender equality, family cohesion and children’s rights in Ngororero district.

Community dialogues, engagements with the population at the grassroots level and local leaders, contributed to increase local authorities’ sense of responsibility and accountability for improved gender equality and enhanced service delivery to victims of GBV, human trafficking and teenage pregnancy. Discussions revealed that continued efforts are needed to raise community awareness on gender equality as well as GBV concepts and the role of local leaders in promoting gender equality, family cohesion and fighting all kind of gender injustices.





Couples legalizing their marriages in Ngororero District

More specifically, the following was achieved:

- In response to the issue of low civil registration of children, GAD contributed to registering 1,308 children across all sectors of Ngororero district.
- 397 couples legalized their marriages in order to build family cohesion, protect children's rights and prevent gender based violence/familial conflicts.
- 100 teen mothers were identified and convened in a three day workshop. From the workshop, in addition to having their children registered, teen mothers benefited from the following services:
 - **Health services:** the services aimed at knowing the health status of teen mothers as well as their babies. Voluntary HIV/AIDS testing was facilitated, family planning information provided, general health and malnutrition screening done for all teens and their babies. Teen were connected to different health departments to ensure that they know where to go and what service to claim when necessary.
 - **Legal support provided by Isange One Stop Center:** 36 teen mothers filed their cases for investigation and RIB is working cases submitted.
 - **Psycho-trauma counseling services:** All 100 teen mothers were provided with psycho-trauma counselling services by professional counsellors from ARCT-Ruhuka to assist them cope with the effects of violence, stigma and early Motherhood. In addition, counseling sessions were conducted with their families to ensure teen mothers reintegration and support.

During the 3 days workshop, GMO conducted a thorough assessment of challenges teen meet in the society and in the family. The following was highlighted:

Challenges faced by teen mothers

- Rejection by families.
- Drop out of School because of lack of support from the family and stigma at school
- Difficulties accessing health insurance for their babies as families are not ready to incur an extra cost for the new born but also the fact that mutuelle de sante is per family and the baby is not accepted as being part of the grand-parents family
- Threats by perpetrators and their families in case they report the abuse
- Lack of information and services on reproductive health
- Limited support of local leaders and orientation to know where to channel issues they face.

To address some of the challenges reported by teen mothers, the following were recommended and committed:

- Facilitate DNA tests to provide evidence for prosecution of child defilers;
- Support teens and their family to follow up cases brought to justice and ensure that they are quickly prosecuted;
- Ensure that the community is informed of sanctions and that reparation cases are filed;
- Western Province authorities resolved to pursue teenage pregnancy perpetrators to justice and ensure effective reintegration;
- Ngororero district to develop a plan of action on addressing human security issues including teen pregnancy;
- Ngororero district committed to include in annual district performance contract the provision of health insurance for babies of teen mothers based on an established database, mainstreaming gender and GBV in capacity building initiatives for its employees;
- GBV, child defilement and teenage pregnancy issues will be discussed in all forums at all levels – from Provincial, District up to Mudugudu - in order to devise joint strategies to address them;
- Stakeholders committed to support Government initiatives in re-integration of teen mothers;
- GMO was requested to develop a format that will be used by local government to collect data on teenage pregnancy and support provided.

- The Gender Accountability Day also provided space for over 60 Ngororero district partners under the Joint Action Development Forum (JADF) to showcase various initiatives that contribute to the socio-economic transformation of men and women in Ngororero community. This has contributed to increased accountability of local stakeholders in promoting gender equality and fight against GBV. Communities were as well sensitized on importance of ensuring equal participation of men and women in development initiatives and benefits for the family wellbeing.



JADF member showcasing achievements to Guests

- The Gender Accountability Day is continually evolving and bringing new initiatives on ground which makes it innovative, sustainable and participatory. This therefore, strengthens the contribution of the different stakeholders in promoting accountability to gender equality and improve service delivery to victims of gender based violence and teenage pregnancy in particular.



Ngororero Residents tasting Coffee

2.1.2. Positioning gender equality principles in 2018 Parliamentary elections

In line with its mandate, GMO deployed 90 monitors to observe the respect of gender equality principles in 2018 legislative elections processes. The assessment showed that the progress in the representation of women in Parliament is a result of several factors including the enabling environment like the constitutional provision of ensuring at least 30% of women representation in decision making positions. Compliance to this provision by all actors including political parties is a big spur in ensuring women contribution to the political debate and national development.

It is in this line that GMO looked at different factors to assess to which extent legislative elections comply with the principles of gender equality as prescribed by the Constitution. One of the progress noticed is the increase of women candidates in political parties as well as women leaving with disability. This achievement is confirmed by the number of women that stood at 62% as candidates compared to 50% from the similar elections in 2013 as the table below shows:

Table 1: Number of candidates in 2018 legislative elections disaggregated by sex and by category

Period	2013			2018		
	Total candidates	#Females	Percentage	Total candidates	#Females	Percentage
Women elections	103	103	100%	179	179	100%
Political Organizations	265	91	34%	291	126	43%
Youth	23	8	35%	26	9	35%
Persons with Disability	15	1	7%	10	2	20%
Independent Candidates	4	1	25%	4	0	0%
TOTAL	410	204	50%	510	316	62%

Source: NEC Elections Report 2018, GMO Report 2013, Legislative Elections

Women candidates from political parties increased from 34% in 2013 legislative elections to 43% in 2018 elections. This shows an increased will and capacity to compete for office. It is also an evidence of political parties' openness for gender inclusiveness. In the same vein, candidates for 30% women seats increased from 103 to 179, a slight increase that confirms the same resolve to join the political arena. The overall representation of women in Parliament stood at 61% maintaining the world record for the two consecutive parliamentary tenures.



Breastfeeding room at the campaign site

It was also noticed that the overall organization of elections paid a special attention to gender issues. This was reflected through sites management like availability of breastfeeding rooms and milk for kids in campaign sites, priority given to women pregnant or with little babies to vote. On a specific note, women candidates appreciated received training and testified that it increased their public speaking skills.

The partnership and cooperation with gender institutions from the public and civil society organizations added much value to women's engagement in the electoral process and confirms the good practice that Rwanda has set in many instances of close collaboration between the government and non-state institutions. In addition observations noticed increased incorporation of gender aspects in manifesto of and campaigns of political parties.

Worthy to note is that the National Electoral Commission (NEC) deployed a gender balanced number of volunteers, site managers and elections coordinators. Women represented 46% of volunteers country wide and NEC personnel in general displayed a very commendable attention to gender aspects and managed with fairness and professionalism the whole elections process.

Noticed improvements point to the fact that more and more gender inclusiveness in political processes is going beyond just representation and strives to be more substantive covering diverse gender promotion dimensions.



