

REPUBLIC OF RWANDA



Gender Monitoring Office Annual Report 2011-2012

November 2012

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ACRONYMS AND ABBREVIATIONS

AMUR	Association des Musulmans au Rwanda
BDPfA	Beijing Declaration and Platform for Action
CCOAIB	Collaborative Council of Organizations for Basic Initiative Support
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CEPR	Conseil Episcopal au Rwanda
CESTRAR	Trade Union of Workers in Rwanda
CLADHO	Collective of Leagues and Associations for the Defense of Human Rights
COPORWA	Community of Rwandese Potters
CPR	Conseil Protestant au Rwanda
CSO	Civil Society Organization
DCETA	Decentralization, Citizen Participation, Empowerment, Transparency and Accountability
DDP	District Development Plan
EALA	East African Legislative Assembly
EDPRS	Economic Development and Poverty Reduction Strategy
FARG	Fund for Genocide Survivors
FBO	Faith-Based Organization
FEPR	Alliance Evangélique au Rwanda
FFRP	Forum des Femmes Rwandaises Parlementaires
FOBACOR	Forum of Born Again Churches and Organizations of Rwanda
GBS	Gender Budget Statement
GBV	Gender Based Violence
GDG	Gender and Democratic Governance
GDP	Gross Domestic Product
GIZ	German Agency for International Cooperation
GMO	Gender Monitoring Office
GoR	Government of Rwanda
GRB	Gender Responsive Budgeting
GSF	Gender Statistical Framework
ICGLR	International Conference on the Great Lakes Region
ICT	Information and Communications Technology
IFUW	International Federation of University Women
KIE	Kigali Institute of Education
LDGL	League of Human Rights in the Great Lakes region
MAJ	Maison d'Access Justice
MHC	Media High Council
MIDIMAR	Ministry of Disaster Management and Refugee Affairs
MIGEPFOP	Ministry of Gender and Family Promotion
MINAGRI	Ministry of Agriculture and Animal Resources
MINALOC	Ministry of Local Government
MINEAC	Ministry of East African Community
MINECOFIN	Ministry of Finance and Economic Planning

MINEDUC	Ministry of Education
MINICOM	Ministry of Trade and Industry
MINIJUST	Ministry of Justice
MININFRA	Ministry of Infrastructure
MINIRENA	Ministry of Natural Resources
MINISPOC	Ministry of Sports and Culture
MINYICT	Ministry of Youth and Information & Communication Technology
MINISANTE	Ministry of Health
MoU	Memorandum of Understanding
M&E	Monitoring and Evaluation
NAEB	National Agricultural Export Development Board
NGP	National Gender Policy
NIP	National Implementation Plan
NISR	National Institute of Statistics Rwanda
NPPA	National Public Prosecution Authority
NUDOR	National Union of Disability Organizations of Rwanda
NUR	National University of Rwanda
NURC	National Unity and Reconciliation Commission
NWC	National Women Council
PSCBS	Public Sector Capacity building Secretariat
PEP	Post-exposure prophylaxis
PGA	Participatory Gender Audit
PSF	Private Sector Federation
RLDSF	Rwanda Local Development Support Fund
RNP	Rwanda National Police
SFB	School of Finance and Banking
SIDA	Swedish International Development Cooperation Agency
STI	Sexually Transmitted Infection
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNWOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
UNSC	United Nations Security Council
VSO	Voluntary Services Overseas

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PREFACE



I am pleased to endorse the third GMO Annual Report 2011-2012 as required by the Law N° 51/2007 of 20/09/2007 determining the responsibilities, organization and functioning of the Gender Monitoring Office in Rwanda.

During its third year of existence, GMO made substantial efforts in the development and operationalization of its Five Year Strategic Plan. The Strategic Plan encompasses three strategic and interrelated components and will direct the actions of the Gender Monitoring Office for more effectiveness and efficiency in fulfilling its mandate. This Annual Report responds to the GMO Annual Action Plan.

The three strategic components covered in this Annual Report are:

- Monitoring Gender Mainstreaming, GBV and International Commitments
- GMO as a National Reference Point for Information and Documentation on Gender Equality
- Institutional Development.

This year's Annual Report focuses on important milestones that have been attained during the reporting period 2011-2012 in monitoring the implementation of gender principles in Rwanda and fighting Gender Based Violence in all socio-economic aspects, which is a condition for harmonious and sustainable development.

As we submit this Annual Report, we thank all stakeholders for their support to the GMO. In particular, GMO received support from the Prime Minister's Office, the Ministry of Gender and Family Promotion, and the Parliament. GMO appreciates the fruitful collaboration with national partners and development partners in advancing gender equality in Rwanda. At the same time we call upon all institutions, including public, private, civil society and religious organizations to adopt concrete strategies and actions and ensure that gender dimensions are taken into account in various development programmes at all levels of implementation. Working hand in hand and in harmony around the National Development Targets set by Vision 2020 and the EDPRS will be of critical importance in reducing poverty and disparities between different segments of the Rwandan population.

Lastly but not least, I want to thank on behalf of the High Monitoring Council all GMO staff who have been very instrumental in achieving what we are reporting today. More efforts will be required in the future to build on this year's achievements and address challenges and build a sustainable monitoring system which will contribute to and continue making Rwanda one of the living examples in promoting gender equality in Africa and in the World.

ODA GASINZIGWA
Chief Gender Monitor

EXECUTIVE SUMMARY

This report highlights major achievements registered during the fiscal year 2011-2012, based on the targets set in the GMO Action Plan. These achievements are presented in three strategic components that hinge on GMO's Strategic Plan 2011-2016 and these include: Monitoring of gender mainstreaming, GBV and international commitments; GMO as a national reference point for information and documentation on gender equality; and Institutional development.

The report covers the major achievements of GMO, based on Vision 2020, the Economic Development and Poverty Reduction Strategy (EDPRS) and the Government of Rwanda Seven-Year Programme. It also highlights ongoing challenges and measures to address them towards achieving gender equality and sustainable development. This Annual Report follows and builds on the achievements and challenges identified in the previous institutional Annual Report 2010-2011.

A) Monitoring of gender mainstreaming, GBV and international commitments

In the area of gender mainstreaming, GMO partnered with NISR with the support of MIGEPROF and UN WOMEN to develop the Gender Statistical Framework (GSF) with the aim of facilitating the national collection of sex-disaggregated data and engendering statistics.

In collaboration with MIGEPROF and UN agencies, GMO conducted a review of EDPRS sector self-assessments, which aimed at identifying the successes and gaps in achieving EDPRS I, and setting mechanisms to improve gender mainstreaming in EDPRSII. The gender analysis report and gender guidelines were disseminated to all sectors for the development of sector strategies for EDPRS II.

GMO facilitated Participatory Gender Audits (PGA) in 2 institutions and 13 districts. PGAs assessed gender mainstreaming in policies, programs and activities and progress made in promoting gender equality. While positive steps in promoting gender equality have been made, audited institutions still face challenges related to limited knowledge and technical skills in gender mainstreaming and the collection of sex-disaggregated data. PGA results will help audited institutions to effectively mainstream gender in planning, budgeting, monitoring and evaluation and ensure collection and use of sex-disaggregated data. These findings will particularly help in engendering EDPRSII and DDPs.

In 2010-2011, GMO developed gender sensitive indicators in the Agriculture, Infrastructure, Private and Good Governance sectors. During 2011-2012, these indicators were disseminated to ensure that institutions integrate gender in their monitoring and evaluation frameworks and thus enable gender sensitive reporting and collection of sex disaggregated data. In 2011-2012, GMO also developed gender sensitive indicators in four new sectors: Trade and Commerce, Employment, Social Protection and Water and Sanitation.

GMO evaluated the Gender Budget Statement (GBS) 2011-2012 of Agriculture, Education, Health and Infrastructure sectors. The analysis showed progress made and challenges faced in

GBS implementation. The GBS evaluation also provided recommendations for improving preparation.

GMO is responsible for monitoring how the fundamental principles of gender are respected in all public and private sectors, civil society and religious institutions. It is in this context that GMO held consultative meetings with representatives of Civil Society Organizations (CSOs) and Faith Based Organizations (FBOs), to raise awareness, assess their involvement in strengthening gender principles, and share knowledge and experience. As a result, the CSOs and FBOs accepted to use gender-sensitive indicators in their planning and reporting systems, and to adopt measures to address gender disparities within their organizations. The partnership developed will help GMO to inform and monitor CSO and FBO programs to improve gender mainstreaming.

In relation to monitoring GBV service delivery, GMO monitored the quality of GBV service delivery in the Rwanda National Police (RNP), One Stop Centres in Kacyiru, Rubavu, Nyagatare, and Rusizi, and two local NGO's that are engaged in GBV service delivery (ARAMA Rwanda and ARCT Ruhuka). GMO also received and responded to 113 GBV complaints in Bugesera, Rubavu, Ngororero, Gisagara, Nyagatare, Rusizi, Gasabo, Kicukiro and Ngoma. In addition, GMO disseminated GBV indicators to stakeholders responsible for preventing and responding to GBV cases. This dissemination campaign resulted in reinforced institutional ownership and integration of GBV indicators in institutions' monitoring and evaluation frameworks.

Since 2009, GMO has monitored the respect of gender principles in the land registration process. During the 2011-2012 fiscal year, 12 Districts were monitored: Rutsiro, Karongi, Nyamasheke, Ngororero, Gakenke, Burera, Gicumbi, Ruhango, Nyaruguru, Nyamagabe, Bugesera and Kirehe. In the second phase, GMO followed up on problems and issues raised in the previous monitoring to ensure that they were addressed by the Rwanda National Resources Authority, local authorities and other stakeholders. The monitoring demonstrated that the land registration process was successful and benefited both men and women. However, there are still challenges remaining that need to be addressed, including cohabitation and limited awareness of women of the registration process.

Regarding the implementation of international commitments related to gender, GMO organized provincial and Kigali-city dissemination workshops of the study carried out in 2011-2012 to assess the level of implementation and reporting on gender related international commitments. These workshops raised awareness on the existing gender related instruments and expected roles of all stakeholders in ensuring their effective implementation and timely reporting.

B) GMO as a national reference point for information and documentation on gender equality

GMO collaborated with MINECOFIN to provide technical guidance to MININFRA, MINEDUC, MINIRENA, MINYICT and MINISPOC, Northern Province, Kigali City and Districts in the preparation of GBS as a requirement for the 2012-2013 fiscal year budget submission. This technical guidance contributed to the respect of gender principles in the

preparation of the State Budget Draft Law. Further still, GBS and institutional action plans were analyzed to identify gender gaps and GMO was invited by the Parliamentary Budget Commission to provide guidance in budget hearing sessions to improve all GBS, thereby engendering the national budget.