Voters queuing before entering the voting room

Though the results show Rwanda sustaining the gains in women political participation and gender mainstreaming in political processes, the monitoring exercise revealed a couple of challenges as highlighted and proposed the following recommendations to further make parliamentary elections more gender responsive:

- It was noticed that most of the audience, during the campaigns of women candidates for the 30% women seats, was female. The mobilization of a diverse audience will help to raise awareness especially of men to trust women capacity to represent all Rwandans. The reaction of men who attended women campaigns showed appreciation, increased respect and trust in women's capacity to lead and represent community interests.
- People living with disability (PLWD) need to discuss more the principles of gender equality and its importance in nation-building. It would add much value if candidates have a comprehensive understanding of gender issues and are able to articulate them during the campaigns. Gender issues faced by PLWD are very specific and need to be highlighted.
- There is need to ensure that the number of women campaigning in one site is not too big in one day to ensure that the Electoral College understands and can make appropriate choice.
- The competition of young girls in youth elections has to be further encouraged and more capacity building is needed to ensure girls feel confident with and interested by politics.

2.1.3. Country Report on the implementation of Beijing platform for Action (Beijing+25) produced

Rwanda committed to the 1995 Beijing Declaration and Platform for Action (BDPFA), just one year after the 1994 Genocide against the Tutsi. Ever since, Rwanda has been delivering on the twelve critical areas geared towards the empowerment of women and girls and is now ranked 6th world wide by 2018 World Economic Forum global gender gap report. As the world is preparing to celebrate the 25th anniversary of adoption of the Beijing Declaration and Platform for Action and in line with the requirements, GMO produced the 5th generation of the Beijing Country Report (Beijing+25) which covers 2014-2019 and clearly indicates Rwanda's great achievements on gender equality and women empowerment, key challenges and areas for improvement across the 12 critical areas.

This report provides a summary of five major achievements and key challenges as indicated in the full report which is accessible on GMO's website on https://gmo.gov.rw/fileadmin/user_upload/international/Beijing_25_Country_Report.pdf

(i) **Gender mainstreaming in the national strategic planning and development frameworks:** The Government of Rwanda recognizes the centrality of mainstreaming gender equality and empowerment of women in national development. This has been reflected in the vision 2020 revised to transition into vision 2050, the second edition of Economic Development and Poverty Reduction Strategy (EDPRS II), Seven-Years Government Program (2010/2017), and the current National Strategy for Transformation (NST1) (2018/19-2023/24). Across the above, a national strategic guidance is provided to cater for gender equality and empowerment of women. Further to this, Sector Strategic Plans (SSPs) provide implementable programmes of the national strategies at sector level and District Development Strategies (DDSs) at more decentralized levels.

(ii) **Gender responsive legal framework:** As a result of the constitutional guarantee of gender equality and women's rights as prescribed in the constitution of the Republic of Rwanda of 2003 revised in 2015, Rwanda has continuously explored and reviewed legal instruments to ensure that gender equality and women's empowerment are anchored on strong legal reform. The constitutional guarantee of a minimum quota of 30% of women's representation in all decision-making organs has enabled high representation of women in decision making and governance processes. Other remarkable areas resulting from the legal reform include equal rights for women and men in access to land and inheritance rights, equal management of family property, elimination of discrimination at the work place, prohibition of GBV and child abuse and continuous promotion of women's rights.

(iii) **Increased women's power and participation in decision-making:** Women's empowerment and participation in decision making is mainly captured by the ratios of women in parliament, ministerial positions, and other positions in various structures of governance both in public, private, and civil society entities. Women's representation at various levels and in different sectors has influenced the design and implementation of policies, laws, and programmes that are gender responsive.

Men and Women Representation in Decentralized Local Government

LOCAL GOVERNMENT		2016		2017		2018	
		Numbers	(%)	Numbers	(%)	Numbers	(%)
Governors & Mayor CoK	Male	3	60.0%	4	80.0%	3	60.0%
	Female	2	40.0%	1	20.0%	2	40.0%
Bureau of Districts' Councils & Bureau of CoK	Male	38	29.0%	47	53.4%	41	44.1%
	Female	93	71.0%	41	46.6%	52	55.9%
Districts Councils	Male	489	54.8%	489	54.8%	489	54.8%
	Female	404	45.2%	404	45.2%	404	45.2%
District Mayors	Male	25	83.3%	24	80.0%	22	73.3%
	Female	5	16.7%	6	20.0%	8	26.7%
Vice Mayors/ Social Affairs	Male	8	26.7%	7	23.3%	10	33.3%
	Female	22	73.3%	23	76.7%	20	66.7%
Vice Mayors/ Economic Affairs	Male	24	80.0%	25	83.3%	25	83.3%
	Female	6	20.0%	5	16.7%	5	16.7%

● Male ● Female

Source: MINALOC administrative data, 2018

Women's representation in the cabinet has reached 50% (2019) from 36.8% in 2014. In the ongoing term of 2018-2023, women parliamentarians stand at 61.2% in the lower chamber and 38% in the Senate. At decentralized levels, women's share in the leadership has improved during 2016 - 2018 from 16.7% to 30% as District Mayors and 45.2% in District Councils. In the private sector, the progress of women's representation is being observed and the current participation rate in the decision making organs varies between 30% for presidential positions and 70% as second vice president in various chambers of the private sector federation at national level. At provincial level, women represent 20% as the first vice-president positions and 60% as the second vice-president positions in the executive committee members.

(iv) Improved health care services Health care services have improved over the past period: Efforts have been secured to set initiatives and programmes aimed at improving the provision of effective and efficient health services. These initiatives include the community/based health insurance scheme that contribute to women's access to affordable and quality health services, increased health infrastructure and medical practitioners, use of drone technologies for the emergency health supplies, community health workers, and use of rapid SMS to fast track and address high rate of maternal and child mortality. These initiatives have led to among other things reduced maternal and infant mortality rates.

For instance, infant mortality rate reduced from 107 deaths per 1,000 live births in 2,000 to a much lower 32 deaths in 2014/15. The under - 5 years death rate declined from 196 deaths per 1,000 live births in 2000 to 50 deaths in 2014/2015.

(v) Financing for Gender Equality: The government of Rwanda in partnership with other stakeholders has institutionalized gender responsive budgeting (GRB) programme. In this respect the Organic Law N° 12/2013/OL of 12/09/2013 on State Finances and Property was adopted to enforce GRB. This constitutes an important tool namely Gender Budget Statement (GBS) to engender planning, budgeting, implementation and reporting processes. The GBS is a mandatory annex to the budget framework paper by all budget agencies which is annually submitted to the Ministry of finance and planning and the parliament for budget negotiations and approval. This has enabled actors specifically public institutions to use public resources in a manner that benefits both men and women and boys and girls.

Though the report indicated key major achievements, it also outlined key challenges affecting the full attainment of gender equality and empowerment of women.

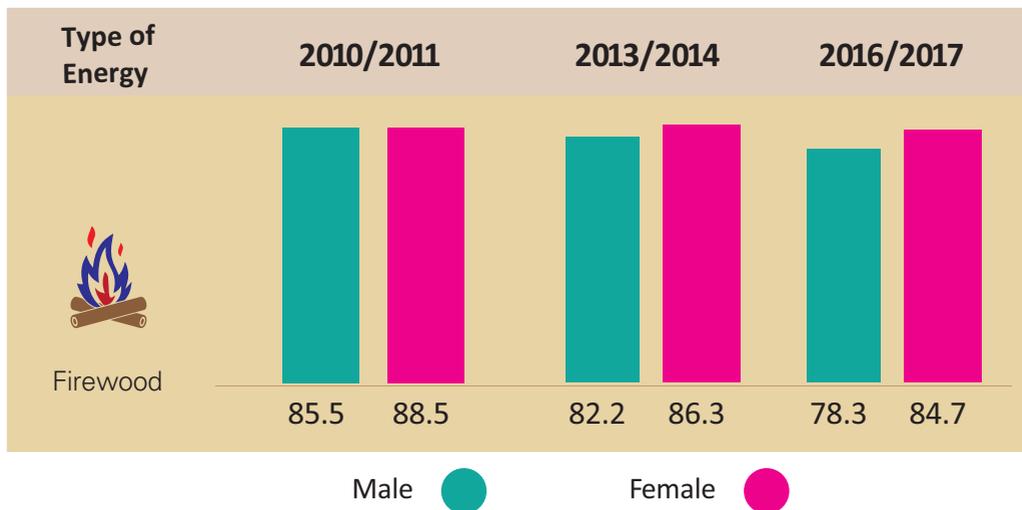
(1) Poverty among women and girls: The on-going innovative and home-grown solutions, especially the social protection programmes like "One cow per poor family and Vision 2020 Umurenge Program (VUP) programme" have transformed the lives of Rwandan women. However, findings of the newly released report of the Fifth Integrated Household Living Conditions Survey- EICV-5 (2016/17) show that more female headed households are classified as poor (39.5%) than male headed-households (37.6%). The report also indicates that adult women are more likely to be living in poverty (34.8%) than adult males (31.6%), and more involved in subsistence farming with limited access to improved agriculture inputs due to their low economic capacity.

ii) Gender Based Violence (GBV): In the course of eliminating all forms of GBV and violence against women, Rwanda has demonstrated a strong commitment to putting an end to GBV categorized as a national security, human rights, and a development issue. Policies, gender sensitive laws and strategies have been put in place to curb GBV at all levels, however, some challenges related to GBV still exist including low reporting, limited evidence especially in cases of sexual violence/child defilement, teenage pregnancy and limited control over resources. These are linked to limited women's economic empowerment, negative social norms and the culture of silence on GBV issues which hinders reporting of cases and curtails prevention and effective legal assistance efforts to victims of GBV.

iii) **Unpaid care work:** Women in Rwanda do more unpaid care work than their male counterparts. For example, data from the labor force survey of 2018 shows that women spend an average of 25.3 hours per week on unpaid care compared to 13.5 hours for their male counterparts. This limits women's participation in productive and paid economic activities as well as in political and leadership spheres.

(iv) **Limited access to alternative sources of energy for poor women:** In Rwanda, 84.7% of women depend on firewood as the main source of cooking energy. This is largely due to limited accessibility and affordability to the high cost of alternative sources of energy (e.g. cooking gas and biogas). Again, due to social cultural beliefs and gender stereotypes, women and children are mainly responsible for providing cooking fuel in their homes. Limited access to these alternative energy sources increases their workload and limits their engagement in other productive activities.

Distribution of Households (HHs) by Main Type of Energy for Cooking (%)



Source: EICV4, 2013/2014 and EICV5 2016/2017

In line with the highlighted challenges, below are the recommended priorities for the next five years to address the indicated bottlenecks to the full attainment of gender equality and empowerment of women.

i) **Poverty reduction among women and Girls:** Consistent with the national strategies for the improvement of quality of life of Rwandans, future interventions to eradicate poverty need to entail multiple interventions across different sectors that offer incomes, decent jobs, savings for pro-poor and inclusive complementary social protection programs. In addition, to address child stunting, the government of Rwanda will continue to reinforce strategies to educate and avail highly nutritious food supplements to affected children (both girls and boys), pregnant and breast feeding mothers.

ii) **Bridge the gender divide in ICT, STEM and TVET education programs:** Actions in this particular area will focus on increasing female enrollment and completion in these programs, promoting competence-based gender responsive programs by increasing the female dividend in trades with more labor market potentials. The central concern will be to ensure that the training received by women and girls prepares them for the current and future entrepreneurship and employment opportunities.

iii) **Continue efforts to prevent and eradicate GBV and Child abuse:** Future interventions are geared towards ensuring a community free from GBV and child abuse. To achieve this, the target should focus at changing the mindset of community members on GBV, enhancing access to justice for victims of GBV and decentralize comprehensive services of Isange One Stop Centers. Further interventions should also strengthen existing measures to prevent GBV issues (e.g. teenage pregnancy, human trafficking, and family conflicts); rehabilitate and reintegrate GBV victims; improve accountability to ensure due diligence in processing, documenting, reporting GBV cases and bringing justice to the victims.

iv) **Increase women's access to affordable and reliable sources of clean energy:** The energy sector is designing strategies and interventions aimed at reducing high dependence of women on Biomass as the main source of fuel/energy by improving access to and use of alternative clean energy sources namely cooking gas and biogas in both urban and rural areas. Furthermore, improving women's capacity to adapt to climate change and variability will be enforced as part of future priorities to reduce their negative effects especially on women.

v) **Measures to address unpaid care work, and negative gender norms and stereotypes:** Unpaid care work is one of the reasons for women's limited participation in productive activities and their economic empowerment. Similarly, negative gender norms and stereotypes remain the main obstacles to gender equality and women's economic empowerment in various sectors. Future interventions will therefore target the reduction of women's work load in the household, mobilizing men towards participation in some of the reproductive roles, establishment of community based early childhood development centers (ECDs) as well as awareness campaigns towards eradication cultural barriers and practices that hinder full participation of women and girls in socio- economic and governance spheres.

2.1.4. Community mechanisms in preventing and responding to GBV, child abuse and human trafficking

In a bid to build a cohesive society and ensure community ownership of its development, Rwanda put in place several mechanisms aiming at promoting community participation and engagement in different initiatives and programs. It is in this line that different mechanisms have been established including, Parents Evening Forums - Umugoroba w'Ababyeyi (UWA)". The forum is a home grown initiative in charge of discussing and solving family related issues including but not limited to promotion of family, community cohesion and gender equality, fight against GBV and protection of child rights. This home grown initiative is expected to help the community respond to family issues including gender based violence, child abuse and human trafficking.

During the fiscal year 2018-2019, GMO assessed UWA, with the intention of evaluating its contribution in fighting GBV, child abuse and human trafficking in Nyaruguru, Muhanga and Kicukiro Districts.



Residents gathered in Parents' Evening/Umugoroba w'Ababyeyi

Findings revealed that the mechanism has a recognized impact in the community and contributed in several instances to solve family conflicts. It has also been used as a forum for family accountability especially in promoting positive parenting and better family livelihoods. The forum is also identified as a strategic platform contributing to improved knowledge on GBV and an opportunity to report known cases of child abuse, domestic violence especially economic violence.

In some districts, local authorities recognized that UWA has been a good channel to provide information about human security including GBV. The community highlighted that when UWA functions well, it has a real impact in solving community concerns.

More importantly, the fact that the UWA is in the district performance contract ensures its sustainability and gives an opportunity to monitor to which extent it is functioning and responding to community concerns.