GMO disseminated research findings of the Law N° 22/99 of 12/11/1999 on Matrimonial Regimes, Inheritance and Succession to Rwandans to improve knowledge of the gender impact of the Law. The dissemination raised awareness of the challenges in implementing the law, including cohabitation and mismanagement of family property. Participants and stakeholders identified methods to address these challenges and committed to improving implementation.

To increase awareness of GMO activities, share information and receive comments and ideas from the public, GMO undertook various initiatives, including regular TV and Radio show programs, and live TV and radio on specific topics related to institutional activities.

In collaboration with other institutions, GMO participated in different local and international conferences and received 11 delegations from foreign countries. The visits of these delegations aimed at ascertaining the significant progress made by Rwanda with respect to compliance to gender principles in general and women's empowerment in particular.

C) Institutional development

To effectively and efficiently achieve its mandate, GMO revised its five-year Strategic Plan to focus on achieving results and provide clear direction towards the vision and goals of the organization. The strategic plan is oriented towards improving the capacity of GMO to achieve its mandate as an effective and efficient institution. GMO also revised its organizational structure with the support of MIFOTRA and enhanced staff capacity through trainings and workshops.

GMO developed a comprehensive communication strategy to enhance internal and external communication, increase GMO visibility and improve information sharing with stakeholders. Through this communication strategy, GMO will become a recognizable brand and its mandate will be understood by stakeholders and the general population.

Key challenges faced by GMO in achieving its monitoring mandate included lack of sector gender strategies, limited capacity and skills for gender mainstreaming among stakeholders, limited awareness of gender principles of some stakeholders, existence of GBV and injustice, and insufficient human resources at GMO.

Overall, GMO has made significant progress in the 2011-2012 fiscal year towards achieving its mandate. This Annual Report provides an overview of key activities and inputs and their overall results, as well as recommendations.

1. INTRODUCTION

This report presents the achievements realized by Gender Monitoring Office (GMO) during the 2011-2012 fiscal year, in accordance with GMO's mandate, as stipulated by Article 185 of the Constitution of the Republic of Rwanda of 4 June 2003, as amended to date and the Law N° 51/2007 of 20/09/2007 determining the responsibilities, organization and functioning of the Gender Monitoring Office in Rwanda.

The Government of Rwanda established the Gender Monitoring Office with a unique mandate: to support the monitoring and evaluation of the implementation of fundamental gender principles and the fight against GBV in all sectors at all levels. The Office is also expected to give technical guidance on gender equality and the fight against GBV

Under Article 185 of the Law, by virtue of its Constitutional establishment, GMO is an independent public institution whose responsibilities include the following:

- 1° monitoring and carrying out evaluation on a permanent basis of compliance with gender indicators intended to respect gender in the context of the vision of sustainable national development and serving as a reference point on matters relating to gender equality and equity;
- 2° submitting to various institutions recommendations relating to the program of gender promotion in national development;
- 3° monitoring the respect of the principle of gender in national development and submitting to the Cabinet its annual programme of action and the activity reports and reserve copies to other State organs mentioned in Article 21 of this Law.

Based on the Annual Action Plan 2011-2012 and the 5 year GMO Strategic Plan, the achievements in this Annual Report are presented in three strategic components:

- Monitoring of gender mainstreaming, GBV and international commitments;
- GMO as a national reference point for information and documentation on gender equality; and
- Institutional development.

This Annual Report describes the work and results achieved by the Gender Monitoring Office in the 2011-12 fiscal year, based on the Annual Action Plan. It highlights results from the participatory gender audits, monitoring of gender mainstreaming in policies and programmes, monitoring of GBV service delivery for survivors and the implementation of international commitments related to gender. It also covers the partnerships developed, communications strategy and institutional development of the office and budget execution by GMO during 2011-2012.

In general, the 2011- 2012 Annual Report is divided into achievements, which are presented under each strategic component and provide information on the purpose of activities, results, and also challenges and recommendations. This Annual Report is a key instrument in assessing progress to date in achieving the goals and outcomes of the five-year Strategic Plan and

developing the key elements of the 2012-2013 Action Plan. It is also a tool to be used by different stakeholders to improve gender equality in Rwanda.

2. GMO ACHIEVEMENTS IN 2011-2012

GMO has made significant achievements in monitoring gender mainstreaming, GBV and international gender related commitments, as well as developing institutional capacity. This part of the Annual Report provides information on the activities conducted, challenges and recommendations and the results achieved under each strategic component and in the framework of implementing GMO's Strategic Plan.

2.1 Monitoring of Gender Mainstreaming, Fighting against Gender-Based Violence and ensuring the implementation of International Commitments related to Gender Equality

2.1.1 Monitoring of Gender Mainstreaming

A key element of GMO's mandate is monitoring gender mainstreaming. GMO is responsible for monitoring gender mainstreaming in all public, private, civil society and faith-based institutions and organizations. This includes monitoring gender mainstreaming in national and sectoral policies and programmes and in districts. This section covers GMO activities and results in the monitoring of gender mainstreaming in Rwanda, as well as how it is implemented at district level.

a) Monitoring of gender mainstreaming in EDPRSII development

The Economic Development and Poverty Reduction Strategy (EDPRS) 2008-2012 provided a medium-term framework for achieving the goals and objectives identified in Vision 2020 and the Seven-Year Government of Rwanda Programme. As the first EDPRS ended, sectors produced self-assessment reports to identify successes, gaps in achievement, and mechanisms to address challenges in the next phase of the EDPRS, to begin in 2013. GMO partnered with MIGEPROF, UN agencies and other partners to conduct a review of sector self-assessments to provide guidance for improving gender mainstreaming in EDPRSII.

Self-assessment reports reviewed included: Decentralization, Citizen Participation, Empowerment, Transparency and Accountability (DCETA), Health, Education, Agriculture, Social Protection, Justice (Justice, Reconciliation, Law and Order), Capacity Building and Employment Promotion, Financial sector, Private Sector Development cluster, Youth, ICT, and Infrastructure (Energy Development, Water Supply and Sanitation, Transport, Housing and Human Settlement, Meteorological Service).

The report recognized that many sectors made progress towards gender mainstreaming, but also stated that there are gaps in the implementation of gender mainstreaming across sectors and sub-sectors. Key findings included:

- Few sectors provided analysis of the differential needs and experiences of men and women, which is essential to ensuring that policies and programs meet the needs of all beneficiaries.

- Most sectors noted challenges with data collection, and in particular with the collection of sex-disaggregated data.
- Gender responsive budgeting is key to ensuring the inclusion of gender mainstreaming in program delivery and all sectors have been requested by the Ministry of Finance and Economic Planning (MINECOFIN) to develop gender budget statements (GBS).
- Increased training and capacity building at sector level on gender analysis, gender mainstreaming in policies and programs, collecting sex-disaggregated data, and developing and using gender sensitive indicators and targets in monitoring, evaluation and reporting is required.
- Gender analysis should be conducted prior to the development of sector strategies, to ensure that plans are gender sensitive from the beginning.
- Sectors should have very clear guidelines on their obligations to conduct gender analysis, to ensure gender mainstreaming in the implementation of programs, and on reporting requirements.

The gender analysis report provided guidance for each sector to improve the gender mainstreaming of their EDPRSII sector strategy, including recommending that sectors conduct gender assessments, ensure sex-disaggregated data collection and analysis, develop capacity for gender analysis, create gender budget statements and gender responsive sector strategies, carry out monitoring and evaluation, and conduct impact assessments and reporting of the gender responsiveness of their interventions.

The report and guidelines were disseminated to MINECOFIN for use by sectors to improve gender mainstreaming in their strategies. GMO will closely follow the process of elaborating EDPRSII to ensure gender mainstreaming by identifying gaps and providing technical support to sectors and districts.

b) Participatory Gender Audits

GMO facilitated participatory gender audits (PGA) in the National Agricultural Export Development Board (NAEB), National Unity and Reconciliation Commission (NURC) and the Districts of Bugesera, Burera, Gisagara, Ngoma, Ngororero, Nyabihu, Nyagatare, Nyamagabe, Nyamasheke, Ruhango, Rulindo, Rusizi and Rwamagana in 2011/2012. Participatory gender audits assisted institutions and districts to assess the level of gender mainstreaming in their policies, programs and activities in order to measure progress in implementing action plans on gender mainstreaming and general status on gender equality, as well as to provide recommendations for effective mainstreaming of gender in district strategies and plans.



Participatory Gender Audit in Gisagara District

GMO analyzed institutional gender mainstreaming in key strategic documents, such as DDPs, District Action Plans, and Human Resource Manuals. The level of skills and knowledge of human resources related to gender mainstreaming was assessed, and the organizational culture was analyzed. A self-assessment of mechanisms and tools to facilitate gender mainstreaming in planning, monitoring, and evaluation was carried out.

Through the PGAs it was noted that there is increased awareness and understanding of gender principles, and a high level of commitment to the promotion of gender equality among district authorities. In the audited districts, initiatives to promote gender equality have been adopted with the support of GMO, including internal gender audit committees at the district and sector level and the monitoring of gender budget statement implementation. With the support of MIGEPROF and MINALOC, districts have put in place staff in charge of gender and family promotion, and in particular the NURC has developed a gender mainstreaming strategy.

Despite the progress made in mainstreaming gender, a number of challenges were identified, including the limited collection and use of sex-disaggregated data and gender sensitive indicators in the planning and reporting process. District Development Plans and institutional policies do not adequately mainstream gender. There are limited guidelines, tools and skills for mainstreaming gender. Women remain less employed in technical positions, gender focal points do not have any attribution and responsibility related to gender in their job descriptions, which inhibits accountability, initiation and implementation of gender related activities. Gender issues are rarely discussed in district or institutional management meetings.

To address these challenges, MIGEPROF is required to provide gender mainstreaming guidelines, and support the process of mainstreaming gender into all policies and strategies of districts and institutions, in particular the DDPs. GMO has continued to support the development of gender-sensitive indicators in key sectors and will provide support for the collection of sex-disaggregated data. It will also continue to engage in the gender responsive budgeting process to ensure gender mainstreaming in sector and district plans and budget.

c) Gender Statistical Framework

The Gender Monitoring Office, in partnership with the Ministry of Finance and Economic Planning (MINECOFIN) through the National Institute of Statistics, and with the support of UNWOMEN and MIGEPROF, developed the gender statistical framework. This will provide vital information on the status of women and men in society and on gaps that exist in their enjoyment of equality across the social, economic and political spheres. It will be used to monitor changes, policy formulation, inform the public and above all inform decision making. The GSF provides gender-sensitive indicators for all sectors, and includes sector-specific indicators developed by GMO. The GSF will promote the regular collection of sex-disaggregated data, which will enable concrete recommendations for improving gender equality in Rwanda.