Despite the fact that the community recognizes the role of UWA in fighting GBV and solving citizens' complaints, a few challenges were noticed:

- **Attendance:** the assessment identified that the umugoroba w'ababyeyi is mostly attended by women than men due to community mind-set and connotation associating it to "akagoroba k'abagore". It is important to use other channels like Inteko y'Abaturage, Umuganda and other community gatherings to re-mobilize men and ensure that there is a diverse attendance.
- **Discussions content:** Subjects and projects discussed in some UWA sessions attract more a female participation. The assessment found that some UWA are working like IBIMINA where discussions and initiatives evolve around mutual support (kuremerana) especially for household items like mattress, clothes which don't attract men interest. Clear guidance and close monitoring of UWA is needed to make it more inclusive.
- **Skills and knowledge in addressing GBV:** UWA Committee members need improved knowledge and skills to address gender issues and GBV in particular. Some GBV cases were handled through reconciliation while they should have been referred to justice institutions because they are qualified as criminal by the law. To address the issue, capacity building programs for UWA committees in GBV case management is needed to enhance effective response to GBV and child abuse.

2.1.5. Enhanced accountability on GBV prevention and response at local level

GMO convened GBV clinics and dialogues with different groups at local level to assess their contributions in preventing and responding to GBV in general. The gatherings were an opportunity to discuss the perception of the different groups on GBV, understand the role played by the community and service providers and identify gaps in service delivery to victims of GBV, child abuse and human trafficking.

Discussion with families living in conflict

GMO convened a dialogue with families living in conflict from 3 districts namely Nyaruguru, Muhanga and Nyagatare. The discussion aimed at having a clear picture of root causes of family conflict, the response provided by services providers and the impact produced.



Nyagatare Vice Mayor in Charge of Social Affairs addressing participants

Families pointed to different factors leading to conflict:

- Adultery, alcohol, mismanagement of family resources by one of the spouses, stereotypes where decisions especially property management is made only by the husband, limited communication between spouses, were some of the common causes highlighted by the participants.
- It was suggested that the fact of living together without legal marriage has also been often a reason of dispute and lack of trust leading sometimes to adultery and family abandonment. Children in such unions end up being left by one of the parents and sometimes placed under the responsibility of relatives who neglect the child.
- It was also reported that most of the disputes have an economic origin and that conflicts are not reported on time because of limited knowledge of where to report. The silence particularly in case of physical violence has led to extreme and tragic ends that could have been avoided if neighbours could have timely reported and service providers pro-active.
- The response provided by the community or service providers is perceived as often weak, untimely even partisan. The presence of professional counsellors to mitigate escalation of conflict could be one of the way to increase family cohesion and reduce number of conflicts in our society.

The dialogue was an opportunity to clarify and guide both participants and service providers on the concept of GBV. Critical information on institutions and mechanisms dealing with GBV were discussed, providing participants with knowledge and improved skills to recognize and deal with issues related to GBV in general.

Dialogue with Village leaders

The role of village leaders in addressing GBV in their community was highlighted several times by teen mothers and other stakeholders in GBV clinics. This led GMO and key partners to conduct a dialogue with 456 heads of Villages in Ngororero District to understand their concerns and the role they play in preventing and responding to GBV, human trafficking and teenage pregnancy in particular.

Local leaders showed the limitations they have including among others insufficient knowledge of GBV laws and referral mechanism, cultural mindset of communities hampering effective and timely intervention in case of GBV and lack of collaboration on the side of victims in terms of sharing information on the incident due to family pressure or victim dependence on suspect or fear of stigma and retaliation.



Local leaders discussing issues of GBV in Ngororero District

Discussions on these challenges with different service providers offered an opportunity to local leaders to get basic information on GBV laws, referral mechanisms in place as well as critical information that can help timely and efficient response to issues of GBV, child abuse, teenage pregnancy as well as positive parenting.

In this respect, heads of villages committed to strengthen prevention mechanisms and increase community outreach to address family conflicts and teenage pregnancy. Each sector committed to include GBV in their IMIHIGO whose implementation will be monitored by District, Province and GMO. The dialogue with Village leaders has since then been included in GAD package and is revealing to be a very effective way to ensure accountability. At the same time, it is a smart way to provide needed information for better service delivery to GBV victims.

GBV clinic with youth religious leaders

In the framework of ensuring gender accountability and fighting GBV, GMO and partners including National Youth Council, Rwanda Investigation Bureau, Commission Episcopale pour la Pastorale des Jeunes (CEPJ) and Rwanda Religious Leaders Forum conducted several dialogues with youth representatives close to 6000 (youth volunteers, youth coordinators at sector level, representatives of transport cooperatives, representative of University students as well as catholic youth representatives and religious youth leaders) in the districts of Nyamagabe, Nyagatare, Gisagara, Karongi and Rusizi.

Young people are often victims or perpetrators of GBV incidents. Engaging the youth was one way to get their contribution in fighting GBV while raising their awareness on their own responsibility to preserve a peaceful society free of child abuse and GBV of any kind.



CEPJ Youth representatives in a training on GBV prevention and response

The dialogue sparked youth commitment to be agents of change in the community and key champions of fighting and reporting GBV wherever they live.

The meeting was also an opportunity to listen to the youth and challenges they reported include: limited understanding of GBV, Human trafficking and its forms; rare interactions between youth and parents on sexual reproductive health; Lack of regular connections and collaboration with local leaders and stakeholders. They expressed interest of being engaged to contribute to ending GBV and committed to champion the cause, display positive masculinity to prevent GBV and gender discrimination acts.

2.1.6. Assessment of legal support provided to teen mothers

In 2016, GMO conducted the first GBV clinic with teen mothers to understand challenges they face, and the role of different service providers in their effective reintegration. The Government of Rwanda considers teenage pregnancy not only as a health issue, but also as human right and development as well as a critical gender issue.

It is in response to this challenge that in 2018-2019 fiscal year, GMO assessed the support provided to teen mothers in Nyagatare district where the highest number of teenage pregnancy is recorded. The assessment aimed at exploring the level of access to justice provided to teen mothers, identifying persisting challenges hindering timely justice delivery and advocating for increased efforts in addressing teenage pregnancy and associated issues.

Different focus groups were organized and 20 cases were tracked from the Isange One Stop Center through different levels of justice processes to understand challenges and bottle necks hindering timely and effective access to justice.

In general, the assessment identified the following issues limiting effective access to justice and proposed a few recommendations:

- Delayed reporting of child abuse cases and lack of knowledge of how to preserve evidences limit investigation processes. Increased sensitization and enforcement of law is paramount to ensure that citizen know and respect laws.
- Complicity between victim and suspect families where sometimes both families put pressure on the victim to stop the legal process and promise to support both the child and teen mother. Local community and leaders can play a big role in providing needed information when families try to cover up the suspect. Parents should be held accountable to report abuses against their child and law enforced when complicity is established.
- Lack of official birth certificates for teen mothers: most of teen mothers interviewed were not registered in civil books yet the birth certificate is an important evidence to confirm the age of the victim. This is one of the big challenge reported during legal processes assessment. The doubt on age of the victim works often in favour of the perpetrator. Local authorities should organize continued birth registration campaigns and ensure that they have zero unregistered person.
- Many perpetrators/suspects escape to neighbouring countries or hide in other districts. It has been found that suspects reported to be on the run have been seen several times in the community but manage always to escape when security officers try to arrest them. This needs a very close scrutiny to ensure that due processes are followed. For every case, special measures should be devised if need be to track suspects and bring them to justice.