The first ever gender statistical publication was another important milestone achieved during the year as a tool for disseminating gender responsive statistics and to provide a platform for different actors in the field of gender advocacy, planning, budgeting and monitoring. In partnership with NISR, MIGEPROF and other stakeholders, gender statistical publications will be published periodically.

d) Development and dissemination of gender sensitive indicators and baseline

In 2010-2011, GMO developed gender-sensitive indicators in four EDPRS priority sectors: Agriculture, Infrastructure, Private Sector and Governance. In 2011-2012, these indicators were disseminated to various institutions, including the Prime Minister's Office, MIGEPROF, MINAGRI, the Private Sector and NISR. The dissemination of findings enabled institutional ownership and integration of gender-sensitive indicators in monitoring and evaluation frameworks and as well as in devising measures and strategies to address specific issues and gaps identified.

Also in 2011-2012, GMO consultatively worked with other sectors to develop gender-sensitive indicators in Trade and Commerce, Employment, Social Protection and Water and Sanitation. The aim was to avail indicators, enable sectors to track their progress in gender equality and to develop evidence-based advocacy for reducing existing gender gaps.

Table 1: Sample of gender-sensitive indicators and baseline for Trade and Commerce

Sub-indicators	Current situation		Responsible institution/ Source of information
	Male	Female	
Number of SMEs owners disaggregated by sex	73.7	26.3 ¹	PSF RDB
Number of people who received loans	74%	26% ²	BNR BDF
Number of cooperative members	182,348	153,912	RCA NAEB
Number and % of men and women involved in formal and informal cross border trade	N/A	N/A	MINICOM RRA
Number of traders trained on business plans and project management by Sex	N/A	N/A	MINICOM RDB PSF
Number of exporters in the country per sector disaggregated by Sex	N/A	N/A	MINICOM RDB RRA BNR NEB
Qualitative Indicators			
Indicator	Yes/No		Responsible institution
Existence of harmonized policies and programs in the fields of women's participation in economic activity	Yes		MINICOM MINECOFIN PSF MIGEPROF GMO
Existence of support programs for women farmers and rural based exporters	Yes		RBS RDB PSF NEB

Source: Gender Indicators and Baseline in Trade and Commerce, Employment, Social Protection and Water and Sanitation, GMO: 2012.

¹ Census 2011 conducted by NISR in collaboration with MINICOM, Ministry of Public Services and Labor and PSF.

² National Gender Policy Strategic Plan 2011-2012

Table 2: Sample of gender sensitive indicators and baseline for Social Protection

Sub-indicators	Current situation (no disaggregated data available)		Total	Responsible institution
	Male	Female		
Number of child headed households disaggregated by sex	7697 (0,35%)	5797 (0,26%)	2206795 (total households in the country)	NCC MIGEPROF
Number of vulnerable genocide survivors receiving a direct support survivors' fund per sex	5 767	17 914	23 681	FARG
% of households that benefited from cash wage as part of the VUP public works per sex of the head (July 2010-June 2011)	54%	46%	100%	RLDSF
Number of refugee children who are enrolled in primary and secondary schools per sex	5120	5277	10397	MIDMAR
Number of ex-combatants who benefited from income generating activity support by sex	29 328	411	29 739	RDRC
Number of men and women involved in risk analysis in DRM	N/A	N/A	N/A	MIDIMAR
Number of men and women affected by natural disasters countywide	N/A	N/A	3 251 families (July 2011- June 2012)	MIDIMAR
Qualitative indicators				
Indicator	Yes/No		Responsible institution	
Existence of gender responsive legislation, policy and programs to protect children's rights against violence	Yes		NCC MIGEPROF NHRC	
Existence of legal texts guaranteeing equal inheritance between girls and boys, including land property	Yes		NCC MIGEPROF	
Existence of gender sensitive policy and programs to assist vulnerable children	Yes		NCC MIGEPROF MINALOC	
Existence of formal mechanisms to fight against early marriage	Yes		MINIJUST	
Existence of a regular allowance for disabled ex-combatants that takes into consideration differential gender needs and experiences	Yes		RDRC	

Source: Gender Indicators and Baseline in Trade and Commerce, Employment, Social Protection and Water and Sanitation, GMO: 2012.

Table 3: Sample of gender-sensitive indicators and baseline for Employment

Sub-indicators	Current situation (no disaggregated data available)			Responsible institution
	Male	Female	Total	
% of workforce (16 yrs and above) per rural/urban disaggregated by sex	N/A	N/A	(No disaggregated data by sex): - Total work force: 5,888, 000; - 84.2% employed; - 0.8% unemployed - 11.3% students; - 3.6% other inactive	<ul style="list-style-type: none"> • MIFOTRA • PSF • NISR
Employment rate per age and education attainment, disaggregated by sex	N/A	N/A	(No disaggregated data per sex): 16–18: 43.9%; 19–24: 77.2%; 25–29: 95.7%; 30–34: 98.0%; 35–39: 98.0%; 40–44: 97.1%; 45–49: 97.1%; 50–54: 94.9%; 55–59: 96.1%; 60–64: 94.6%; Over 65: 80.3%; All: 85.0% <i>No data available on employment per education attainment</i>	<ul style="list-style-type: none"> • MIFOTRA • PSF • NISR
Number of men and women who have benefited from particular attention related to their vulnerabilities (HIV+, people with disabilities, etc) per public/ private sector	N/A	N/A	N/A	<ul style="list-style-type: none"> • MIFOTRA • PSF
Qualitative indicators				
Indicator	Yes/No			Responsible institution
Existence of affirmative actions/policies/programs to enhance access to employment for people with disabilities	Yes			<ul style="list-style-type: none"> • MIFOTRA • MIGEPROF
Existence of an enabling legal and policy framework to address any discrimination against women in employment	Yes			<ul style="list-style-type: none"> • MIFOTRA • MIGEPROF
Existence of mechanisms to ensure equality between men and women in terms of employment	Yes			<ul style="list-style-type: none"> • MIFOTRA • MIGEPROF

Source: Gender Indicators and Baseline in Trade and Commerce, Employment, Social Protection and Water and Sanitation, GMO: 2012.

Table 4: Sample of gender sensitive indicators and baseline for Water and Sanitation

Sub-indicators	Current situation			Responsible institution
	Male	Female	Total	
Percentage of men and women headed households in the rural areas within 500m of an improved water source	N/A	N/A	National average: 74% - Urban (200m): 86.4%, - Rural (500m): 72.1%)	EWSA & MININFRA
Percentage of men and women headed households in urban areas, within 200m of improved water sources				EWSA
Number of gender sensitive public sanitation facilities favorable to both men and women	N/A	N/A	N/A	EWSA
Percentage of households and institutions using hygienic latrines and hand-washing with soap	N/A	N/A	Households (National average): 74.5%: (urban: 82.6%; rural: 73.1%) No data on the institutions	MINISANT E
Percentage of schools with toilets/latrines and hand-washing facilities as per MINEDUC standard for both male/female, girls/boys	N/A	N/A	N/A	MINEDUC
Qualitative data				
Indicator	Yes/No		Responsible institution	
The existence of gender strategy within the water and sanitation sector as part of the overall sector development	Yes		EWSA	
The existence of gender specific objectives within national and sector level policies	Yes		MININFRA	
The existence of gender sensitive hygiene education modules in schools	No		MINEDUC	

Source: Gender Indicators and Baseline in Trade and Commerce, Employment, Social Protection and Water and Sanitation, GMO: 2012.

The above tables highlight that much emphasis has been placed by the government of Rwanda to respond to the needs of citizens with an emphasis on girls and women. It also shows that some sectors have taken steps to disaggregate data according to sex, which facilitates evidence-based future planning and decision making, taking into account the various needs of men and women, girls and boys. It was also observed that all four sectors (Trade and Commerce, Employment, Social Protection and Water and Sanitation) have no gender mainstreaming strategy, which is a requirement of the National Gender Policy.

In this regard, GMO recommends that all sectors develop sector specific gender strategies, integrate these gender-sensitive indicators in their M&E Frameworks, and collect and use sex-disaggregated data in their planning and reporting processes. The baseline data collected in this study should be updated by sectors on an annual basis as well integrated into the Gender Statistical Framework created by the NISR in partnership with GMO. These actions will

improve gender analysis and mainstreaming within these sectors, the result of which is improved gender equality and consequently, improved living conditions of all citizens in Rwanda.

e) Monitoring of gender responsive service delivery in Agriculture

GMO, through the Gender and Democratic Governance Programme, monitored gender responsiveness of service delivery in the Agricultural sector. The Programme supports reforms that include the way services are conceptualized, designed, funded and executed, with the ultimate aim of improving women's access to public services. The focus on agriculture is based on the large number of women and men engaged in agriculture and because it accounts for a third of Rwanda's GDP.

The Programme operates in two pilot districts, Kirehe and Nyaruguru, and focuses on improving monitoring systems for gender responsive delivery of agricultural services and increasing the influence of women and gender equality advocates in agricultural service delivery. With financial assistance from UN Women, GMO has raised awareness in both districts among farmers, district authorities, extension officers, service providers, the private sector and the donor community to improve gender responsiveness of agriculture services and ensure that women effectively participate.



GMO Deputy Chief Gender Monitor in Charge of Gender Mainstreaming mobilizing farmers in Kirehe district

A gender capacity assessment of the Agriculture sector was conducted in December 2011. The findings revealed strong commitment within MINAGRI to undertake gender equality and women's empowerment initiatives. MINAGRI has adopted a gender mainstreaming strategy for the sector and has been implementing gender budget statements for the last three years. Best practices related to gender equality include initiatives targeting women for extension activities and training of service providers, such as PSTA.

However, key challenges were identified and include the distance required to travel to trainings, persistent negative attitudes towards gender equality, and illiteracy among women which prevents active participation in trainings and other programmes. At policy level, there are no gender sensitive targets and indicators for agriculture in EDPRSI but this will be improved in EDPRSII. Finally, staff still have limited knowledge and skills in relation to gender mainstreaming.

GMO has recommended engendering extension programs, which includes making meetings and trainings accessible, undertaking sensitization meetings to increase women's participation in cooperatives and at decision-making levels, and revising monitoring and evaluation frameworks to ensure gender sensitivity.

f) Monitoring of Gender Responsive Budgeting

Gender responsive budgeting (GRB) has emerged as an important strategy for scrutinizing government budgets for their contribution to gender equality by providing a way of assessing the impact of government revenues and expenditures on men and women. It is in this perspective that the Gender Monitoring Office, in partnership with MINECOFIN and the National Parliament (Budget Commission), analyzed the different action plans and budgets of central and local public institutions, to ensure the requirement set in the budget call circular as annexed is adhered to throughout the planning process of the 2012-2013 fiscal year. This required a systematic gender analysis of the sector/district and institutional budgets, with the aim of contributing to the preparation of the State Budget Draft Law in order to respect a gender-sensitive budget, which addresses existing gender issues and inequalities in all sectors. Throughout the entire process, the Gender Monitoring Office analyzed, provided technical support and advised in four major phases:

- Analyzing institutions' consolidated GBS and assessing their conformity with the provided BCC instructions as provided by MINECOFIN;
- Comparison between institutions 2012-2013 GBS and Action plans to assess the feasibility of implementation of the planned gender sensitive actions;
- A critical analysis of the budget allocation for gender sensitive actions stated in GBS to highlight efficiency of their implementation.
- Provision of technical guidance as requested by different institutions/sectors/districts

GMO conducted a participatory evaluation of the 2011-2012 GBS in four Sectors (Infrastructure, Education, Health and Agriculture). This evaluation focused on the extent to which GBS were implemented, including identifying strengths and challenges in implementation and the extent to which planned activities addressed gender issues.

As a result, it was observed that the 2011-2012 GBS faced implementation challenges partly because some were developed but not related to the 2011-2012 action plans and due to the limited skills and capacities to conduct a thorough gender analysis, which enables gender sensitive planning and budgeting. It is thus recommended that all sectors ensure that GBS are

well prepared and aligned to institutional action plans, but also organize staff capacity building on gender mainstreaming and ensure GBS implementation is reported on a quarterly basis.

GMO further assessed 2012-2013 GBS elaborated by: MINIRENA, MIDIMAR, MHC, MINIJUST, MINEAC, MINISPOC, MIFOTRA, MINYICT, NPPA, MININFRA, MINICOM, MINAGRI, and districts including Nyagatare, Bugesera, Rwamagana, Gatsibo, Rulindo, Nyabihu and Nyanza to analyze their quality and compliance to the instructions and guidelines as provided in the Budget Call Circular.

During this assessment, GMO highlighted key gender gaps for institutions to address when preparing their GBS, and provided technical support for GBS preparation. GMO provided technical guidance to all public institutions during the budget negotiations before the Chamber of Deputies. GMO found that many activities and indicators were gender neutral and the gender situational analysis was inadequate. As a result, the Parliamentary Budget Commission requested that all missing Gender Distribution of Employment and GBS from Ministries and districts be provided in the final Budget Draft Law approval, as required by the Budget Call Circular.

g) Monitoring of gender mainstreaming in religious and civil society organizations

To foster monitoring of gender mainstreaming in religious institutions, a consultative meeting with religious institution representatives from the following fora: Association des Musulmans au Rwanda (AMUR), Conseil Protestant au Rwanda (CPR), FEPR, Conseil Episcopal au Rwanda (C.EP.R), Alliance Evangélique au Rwanda and Forum of Born Again Churches and Organizations of Rwanda (FOBACOR) was held to ensure that gender mainstreaming and GBV prevention and response interventions are taken into account in their daily activities. The key challenges included lack of gender mainstreaming strategies and a lack of sufficient funds for implementation. GMO identified the need for gender machineries to work towards changing the mindset of some religious leaders. Religious institutions also noted that they should be consulted in the drafting of gender-sensitive laws. The partnership developed will enable GMO to work with religious institutions to improve gender mainstreaming in their activities. GMO will provide reporting guidelines to ensure the collection of gender information and sex-disaggregated data. This will enhance positive results for gender equality in this sector.

GMO strengthened its partnership with CSOs through assessing their involvement in gender mainstreaming and operationalizing the National Gender Policy. Partner CSOs include the Civil Society Platform, the Collaborative Council of Organizations for Basic Initiative Support (CCOAIIB), Community of Rwandese Potters (COPORWA), Union of Farmers in Rwanda, the Press, PROFEMMES/TWESE HAMWE, Rwanda NGO Forum on AIDS and Health Promotion, Transparency International Rwanda, League of Human Rights in the Great Lakes region (LDGL), Trade Union of Workers in Rwanda (CESTRAR), umbrella of Leagues and Associations for the Defense of Human Rights in Rwanda (CLADHO), and the Retired Elderly People Organization (INTEKO IZIRIKANA).

GMO and CSO partners agreed to work together to share information on mechanisms, practices and attitudes for a positive contribution to mainstreaming gender in CSOs and to set up the initial baseline of performance on gender mainstreaming.



Executive Secretary of GMO (centre) with CSO representatives from Pro-femmes Twese/hamwe, COPORWA, IMBARAGA, and CCOAIB.

As a result, CSO partners have expressed their commitment to mainstream gender and sensitize their beneficiaries and staff to respect gender equality. They also highlighted some challenges related to the effective involvement of CSOs in gender mainstreaming, including limited guidelines to adequately mainstream gender, a lack of gender sensitive data collection tools, and limited knowledge and capacity on gender mainstreaming.

GMO and CSO partners have identified solutions to address these challenges, including the provision of gender mainstreaming guidelines and gender sensitive data collection tools, trainings for CSO staff, elaboration of gender-sensitive indicators for CSOs and identification of mechanisms to improve gender balance in CSOs at all levels. GMO will continue to work with CSO partners to address the identified challenges and support the implementation of solutions to improve gender mainstreaming.

2.1.2 Fighting against Gender Based Violence

As part of its mandate to fight against GBV and Injustice, GMO has focused efforts on ensuring that GBV is adequately responded to, including monitoring the establishment of effective prevention measures and the provision of essential services for GBV survivors. This section of the Annual Report covers GMOs efforts in monitoring GBV service delivery, the dissemination of GBV indicators, and the monitoring of the national land registration process.

a) Monitoring GBV service delivery

The monitoring of fighting against GBV and injustices aims at ensuring adequate response by service providers to survivors. GMO monitored institutions such as the Rwanda National Police, One Stop Centres (Kacyiru, Rubavu, Nyagatare and Rusizi), and local nongovernmental organizations (ARAMA Rwanda, and ARCT Ruhuka).

GMO initiated a new strategy in 2011-2012 of monitoring GBV service delivery at community level and partnered with districts to receive GBV and injustice cases and monitor the quality of GBV services provided to survivors. Districts monitored include: BUGESERA (Mayange), RUBAVU (Gisenyi), NGORORERO (Gatumba), GISAGARA (Save), GAKENKE (Kamubuga), NYAGATARE (Musheli), RUSIZI (Bugarama) GASABO (Kinyinya), KICUKIRO (Gahanga) and NGOMA (Zaza).



Community members in Rusizi District participate in a discussion about GBV

Overall, 135 GBV cases were received, out of which 99 were received from women and 36 from men. Among the GBV and injustice cases received, economic GBV was predominant. There are still challenges in resolving GBV cases, and most GBV survivors are not aware of their rights. Poverty is also among the causes of GBV, and common cases include illegal marriage, parental rejection of children and lack of economic independence of women.

Table 5: GBV Cases Received by GMO during Field Visits

n°	District	Sector	Total cases received	Cases received disaggregated by sex		Settled cases disaggregated by Sex		Cases submitted to districts for action	Cases oriented for relevant action
				female	male	female	male	Total Districts	Districts MAJ
1.	BUGESERA	MAYANGE	14	8	6	3	5	6	Land officer
2.	GAKENKE	KAMUBUGA	14	12	2	2	2	10	Sector
3.	KICUKIRO	GAHANGA	10	4	6	-	1	9	Cellular
4.	NGORORERO	GATUMBA	18	18	-	6	-	12	Police
5.	GISAGARA	SAVE	9	6	3	3	3	3	RDF
6.	RUBAVU	GISENYI	15	13	2	3	2	10	Prosecutor
7.	NGOMA	KAZO	14	12	2	-	-	14	
8.	NYAGATARE	MUSHERI	11	6	5	-	1	10	
9.	RUSIZI	BUGARAMA	24	17	7	1	-	23	
10.	GASABO	KINYINYA	6	3	3	1	1	4	
Total cases received in the field			135	99	36	1	15	101	

This key initiative involved various stakeholders (service providers) to find solutions to the cases provided and also to promote accountability and ownership among stakeholders. These included district authorities and staff, the MAJ, land officers, sector officials and staff, cell authorities, Rwanda National Police, the Rwanda Defense Force Gender Desks and Prosecutors. After receiving and analyzing GBV cases, it was observed and recommended that male GBV survivors should be sensitized to report their cases, GBV cases should be prioritized by all service providers, and GMO should create a toll-free telephone line to receive GBV cases and other gender related inquiries.

GMO also received cases at the office in Kigali.

Table 6: GBV Cases Received at GMO June 2011 - September 2012

N°	Received cases (on four types of violence)	Complainants		Progress of resolution by institutions assisting GBV survivors		Referral institutions
		Female	Male	Settled/done	Pending	
1	Physical violence	2	-	1	1	Prosecution; National Police; Local Authorities Local NGO's Court
2	Sexual violence	3	-	3	-	
3	Economical violence	10	2	10	2	
4	Psychological violence	3	-	3	-	
Total	20	18	2	17	3	

The GMO High Monitoring Council and staff officially visited the Rwanda National Police to reinforce the partnership, review activities and initiatives of the RNP and share best practices aimed at promoting gender and the fight against GBV. It was also an opportune moment for GMO to visit the Isange One-Stop Centre in Kacyiru which provides timely and affordable quality comprehensive services in the form of medical, psychological, social and medico legal support to GBV survivors. It also assists in the preservation of evidence and provision of emergency contraceptives, STI prevention, and PEP prevention of HIV.



GMO visits Rwanda National Police and Isange One Stop Centre in Kacyiru

GMO also visited One Stop Centres in Nyagatare, Rubavu, and Rusizi. The findings from these visits demonstrated that many GBV survivors are not fully aware of the One Stop Centre services, and some centres have few staff compared to the services needed. Beyond the ISANGE Centre, other One Stop Centres have no police officers, and some of them lack required equipment or testing services. Some of the staff have limited knowledge and skills on addressing GBV issues.

GMO has recommended to the RNP to provide police officers at all One Stop Centres, increase the number of staff and ensure they are knowledgeable on addressing GBV and working with survivors and perpetrators and raise awareness of the population on the available services. They must also ensure the increase in staff knowledge on GBV and working with survivors and perpetrators, make DNA services available, and ensure quality access to all services required for survivors.

The result of monitoring GBV service delivery has been the strengthening of partnerships, and identification of key gaps and challenges to be addressed. GMO will continue to monitor GBV

service delivery, follow-up on the implementation of recommendations and devise more strategies for effective monitoring aimed at improved access to services for GBV survivors.

b) GBV indicators and baseline disseminated

In 2011, GMO developed GBV indicators to enhance reporting, monitoring and evaluation of GBV prevention and response. To ensure that these indicators are used by different stakeholders, GMO organized and conducted dissemination campaigns, at national and decentralized levels. This involved dissemination in Central Government ministries and institutions (MINIJUST, MINISANTE, NISR, NPPA, SUPREME COURT, MIGEPROF, and RNP) and in all 30 districts.