2.1.7. Improved holistic service delivery by Isange One Stop Centers

Isange One Stop Center is the flagship model of holistic services offered to victims of GBV. Regularly, GMO monitors its efficiency and how victims of Gender Based violence are accessing quality services. In 2018-2019 fiscal year, the monitoring focused on eight newly established Isange One Stop Centers namely Kiziguro (Gatsibo District), Gahini (Kayonza District), Muhima (Nyarugenge District), Masaka (Kicukiro District), Murunda (Rutsiro district), Gakoma (Gisagara District), Kirinda (Karongi District) and Kaduha (Nyamagabe district).

Important achievements were noticed including:

- Standard infrastructures and adequate sufficient equipment in line with IOSC function;
- Committed and skilled staff providing quality medical and psychological services;
- Victim facilitation for transport from and to IOSC to ensure that case reporting and documentation is done on time;
- At the central level, a coordination framework to enhance synergies and a sustainability strategy to ensure resources availability for operationalization of IOSC over years were adopted by the National Steering Committee.

However, a number of challenges have been identified in assessed IOSCs:

- Insufficient staff limiting effective operationalization of 24 hours/7 days non-stop service in all IOSC as required by guidelines. It was noticed that IOSCs work only during day hours and minimum services are provided by hospital emergency departments during night hours. Especially counselling services need a sufficient number of psychologists to provide quality service to all GBV victims. Efforts to mobilize additional resources allowing increased staff to cover days and nights as per guidelines to ensure effective quality service delivery is paramount.
- Legal assistance provided to GBV victims by MAJs who visit IOSCs twice a month need to be further clarified in the Standards operating procedures. Expected service and time of their presence has to be advised to maximize their contribution.
- There is no visible records of case tracking from IOSC to courts. It is imperative that the IOSC put in place a comprehensive case tracking system to ensure that each case is well documented and victims can easily follow through the legal process. This is critical to ensure that the community is informed of services provided to victims of GBV but can also work as a prevention strategy to deter GBV crimes.
- Lack of a comprehensive and analytical IOSC activity report detailing achievements and persisting challenges in GBV service delivery to help stakeholders to know what are the needs and what are the points of advocacy and policy change where partners could contribute.

2.1.8. GBV Complaints Received and Oriented

Law N° 51/2007 of 20/09/2007 determining the responsibilities, organization and functioning of the Gender Monitoring Office gives the Office authority to receive, orient and follow up on GBV cases. During the fiscal year 2018-2019, GMO received 99 GBV cases of which 86 were from female and 13 from male victims. Among these cases, 36 were received at GMO, 55 reported through GMO free helpline, 1 from media and 7 were received during field monitoring activities. The graph below shows the number of received cases by type of violence:

Figure 1: Cases received at GMO



As highlighted by the figure above, economic violence, child abuse and rape are the most prevalent types of violence reported at GMO. Important to note is that spouse harassment is the most reported issue by men.

All received cases were oriented to different service providers including local authorities, Rwanda Investigation Bureau, National Public Prosecution Agency, Legal Aid Forum and Courts. Through progressive follow-up, it was found out that 46 cases have been effectively resolved and 53 are still going through court processes.

2.2. PILLAR TWO: Economic Transformation

2.2.1. Monitoring the implementation of GBS reports and plans

Gender responsive national planning and budgeting processes are key in ensuring Government programs and resources are addressing the specific needs of men and women, boys and girls. During the reporting period, GMO audited the implementation of 2017-2018 GBS plans, monitored progress of 2018-2019 and relevance of 2019-2020 GBS plans and participated in the parliamentary hearing sessions a strategic forum in which budget agencies are engaged on rationale of planning for gender equality. The monitoring findings at different levels highlighted the following key achievements that resulted from GBS implementation:

- **The implementation of GBS has resulted into job creation:** In line with the NST1 job creation aspirations, the monitoring indicated that development initiatives planned and executed in the framework of GBS created jobs for both male/female and youth at the community levels.
- **Infrastructure development:** In line with GBS initiatives, water pipes were established and communities accessed clean water. This reduced the risks of waterborne diseases, school absenteeism, time spent and distance from home to other water sources and all these saved time especially for women and children who mostly engage in water fetching activities. As a result, women were able to engage in productive activities and taking leadership roles in their respective communities. In addition, roads were constructed to facilitate market/business linkages between districts as well as sectors within districts.
- **Shelters provided to homeless and most vulnerable community members:** GBS interventions are facilitating vulnerable and needy men and women access to shelter. This is evident in districts where 4in1 houses are being constructed to transform the lives of men and women and improving their social welfare.
- **Improved quality of education:** The findings indicated that with GBS initiatives new classrooms and latrines were constructed thus increasing school hygiene, reducing absenteeism, dropout rates and improving the welfare of school children.

Though key achievements were realized in line with GBS implementation, the monitoring indicated the following key areas that require improvements.

- **Ownership of GBS planning process:** It is important that budget agencies adopt a culture of participatory planning for gender equality where every department and partners are fully engaged. With this given due attention, planned interventions will speak to key and relevant issues of gender equality.

- Limited use of gender data: The findings indicated the need to improve evidence based planning on gender equality. It was evident that gender analysis across different GBS lacked consistent gender data which leads to lack of coherence between the gender issue and planned interventions.
- Gender skills gap: The monitoring findings indicated a huge gap on result based management (RBM) across different budget agencies especially at the decentralized levels which affects the quality of planned GBS.
- Most of gender budget statements did not cater for three HeForShe commitments adopted to advance gender equality in key pillars of the national development and address issues of gender based violence.

In relation to the above gaps, the following were recommended:

- Ensure continuous capacity building on Gender analysis and RBM for technical staff involved in GBS preparations, implementation and reporting.
- Continue to advocate for the alignment of gender budget statement with existing accountability mechanisms including performance contracts-Imihigo.
- Strengthen the involvement of all units, partners and the Gender Focal points in all GBS phases, including situation analysis, implementation, monitoring and reporting.
- Initiate oversight mechanism on GBS across budget agencies to improve quality assurance and promote accountability.
- Increase awareness on the country's HeForShe commitments and their integration in national and district plans.
- Ensure that budget agencies are required to collect and use gender data to improve the quality and relevance of gender budget statements.

2.2.2. Gender Accountability promoted in the private sector

The private sector is expected to play a significant role in Rwanda's economic growth in both the medium and long term as stipulated by the National Strategy for Transformation (NST1). As such, accountability to gender as a cross-cutting theme under NST1 is critical to ensure inclusive growth.

It is in this respect that the Gender Monitoring Office in partnership with the Private Sector Federation (PSF), the United Nations Development Programme (UNDP) and other stakeholders designed a five-year (2018/19-2022/23) Project **"Promoting Gender Accountability in the Private Sector in Rwanda"** whose objective is to promote Gender Equality at work place environments. The project uses the Gender Equality Seal (GES) Certification model which has proven to be an effective tool for engaging the private sector on gender equality commitments.