GMO also worked with the person in charge of Gender and Family Promotion and MAJ/GBV from all districts to disseminate the GMO 2012-2013 Action Plan and share all activities to be carried out at district level. Through this meeting, it was highlighted that the GBV Committees require capacity building trainings to enhance their skills in relation to GBV prevention. It was also noted that there is still a lack of coordination among GBV interveners at all levels, which increases duplication of efforts and prevents a systematic response.

The dissemination campaign aimed at increasing ownership and integrating the developed indicators in stakeholders' M&E Frameworks. MINISANTE, RNP and MINIJUST have already integrated the indicators. All sectors must ensure standardized GBV data collection and reporting and disaggregate all GBV related information by sex. The Health Sector, including hospitals and health facilities, must disseminate all guidelines regarding services for GBV survivors, and train staff on handling GBV cases. MIGEPROF should provide training on addressing GBV and devise measures to enhance capacities of District GBV Committees, including the integration of key stakeholders in Justice and Health sectors into these Committees.

GMO will continue to monitor the implementation of GBV prevention and response initiatives by all sectors, and will translate the indicators into Kinyarwanda to facilitate their implementation. GMO will also review and support the implementation of a standard reporting format on GBV to improve data collection.

The result of this work has been a clearer understanding of the key responsibilities of all stakeholders in the fight and response to GBV, and the indicators will result in stronger evidence for future interventions.



GMO High Monitoring Council members sharing GBV indicators with the Minister of Health

c) Monitoring the respect of gender principles in the land registration process

Since 2009, GMO has monitored the respect of gender principles in the land registration process. In 2011-2012, GMO monitored 12 Districts: Rutsiro, Karongi, Nyamasheke, Ngororero, Gakenke, Burera, Gicumbi, Ruhango, Nyaruguru, Nyamagabe, Bugesera and Kirehe.

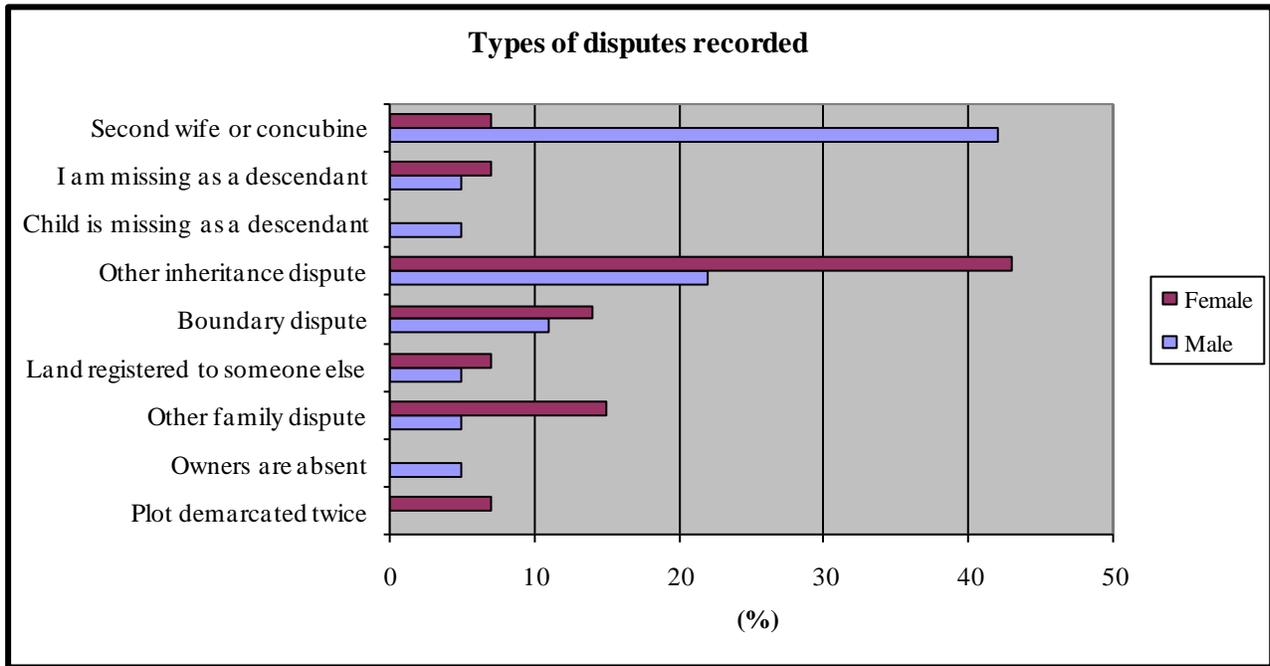
This phase of monitoring involved the use of tools developed to collect qualitative and quantitative data related to gender equality. GMO also continued to follow-up on problems and issues raised in previous land monitoring phases to ensure that they were addressed and to assess the impact of advocacy to date.

During land registration, GMO identified that men participate more than women (women participate when their husbands are absent). Although land registrars received men and women equally, they sometimes did not ask for marriage certificates when one spouse came alone, nor did they ask for birth certificates of children or how the land was acquired (land transfer contract).

In the Northern Province, particularly in Burera District, there were problems raised regarding transfers, problems associated with illegal marriages and extra-marital relationships, and certificate issuance even if a woman or man came alone without his or her spouse.

Overall, 18% of male and 13% of female respondents reported recording a dispute. The types of disputes recorded are shown in Figure 1.

Figure 1: Types of land disputes recorded



Source: Monitoring Land Registration Report, GMO: 2012.

Land registration has provided some gender equality best practices, including the increased awareness of women of their land ownership rights, that parents are secure in the knowledge that their children can inherit their land, land registers have increased knowledge of gender principles, and the process itself has reduced land related conflicts among the population, hence reducing GBV cases.

Key challenges include that some couples are not aware of the importance of definitive certificates, and extra-marital relationships including cohabitation persist and result in conflicts.

The land registration process is a positive mechanism to improve gender equality, but still faces some challenges, as highlighted above. GMO has reported on the best practices and gaps in the process and will continue to monitor the implementation of the land registration process. GMO's engagement in the process did result in positive outcomes, including increased awareness of registrars and communities of gender principles in land registration.

2.1.3 Ensuring the implementation of International Commitments related to Gender Equality

GMO monitors the implementation of all international commitments related to gender as part of its mandate to monitor gender mainstreaming. This role includes reviewing the level of implementation of all gender-related commitments, and reporting on specific instruments as required, including the Beijing Declaration and Platform for Action (BDPfA).

a) Dissemination of the findings of the assessment of gender related instruments³

In 2011, GMO carried out a study to assess the level of implementation and reporting on gender related international instruments and conducted dissemination workshops in four (4) Provinces and Kigali City. The workshops were conducted to raise awareness on the existing gender-related instruments and commitments, their level of implementation and reporting and to outline the expected roles of all stakeholders. GMO also provided information on the challenges and recommendations of the study and sensitized participants on the twelve critical areas of the BDPfA.

The various workshops brought together participants, including Vice Mayors in Charge of Social Affairs, district staff and key district stakeholders. All workshops were held at province and district levels.

Key challenges identified included some men's resistance to the promotion of gender equality, and particularly family planning, limited knowledge on existing laws and instruments, limited resources and capacity for gender mainstreaming at district level, and gender blind reporting formats.

Participants recommended the development of gender-sensitive reporting formats, translation into Kinyarwanda of gender related instruments and dissemination, ensuring women have access to financial loans, reviewing existing discriminatory laws, and the need for gender and GBS training and support.

These workshops resulted in greater public awareness of GMO and its mandate, and provided concrete recommendations for GMO to submit to responsible institutions, but also raised the stakeholders' accountability towards the implementation and timely reporting of gender related international commitments.

b) Beijing Declaration and Platform for Action evaluation report and implementation plan

The Gender Monitoring Office is mandated to report on the implementation of the BDPfA. In 2012, GMO developed the first National Implementation Plan (NIP) for BDPfA, to be used by stakeholders responsible for implementing and reporting on the twelve critical areas of the BDPfA, to enhance monitoring, reporting and implementation. The NIP includes a

³ The study included all international declarations, conventions, UN resolutions, regional declarations and agreements and all Protocols related to gender equality.

comprehensive monitoring and evaluation system and a national coordination and communication mechanism.

Among the challenges identified through the development of the NIP were limited knowledge on gender issues, limited awareness of the BDPfA and other gender related international instruments and resistance to gender equality. This NIP provides indicators and baseline data, as well as best practices in the 12 critical areas.

Recommendations to address these challenges include dissemination of the BDPfA and other gender related instruments at the grassroots level, gender trainings for relevant institutions, engaging men in gender related policy and programme development and implementation, and disseminating the NIP to all concerned stakeholders.

The National Implementation Plan was validated on May 30, 2012 by all stakeholders and will form the basis for ensuring the implementation of the BDPfA in Rwanda. The monitoring of international commitments related to gender ensures that Rwanda is in compliance with the international agreements it has signed and is making progress towards setting international standards in achieving gender equality.

2.2 GMO as a National Reference Point for Information and Documentation on Gender Equality

As a relatively new institution, GMO aims to become a national reference point, through proactive provision of technical guidance, responding to partners and stakeholder requests in gender analysis of policy development and information sharing on gender issues in Rwanda.

This section covers technical guidance provided by GMO, research conducted and disseminated and communications and public awareness raising conducted with emphasis on the results and outcomes achieved.

a) Provision of technical guidance

During 2011-2012, GMO provided technical guidance for gender responsive budgeting and gender responsive service delivery, based on requests from relevant institutions.

GMO contributed to the preparation of the State Budget Draft Law in order to achieve gender responsive budgeting, as a mechanism to address existing gender inequalities in all sectors. GMO collaborated with MINECOFIN to provide technical guidance to MININFRA, MINEDUC, MINIRENA, MINYICT and MINISPOC, the Northern Province, Kigali City and districts to prepare and submit Gender Budget Statements (GBS) to accompany the budget submission for the 2012-2013 fiscal year. The Committee on National Budget and Patrimony in the Chamber of Deputies joined these efforts to monitor compliance.

GMO also identified key recommendations, including the development of gender sector strategies to guide gender mainstreaming, the collection and use of sex-disaggregated data, the linkage between GBS and institutional action plans, regular reporting on GBS implementation, and capacity building of stakeholders on preparing the GBS. The technical guidance provided by GMO resulted in improvement in the gender responsiveness of planning and budgeting by sectors and districts. The GMO will monitor the implementation of gender budget statements in all districts and ministries to ensure gender accountability.

During the planning process in 2011-2012, GMO provided technical support to the districts of Kirehe and Nyaruguru through the GDG Programme to engender their performance contracts (IMIHIHO). This was done through the elaboration of gender sensitive indicators, targets and a gender responsive reporting framework. In both districts, gender has been considered in implementation of planned activities, and sex-disaggregated data has been collected. Districts have taken measures to improve gender balance in projects and to support women to participate in agricultural extension meetings. However, some of the reporting templates from the national level are not gender responsive, and district staff indicated that there are limited skills in gender analysis among implementing stakeholders.