Members of the Gender Equality committee in CIMERWA during a training on Gender Equality

The GES initiative seeks to address six (6) critical areas in the workplace which are:

- Eliminating gender based pay gaps
- Increasing women's roles in decision making
- Enhancing work-life balance
- Enhancing women's / men's access to non-traditional jobs
- Eradicating sexual harassment at work
- Using inclusive and non-sexist communication.

The initiative involves participating companies going through gender equality diagnosis exercise which identifies gender gaps and provides recommendations that inform gender equality action plans. Successful implementation of the action plan earns the company a gender equality seal that is either Bronze, Silver or Gold.

Following the initiative launch in November 2017, the year 2018-2019 registered 10 companies and 2 public institutions to participate in the pilot phase in the gender equality seal certification process: Rwanda Development Board, National Bank of Rwanda, Marriott Hotel, Engen Rwanda Ltd, I&M Bank, Safari Center Ltd, Hotel des Mille Collines, CIMERWA, Serena Hotel, Trust Industries Ltd, ECOBANK and Britam Insurance.



Participants from the public sector during a training on promoting Gender equality in the workplace

Gender diagnosis conducted in participating private companies and public institutions led to laying concrete actions to address the identified gender gaps.

Based on the action plans, some participating institutions became intentional in promoting women in decision making positions as testified by I&M Bank. After identifying that some departments were male dominated especially the repair and maintenance department, Serena hotel deliberately recruited female interns to bridge the gender gap in this department.

In addition, due to the continuous awareness on a gender responsive work environment, the Rwanda Private Sector Federation initiated the process of establishing ECD for its staff while ECOBANK put in place a “mothers’ room”. In order to encourage their female employees to aim for higher decision-making positions, ECOBANK also subscribed its female employees to Rwanda Career Women Network to enable them meet and get inspired by fellow women that have broken the glass ceiling.

The GES initiative has raised awareness on gender accountability in public and private sectors on the need for mainstreaming gender in participating companies and public institutions.

2.2.3. The National Employment Program assessed for Gender Responsiveness

The government of Rwanda through National Employment Program is transforming employment services to make them more efficient, streamlined and outcome focused. As part of employment services conversion, a new approach on creation of more employment opportunities intends to integrate both male and female, boys and girls into employment services in both government and private sector employment services. The program has been created with the following objectives:

- Creating sufficient jobs that are adequately remunerative and sustainable across the economy;
- Equipping the workforce with vital skills and attitude aiming at increasing productivity, that are needed for the private sector growth;
- Providing a national framework for coordinating all employment and related initiatives and activities in the public, private sector and civil society.

In this reporting period, the Gender Monitoring Office undertook an assessment of the National Employment Program (NEP) to examine the extent to which the Program responds to the practical needs of men and women, boys and girls with focus on its design, implementation, monitoring and evaluation processes.

The assessment covered the period between 2014 and 2018 and was conducted in 15 districts of Gasabo and Nyarugenge (City of Kigali), Gicumbi, Gakenke and Musanze (in Northern Province), Kamonyi, Ruhango, Huye and Nyamagabe (Southern Province), Bugesera, Rwamagana and Kayonza (Eastern Province), as well as Rubavu, Karongi and Nyamasheke (Western Province).

This assessment looked at existing employment promotion initiatives, the program's situational and diagnostic analysis of labour market conditions and its approach, the program's strategic interventions as well as the program's institutional implementation framework.

The assessment highlighted key findings as presented in the following sections, identified some gaps and proposed areas to be improved.

1. Massive Vocational Training and tool kits support: the massive vocational trainings and provision of start-up toolkits have been provided to both men and women at the beginning of their careers. Through BDF, women in cooperatives have managed to access toolkits on loans that are paid back in instalments. This has reduced the number of unemployed women in rural areas as most women graduates created their own decent jobs others are now employers through the gained skills and start-up toolkits. The table below indicates how male and female benefited from MVT trades.

Table 2: Beneficiaries of Massive Vocational Training by gender from 2014-2018

MVT Trades	Male		Female		Total
	Number	%	Number	%	
Automobile Engineering Mechanical	155	83.8	30	16.2%	185
Carpentry	1034	82.1	225	17.9%	1259
Culinary Arts	277	26.1	783	73.9%	1060
Electronics	20	80.0	5	20.0%	25
Leather Crafts	14	56.0	11	44.0%	25
Masonry	1,387	85.1	242	14.9%	1629
Mechanics	23	92.0	2	8.0%	25
Motor Vehicle Engine Mechanics	405	89.4	48	10.6%	453
Tailoring	116	8.6	1237	91.4%	1353
Plumbing	253	79.3	66	20.7%	319
Welding	1011	84.4	187	15.6%	1198
Electricity	588	86.3	93	13.7%	681
Foods and Beverages	145	42.5	196	57.5%	341
Hair dressing	14	10.4	120	89.6%	134
Shoe manufacturing	28	39.4	43	60.6%	71
Total	5470	62.5	3288	37.5%	8758

Source: NEP annual reports, 2014-2018

2. Training, skills and capacity development: In addition, it was evident that Industrial-Based Training (IBT) was provided by companies and this mostly focused on hands-on skills provided to men and women, boys and girls. Under this approach, training provided included hospitality, tourism, food and beverages production (Juice, Honey), tailoring, bakery, and others hence matching the acquired skills to the actual labor market needs. This has been of great importance as both men and women, boys and girls benefited hands-on skills at work place. The graphic below shows the number of male and female beneficiaries.



Industrial-Based Trainings have equipped boys and girls with hands-on skills to compete at the labor market

3. Entrepreneurship and business development: In a framework of increasing business development, the pillar has been oriented to job creation through enhancing the establishment and empowerment of enterprises. The gender assessment of this pillar focused on ICPCs where business start-ups (tailoring, welding, carpentry, craft and wood selling), start-up toolkits and loan guarantee are given out to the associations.

4. Integrated Craft Production Centres (Agakiro): Integrated Craft Production Centers (ICPCs) are markets established across the districts under the trade sector. These centres are embodied with products from various people with different skills. During the assessment, five trades - welding, tailoring, carpentry, craft and wood selling were explored from a gender perspective and the table below indicates the status.

Table 3: Men and women participation in business ventures at ICPCs

Trades	Male		Female		Total
	Number	Percentage	Number	Percentage	
Tailoring	66	17.3%	315	82.7%	381
Welding	166	97.1%	5	2.9%	171
Timber selling	210	75.0%	70	25.0%	280
Carpentry	910	95.7%	41	4.3%	951
Craft (shoe manufacturing and sewing)	73	28.9%	180	71.1%	253
Total	1,425	70.0%	611	30.0%	2,036

Source: Primary data, 2019

The table above indicates that female are majority in tailoring at 82.7% and craft (shoe manufacturing and sewing) at 71.1%. Their higher number in shoe making indicates progress where women are embracing trades that were traditionally reserved for men.

On the other hand, more men and boys were found in Welding, Timber selling and Carpentry at the rates of 97.1%, 75.0%, and 95.7% respectively. It is important that female be engaged and trained to embrace well-paying trades in the ICPCs.