GMO has recommended that district authorities facilitate technical staff to collect sex-disaggregated data and use gender sensitive indicators. More analysis of how men and women are benefiting and participating equally is required. Gender sensitive indicators and tools for

mainstreaming gender in agricultural service delivery were developed and validated by stakeholders. In effect, the indicators will be used by the agricultural sector to enable gender sensitive planning, monitoring and evaluation, while the user tools will be used by extension agents, service providers and farmer cooperatives to improve the delivery of agriculture services to men and women.

b) Dissemination of research on gender impact of matrimonial regimes, liberalities and succession law

In 2011, a gender impact assessment of Law N° 22/99 of 12/11/1999 in 15 districts was conducted. Following this assessment, GMO disseminated research findings in all districts. Key findings of the study included the recognition of problems related to cohabitation and extra-marital relationships, lack of knowledge of rights, limited reporting of GBV cases, discrimination in access to finance and mismanagement of family property. The study revealed that there is limited knowledge of the contents of the law, despite that many know that it exists. It was also emphasized that MAJ services should be more decentralized to increase access to legal assistance.

Research findings were disseminated to concerned institutions and to all districts and tools to improve dissemination were proposed. Participants also proposed that a user-friendly version of the law be developed and disseminated.

The dissemination meetings had important positive outcomes. Executive Secretaries of districts agreed to disseminate and implement the law at sector level, and districts will sensitize the population on accessing legal assistance and provide training on the Law to staff in charge of civil matters. Sector authorities also committed to provide detailed information on matrimonial regimes to couples in advance of the marriage ceremony to enable them make informed decisions. Local governments will continue to encourage those cohabiting to regularize the situation and to fight against extra-marital relationships. Finally, faith-based organizations committed to share information about this Law with their communities.

The study and its dissemination enabled GMO to develop strategies collaboratively with other stakeholders to address key challenges related to gender equality in inheritance, succession and matrimonial regimes. Further, the Ministry of Justice reviewed and accepted proposed changes to the law submitted by GMO and agreed to make the necessary revisions.

c) Raising public awareness of GMO activities and achievements

Since its establishment in 2008, GMO has made significant progress in achieving its mandate. To increase public awareness of GMO, its activities, gender principles and mainstreaming initiatives, GMO has developed weekly TV and Radio show programs. Live TV and radio shows were organized on themes that included GMO achievements, participatory gender audits, gender responsive service delivery, monitoring of GBV service delivery through receiving cases and complaints, gender and the land registration process, the gender impact assessment of the

Law N° 22/99 of 12/11/1999 regarding matrimonial regimes, liberalities and successions, the implementation of international instruments and other gender related programmes.

These mechanisms and initiatives have resulted in increased public awareness of GMO, and have enabled local communities and stakeholders to be aware of gender best practices and existing challenges and mechanisms to address them. This has also enabled GMO to find priorities for more focused monitoring.

d) Participation at international, regional and national meetings

GMO played a vital role in representing the Government of Rwanda and participated in various national, regional and international fora on gender equality, women empowerment and fighting GBV.

Regionally, in November 2011, the GMO Chief Gender Monitor represented the Minister of Gender and Family Promotion in a meeting of Ministers in charge of Gender from the International Conference on the Great Lakes Region (ICGLR) on sexual and gender-based violence, held in Arusha, Tanzania, where she presented a national report on GBV prevention and response. This meeting provided a platform for sharing Rwanda's best practices in the fight and response to GBV.

In February 2012, GMO participated in a workshop in Rubavu to validate the Rwandan combined 11th and 12th report on the implementation of the African Charter on Human and Peoples' Rights. The workshop examined the report and issued recommendations, such as the inclusion in the report of the implementation of the Protocol to the African Charter on Human and Peoples Rights relating to the rights of women in Africa, known as the Maputo Protocol and a focus on the achievements to date.

At the 56th Session of the United Nations Commission on the Status of Women in New York in March 2012 with the theme: "*the Empowerment of rural women and their role in poverty and hunger eradication, development and current challenges*", GMO represented the Government of Rwanda to report on progress made to date in gender equality and women's empowerment. The Chief Gender Monitor recommitted the Government of Rwanda to making continued progress towards achieving gender equality and women's empowerment as part of the overall goal of sustainable development for all.

In May 2012, GMO represented the Government of Rwanda at the Global Power Women Network Africa Summit organized with the African Union and UNAIDS in Harare, Zimbabwe and delivered a presentation entitled "Eliminating new infections in children & keeping mothers alive." This emphasized the various initiatives spearheaded by the First Lady Madam Jeannette KAGAME aimed at reducing infant and maternal mortality rates, preventing mother to child HIV/AIDS transmission and engaging men in the HIV/AIDS and gender related agenda in Rwanda

Also in May, GMO participated in a training organized by UNECA on the African Gender and Development Index, in Ethiopia. The training supported country representatives to develop their

own national gender indicators. GMO ensured the integration of these indicators into the GSF developed in partnership with NISR.

Various national meetings, workshops and conferences were attended by GMO staff, and the High Monitoring Council to foster collaboration, information sharing and enhance partnerships for effective monitoring. These include, among others, the national consultative meeting on SGBV, the launch of the Women Leaders' Network, the launch of International Women's Day, the closing of Women and Girls' Month, and the meeting to prepare the National Strategic Plan against GBV 2011-2016 and the National Policy against GBV. GMO held meetings with development partners, including SIDA, GIZ and UN Agencies, as well as MIGEPROF, MINEAC, NWC, RNP, Transparency International, and the National Union of Disability Organizations of Rwanda (NUDOR) to enhance collaboration.

The results of GMO participation and representation in these meetings is improved collaboration and partnerships with other states and stakeholders on gender equality and deepened sharing of experiences with other countries on the progress made by Rwanda on gender equality and women empowerment. It also served as an opportunity to learn how other countries deal with gender related matters.

e) Delegations from different countries and organizations that visited GMO

During 2011/12 GMO received delegations from different countries and organizations, including a delegation from Tanzania in September 2011, a delegation from Zimbabwe in October 2011, a delegation from the East African Legislative Assembly (EALA) in December 2011, a delegation from the Federal Democratic Republic of Ethiopia in March 2012, and a delegation from the International Federation of University Women (IFUW) in June 2012.



Visitors from Tanzania at GMO

The aim of these visits was to share the experience of gender mainstreaming in Rwanda and in particular, the role of the Gender Monitoring Office in fostering gender accountability for sustainable development. In particular, the visit of the EALA team focused on gathering the views of institutions from EAC partner states on their expectations from the EALA regarding gender mainstreaming.

During these visits, GMO highlighted the progress made by the Government of Rwanda in promoting gender equality and women empowerment, and the achievements of GMO to date as well as key challenges and strategies devised to address them.

2.3 Institutional Development

In order to achieve the results planned in the Strategic Plan 2011-2016 and the annual Action Plan, GMO focused on developing institutional capacity, including through ensuring human resources and adequate equipment and infrastructure. A key element of this strategic component was the focus on the Strategic Plan and the development of other policies and procedures to guide GMO's work.

To enhance the effectiveness and efficiency of GMO, the 2011-2016 Strategic Plan was revised and made operational. GMO employees received training to enhance their capacities, the organizational structure was reviewed to operationalise the GMO Strategic Plan, the process of developing an internal policies and procedures manual was initiated, and an internal auditor was recruited. In the area of developing infrastructure and ICT, GMO registered all fixed assets, installed fibre optic cables and made required ICT equipment purchases.

a) Revision and finalization of the GMO Strategic Plan 2011-2016

GMO's leadership initiated the process of revising the five year Strategic Plan in 2011/12. GMO needed a guiding strategic document with clear indicators, timelines and a budget to achieve its mandate. The development of the Strategic Plan started in 2010-2011, but key revisions were made in 2011/12, including making the plan more results-based and ensuring ownership by GMO.

GMO received technical support from development partners including SIDA, to strengthen the results framework and identify the key strategic objectives and outcomes of the plan. To achieve this, GMO staff received training in results-based management which enabled the revisions of the Plan. Currently, and for the years ahead, GMO will be guided by a strong and effective Strategic Plan in its operations, and will collaborate with stakeholders and partners to achieve gender equality in Rwanda.

b) Development and implementation of the communications strategy

As any other new and developing institution, GMO faced communication challenges, misinterpretation of the GMO mandate with that of other gender machineries, and insufficient internal and external communication tools. To address these issues, GMO developed a comprehensive communication strategy which will enhance internal and external communication, increase GMO visibility and improve information sharing with stakeholders, in order to promote awareness regarding the GMO vision, mission and activities.

The communication strategy aims to raise awareness of gender issues in Rwanda among all institutions and stakeholders and the population. It also aims to facilitate public access to gender information, concepts and principles and the role of GMO, to facilitate information and experience sharing and ensure effective lobbying and advocacy with key stakeholders.

The GMO communications strategy ensures that all communication practices support the implementation of the GMO Strategic Plan and strengthen internal and external communications mechanisms.

c) Development of strategic partnerships

Partnership with the Media High Council

As a follow-up to the “media and gender responsive reporting” workshop held in June 2010, GMO and the Media High Council (MHC) signed a Memorandum of Understanding (MoU) in 2011-2012 to establish a partnership arrangement between them. The partnership aims at fostering public access to information and communication, promoting gender equality and equity, publication and dissemination of gender indicators and baselines, fighting against GBV and injustices, advocating for the respect of gender principles at all levels, and advising various institutions through the media to respect the principles of gender equality. This partnership will improve public access to information on gender equality and gender sensitive reporting.



GMO Chief Gender Monitor signs an MOU with the Executive Secretary of the Media High Council

Partnership with Voluntary Services Overseas (VSO) Rwanda

The Gender Monitoring Office also developed a partnership with Voluntary Services Overseas (VSO) to provide technical assistance in desired areas that relate to the GMO approach of monitoring gender mainstreaming. The partnership rationale was mainly for sharing experiences through producing high quality analysis that can be shared to improve the quality of the outcomes. VSO collaborated with GMO to strengthen effective implementation through the technical support provided by an experienced volunteer. Ultimately, this will support GMO to design monitoring and evaluation tools that will effectively help with gender analysis, provide support to institutions in engendering their policies and support the analysis of gender inclusive policies at all levels.

Partnership with FFRP

Based on FFRP's objectives of intervening in the revision and abrogation of laws with discriminatory articles and in the elaboration and adoption of laws taking into consideration the principles of gender equality in national development, GMO reinforced a partnership with FFRP. A partnership workshop was organized on June 4, 2012 with FFRP in order to share findings and outcomes of conducted research and activities. The aim of this workshop was also to strengthen the partnership between the two institutions in order to be complementary in advocating for the respect of gender equality and the fight against injustice and gender based violence.