- **Access to finance (start-up toolkits and loan guarantee scheme):** The National Employment Program has an access to finance component that is led by the Business Development Fund (BDF) which works closely with SACCOs. Under this men and women were supported to develop bankable micro business projects that were supported by BDF which allowed both male and female to engage in various business ventures and equally take risks in business activities. The assessment indicated that women have even moved into the previously termed as “business for men” to venture into the available opportunities. The table below indicates trends on how the program supported women and men to access start-up toolkits and loan guarantee.

Table 4: Number of men and women who benefited from Start-up toolkits and loan guarantee

Beneficiaries	2014		2015		2016		2017		2018		TOTAL	
	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%
Male	320	46.38	267	36.83	821	61.82	1,416	75.24	1,004	71.16	3,828	63.42
Female	370	53.62	458	63.17	507	38.18	466	24.76	407	28.84	2,208	36.58
Total	690	100	725	100	1,328	100	1,882	100	1,411	100	6,036	100

Source: BDF reports, 2014-2018

The table shows a steadfast increase of beneficiaries in general except for 2018 for men receiving toolkits and a very small increase for women. The gap between men and women receiving toolkits remains high in the five consecutive years showing a difference that needs further analysis to understand why women are less benefiting.

Key gender gaps indicated by the assessment

- At the inception level, the program did not highlight a clear framework of how women engaged in unpaid home/household care work could benefit from the various programs. A linkage between the program and the establishment of Early Childhood Development Centers (ECD's) that are being set up in sectors of various districts could be away of improving the effectiveness of the program.
- **Low participation of women in different NEP interventions:** while the program targets youth, people with disabilities and women in its design, the share of women is still low especially in some trades of MVT that are dubbed to be male dominated. The choice of trades provide different job opportunities with different rewards. Upon graduation, men tend to earn more than women based on the trades they have chosen.

- **Limited number of women and youth in Integrated Craft Production Centers:** The assessment findings indicate that majority of ICPCs beneficiaries are male, due to the fact that women are less skilled in more technical trades found in ICPCs like carpentry and welding among others and lack of non-access to mortgage. Young people are also facing the issue related to the collateral to cover 25% as a loan requirement.
- The assessment also revealed that female are challenged by long distance from NEP centers (center of excellence, TVET schools, ICPC, processing industries, etc.) to their respective homes.

Proposed program recommendations:

- The National Employment Program needs to clearly elaborate how gender aspects would be mainstreamed at the inception and implementation process. In specific Programs, there should be a framework mainstreaming gender and showing the number of men and women targeted in each trade.
- Current establishment of ECD's in districts could prioritize areas where NEP program are being implemented like in Integrated Craft Production Centers to facilitate women with children to engage and benefit from existing business opportunities.
- There should be more awareness campaigns countrywide with special emphasis on women and girls in order to reduce existing stereotypes of male dominated trades and increase women enrolment in and benefit from the program.
- NEP reports should be gender disaggregated to provide a clear picture of the gender inclusiveness for all beneficiaries at all levels and in different programs.
- With regard to access to finance,, the program should re-visit the criteria required to access loans and credit, especially towards rural and semi-urban women who fail to obtain collateral to present as guarantee of 25%.

2.3. Increased Awareness and Advocacy on Gender and GBV Service Delivery through Communication Interventions

2.3.1. Dissemination of Communication Materials and Monitoring Findings

To deliver on its mandate of being a hub of knowledge on gender equality and accountability in Rwanda and basing on Rwanda's vision and commitment of stimulating online service delivery, the Gender Monitoring Office produced and disseminated different printed and visual communication and advocacy tools with reliable information on Rwanda's achievements on gender equality, persisting challenges and priority areas for continued improvement.

In this respect, more than 1000 copies of booklets of the published State of Gender Equality, Health and Energy gender profiles were disseminated through different national and international forums that convened decision and policy makers as well as development partners. This has significantly contributed to continuous positioning of gender equality as a shared goal for all actors and partners to inform inclusive socio-economic development.



Youth during a workshop in Nyagatare District

In addition and in line with gender accountability day organized in Ngororero district, more than 800 booklets were distributed to village leaders and this contained information and tips on gender equality, prevention and response to teenage pregnancy, child abuse and Human Trafficking to serve as guiding and awareness tool on promoting gender equality and fighting of GBV at the community level. Further to note, youth were provided with awareness tools which particularly increased youth engagement and commitment towards promoting gender equality, preventing and responding to all issues of GBV in their communities.

A documentary film highlighting the gender status in selected TVET technical trades for the labor market with much focus on youth were produced and broadcasted on Rwanda Television in partnership with the Ministry of Youth and Workforce Development Agency.

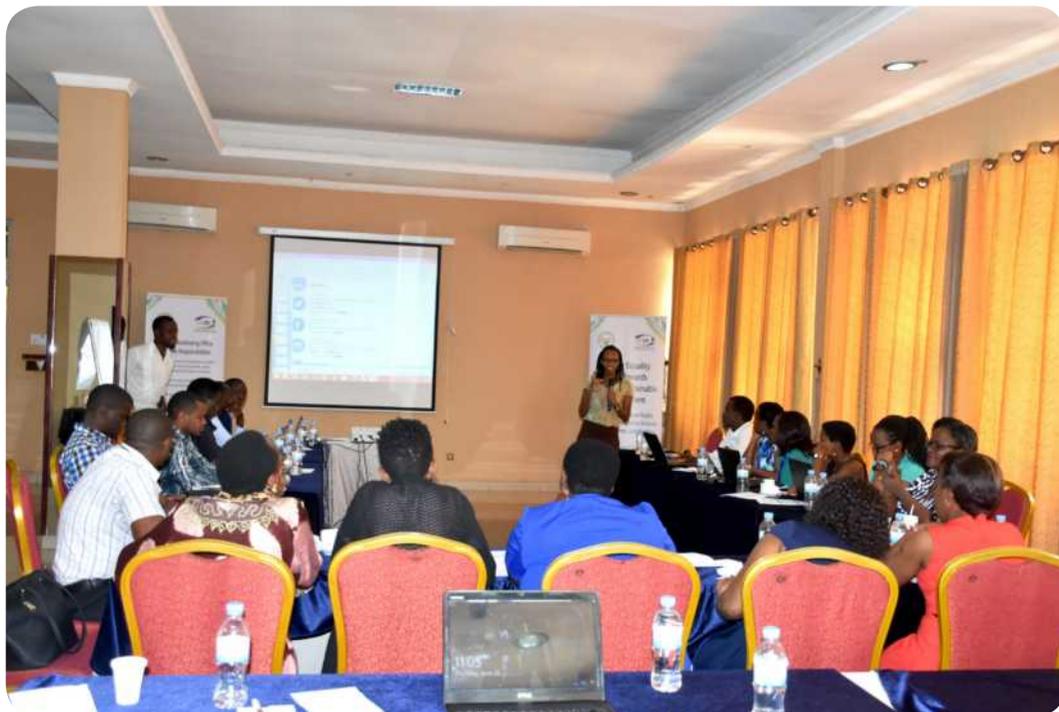
Furthermore, GMO organized 3 Radio and TV live talk shows which mainly focused on the role of youth in preventing and responding to teenage pregnancy, role of local government in promoting gender equality and fighting Gender Based Violence in all its forms as well as promoting gender equality in the TVET. In the same vein, GMO contributed to 7 Radio and TV programs from partner institutions.

Still to raise awareness on gender accountability, a special live coverage featuring members of the community in Ngororero District, both men and women was aired on Radio Rwanda and on five community radios. This provided an opportunity to community members to exchange and share their views and understanding of gender equality and GBV related issues. This community led debate particularly contributed to tackling the issue of mindset on gender equality, raising awareness on key issues affecting the socio-economic wellbeing of the family as well as promoting gender accountability for increased efforts to effective GBV service delivery at the community level.

GMO used its website and social media channels including twitter and Facebook to disseminate information on gender accountability and GBV service delivery to social media users. This has not only eased the public's access to gender related information, but also ensured GMO's online presence and enhanced its communication beyond Rwanda.

2.3.2. Development of GMO Communication Strategy

In line with its mandate of being a hub of knowledge on gender equality and accountability in Rwanda, GMO took a step to revise its communication strategy to efficiently and consistently guide the institutional communication initiatives in the next five years, therefore a workshop was conducted and more than 25 communication experts from key partner institutions and key resource persons whose advanced expertise in communication to devise strategies on effective and innovative communication for gender equality that will in turn drive the GMO new communication to be developed in line with its five year Strategic Plan.



Communication experts contributing to GMO's communication strategy

In addition, GMO with the support of RISA started implementing the new SMART Administration to facilitate and improve internal and external communication.

2.4. Rwanda's Gender Equality Gains shared with International delegations

In the fiscal year 2018/2019, the Gender Monitoring Office received different international delegations and shared Rwanda's achievements in promoting gender equality in line with the Country's ambitions enshrined in the National Strategy for Transformation and approaches used to monitor the respect of gender equality principles across different development sectors.



GMO officials sharing experience on accountability to Gender Equality with a Delegation from Tchad

Received delegations include Commonwealth Parliamentary Association (CPA) who came in Rwanda to strengthen good relations in different matters including Gender equality, education and good governance, Chadian Delegation, Ethiopian delegation from the Ministry of Urban Development and Construction.

GMO also received a delegation from the International Conference of the Great Lakes Region (ICGLR) as the Election observers during the Rwanda Parliamentary elections. Both parties shared experience on elections' monitoring and insights ahead of legislative elections that were expected to take place in Rwanda.

Sharing Rwanda's experience with other countries contributed to further positioning Rwanda's image on advancing gender accountability and promoted global collaboration and partnership. In the same spirit, the Government of Rwanda through the Gender Monitoring Office signed a memorandum of understanding with the Republic of Djibouti.

In the framework of the MoU, GMO committed to share practical experience on promotion of gender equality and gender related data, exchange of mechanisms, tools and techniques for effective tracking of the national progress made in promoting gender equality, Provide technical support in elaboration of specific gender indicators and support in conducting comparative study and research on gender equality.

2.5. Institutional Development

2.5.1. Gender Management Information System launched

GMO with the support of its partners, UNWomen, developed and launched the Gender Management Information System (GMIS), a web-based online portal that captures, stores and retrieves gender data in Rwanda for information and reporting purposes. The system was launched by the Prime Minister on 29th March 2019.



Right Honorable Prime Minister launching the State of Gender Equality Report and Gender Management Information System

The system will facilitate data storing, dissemination and feedback between GMO and stakeholders both at central and decentralized levels. The GMIS will as well facilitate access to information from different sources, offer an opportunity for different data producers to feed in the system and disseminate gender equality information. The system will be a hub of information allowing wide online dissemination of gender information.

Following its launch, a pilot operationalization phase saw 116 indicators populated in the system by trained users selected at both central and decentralized Government statisticians. The operationalization process is still on-going in the subsequent years in order to produce gender thematic reports on selected sectors or districts to facilitate decision-making and programming at different levels.

2.5.1. Resource Mobilization

In a bid to implement 2018-19 GMO action plan, resources were mobilized to contribute towards the implementation of Gender accountability event that was held in Ngororero and community dialogue with local authorities in the same district. In addition and in response to GMO's mandate of monitoring the gender equality commitments in the private sector, UNDP continued to collaborate with GMO to institutionalize accountability to gender equality in private sector companies through gender equality programme. Further to note, engagements are ongoing with DFID Country Office on the institutionalizing of gender accountability in existing accountability mechanism including Imihigo.

2.5.3. Capacity development

In the framework of enhancing the capacity of its staff, 2 technical staff benefited from training opportunities offered by the Ministry of public service and labor specifically on legal instruments related to management of public Service and where staff obtained knowledge related to existing policies, laws, regulations and systems in place to manage public service. This has increased efficiency and effectiveness in GMO with regard to human resource management. 4 new staff were given induction course on GMO mandate, roles and responsibilities to help maximize their contribution to the institutional mandate. Two staff were trained on UNDP programming principles and processes, financial procedures and reporting requirements.



GMO staff being trained by an expert from the Hague Academy

Furthermore, with the support from Care International, GMO staff were trained by an expert of the Hague Academy on gender sensitive inclusive governance where a total of 17 GMO staff participated. Similar trainings will be undertaken to continue enhancing staff capacities in relation to the institutional mandate.

Still on capacity development, GMO accommodated 13 internees in the fields of IT, Finance/accounting, Communication and Gender. All beneficiaries were from local Universities and this aimed to enhance their technical skills in relation to their career prospects.

2.5.4. Documentation and Archives

In the fiscal year 2018-2019, GMO documentation and archive was maintained to ensure improved accessibility and use. The Public library and National library were engaged to ensure GMO documents are shared widely as possible to influence advocacy and decision making. Codification, filing and shelving books were done for all new books and reports received to enable easy accessibility of documents. Client to GMO library both internal and external visited the documentation and archive office for research purposes and they were all facilitated to exploit the existing information and data.

2.5.5. Budget Execution

In the fiscal year 2018/2019, GMO overall budget was 775,216,733 Frw of which Ordinary budget 750,213,186 Frw while external financing was 25,003,547 Frw. The overall budget execution rate was 96.32% for ordinary budget and 100% for projects budget. The table below shows details of how the budget was used:

Table 5: Budget details and 2018/19 budget execution

N°	Source of Budget	Approved Budget	Revised Budget	Expenditure	Balance	% of budget execution
1	Government of Rwanda	766,311,883	750,213,186	722,591,196	27,621,990	96.32
2	UNWOMEN	153,904,007	25,003,547	25,003,547	0	100
	Total	920,215,890	775,216,733	747,594,743	27,621,990	96.44

3. CONCLUSION

The highlighted achievements in this report could not be attained without a combination of wide range of efforts from the Government of Rwanda, development partners, stakeholders and the entire GMO staff in promoting accountability to gender equality and fight against GBV. This is indicated by improved level of compliance on gender and accountability by institution and organizations in public sectors, civil society and FBOs in engendering their planned development activities.

In order to sustain the efforts realized in accelerating accountability to gender equality and the fight against GBV, GMO will continue to strategically engage all actors in different sectors and at different levels to sustain and accelerate Rwanda's gains in promoting gender equality as a development good governance approach.

Gender Monitoring Office

Free Helpline: **5798**

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