Members of FFRP with GMO High Monitoring Council and staff

Partnership with LANDESA and higher learning institutions

GMO has also entered into a partnership and signed an MoU with LANDESA. This MoU aims at establishing a working partnership between GMO and LANDESA to provide technical support to mentor GMO in land monitoring and the production of a Land Tenure Regularization monitoring report.

Finally, GMO has identified higher institutions of learning as potential partners in the spirit of engendering research. In this regard, a partnership agreement was entered into with the National University of Rwanda for GMO to support and offer internships to university students from different East African Countries and across the globe. GMO will provide capacity building for gender mainstreaming and policy analysis and also guidance for gender related research.

Partnership with Rwanda National Police

GMO has developed a partnership with RNP as part of the process of monitoring the fight against GBV. In recognition of the various efforts made by GMO to promote gender

accountability and respond to GBV in Rwanda, the Rwanda National Police gave GMO an award in 2012. The awarding ceremony was presided over by the Inspector General of the Rwanda National Police and the Minister of Internal Security.



The GMO Chief Gender Monitor receiving an award from the Rwanda National Police

d) Capacity building and training

To develop the capacity of GMO staff, a capacity building plan was sent to the Public Sector Capacity Building Secretariat (PSCBS) at the beginning of the 2011-2012 financial year. Of the 24 courses planned, 12 were attended. GMO also organized other trainings, including trainings on participatory gender audits, gender responsive budgeting and land registration monitoring.

Other trainings attended included public policy analysis and implementation, communication, monitoring and evaluation, strategic planning, public procurement, budgeting fundamentals, human resources management, logistics and stock management, document management, and ICT training.

e) Internships

GMO has supported internships to enable young Rwandans to develop their skills and increase their capacity. GMO received interns from various national and regional universities, districts and colleges including INES, NUR, SFB, Kabale University, Umutara Polytechnic, Sokoine University, College de l'Espoir Gasogi and from Rulindo District.

f) GMO staffing and revision of the GMO organizational structure

During the development of the 2011-2016 Strategic Plan it became evident that GMO needed to revise its structure to effectively meet its mandate. The organizational structure revisions focused on accountability for performance and results, reducing bureaucracy and unnecessary delays and preventing the wastage of resources, under-employment and deviation towards operational roles.

GMO requested the Ministry of Public Service and Labor to revise the organizational structure. The number of employees rose from 27 to 31 in 2011/12 and GMO will be operationalized through three units: Gender Monitoring and Audit Unit, GBV Monitoring Unit and Administration and Finance Unit.

In April 2012, GMO hired a temporary internal auditor for six months to ensure that internal controls are in place for effectiveness and efficiency, to maintain the integrity of the organization's financial records, and to ensure that the organization is compliant with state laws.

GMO also received support from the Prime Minister's Office on internal auditing which facilitated the smooth management of public funds. Through the Prime Minister's Office GMO also requested the Auditor General's Office to monitor GMO and auditing is ongoing.

3. 2011-2012 BUDGET EXECUTION

To implement its 2011-2012 Action Plan, GMO made effective and efficient use of the Government budget with support from development partners, especially UNWOMEN. The Government provided a budget equivalent to 798,435,262 RWF and UNWOMEN provided 50,300,000 RWF. The summary of revenues and expenditures are shown in the table below, the details of which form part of the financial report submitted to the Ministry of Finance and Economic Planning, as appended to this report. Overall, GMO achieved 96% 2011-2012 budget execution.

Table 7: Sources and use of funds

N°	Source of Budget	Amount	Expenditure	Balance	%of budget execution
1	Government of Rwanda	798,435,262	767,547,611	30,887,651	96%

GMO also received financial support from UN Women, equivalent to 50,300,000 RWF, which will be executed during 2012-2013 for the GDG Project.

4. CONCLUSION

This report covers GMO achievements as indicated in the 2011-2012 Action Plan. The achievements are reflected in three major strategic components: monitoring of gender mainstreaming, GBV and international commitments; GMO as a national reference point for information and documentation on gender equality; and Institutional development.

To monitor gender mainstreaming, efforts to engender EDPRSII were made in collaboration with MIGEPROF, Participatory Gender Audits were carried out in four (4) public institutions and thirteen (13) Districts, gender sensitive indicators were disseminated in four sectors: Agriculture, Infrastructure, Private and Decision-Making sectors to the concerned authorities and other indicators were developed for Trade and Commerce, Employment, Social Protection and Water and Sanitation sectors. A meeting was held with civil society and religious institutions as an entry point for monitoring gender mainstreaming. An assessment was carried out to find out the capacity of the Agriculture sector to implement gender responsive service delivery. Kirehe and Nyaruguru pilot districts were given support to engender their IMIHIGO in 2011-2012.

Efforts to prevent and respond to gender based violence were monitored by visiting institutions that provide service to GBV survivors. Field visits were organized at sector level, and aimed at discussing GBV issues in 10 Districts. GBV indicators were disseminated to concerned authorities and to all districts. Land registration was monitored in 12 districts.

To ensure that gender related international commitments are implemented, GMO developed a Beijing Declaration and Platform for Action National Implementation Plan, which will facilitate monitoring, and findings on the assessment of gender related instruments were disseminated in the four provinces and the city of Kigali.

GMO monitored gender responsive budgeting by analyzing the 2011-2012 GBS and participating in budget hearing sessions in the Parliament for 2012-2013.

In the bid to increase institutional capacity, GMO developed a communications strategy, updated its Strategic Plan, facilitated employees to attend trainings, received an international volunteer to transfer knowledge to staff and revised its organizational structure.

The above achievements are attributed to the hard work of GMO staff, GMO partners and Government support.

5. GMO 2011-2012 RECOMMENDATIONS TO IMPROVE GENDER EQUALITY

To improve gender equality in Rwanda, the Gender Monitoring Office recommends the following:

Monitoring of Gender Mainstreaming

- ✓ GMO will work with MIGEPROF to provide gender mainstreaming guidelines, and support the process of mainstreaming gender into all policies and strategies of districts and institutions, and in particular EDPRSII and DDPs.
- ✓ GMO recommends all sectors develop gender strategies which will enable them to practically address sector gender gaps, as a requirement of the National Gender Policy.
- ✓ All sectors should integrate gender-sensitive indicators in their M&E frameworks, and collect and use sex-disaggregated data in their action planning and reporting processes. Baseline data should be collected and updated annually. GMO will continue to support the development of gender-sensitive indicators.
- ✓ All stakeholders must support the operationalization of the Gender Statistical Framework.
- ✓ All public institutions/sectors should devise measures for Gender Responsive Budgeting including submitting annually and implementing the Gender Budget Statement. GBS must be well prepared and aligned to institutional action plans.
- ✓ MINECOFIN and GMO should promote gender responsive budgeting, produce a consolidated GBS for the national budget, and evaluate the implementation of GBS at national, sector and district levels. All sectors and districts should submit quarterly reports on the implementation progress of GBS.
- ✓ MINAGRI should continue implementing its gender strategy and ensure periodical reporting.
- ✓ Rwanda Governance Board and Media High Council should ensure that the media sector promotes gender sensitive reporting and provides capacity building for journalists and other media sector staff.
- ✓ Local government should follow-up on engendering DDPs and their implementation.
- ✓ Local governments should continue to encourage cohabitants to legalize their marriage and fight against extra-marital relationships. This will be facilitated by Faith-Based Organizations that have committed to share information about the Law N° 22/99 of 12/11/1999 on matrimonial regimes, liberalities and succession with their communities.
- ✓ MIGEPROF should ensure that all stakeholders, including government institutions, districts, CSOs and FBOs, receive capacity building for mainstreaming gender.

- ✓ CSOs and FBOs should elaborate strategies to improve gender equity in participation and decision-making roles at all levels.

Fighting against Gender Based Violence and Injustice

- ✓ MIGEPROF, CNF, GMO, Rwanda National Police and Local Government should work on eradicating killings in families.
- ✓ MIGEPROF should enhance the coordination of GBV prevention and response, interventions to prevent overlap by stakeholders and inefficiency.
- ✓ All One Stop Centres should have police officers and sufficient and qualified staff to deliver services. OSCs should focus on raising awareness of the available services and ensure staff are knowledgeable on prevention and response to GBV and working with survivors and perpetrators.
- ✓ MINIJUST, MINISANTE and RNP should continue ensuring DNA services are available for GBV survivors and improve the quality and availability of required systems and equipment.
- ✓ GBV stakeholders should integrate GBV indicators in their M&E frameworks. All stakeholders must ensure standardized GBV data collection and reporting and disaggregate all GBV related information.
- ✓ MINIJUST, Supreme Court and Prosecutor General should give priority on GBV cases.
- ✓ MINISANTE should disseminate all guidelines regarding services for GBV survivors, including developing and disseminating the Minimum Package for One Stop Centres, and should continue training all staff on handling GBV cases.
- ✓ MIGEPROF should strengthen district GBV committees and ensure that they receive training and capacity building on addressing GBV cases.
- ✓ MINIJUST should continue to increase the accessibility of MAJ services at the decentralized level.
- ✓ Rwanda Natural Resources Authority should continue to ensure that the land registration process respects principles of gender equality and that any gaps or challenges are addressed. Responsible authorities should resolve existing land disputes.

Ensuring the implementation of international commitments related to gender equality

- ✓ MIGEPROF should continue to translate and disseminate user-friendly international instruments related to gender equality.
- ✓ MIGEPROF, MINIJUST and GMO should continue to review existing and proposed laws and policies to ensure they are gender responsive and aligned with international commitments related to gender equality.
- ✓ All institutions required to report on international commitments related to gender should adhere to reporting timelines and requirements.
- ✓ Continued strategic partnerships and international networking is encouraged to allow GMO to share best practices and progress made by the Government of Rwanda in promoting gender equality and women's empowerment and to learn from other experiences.
- ✓ GMO should put in place a National M&E framework on gender.

ANNEX 1: GMO ANNUAL REPORT 2011-2012 SUMMARY

Outcome 1: Monitoring of gender mainstreaming is established with relevant actors/institutions					
Output	Indicator and baseline	Actual progress to date (cumulative)			
		Quarter 1	Quarter 2	Quarter 3	Quarter 4
Annual gender audits with districts, public and private sectors, CSO and religious institutions conducted	Indicator: Number of institutions and districts audited Baseline: Public: 3 Private: 0 Districts: 12	Identified institutions and districts for participatory gender audits and developed auditing schedule	GMO Pool of Experts trained in conducting participatory gender audits Identified gaps and refined gender auditing tools for districts Translated gender auditing tools into Kinyarwanda	Participatory Gender Audit conducted in 13 districts and 2 institutions (National Unity and Reconciliation Commission and National Agriculture and Export Board)	Continued conducting of Participatory Gender Audit in 13 Districts and 2 institutions Gender audit report produced Gender Audit findings and recommendations disseminated to 13 districts and 2 institutions
		Results: Improved awareness of gender mainstreaming requirements in audited districts and institutions.			
Policies, programs strategies and processes monitored for respect of gender principles: Land registration	Indicator: number of districts monitored (18) Baseline: 12 districts	GMO staff trained on land monitoring and monitoring and evaluation Contacted field representatives of Land Registration to develop understanding of the process and developed concept note for monitoring of the process	Monitored the respect of gender principles in land registration process in 12 districts	Trained data entry clerks, and analyzed quantitative and qualitative information related to land monitoring	developed a report on the gender responsiveness of the land registration process in Rwanda

process monitored in 12 districts		Worked with LANDESA to prepare land monitoring tools (questionnaires and interview guides)			
		Results: Field representatives are aware of the need to ensure the gender responsiveness of the land registration process. GMO staff have improved skills in monitoring and evaluation, including the use of quantitative and qualitative data collection tools.			
Gender-sensitive indicators developed and disseminated	Indicator: Number of sectors that have gender-sensitive indicators Baseline: 4 sectors had indicators developed (agriculture, infrastructure, private sector and governance)	Developed a dissemination strategy for developed gender-sensitive indicators (agriculture, infrastructure, private sector and governance) at national level Coordinated dissemination meeting appointments	Prepared and conducted high-level meetings with MINAGRI, MIGEPROF, PRIMATURE, and NISR on the developed indicators Refined indicators with inputs from sectors/institutions	Prepared and conducted a meeting with PSF on indicators and baseline for private sector Developed tools for sectors to implement the gender-sensitive indicators and use them for monitoring and evaluation	Conducted a meeting at Parliament to disseminate gender-sensitive indicators with the Forum for Rwandan Women Parliamentarians (FFRP) Finalized and printed gender-sensitive indicator tools for sectors
		Reviewed EDPRS priorities and identified sectors to develop gender-sensitive indicators (employment, trade & commerce, social protection and water & sanitation) Prepared for indicator and	Conducted procurement of a consultancy firm and developed the methodology for the gender-sensitive indicators and baseline	Conducted background research on gender sensitive indicators in the four sectors Organized and held consultation	Finalized gender sensitive indicators and baselines in the four sectors Conducted national validation meeting with stakeholders

		baseline development		meetings with concerned sectors/institutions	Produced final report on gender-sensitive indicators and baselines in the four sectors.
		Results: Improved gender-responsive reporting and monitoring of outcomes by sectors. Increased sector ownership of gender-sensitive indicators and understanding of mechanism for implementation and overall gender awareness.			
Evaluation of the implementation of Gender Responsive Budgeting (GRB) conducted	Indicator: Number of sectors evaluated on the implementation of GBS Baseline: 4 sectors (Education, Agriculture, Infrastructure, Health)		GMO staff trained on gender responsive budgeting Provided technical guidance on GRB	Monitoring and evaluation tools for gender budget implementation developed Provided technical guidance for MINIRENA, MININFRA, MINICYOUTH + ICT, MINISPOC, MINEDUC on development of GBS	Conducted a participatory assessment of implementation of GBS in Agriculture Participated actively in Parliamentary Budget Commission hearings and presented findings for the 2012-2013 budget elaboration for Ministries, Districts and Institutions Provided technical guidance to Northern Province and Kigali City for the elaboration of

					2012-2013 GBS Developed a report on the assessment of the 2012-2013 GBS presented to Parliamentary Budget Commission
		Results: GBS of institutions, ministries and districts is improved and there is increased ownership. Improvement in gender responsiveness of the 2012-2013 national budget.			
Regular follow-up meetings held with districts, public and private sectors, CSO and religious institutions regarding mainstreaming progress.	Indicator: Number of meetings held Baseline: Meetings with public institutions	Prepared for developing partnerships with FBOs and CSOs	Consultations with Religious Forums held (CPR, Alliance Evangelique, Islam, CEPR, FOBACOR)	Organized a meeting with FBOs on accountability for gender mainstreaming and partnerships	Conducted two meetings with CSOs on accountability for gender mainstreaming and reporting on gender
		Results: Partnerships developed with religious institutions and CSOs.			
Outcome 2: Strategic partnerships are implemented					
GMO has participated in and organized regional and international fora on gender equality	Indicator: Number of fora attended Baseline: 7 regional and international fora attended		GMO represented MIGEPROF in a meeting of Ministers in charge of Gender from the ICGLR member states on Sexual and Gender-Based Violence in Arusha, Tanzania	GMO represented the Government of Rwanda at the 56 th Session of the United Nations Commission on Status of Women in New York	GMO represented the Government of Rwanda at the Global Power Women Network Africa Summit organized with the African Union and UNAIDS in Harare Zimbabwe

					GMO participated in a conference in the African Gender and Development Index in Ethiopia
Results: Improved collaboration and partnerships with other states on gender equality and deepened exchanges with other countries on the progress on gender equality in Rwanda.					
Outcome 3: GBV survivors are accessing appropriate services					
GBV service delivery monitored	Indicator: Percentage of institutional service providers monitored	Monitoring strategy and tools developed to monitor service delivery to GBV Survivors in 10 districts	RNP and Isange one stop centre monitored on service delivery to GBV survivors and report developed.	GMO monitored 5 districts to assess service delivery to GBV survivors, received GBV complaints, and followed-up with service providers	One stop centers in Rubavu, Rusizi, and Nyagatare monitored
	Baseline: (National level institutions (33%) Hospitals in 4 districts (12%), Bureau for Access to Justice in 4 districts (13%)) Approximately 20% overall	GBV cases received at GMO referred and followed-up	GBV cases received at GMO referred and followed-up	GBV cases received at GMO referred and followed-up	GMO monitored 5 districts to assess service delivery to GBV survivors, received GBV complaints, and followed-up with service providers
Results: GBV service delivery providers have increased understanding of key recommendations for improving their support for GBV survivors.					
GBV indicators are published and disseminated	Indicator: Number of institutions receiving GBV	Developed a dissemination strategy for GBV indicators and	Prepared and conducted high-level meetings MINISANTE, NPPA, Supreme Court, MINIJUST and RNP on GBV indicators and	GBV indicators and baseline disseminated at national and district	Dissemination reports compiled and consolidated

	<p>indicators</p> <p>Baseline: 5 institutions</p>	<p>baseline and coordinated dissemination meeting appointments</p>	<p>baseline</p>	<p>level to stakeholders</p>	<p>Organized and held a meeting with Maison d'Access de la Justice (MAJ) representative and gender focal points from 30 districts to enhance reporting and exchange of information</p>
<p>Results: GBV indicators integrated in the monitoring and evaluation frameworks of MINISANTE, MINIJUST, POLICE, NPPA and Supreme Court and at district level.</p>					
<p>Outcome 4: The status of Rwanda's implementation of international commitments related to gender is monitored and reported</p>					
<p>Beijing Declaration and Platform for Action implementation plan developed and disseminated</p>	<p>Indicator: Beijing +15 Implementation Plan developed</p> <p>Baseline: No Plan</p>	<p>Reviewed requirements for the development of the Beijing Implementation Plan</p>	<p>Conducted procurement of a consultancy firm to develop the Beijing Implementation Plan</p>	<p>Conducted background research on the requirements of Beijing and the baseline situation in Rwanda</p> <p>Organized and held consultation meetings with key stakeholders.</p>	<p>Revised and finalized the Beijing Implementation Plan</p> <p>Validated the Implementation Plan with stakeholders</p>
<p>Results: Increased awareness and accountability for gender equality measures required under the BDPfA by all stakeholders.</p>					

Outcome 5: GMO communicates strategically and effectively					
Communication strategy developed	Indicator: Strategy available Baseline: No Strategy		Conducted procurement of a consultancy firm to develop the communication strategy	Interviews and data collection conducted among GMO staff, management, stakeholders and partners Draft of communication strategy presented and internally validated	Communication Strategy finalized and available
		Results: Mechanisms to improve GMO internal and external communications implemented.			
GMO communicates through various media channels and programs	Indicator: Number of media programs promoting GMO's work Baseline: 4 town talks (radio and TV)	Six talk shows, two Radio programs organized and held	One talk show organized and held on GMO 2011-2012 achievements	Radio and TV bi-weekly programs broadcasted	Five talk shows organized and held
		Radio and TV bi-weekly programs broadcasted			Two Radio programs in Huye and Radio Izuba were organized and held on the gender responsiveness of agricultural service delivery, land monitoring, GBV service delivery, and dissemination of gender-related research
Results: Increased public awareness of GMO and its mandate.					

Outcome 6: GMO is proactive in providing technical guidance related to gender equality (including GBV) in developing laws, policies, programmes and research

Priority research projects conducted by GMO published: Gender impact of matrimonial Regimes, liberalities and succession law research disseminated	Indicator: Number of research projects carried out by GMO that are published and disseminated.	Developed methodology for dissemination of Matrimonial law findings to stakeholders	Meetings organized and held in districts to disseminate Matrimonial law findings	Meetings organized and held in districts to disseminate Matrimonial law findings	Report on the completion of dissemination at district level developed
	Baseline: 3 research projects Gender impact of matrimonial Regimes, liberalities and succession law research	Results: MINJUST has committed to revising the Law considering GMOs recommendations District representatives and stakeholders have increased awareness of the Law and its provisions			

ANNEX 2: GMO STATEMENT OF REVENUES AND EXPENDITURES



7/31/12

Statement of Revenues and Expenditures

Entity 0404000000 GENDER MONITORING OFFICE

Period: 01-Jul-2011 30-Jun-2012

Compare With:

		Current period	Previous period
Tax Revenue	1	0	0
Social Contributions	2	0	0
Grants	3	0	0
Other revenues	4	3	0
Total operating revenues		3	0
Transfer from Treasury	5	765,177,970	0
Transfer from reporting agencies	6	0	0
Transfers to reporting agencies	7	0	0
Net Transfers		765,177,970	0
Compensation of employees	8	252,739,257	0
Use of Goods and services	9	464,280,286	0
Interest	10	0	0
Subsidies	11	0	0
Grants	12	0	0
Social Benefits	13	0	0
Other expenditures	14	0	0
Total Operating Expenses		717,019,543	0
1. Net Operating result		48,158,430	0
Acquisition of Assets	15	50,528,068	0
Disposal of Assets	16	0	0
2. Net investment in Assets		(50,528,068)	0
Proceeds from Loan Borrowings	17.a	0.00	0.00
Repayment of Borrowing	17.b	0	
3. Net Borrowing		0	0
SURPLUS/DEFICIT		(2,369,638)	0

Prepared by:

Verified by:

Approved by: