

REPUBLIC OF RWANDA



GENDER MONITORING OFFICE ANNUAL REPORT

2019-2020

December, 2020

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August, 2020

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ACRONYMS

ATM	Automated Teller Machine
BNR	National Bank of Rwanda
CSO	Civil Society Organization
DAP	Digital Ambassadors Program
DS	District Support
ECDs	Early Children Development Centres
ECJP	Episcopal Commission for Justice and Peace
FBO	Faith Based Organization
GAD	Gender Accountability Day
GBS	Gender Budget Statement
GBV	Gender Based Violence
GES	Gender Equality Seal
GMIS	Gender Management Information System
GMO	Gender Monitoring Office
HC	High Council
HIV	Human Immunodeficiency Virus
HT	Human Trafficking
ICT	Information, Communication and Technology
IDP	Integrated Development Program
IOSCs	Isange One Stop Centres
LAF	Legal Aid Forum
M&E	Monitoring and Evaluation
MAJ	Maison d'Acces a la Justice/Access to Justice Bureau
MIFOTRA	Ministry of Public Service and Labour
MIGEPROF:	Ministry of Gender and Family Promotion
MINALOC	Ministry of Local Government
MINECOFIN	Ministry of Finance and Economic Planning
MINEDUC	Ministry of Education
MINIJUST	Ministry of Justice
MOH	Ministry of Health
MPG	Minimum Package for Graduation
NCC	National Commission for Children
NCDs	Non – Communicable Diseases
NPPA	National Public Prosecution Authority
NSC	National Steering Committee
NST1	National strategy for transformation
NWC	National Women Council
PSF	Private Sector Federation
REB	Rwanda Education Board

RFL	Rwanda Forensic Laboratory
RIB	Rwanda Investigation Bureau
RISA	Rwanda Information Society Authority
RNP	Rwanda National Police
RRLI	Rwanda Religious Leaders Initiative
RSB	Rwanda Standards Board
SDGs	Sustainable Development Goals
SOPs	Standard Operating Procedures
STEM	Science Technology engineering and Mathematics
TCCs	Technology Competence Centres
TV	Television
TVET	Technical and Vocational Education and Training
UNDP	United Nations Development Program
UWA	Umugoroba W'Ababyeyi
VSO	Voluntary Service Overseas



PREFACE

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

The results achieved contribute to the aspirations of the National Strategy for Transformation and GMO's Strategic Plan 2017-2022. The critical focus for 2019/2020 was to establish gender accountability systems and ensuring that Gender Equality is well positioned in the existing accountability mechanisms. We value the contribution of our different stakeholders from both the Government and non-State Actors. As we implement planned monitoring interventions for 2020/ 2021 and under the Guidance of the Prime Minister's Office, the Gender Monitoring Office recommits to continue strengthening gender accountability across different sectors and at different levels.

RWABUHIHI Rose
Chief Gender Monitor



For the past weeks, months, years, it's important that we have had statements of commitment to narrow gender gaps and inequality that exists, we have had declarations, we have had calls to action, it's important that we now move to real actions that gives us the results. That will be done at national level, regional level and global level as well and if we move like that in a coordinated manner, working together, I think the results will continue to be visible and better



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

High level breakfast on Gender equality and women empowerment in Africa, Addis Ababa 8th February 2020

EXECUTIVE SUMMARY

In the framework of implementing the National Strategy for Transformation, the Gender Monitoring Office continues to promote Gender accountability and effective GBV service delivery across sectors and at different levels. The current report highlights registered results, key challenges and recommended actions that are articulated around two Government pillars _Transformational Governance and Economic Transformation pillar and covers the fiscal year 2019/2020. The content and structure of the report are also presented in line with the cited. The report provides a scan of different aspects monitored in the mentioned pillars, explores gaps and challenges and proposes actionable recommendations to further improve Gender Accountability in public, private sector, Civil Society and faith based organizations.

Under the Transformational Governance pillar, GMO activities focused on enhancing gender accountability in public institutions, CSOs, private sector and FBOs programs through, continuing to institutionalize the Gender Accountability Day (GAD) and community dialogues with local leaders and positioning gender equality principles. In addition more efforts specifically deployed to introduce GAD in the private sector, initiate gender dialogues with youth religious leaders and assess service delivery in different mechanisms and programs designed to fight GBV and other injustices.

The report further provides a picture of GAD registered impact including: improved understanding on gender issues and commitment by local leaders, advocacy and mobilization for civil registration of children and legalization of marriage. Through joint efforts with Nyaruguru District, 21 children were registered and marriage legalization of 906 couples was celebrated. In addition, 100 teen mothers were convened and benefited from health and psycho-trauma services as well as legal support. With the support of RIB and MINISANTE, 54 teen mothers filed their cases and 92 babies were screened for malnutrition.

Still on the same pillar, Gender Monitoring Office in collaboration with Rwanda Education Board (REB) conducted assessment in 51 Secondary schools from public, private, boarding and day schools in all provinces and Kigali City. The focus was on 5 main areas of investigation: knowledge and understanding of GBV, preventive, and response mechanisms as well as reintegration and rehabilitation measures to support student victims of GBV, reporting and information sharing to ensure accountability.

The report of the assessment revealed commendable progress in preventing and responding to GBV and child abuse including awareness raising on GBV and teen pregnancy in schools which contributed in enhancing the knowledge on GBV among students and teachers. Some of these measures include the existence of school based curricula on Gender and GBV in schools, girl's rooms well equipped in some schools and revised school rules and regulations against GBV.

In the framework of justice and human rights, GMO conducted assessments on service delivery in 9 Isange One Stop Centers of Ruli (Gakenke), Rutongo (Rulindo), Kabaya (Ngororero), Kibilizi (Gisagara), Kinazi (Ruhango), Ngarama (Gatsibo), Rwinkwavu (Kayonza),

Mibilizi and Gihundwe. The assessments focused on effective response to and prevention of gender based violence, child abuse, and human trafficking in the 9 IOSCs. The report highlights the key findings where IOSCs have standardized infrastructure and adequate equipment including office furniture and medical equipment to facilitate service delivery. Furthermore, to support timely support to GBV victims, IOSCs services have been extended to all 595 Health centers. At health centers, victims are assisted with basic services (primary medical consultation, bandage, suture, medical drugs, HIV testing, pregnancy testing, PEP, emergency contraception, pre-natal consultation, delivery support, stabilizing emotions and counselling as well as urgent referral to IOSC.

The report further highlights the key milestones of faith based mechanisms assessment conducted in 10 Districts of Burera, Huye, Nyamagabe, Nyamasheke, Gicumbi, Bugesera and Rwamagana. Karongi, Kirehe and Nyarugenge. The assessment explored the contribution of faith based mechanisms/structures (Umuryango Remezo for Catholic Churches and Fathers/ Mothers Union) of Anglican Churches in GBV prevention and response. Key finding highlighted the role of the Catholic Church in building safe families, promoting gender equality and fighting against GBV through different awareness campaigns, pre-nuptial programs and socio-economic welfare programs through Episcopal Commission for Family.

In the same framework, GMO monitored the effectiveness of parents evening forums (Umugoroba w'ababyeyi- UWA) in 7 Districts: Bugesera, Rwamagana, Nyamagabe, Gicumbi, Nyamasheke, Huye and Burera.

In Economic transformation pillar, Gender Monitoring Office focused on Gender Responsive Budgeting and monitored its implementation and compliance. GBS audit for the fiscal year 2018-2019 was conducted to monitor implementation of 2019-2020 GBS plans, with the purpose of assessing if the reported (2018-2019) and planned interventions (2019-2020) contribute to Rwanda's transformation journey in line with NST1. Findings indicated improved health care, access to clean water, improved livelihood and increased job creation. GMO has also participated in Parliamentary budget hearings. Further to note, a high level dialogue on financing for gender equality was convened to discuss on key issues that affect the implementation of gender budget statements. In this dialogue, the leadership of concerned institutions committed to include gender equality in performance contracts.

In relation to Gender Accountability in the private sector, Promotion of gender responsiveness continues to be a priority given the role the sector is playing in the economic transformation of the country. Vision 2050, Rwanda's long term development goal is to ensure high standards of living for all Rwandans. Reaching this goal requires a vibrant private sector that provides equal opportunities to men and women and ensures decent jobs to all leaving no one behind. To this effect different approaches are being used to promote gender equality in private companies including organizing peer learning sessions, promoting entrepreneurship among female youth through study tours in companies, and entrepreneurship dialogues as well as capacity building in gender equality and accountability.

1. INTRODUCTION

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

In light of the above, the Gender Monitoring Office was instituted with the mandate of monitoring and evaluating the implementation of gender principles and the fight against Gender Based Violence while contributing to government orientation of having a society where citizens have equal rights between men and women. This report is in line with Annual Action plan (2019-2020) and GMO's Strategic Plan 2017-2022.

The institutional registered results are presented according to their contribution towards the National Strategy for Transformation pillars. These are Transformational Governance, and Economic Transformation pillars. In the fiscal 2019/2020, GMO mainly focused on enhancing gender accountability mechanisms in the public and private institutions, ensuring effectiveness of GBV service delivery and improving communication for gender equality.

2. Gender Monitoring Office 2019/2020 Achievements

During the fiscal year 2019/2020, GMO embarked on the implementation of annual action and operational plans in the field of monitoring Gender Mainstreaming, Gender Based Violence prevention and response, communication and advocacy of monitoring findings as well as institutional development. Below is a summary of the results achieved under each pillar.

2.1. Transformational Governance

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

2.1.1 Gender Accountability institutionalized at local level

GMO continues to ensure that gender dividends are sustained and gender accountability is institutionalized to accelerate inclusive sustainable development in Rwanda. In a bid to engender accountability mechanisms at decentralized levels, the Office has initiated Gender Accountability Day (GAD) since 2017 to ensure that accountability mechanisms in Districts integrate gender equality as one of the major component for transformation and as the fundamental choice of Rwanda governance model. The event brings together different actors to celebrate gender gains and devise strategies to further enhance gender accountability and the fight against GBV at decentralized levels.

Held under different themes in the framework of MINALOC Family Campaign, GAD involves showcasing outstanding gender related initiatives and their impact at community level, enhancing social cohesion and protection of family member's rights through facilitating legalization of marriages, birth registration of children, dialogues with local leaders on how to further improve accountability to gender equality and GBV service delivery at both institutional and community levels, reintegration of teen mothers to mention but a few.

In the above framework, GMO conducted Gender Accountability Day in Nyaruguru District with an aim of highlighting outstanding gender related initiatives and their role in promoting gender equality at community level coupled with raising awareness on gender accountability and GBV service delivery. This GAD was organized in the framework of the family campaign whose major theme was "Uruhare rw'umuryango mu kuzamura imibereho myiza". GAD Key results attained are indicated in the following sections.

2.1.1.1. Awareness raised among village leaders on gender accountability and fight against GBV

A dialogue with all village leaders in Nyaruguru district was conducted to discuss gender and GBV issues in their respective communities emphasizing on their role in curbing gender inequalities as well as preventing and responding to gender based violence and family conflicts in the communities.

The dialogue presented a great opportunity to discuss on key gender and GBV issues, the understanding of gender equality as well as the contribution of village leaders in eradication of the persisting gender and GBV issues. In addition, discussions also focused on causes of limited participation of women in leadership at grass-root levels, root causes of teenage pregnancy and other forms of GBV, the importance of promoting gender equality and co-sharing family responsibilities. Through panel discussions with village leaders, good practices of neighbors and male partners playing an important role in supporting women to rise to leadership positions and exercise their duties were highlighted.



Village leaders discussing on Gender equality, GBV prevention and response

At the end of the dialogue, the following were the key resolutions taken.

- The district was advised to set clear strategies for the social-economic reintegration of teen mothers. Involvement of security organs and other stakeholders was highly recommended;
- Mainstream issues of teenage pregnancy and gender equality in performance indicators of each village leader;
- Conduct awareness campaign at family level for child birth registration in civil registration books especially teen mother's children;
- Promote the culture of dialogue and mutual respect among spouses through already established village platforms;
- Support and follow-up on pro-poor programs to improve the social-economic well-being of families and work towards eradication of malnutrition in families;
- Support timely sharing of information regarding suspects of child defilement to ensure victims' timely access to justice.

2.1.1.2. Awareness raised among village leaders on gender accountability and fight against GBV

Under the gender accountability program in the Private sector, a dialogue with Nyaruguru business community was held aimed at raising awareness on the importance of promoting gender equality at the work place, strengthening capacities of Nyaruguru district private sector members and stakeholders in gender analysis and mainstreaming as well as mobilizing companies to join the gender equality seal initiative.

The dialogue brought together over 40 participants from PSF committees in all Districts of the Southern Province, representatives from Companies and Cooperatives operating in Nyaruguru District and District officials.



Participants in the dialogue with private sector members in Nyaruguru

In the discussions, participants were informed of the existing gender gaps in the private sector, which include very low number of females in some sectors such as mining and transport, low number of females occupying technical jobs or female entrepreneurs.

The Business community discussed the advantages of promoting gender inclusiveness and equality in the work place. As a result of the workshop, some companies in Nyaruguru District like Mata and Muganza-Kivu Tea Companies expressed interest in enrolling to the GES initiative to contribute to Gender accountability in PSF.

participants recommended the following:

- Sensitizing girls to study STEM subjects to position for technical jobs in the private sector.
- Parents to prepare both girls and boys to face future challenges including taking risks in business and leadership roles.
- Promotion of gender equality should be integrated in the work plans of PSF committees at decentralized levels.
- The private sector should be intentional in recruiting qualified females in order to address the existing gender gaps in staffing and representation

2.1.1.3. Assessing teenage pregnancy prevention and response

With the support of various stakeholders, a comprehensive package was given to teen mothers who attended the workshop. These included psychological counselling, medical services, education on legal rights and legal services, nutrition, hygiene and sanitation, reproductive health and positive parenting among others. The session empowered teen mothers with life-skills and encouraged them to pursue their life goals. The dialogue also witnessed parents' commitment to reintegrate teen mothers in their families.



Honorable minister addressing 100 teen mothers and their parents

With the support of various stakeholders, a comprehensive package was given to teen mothers that attended the workshop. These included psychological counselling, medical services, education on legal rights and legal services, nutrition, hygiene and sanitation, reproductive health and positive parenting among others. This was empowering session to teen mothers with life-skills and ability to pursue their life goals. The dialogue also witnessed parents' commitment to reintegrate teen mothers in their families.

More specifically, the following services were provided to teen mothers:

Access to medical services: 92 babies were screened for malnutrition with the support of District Health services. 75 teen mothers were tested for HIV/AIDS, 24 received family planning services, 44 were screened for other Non-Communicable diseases (NCDs). In addition, some teen mothers were given support and provided with special treatment and medication together with their children.

Psycho-trauma and socio-economic services: With support of NGOs (Care International Rwanda, SOS, Trocaire, Umuhuza) different services were provided .These includes; psycho-trauma counselling of 100 teen mothers to cope with the effects of violence, stigma and early motherhood. As the results of the services provided, teen mothers were also supported to reunite with their families.

Birth registration: SOS in collaboration with Nyaruguru District civil notaries from different sectors in Nyaruguru registered 21 children of teen mothers in civil registration books.

With the support of SOS children’s village Rwanda, teen mothers were provided with different items (clothing, and hygiene facilities).

Legal support: through its mobile Isange One Stop Centre services, RIB managed to register 54 defilement cases and they are being investigated.

Snapshot of key achieved results

 **92 babies** were screened for malnutrition

 **24 teen mothers** received family planning services

 **75 teen mothers** were tested for HIV/AIDS

 **44 teen mothers** were screened for NCDs

 **100 teen mothers** received psychotrauma counselling

 **21 children of teen mothers** were registered in civil registration books

 **54 teen mothers** filed their cases with Rwanda Investigation Bureau

The workshop with teen mothers and their parents also indicated key issues that need advocacy and further discussions as indicated below.

Issues voiced by Teen mothers include

- Rejection by parents, relatives and families;
- Stigmatization by peers, parents and community at large;
- Difficulties in accessing health insurance and other assistance such as fortified food for both teen mothers and their babies;
- Threats by perpetrators and families that limits levels of reporting of defilement cases;
- Delays or not reporting cases of defilement leading perpetrators to escape justice;
- School dropout and lack of reintegration mechanisms due to child bearing and lack of assistance or support;
- Limited knowledge on sexual reproductive health by teenagers due to lack of dialogue with parents
- Challenges in accessing existing legal services due to limited information and mobility for girls.

Issues of teen mothers' parents

- Ignorance about available institutions intervening in GBV and teen mothers' issues such as Isange One Stop Centre.
- Inability to discuss with their children on sex related matters due to cultural beliefs.
- Low participation in Umugoroba w'Ababyeyi thus missing some information relevant on prevention and reporting channels of GBV issues and teen pregnancy.

Key recommendations

- Conduct an assessment on living conditions of teen mothers in their respective families for informed and relevant social – economic support.
- Map out all teen mothers that are vulnerable and not supported by their parents and family members and devise measures to ensure their reintegration.
- Integrate in performance contracts and strategies teenage pregnancy prevention and reintegration
- Improve GBV service delivery by head of villages.
- Facilitate teen mothers to access health services and nutritional support without considering the categories of ubudehe.
- Use youth forums to discuss on reproductive health and strategies of preventing child defilement and other related violence.
- Justice and security organs were recommended to put much attention in identifying and bringing to justice suspects of child defilement.

2.1.1.4 Legalization of marriages

Marriage regularization has contributed to enhancing family cohesion and prevention of gender based violence in families and communities at large. It is in this respect that during the GAD, 129 couples legalized their marriages. Through continuous awareness district officials managed to further organize civil marriage of additional 777 couples from different sectors.



Couples celebrating their marriages during open day

The event was presided over by the Mayor of Nyaruguru District as civil registrar, in the presence of the Minister of Justice as the District cabinet focal person, members of parliament, the Governor of Southern Province, the Chief Gender Monitor, other Government officials, development partners as well as the wider mass of Nyaruguru community.



Couples receiving marriage certificate from Nyaruguru District Mayor

2.1.1.5. Exhibition of initiatives that promote gender equality in Nyaruguru District

In close collaboration with JADF-Indashyikirwa, an exhibition was organized on 31st October, to enable different actors in Nyaruguru to show case how their initiatives have impacted social-economic well fair of men, women, boys and girls in their respective communities. In this respect, a

range of Nyaruguru partners, including the private sector, civil society organizations, development partners, individual entrepreneurs in different sectors displayed their products.

The exhibition had a wider contribution on how the community and stakeholders perceive what they do in relation to promoting gender equality and accountability and the impact towards the socio-economic transformation. The community sensitized on the importance of ensuring equal participation of men and women in development initiatives and how the family benefits from of gender responsive initiatives.



Stakeholders showcasing gender responsive achievements in different sectors



Coffee produced by Nyampinga Cooperative in Nyaruguru District

Furthermore, the exhibition presented an opportunity to the Nyaruguru community to taste on the goods produced in their communities such as coffee. With the support of NAEB and through Sustainable Growers, the Ninyampinga cooperative had a stand for not only coffee tasting but also shared their success stories to other citizens, hence, recognizing the economic potentials of the district, and the contribution of women for national development.

2.1.1.6. Social-Economic Support Through “Kuremera”

In the framework of empowering less advantaged families, various resources were mobilized and given to the identified groups and individuals for their social economic transformation.



4 cows were provided to vulnerable families for their social economic development

These included but not limited to 32 wheelchairs distributed to men and women with disabilities; 4 cows, 22 small livestock, supply of agricultural tools as well as financial support.

Snapshot of key achieved results

Less
advantaged
families were
supported with



32 wheelchairs



4 cows



22 small live stock

The community work (Umuganda) was another activity that was conducted in GAD framework. In this endeavor, GMO and citizens of Nyaruguru participated in the monthly community work and it gave huge contribution in various ways.



Kitchen gardens were constructed to support families to fight against malnutrition

Snapshot of key achieved results



40 kitchen gardens were constructed to support families to fight against malnutrition



10 houses rehabilitated



3700 trees were planted in support of environmental protection as well as 2000 fruit trees.

Following a series of GAD activities, a number of general recommendations were recorded and these include:

- Put in place strategies for socio-economic reintegration of teen mothers and ensuring health services provision for their babies irrespective of their Ubudehe category.
- Measures to ensure protection of teen mothers and their families after revealing those who are responsible for their defilement need to be established and enforced especially by security organs.
- Follow-up on pro-poor programs to improve the socio-economic well-being of male and female headed households to address human security issues in the community.
- The role of private sector in addressing gender inequalities should be promoted for inclusive development;
- Undertake community awareness on child protection and positive parenting through Umugoroba w'ababyeyi, amasibo, Itorero and ensure the participation of both men and women in these forums.
- Conduct capacity building of local leaders especially those at the village level on how to mainstream gender in their daily responsibilities.

2.1.2. Monitoring GBV Service Delivery

2.1.2.1. GBV service delivery in secondary schools

In line with its mandate, Gender Monitoring Office in collaboration with MINEDUC and other key stakeholders including **REB, NCC, MIGEPROF, CARE INTERNATIONAL RWANDA, ACTION AID, PLAN INTERNATIONAL RWANDA, VSO Rwanda and FAWE RWANDA**, conducted an assessment on GBV prevention and response in secondary schools. The objective of the assessment was to take stock of progress made in schools to prevent and respond to gender based violence based and monitor how previous assessment observations were addressed.

This assessment was planned to be conducted in 90 schools but due Covid-19 outbreak, it ended up being done in only 51 schools from all provinces and Kigali City. This covered different school categories including, public, private, day/ boarding as well as 9 and 12 Year basic education. This exercise assessed school's knowledge and understanding on GBV, Prevention and response measures, mechanisms to reintegrate and rehabilitate victims in the school environment, reporting and information sharing on such cases.

A number of achievements in terms of improved prevention and response to GBV in schools were recorded. These include: increased awareness on GBV and teenage pregnancy for both students and teachers, implementation of gender responsive curricular, efforts to upgrade and equip girl's room in some schools, well established and operational GBV clubs, revision of school rules and regulations to cater for GBV issues and some schools upgraded school fences as a mechanisms to protect students and prevent unnecessary communication with communities around schools.

Despite the progress made, the assessment also indicated a number of issues/gaps that requires improvement:

Teachers, students and parents have limited information on gender based violence and this leads to less prevention of such crimes in school environment, limited reporting by victims and low response by school management and concerned institutions.

Some schools have no specific rules and regulations that define how cases of GBV committed in school environment and by teachers or school staff are handled. Absence of such rules and regulations poses a big challenge of how address them in case such incidences happen.

The assessment indicated that members of parents committees have limited knowledge on GBV and thus don't contribute enough to fighting GBV in the school environment. In addition, GBV issues are not discussed in parents committee meeting. Limited collaboration between school administration, Local Authorities and parents on reporting GBV and teenage pregnancy cases. The assessment indicated that 15 schools have no girl's room and 26 schools have substandard rooms with no equipment's and operational guidelines. In addition, schools raised issues of insufficient budget and low awareness on existing guidelines.

Some schools are not fenced and are located in risky areas including those around bars, restaurants, business environment etc. With such environment setting, students are not protected from drug abuse and GBV issues/child abuse.

The assessment indicated cases of teachers who committed GBV crimes in the school environment and were not punished.

2.1.2.2. Improved Legal and social economic service delivered to teen mothers

Following a gender accountability day held in Nyaruguru district especially the workshop with teen mothers, a meeting convening partners and teen mothers was held in Rulindo District. This was organized in the framework of the family campaign in collaboration with MINIJUST and convened 70 teen mothers from MUHANGA, RUHANGO, NYANZA, NYARUGURU, RULINDO and GATSIBO Districts. This meeting aimed at providing a platform for teen mothers to exchange with the Honorable Minister of Justice and Attorney General on issues related to access to Justice and other challenges affecting the socio-economic welfare.



Honorable Minister of Justice addressing participants at the meeting

In this dialogue, a number of issues were raised by the teen mothers including but not limited to:

- No insurance coverage to teen mother and their children. Most teen mothers and their children have no access to mutuelle de sante due to financial constraints and no support from their families.
- Many teen mothers are rejected by their families and this has led to increased trauma school dropout and poor nutrition for teens and their babies
- Low reporting and filing of cases to RIB: Most teen mothers are not aware of procedures to undergo to report cases of abuse and this affects access to justice by victims especially reparations.
- School dropout: All teen mothers convened had dropped out of school due to lack of family and community support especially support to child care.

Key recommendations

- Advocate for school reintegration of teen mothers and mobilize partners including non-state actors.
- Legal Aid Forum committed to support GBV victims to access justice through allocation of lawyers to follow up on their cases. So far Legal Aid Forum is supporting 20 cases.
- Mobilize all community actors including civil society organizations to support registration of teen mothers' children.
- Undertake DNA testing soonest to ensure that perpetrators are not given time to escape justice.
- Establish a system to track defilement perpetrators, identify and cease their properties to pay reparations

The contribution of Faith based organizations to prevent and respond to GBV

In line with the existing partnership between GMO and Rwanda Religious Leaders Initiative conducted, an assessment of faith based mechanisms in 10 Districts of Burera, Huye, Nyamagabe, Nyamasheke, Gicumbi, Bugesera, Rwamagana, Karongi, Kirehe and Nyarugenge. The assessment examined the contribution of faith based mechanisms/structures (Umuryango Remezo for Catholic Churches and Fathers / Mothers Union) of Anglican Churches in GBV prevention and response



GMO staff and representatives from Rwanda Religious Leaders Initiative during the assessment

The assessment indicated the following contributions from different religious institutions:

a) Catholic Church: The Catholic Church is playing a big role in building safe families, promoting gender equality and fighting against GBV through different awareness raising campaigns, pre-nuptial and socio-economic welfare programs. All parishes highlighted that Catholic Church through Episcopal Commission for Family contributes to the following:

- Organize annual family campaign in line with Saint Family Day which encompass different activities including but not limited to preaching on building peace and harmony through dialogue among family members, counselling sessions with families living in conflicts, socio-economic support to vulnerable families and ordination of marriage sacrament to marriage living in unions non ordained by the church.
- The church also provides 3 to 6 months training to youth intending to get married to help them build a strong family and Different modules are used where some of them have explicitly content on gender equality and GBV (e.g module developed by Cyangugu Diocese).
- Episcopal Commission for Justice and Peace, campaigns to fight conflicts and family issues including GBV as well as building peace and reconciliation in communities are regularly organized. The Commission also supports access to justice and socio-economic reintegration of GBV victims and teen mothers through provision of lawyers and vocational training (e.g. Parishes of Byumba, Butete, Rwamagana...).
- The assessment also indicated that the role of ecclesia basic communities (Imiryango remezo) is paramount in addressing family issues through identification of families living in conflict, home visits, counselling and reporting through either Commission for family or Commission for Justice and Peace.

Though key achievements were identified, the monitoring also indicated a number of challenges and proposed recommendations to be taken forward.

Challenges

- Limited coordination of family and GBV related interventions (or lack of family, gender equality and anti-GBV policy) where some parishes have planned interventions with great achievements and for others, anti-GBV interventions are ad hoc
- Lack of systematic reporting on gender and GBV related achievements at the Diocese and parish level.
- No streamlined mechanism for identification of GBV victims especially teen mothers and families with conflict for effective response
- Limited collaboration and information sharing between church structures at local level and secular service providers for effective response to identified GBV cases
- Limited understanding of Gender and GBV principles among both church leaders and Christians which affect the effectiveness of prevention and response interventions

Recommendations

- To establish a coordination framework of gender and anti-GBV interventions at all levels of the church to enable effective prevention and response to GBV and family issues
- To put in place a clear and systematic reporting framework of key achievements in terms of promoting gender and fight against GBV
- To strengthen the capacity of existing reporting channels especially ecclesia basic community (imiryango remezo) to contribute in identification of GBV cases and provide necessary support.
- To create permanent spaces for healing and counselling services for victims of GBV and other injustices
- To strengthen collaboration mechanism with existing service providers, local leaders and community mechanism and share information for quick response to GBV cases
- To organize capacity building programs for church representatives at all levels and develop and share gender and GBV training modules at all levels of the church to enable sensitizations among Christians

b) Anglican Church: The Anglican Church also has put in place different mechanisms to enable believers' and families spiritual growth rooted in Christ. In this respect, Mothers Union, Fathers Union, Youth Union and Kids Union were established at each level of the structure of the church from basic church (itorero shingiro) up to Diocese level and contributes to enhancing family relationship based on Christianity. This is done in combination with development initiatives focusing mainly on health awareness, socio-economic welfare, parenting, marriage preparation and counselling as well as addressing gender-based violence among others. All parishes highlighted that Anglican Church through Episcopal Commission for Family contributes to the following:

- Prevention of family and GBV issues through trainings of married couples organized in collaboration with Mothers and Fathers Unions. The church organizes several activities including marriage celebration for couples living in cohabitation, training on family property management and parenting among others.
- Christian Crusades and youth camps are also regularly organized with different topics including building safe and stable families, fighting against GBV, child abuse and drug abuse among others.

- The church has programs of marriage preparation where those intending to get married receive a training of 6 months. The Church leadership contributes to promoting peace and preventing conflicts in families and handle family conflicts respectively through counseling and home visits. It is worth noting that church representatives especially pastors have received training on GBV prevention and response as well as child right protection. More particularly, Rwamiko Parish developed a booklet on GBV prevention and response.

The monitoring of faith based organizations also indicated a number of challenges and proposed recommendations to be taken forward.

Challenges

- Low knowledge of family and GBV related laws among church representatives which handicap effective response to GBV cases
- Insufficient documentation about the contribution of church in GBV prevention and response and no streamlined mechanisms for information sharing with local government structures
- Lack of comprehensive identification of families living in conflicts and victims of GBV including teen mothers for effective response and/or support from other stakeholders.

Recommendations

- Organize capacity building sessions for religious leaders at different levels on gender and GBV laws and policies.
- Develop a comprehensive detailed to promote Gender Equality and fight against GBV with a clear line and system of reporting.
- Follow up family issues raised in ecclesia basic community (itorero shingiro) and share information with different institutions working in GBV for quick response.

2.1.2.4. Community mechanism (UWA) in preventing and responding to GBV, child abuse and human trafficking monitored

To assess the contribution of community mechanisms in preventing and responding to gender based violence, the office has for the past two fiscal years embarked on monitoring the contribution of Umugoroba w'Ababyeyi in preventing and responding to gender based violence and child defilement. The monitoring for this particular year focused on 7 districts: Bugesera, Rwamagana, Nyamagabe, Gicumbi, Nyamasheke, Huye, Burera. In districts where UWA was found to be operational, the following was noticed:

- UWA contributed to social economic development of community members especially by establishing Village saving and loan groups where for example in Mayange, Bugesera district, a contribution of 1,364,000 was made and this has supported different economic activities of members (Mituelle, school fees etc.)
- UWA also contributes to establish village kitchen “igikoni cy'umudugudu” geared towards fighting malnutrition.

- It has been reported that UWA contributes to increasing awareness on fighting GBV and family issues through educative sessions provided during the meetings. In addition, UWA members established a committee of 3 people in charge of handling GBV issues named “**Wiwusenya tuwureba**” in Bugesera and this committee ensures that all cases received are reported to RIB and other relevant authorities.



Community gathered in Parents' evening forum in Nyamasheke District, Western Province

Though achievements were realized in some districts, key challenges were also noticed as follows:

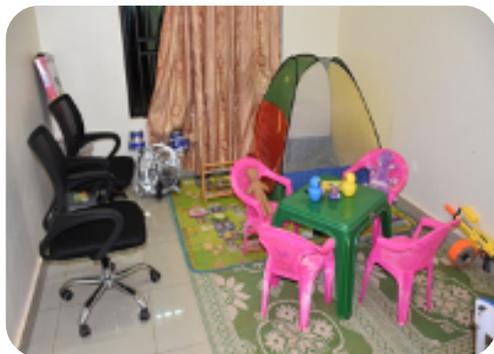
- **Low attendance and unequal participation:** The assessment indicated that the participation in UWA is still low in general and majorly attended by women. It was also reported that, UWA is attended by low class citizens, educated people and leaders do not attend even in cases where UWA meetings were shifted to Sunday.
- **Insufficient reporting of UWA discussions:** According to the UWA guidelines, UWA's activities must be recorded, produced and reported from village to the District level. However assessment revealed that in several cases UWA reports are not produced, and in some instances information is shared on phone and upon request by the district.
- **Limited skills and knowledge on GBV:** The assessment revealed that UWA Committee members had limited skills and knowledge in addressing issues of gender based violence. Some GBV cases were handled through reconciliation while they should have been referred to justice institutions. In addition, some committee members are not aware of existing service providers including Isange One Stop Centers. Further to note, the monitoring indicated that UWA committee members are not trained and given any tools to support delivery of their responsibilities.
- Last but not least, some committee members of UWA are assuming other community responsibilities including serving as community health workers, Inshuti z'umuryango and this affects effective functioning of UWA.

Findings from the assessment were shared with the Ministry of Gender and Family Promotion to inform the elaboration of the new guidelines for Umugoroba w'imiryango. Most issues highlighted by the monitoring were addressed by the new guidelines that were now shared to all districts for implementation and follow-up.

2.1.2.5. Improved service delivery in Isange One Stop Centers, Health Centers and IOSC Shelters

Isange One Stop Center is the flagship model of holistic services offered to victims of GBV and its monitoring is among the top priorities for GBV service delivery. In this reporting period, the Gender Monitoring Office in collaboration with RBC, RIB, MIGEPROF, MINIJUST and hospitals conducted an assessment of GBV service delivery to victim of GBV in 9 IOSCs namely Ruli (Gakenke), Rutongo (Rulindo), Kabaya (Ngororero), Kibilizi (Gisagara), Kinazi (Ruhango), Ngarama (Gatsibo), Rwinkwavu (Kayonza), Mibilizi and Gihundwe (Rusizi).

The assessment identified important achievements where IOSCs have standardized infrastructures and adequate equipment including office furniture and medical equipment to facilitate service delivery. The findings in the monitored IOSCs indicated that medical, legal and psycho-social support are provided to GBV and child abuse victims. This has contributed to increased number of reported cases).



Kayonza IOSC (left) and Gihundwe IOSC (right): IOSCs have standardized infrastructures and adequate equipment to facilitate service delivery

Apart from progress made, the monitoring also highlighted challenges that still affect service delivery to victims and these include:

- Services of Isange are not fully integrated in the structures of the hosting district hospital and this impacts on the planning, reporting and budgeting.
- Insufficient budget was also another challenge raised by IOSCs and this mostly affects victims hosted in the safe rooms.
- Personnel of Isange One stop centers have not received any training on stress management and this affects delivery of services to victims.

- Insufficient follow up of cases oriented to RIB stations. Some cases are dropped by victims because of lack transportation especially when they are requested to bring witnesses or have to go and bring other documents like birth certificate. There is big risk of re-victimization when the victim has to repeat to different services providers a story that often is cause of stigma and shame
- It was also indicated that there are limited equipments like those needed to preserve evidences.
- RIB staff at IOSC raised the fact that they don't have access to the justice IEMS systems, which limits their opportunity to follow up and be able to provide additional support to the victim or at least provide information on the progress when the victims come back to the IOSC to follow-up on their cases.
- In addition to the Isange One stop centers, shelters established as temporally accommodation to the most vulnerable GBV and Child Abuse victims in 4 District hospitals (Ngarama (Gatsibo), Rwinkwavu (Kayonza), Mibilizi (Gisagara), Gihundwe (Rusizi) were monitored by GMO together with RBC, MIGEPROF and RIB. This aimed at examining the minimum services and support given to hosted victims. Findings of the assessment indicated the following: IOSC shelters meet required standard infrastructure with all necessary equipment including chairs, tables, kitchen equipments, beds etc.
- Guidelines governing service delivery in IOSC shelter are still at the draft level but not yet approved and disseminated to the respective districts. IOSC Shelters have been provisionally received and are waiting for final reception by districts Hospitals to ensure their operationalization. The lack of allocated budget for shelters operationalization was also identified as another gap.

2.1.2.6. GBV service delivery in health centers

Some services of Isange one stop centers have been extended to health centers to ensure that victims access timely services. At health center, victims are assisted with basic services (primary medical consultation, bandage, suture, medical drugs, HIV testing, pregnancy testing, PEP, emergency contraception, pre-natal consultation, delivery support, stabilizing emotions and counselling as well as referral to IOSC immediately. Service provided on health centers respect standards. At the centre, two staff are equipped with knowledge on case management and ensures that all received cases are well registered. Beneficiaries of such services also appreciated how this has supported them.

Key issues identified in Health Centers

- **Limited staff:** Limited staff to support services to GBV victims compared to required time needed. It was indicated that HC have limited staffing and this makes it difficult to effectively attend to issues of gender based violence and child abuse.
- **Lack of guidelines or any other support document:** There are no guidelines governing GBV service delivery in health centers and this affects how victims are supported. For example, due to this, it was noted that IOSC services at HC level are not free and victims have to pay the bill of all services given.
- **Limited skills in GBV case management for HC staff:** This affects the quality of service delivery due to the fact that staff are not trained to identify and handle victims.
- **Inadequate coordination:** There is no clear collaboration framework between IOSC and HCs in terms of supervision, referral, and information sharing and covering medical bills of health centers.
- **Limited awareness of IOSC services in both hospitals and health centers:** GBV service at Health center is still not known by many people. Extended information to local communities is paramount to ensure victims know that IOSC services have been brought closer to them.

To sustain and enhance service delivery the following is recommended:

- Speed up IOSC coordination framework and sustainability strategy to ensure effective functioning of IOSC model and its contribution in preventing and responding to GBV.
- Ensure timely transfer of shelters and operationalization of IOSC services in health centers in order to enable timely and effective service delivery to GBV victims,
- Consistency and timeframe of Ensure that support provided by MAJ at IOSC level is timely and consistent.
- Provide Access of RIB officers working at IOSC to IECMS for timely follow up of GBV complaint received at IOSC in order to avoid case evaporation,
- Put in place comprehensive and harmonized SOPs to guide GBV service delivery in IOSCs, health centers and IOSC shelters and organize regular capacity building programs for all staff to enhance their skills in GBV case management,
- To put in place robust platform at local level bringing together IOSC interveners, local government and stakeholders to consolidate efforts for effective GBV prevention and response especially socio-economic reintegration of GBV and child abuse victims,
- To establish a database system to keep and maintain proper records and wider statistical data from health center to IOSC level in order to track the prevalence of GBV in hosting communities and devise mitigation strategies

2.1.2.7. GBV Complaints Received and Oriented

The Law N° 51/2007 of 20/09/2007 determining the responsibilities, organization and functioning of the Gender Monitoring Office gives the Office authority to receive, orient and follow up on GBV cases. This year GMO received 155 cases of which 144 were from female and 11 were from male victims. Among these, 31 were received at GMO office, and 124 reported on GMO's helpline (5798).

All received cases were oriented to different service providers including local authorities, Rwanda Investigation Bureau, National Public Prosecution Agency, Legal Aid Forum, Haguruka, RDF, RNP and Courts.

The office provided support related to legal advice, psychosocial counselling, referral and follow-up to received and oriented cases to different service providers including local authorities, RIB, NPPA, LAF, Courts, haguruka RDF, RNP and to other partners depending on received case and support needed. And lastly GMO progressively follow-up to ensure that victims were receiving required support and timely.

Table 1: **GBV Cases received by Use of helpline / physically at Office.**

Sort of GBV	Used method	Economic violence	Sexual violence	Physical violence	Psychological violence	Child rights	Trafficking in person	Other injustices	Total
Number of cases									
Cases received	Toll free	28	35	6	9	34	1	11	124
	Physically	13	4	3	4	6		1	31
Grand Total		41	39	9	13	40	1	12	155

Data in the above table shows that economic and sexual violence are leading and mostly reported by women with few exceptions on economic violence where two men were received. Most cases were received through GMO's toll free line and this has helped victims across districts to access services including counselling, legal, orientation and follow-up on received cases.

In line with received cases, the following actions were taken:

- 31 cases were supported with legal assistance with the support of LAF and Haguruka. In the same perspective, 7 cases were supported with DNA testing that supports the justice process.
- Imbuto foundation supported one teen mother to return to school. She is now able attend a combination of Physics-Chemistry-Biology (PCB). This young girl was granted a scholarship that may cover her university education as well.
- In response to issues of low reporting on issues of GBV and child defilement during lockdown period, a serial drama was rebroadcasted through RBA and community radios and this increased the reporting of GBV cases.

2.2 Economic Transformation

2.2.1. Monitoring the implementation of GBS reports and plans

Gender responsive national planning and budgeting processes are key in ensuring Government programs and resources are addressing the specific needs of men and women, boys and girls. During the reporting period, GMO audited the implementation of 2018-2019 GBS plans, monitored progress of 2019-2020 and relevance of 2020-2021 GBS plans. Findings from the audit contributed to GMO's feedback on needed improvements as presented to the budget commission during the budget hearing sessions.

Audit findings of GBS implementation indicated the key following results:

a) Facilitating access to education for men and women, boys and girls: a wide range of infrastructure has been established to ease access to education for men, women, boys and girls in Rwandan communities. Such infrastructure include: dormitories, rehabilitation of old schools, construction of new classrooms and latrines and the construction of ECD Centres. These education infrastructure have particularly contributed to:

- Providing a safe learning environment and enabling the accommodation of more girls and boys. For example, in Bugesera district, the construction of dormitories helped to address issues of young boys who were accommodated in ghettos and were exposed to issues of gender based violence and drug abuse. Similar infrastructures in Kamonyi district helped boy students to stay within the school premises and this led to improved performance.
- The construction of classrooms further contributed to the reduction of teacher-pupil ratio (classroom crowding) and school drop-out as reported in Karongi, Bugesera, Rutsiro and Kamonyi by allowing teachers closer follow up of students which again improved school performance.
- The ECD center constructed in Kangahe (Rutsiro) greatly benefited 88 children (48 girls and 40 boys) who received a balanced diet that has greatly improved their nutrition security.



*New classrooms constructed at EP/
Remera in Huye District*



ECD in Kangahe-Rutsiro

b) Improved Health Care: A number of Health infrastructures were set up in some audited districts such as Musanze, Gisagara and Karongi. The construction of health posts contributed to increased access to health services by the population. In Gisagara District, the new health post enabled Muyira health workers to receive and provide medical care to up 25,389 people (16,926 female and 8,463 male) between April to June 2019. In Musanze, the rehabilitated Murambi Health Center in Remera sector increased the delivery rate in the health center, and contributed to increase in the number of pregnant women attending 4 standard ante-natal care visits.



Health posts contributed to increased access to health services

c) Improved Access to Clean Water: Water supply systems were constructed and facilitated women to save quality time that they invested in income generating activities. Children in particular also greatly benefited as they were no longer fetching water from long distances and getting late at school. Water prices reduced from 100-200frw/jerrican to 20frw/jerican. Across all districts where such interventions were implemented, availability of water improved the sanitation in households. In Huye, women beneficiaries were able to invest the money saved on water on other important domestic staff. In Nyaruguru district, women were actively involved in water management committees to ensure sustainability of the infrastructure.

- Improved livelihoods through Social protection services: Social Protection interventions were common in almost all audited districts. Services delivered to the most vulnerable were varied depending of each district. They include Direct support (DS), Minimum package for graduation (MPG), financial services and shelter provision (through IDP model villages) for poor families living in high risk zones. Overall, social protection services contributed to the following:
- Allowed poor households composed of the elderly and those that have disability to cater for basic life needs (food, clothing, access to mutuelle de santé) as a result of the monthly DS allowances as well as community Public Works and extended Public Works.
- Beneficiaries participated in saving programs by contributing a small percentage out of their monthly allocations under EJO HEZA saving scheme, a Government initiated programme.
- Benefited educational programmes delivered by local authorities.
- Vulnerable households were able to participate in community life, when they used to feel abandoned.

- IDP model villages improved the living conditions of beneficiaries as they were able to access better services such as clean water, electricity, health services, proximity to school for their children and more others (Musanze, Burera).
- Girinka programme and small livestock distribution contributed to improving the nutrition status of beneficiaries through milk consumption and improved agriculture productivity resulting from manure production (Burera, Ruhango, Muhanga).



Cows distributed to support vulnerable families through One cow per poor family programme, Gacaca Model Village, Musanze district.

d) Enabling Land Protection, Access to Agriculture Inputs and increased Agricultural Productivity: This intervention comprised of development of radical terraces (Gisagara), tree planting (Nyanza), access to agricultural inputs (Rwamagana) and Marshland development (Nyaruguru). The impact created through this intervention ranges from creation of off-farm jobs for males and females (Gisagara), protection against erosion as well as landslides for land-owned by both males and females. The impact also includes increased production and crop sustainability (Nyanza), improved irrigation, land consolidation and capacity building of farmers (Nyaruguru).

e) Job creation through Road construction infrastructures: the main immediate impact created under “Development and Maintenance of Road Infrastructures” is job creation which benefited thousands of women and men, resulting into increased wage income and purchasing power for beneficiaries. With the support of local government authorities, beneficiaries in different districts have received training and mentorship on how to invest generated incomes in income generating income received through participating in road construction works into income generating activities for long lasting impact.

Despite the above achievements in different sectors, the monitoring has recorded some gaps that need improvement.

- Gender responsive budgeting and analysis in most districts has not been matched by actual commitment by district authorities in the planning and budgeting process. Therefore,

gender mainstreaming targets may not be achieved if strong and practical measures are not undertaken in regard to an engendered budgeting process that is backed by evidence in terms of gender sensitive data.

- Limited skills in both RBM&E ,gender mainstreaming and analysis among technical staff involved in GBS in most audited districts has impacted on clear articulation of gender issues to be addressed and anticipated results. This affects the achievement of desired changes and results of gender equality through planned interventions.
- GBS responsibilities are still centralized in the hands of the Planning Unit and this prevents strategic contributions across different departments. There is therefore a strong need for a dialogue with decentralized entities to ensure shared responsibilities among all relevant departments in the district (Social protection, Infrastructures, Education, Health, Agriculture, etc).
- There is limited diversification of GBS sub-programs and a big tendency to select infrastructure related interventions due to job creation potentials. Districts are more inclined to report on job creation targets arguing that it is part of NST1 targets they have been given. However, this should not be done at the expense of other socio-economic changes needed in order to transform the lives of men and women in the community.
- Gender dimension is missing in tender documents and feasibility studies for big infrastructure projects.
- There is a huge gap in the gender distribution of employment, especially in leadership positions and this has been observed in all audited districts. To be addressed, this issue requires efforts at all levels.

General recommendations

- There is need for more involvement of top level district authorities including the Mayor and Vice-Mayors in the GBS process. They need to examine all planning documents including GBS documents (plans, reports) before they are sent out. Accountability for implementation and impact of planned interventions are critical. The districts should invest in capacity building initiatives specifically in RBM&E and gender analysis to close the existing gaps in evidence-based GBS planning. This would lead to more gender sensitive monitoring and reporting.
- There is a strong need for decentralizing GBS across various organs of the Districts and among Heads of thematic Units (Social protection, Infrastructures, Education, Agriculture, Health, etc).
- In terms of reporting, the districts are recommended to improve impact reporting on identified gender issues rather than reporting achieved targets - reporting should reflect how the lives of those men and women have been positively improved and should ensure consistency between GBS plans and reports.
- The districts are advised to ensure GBS interventions cut across all the 3 NST1 pillars. Much of time the Governance pillar has been side-lined.
- In order to increase female participation in decision making especially at Director Level, the districts are advised to work closely with other partners to empower, identify and encourage women to apply for managerial positions in the District.

2.2.2. Quality and relevance of 2020-2021 GBS plans assessed for gender responsiveness

Following submission of 2020-2021 GBS plans by budget agencies, the Gender Monitoring Office assessed them on quality and relevance aspects. The assessment revealed the following:

- Majority of central and decentralised budget agencies respected the GBS minimum requirement of planning for at least 4 sub-programs with a few exceptions.
- While the gender budget at central level concentrated in Infrastructure (43%), Governance (31%) and Agriculture (10%) sectors, transport infrastructure (36%), education (18%) and social protection (17%) sectors attracted major budget allocation at decentralized level.

During the assessment, a couple of gaps were identified and these include:

- A number of budget agencies that do not comply with GBS guidelines to plan at least 4 sub-programs that are service delivery in nature.
- A persistent gap in gender analysis and respect to results based management principles where, outputs, activities and indicators or targets do not respond to the identified gender issues.
- Some budget agencies planned gender interventions without allocating financial resources.
- Under representation of females at Director Level positions across budget agencies.

The above gaps were discussed with the Parliamentary Budget Commission that convened a high level dialogue that brought together all agencies responsible for GRB program implementation. These included the Ministry of Finance and Economic Planning, Ministry of Gender and Family Promotion, the Ministry of Local Government and the Gender Monitoring Office. The dialogue came up with the following resolutions to relevant institutions:

PRIME MINISTER' OFFICE

- Request GMO to identify and share with MINALOC a list of District that implement GBS well to enable peer learning initiative to improve GBS implementation at decentralized levels.
- Request budget agencies to include gender related interventions among Imihigo planning and evaluation processes. This should be effected during the 2021-2022 fiscal year.

MINECOFIN

- Revamp the National Steering and technical Committee to monitor program implementation, advice on critical gender issues in different sectors/districts to inform planning processes for budget agencies. The committee should be operational before planning process for 2021-2022 commences.
- Issue GBS guidelines to all budget agencies at the beginning of the planning process based on available gender issues in each sector or district.
- Ask budget agencies to revise their GBS plans based on provided comments and submit revised version for use during Parliamentary budget consultations.

MINECOFIN AND MIGEPROF

- Continuously conduct capacity development initiatives in budget agencies on gender analysis based on existing gender issues.

MINEDUC AND MIGEPROF

- Put in place strategic measures to increase the number of men and women in TVET and especially Science, Technology, Engineering and Mathematics/STEM subjects to increase their employability skills.

MIGEPROF AND GMO

- Submit to MINECOFIN key sector gender priorities to inform GBS guidelines that will be assessed at planning consultation phase for compliance.

2.2.3. Gender Accountability promoted in the private sector

Promoting a gender responsive private sector continues to be a priority given the role the sector is playing in the economic transformation of the country. Vision 2050, Rwanda's long term development goal is to ensure high standards of living for all Rwandans. Reaching this goal requires a vibrant private sector that provides decent jobs to men and women to ensure no one is left behind.

To promote gender responsiveness in the private sector, the Gender Monitoring Office (GMO) in collaboration with the Private Sector Federation (PSF), the United Nations Development Programme (UNDP) and UN Women is implementing the project dubbed; promoting gender accountability in the private sector in Rwanda. The project uses the following approaches to promote gender equality in the private sector:

- The gender equality seal certification programme which aims at promoting a gender responsive work place environment through eliminating gender based pay gaps, increasing women's roles in decision making, enhancing work-life balance, enhancing women's/men's access to non-traditional jobs, eradicating sexual harassment at work and promoting the use of inclusive and non-sexist communication.
- Organizing Peer learning events bringing together different private sector companies to share their experiences in promoting gender equality.
- Promoting entrepreneurship among female youth through study tours in companies and entrepreneurship dialogues. The objective of this approach is to encourage young girls to embrace entrepreneurship at an early age. In addition, this approach inspires young girls to work in male dominated fields especially technical jobs which is important in bridging current gender gaps.
- Capacity building of members of the private sector in gender equality and accountability. This approach is led by the Private Sector Federation (PSF) which is also implementing the project.

2.2.3.1. Gender equality and accountability promoted through the Gender Equality Seal certification programme

During FY 2019/2020, GMO mobilized 10 additional companies (Bank of Kigali, East African Granite Industry, SORWATHE, Mata Tea Company, MTN Rwanda, Airtel Rwanda, Wolfram Mining and Processing company, Sanlam General Insurance, Development Bank of Rwanda and Nyabihu Potato Company) and 2 public institutions (Ministry of Trade and Industry and Rwanda Standards Board) to participate in the Gender Equality Seal (GES) certification programme bringing the total number of companies and public institutions participating in the programme to 18 and 4 respectively. A total of 8 companies and 2 public institutions were mobilized in the previous financial year 2018/2019.



Group photo after a kick-off meeting to introduce the Gender Equality Seal Initiative at Mata Tea Company, Nyaruguru

Companies and public institutions that join the gender equality seal programme go through a rigorous self-assessment that aims at identifying gender gaps as well as good practices in promoting gender equality. Once gender gaps are identified, companies and public institutions develop action plans to address identified gaps and those that successfully implement their action plans are certified with one of the gender seal types (Bronze, Silver and Gold). Some of the newly mobilized companies such as Bank of Kigali, East African Granite Industry, Nyabihu Potato Company, SORWATHE and Mata Tea Company completed their assessments and action plans were developed to address the gaps that were identified by the assessment. Other new companies and public institutions are at early stages of the assessment.



Representatives of Private sector companies and public institutions after receiving certificates of recognition

Eight (8) companies and two (2) public institutions which were mobilized in FY 2018/19 were recognized for their commitment in promoting gender equality. Companies and public institutions that were recognized are those that developed gender action plans to address gaps that were identified during the gender equality assessment. The companies that were recognized are: ECOBANK, I&M Bank, Engen Rwanda/Vivo Energy, Marriott Hotel, Serena Hotel, CIMERWA, Safari Center and SORWATHE Limited. Public institutions that were recognized are: the National Bank of Rwanda (BNR) and Rwanda Development Board (RDB). The recognition event created an opportunity for private sector representatives to make commitments for addressing prevailing gender inequalities in the sector. They particularly committed to encourage women and girls to work in STEM (Science, Technology, and Engineering Mathematics) field which is currently a male dominated field through creating internship opportunities for fresh graduates and being intentional in attracting qualified women and girls to occupy these jobs in cases of new job openings.

Companies and public institutions mobilized in the previous financial year 2018/2019 are currently implementing their gender equality action plans. Some are already registering progress in promoting a gender responsive work environment. For example, the National Bank of Rwanda is in the process of developing a gender mainstreaming strategy which will guide the integration of gender into all its plans and processes including its role as a regulator of financial institutions (Commercial Banks, Insurance Companies and Micro Finance Institutions) operating in Rwanda. ECOBANK has adopted a policy of hiring equal numbers of females and males for new job openings. The bank also provides internship opportunities to equal numbers of males and females. Safari Center limited took a deliberate decision of promoting high performing females to management positions after they identified gender gaps in their management committee.

During the reporting period, Rwanda Standards Board (RSB) signed the international declaration on gender responsive standards and standard development. Upon signing the declaration, GMO in collaboration with UNDP supported RSB in institutionalizing gender in its plans and processes for effective implementation of the signed declaration. Through GMO support, the GES certification programme is expected to be integrated in RSB's certification processes and gender will be among key compliance requirements for companies.

2.2.3.2. Gender equality promoted through Peer learning events

Two peer learning events were organized bringing together representatives of GES and non-GES participating companies to exchange their experiences in promoting gender equality. The following are some of the good practices shared:

SORWATHE and Mata tea companies shared with participants how the establishment of Child care facilities increased productivity of women tea pluckers. Before the facilities were established, women would bring their young children to the plantation and breastfeed them from there or they would leave them home and walk long distances back home to breast feed them during working hours and this reduced the quantity of plucked tea per day thus reducing their income. After the establishment of child care facilities and children feeding program, the quantity of tea plucked by women per day increased by 40-60 percent in both companies owing to the safety given to their children which reduced the amount of time women spent on care work for their children and increased the time dedicated for plucking. The increase in the quantity of tea plucked translates into increased income given that the amount paid to workers depends on the quantity of tea plucked.

Wolfram Mining and Processing Ltd shared their experience on how the company deliberately set aside a mining site for women, recruited and trained women to extract and manage one of the mining sites after realizing that there are no women represented in the company. To date, this site managed by women is one of the best performing sites. What the company is doing is commendable given that mining is a male dominated sector employing only 8 percent of females¹.

Rwanda Development Board (RDB) informed participants that it manages a data base of people with different skills desegregated by sex which can be used by employers who wish to recruit both males and females in their companies. This provides an opportunity of linking employers with critical skills.



Peer learning workshops help companies to sharing experience on promoting gender accountability in the private sector

The peer learning workshops were a good platform for increasing awareness on the advantages of promoting gender equality. As a result, some companies expressed their interest to join the GES programme to guide them in putting in place solid systems for promoting gender equality.

2.2.3.3. Gender equality and accountability promoted through capacity building of members of the private sector

The Private Sector Federation (PSF) updated the private sector gender mainstreaming strategy for the next five years (2020-2024). The strategy is anchored on the following pillars that will be vehicles through which PSF will drive gender equality:

- Strengthening capacity building on practical business skills and innovation for men and women in all development sectors.
- Mainstreaming gender into PSF research and advocacy activities
- Strengthening access and effective participation of men and women in national, regional and international markets
- Promoting gender equality and inclusive labour relations in the workplace
- Enhancing gender responsive Governance in the private sector

Capacities of 506 members of the private sector were strengthened in gender equality and gender mainstreaming through trainings conducted by the Private Sector Federation (PSF)².

¹ National Institute of Statistics of Rwanda (NISR), Labor Force Survey 2019

² Agriculture & Livestock Chamber, Art and Craft Chamber, Commerce and Services Chamber, Financial Institutions Chamber, ICT Chamber, Industry Chamber, Liberal Professions Chamber, Tourism Chambe

These members represented different private sector chambers. Trained members committed to be agents of change in promoting gender equality in their companies.

2.2.3.4 Entrepreneurship and job creation promoted among females and youth

As a way of addressing gender gaps in the private sector where the number of female entrepreneurs is still low³, the project organized study tours to private companies for 93 female students from Gashora Girls Academy, FAWE Girls School, Mary Hill Girls School and Maranatha TVET College.

Interaction sessions between entrepreneurs and students were also organized with the aim to empower students with entrepreneurship skills.



Students from Gashora Girls school in a study visit at Volkswagen Rwanda

In addition, live televised talk-shows were organized to provide tips and encourage women and girls around the country to embrace entrepreneurship and job creation.

Students who participated in study tours and entrepreneurship workshops acquired knowledge on entrepreneurship. They were particularly challenged to develop business ideas that will address underlying problems in their communities. Students committed to start developing business ideas while still in school. In addition, students got networked with entrepreneurs who are potential mentors in entrepreneurship. Companies visited by students also pledged to give internship and industrial attachment opportunities to students upon completion of their studies.

³ The Establishment Census for 2017 published in 2018 by the National Institute of Statistics of Rwanda indicates that 33% of micro enterprises are owned by females, 29% small enterprises are owned by females, 15% medium enterprises are owned by females and 25% large enterprises are owned by females

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

Through this year, GMO placed communication for gender equality at the center of its strategies for effective institutional delivery for promoting gender accountability at all levels as per its core mandate.

In line with the above and in line with its Strategic plan, in the fiscal year 2019-2020 GMO implemented different communication initiatives for sharing and disseminating information on gender and GBV through different strategic communication channels. These include organizing reinforcing media engagement mostly through TV and radio talk shows, production of dissemination of communication and advocacy materials including video documentaries as well as enhancing online communication for wider reach and cost effective communication.

This has significantly contributed to increased public awareness on gender accountability and strengthened engagement with different stakeholders at different levels.

2.3.1. Increased Awareness and Advocacy on Gender Accountability and GBV Service Delivery through media engagement

During the fiscal year 2019-2020, GMO in partnership with different stakeholders conducted various radio and TV talk shows covering gender and GBV topics including encouraging the community to timely report GBV cases and encouraging the community to support the victims.

In this regard, GMO organized Radio talk shows on Gender Accountability Day event that took place in Nyaruguru District. The discussion provided an opportunity to the local community to get enough information on importance of promoting gender equality in their livelihood and also understand their role in fighting gender based violence. The discussion has also helped Nyaruguru district residents to share their achievements and experiences to other districts in regards to promoting gender equality and fighting gender based violence.

In the same spirit, GMO also participated in other four Radio and TV talk shows organized by private radio stations in collaboration with other stakeholders which served as effective platforms for GMO to advocate for areas that still require further actions to keep promoting gender equality and effective service delivery to GBV victims.

2.3.2. Increased awareness on benefits of promoting gender equality in the private sector

In order to keep raising awareness on benefits of promoting gender equality in the private sector, the Gender Monitoring Office in partnership with the Private Sector Federation and the United Nations Development Programme through the joint programme on promoting gender accountability in the private sector organized four TV talk shows on promotion of gender accountability in the private sector.

The talk shows discussed topics on entrepreneurship, promotion of gender equality in technical fields as well as job creation especially for women in the private sector as a way to bridge the prevailing gender gaps in the private sector.



Conducted talk shows contributed to increased awareness on promotion of gender accountability in the private sector

Media was involved for coverage of key strategic project events including the last peer learning event organized to share experiences between companies and public institutions on promotion of gender equality in the private sector and how to address the prevailing gender gaps in the private sector.

Five video documentaries were produced to document achievements of private sector companies in promoting gender equality in order to share the experiences to other private sector companies and promote replication of documented company best practices to keep advancing promotion of gender accountability in the private sector. GMO also contributed to the organization of the launch of private sector gender mainstreaming strategy launched through a live televised as a COVID 19 prevention measure.

2.3.3. GMO Communication Strategy Developed and produced

To continue serving as reference point for information and documentation on gender equality and GBV service delivery, GMO developed a new generation of its communications strategy which will strategically guide all communications interventions in the next four years.

The developed Communication Strategy is centered on six (6) main communication strategies that include enhancing information sharing and promoting partnerships for institutionalization of gender accountability at all levels, increasing awareness for improving equitable service delivery victims of GBV, strengthening institutional online presence for fast and cost effective information sharing, strengthening media engagement for wider dissemination of gender/GBV information, and documenting and disseminating gender and GBV data and information for evidence based

advocacy. The strategy is also aligned with the institutional Strategic Plan that sets out among others strategic objectives to be achieved by 2022.

2.3.4. Production and dissemination of communication and advocacy materials

In line with its mandate of advocating for the respect of gender accountability in all sectors and at all levels, GMO produced and disseminated different communication and advocacy materials with information on the status of gender equality in various sectors and existing GBV issues including teenage pregnancy.

Particularly, more than 500 copies of booklets were shared to heads of villages and Cells in Nyaruguru District during the Gender Accountability Day with key information and advice on how to promote gender equality and service delivery to GBV victims. These shared materials will also be serving as manuals for community leaders while raising awareness in their respective local community platforms.

In addition to the above, GMO disseminated more than 200 leaflets on GMO's mandate and powers, as well as leaflets on GBV and Human Trafficking to school students. This increased awareness and knowledge on gender equality and fighting gender based violence.

More to that video documentaries on the role of partners in promoting gender equality and fighting GBV in Nyaruguru District was produced.

2.3.5. Online Communication enhanced through Website and Social Media networks

In the fiscal year 2019-2020 GMO used its website and social media channels including twitter, Facebook and youtube to share and disseminate information on gender accountability and GBV service delivery to online audience. More than 500 tweets were uploaded on twitter page and reached thousands of twitter users, and 3,400 new followers were gained on GMO twitter account.

This has not only contributed to quick information sharing, but also ensured GMO's online presence and engagements with different partners and followers both in Rwanda and beyond the country.

2.3.6. Increased awareness on GBV through ZIRIRIZA serial drama

In the efforts to raise community awareness on reporting GBV and child abuse cases, Gender Monitoring Office in collaboration with UNWOMEN broadcasted a serial drama dubbed ZIRIRIZA of 44 episodes from 16 April to 14th September 2020 (5 months). In total, 44 episodes were aired at Radio Rwanda and the first episodes were aired through community radios (Rusizi, Nyagatare, Huye, Rubavu, and Musanze) for the period of total lockdown. The episodes were grouped around GBV preventive messages, nature of GBV, child abuse and human trafficking cases, as well as awareness on existing services at the community level and call for timely reporting on GBV and child abuse cases.

From April to August 2020, GBV cases. Within the period of ziririza especially from April-August 2020, cases received through GMO's toll free increased and among 211 cases received, 98 cases were as a result of Ziririza. Apart from the increase in cases received a through GMO's toll free line, the serial drama have also contributed to the following:

- Increased community awareness on GBV related crimes, existing services and reporting channels. As per Rwanda Broadcasting Agency projection, Ziririza serial drama reached 5.5 million including those using the cited community radios.
- Expanded accessibility of information through GMO's toll free line (5798) which contributed to increased accessibility to GBV services for victims from different Districts and locations.

2.4. Institutional Development

2.4.1. Resource mobilization

During the reporting period the overall objective of mobilizing resource was to secure the necessary funds to deliver on the office mandate, especially on implementing the 2019/20 action plan delivered from the five strategic outcomes set out in GMO strategic plan 2017-2022. Resources were mobilized to implement key activities including Gender accountability day that was held in Nyaruguru District and community dialogue with local authorities in the same district.

2.4.2. Capacity Building and Training

In the fiscal year 2019/2020, GMO in different training initiatives as organized by government institutions. Two staff were trained on new Financial Reporting framework, Procedures and cross cutting issues affecting financial that was organized by MINECOFIN, another 2 staff were also trained on effective use of RBM Training session on for 2019/2020.

Additionally, GMO organised and conducted a training workshop on Public procurement management for tender committee Members and Four learning session were organized internally on use of social media platforms, functioning of Gender Management Information System, GBV & human trafficking and budgeting and financial management

2.4.3. Budget Execution

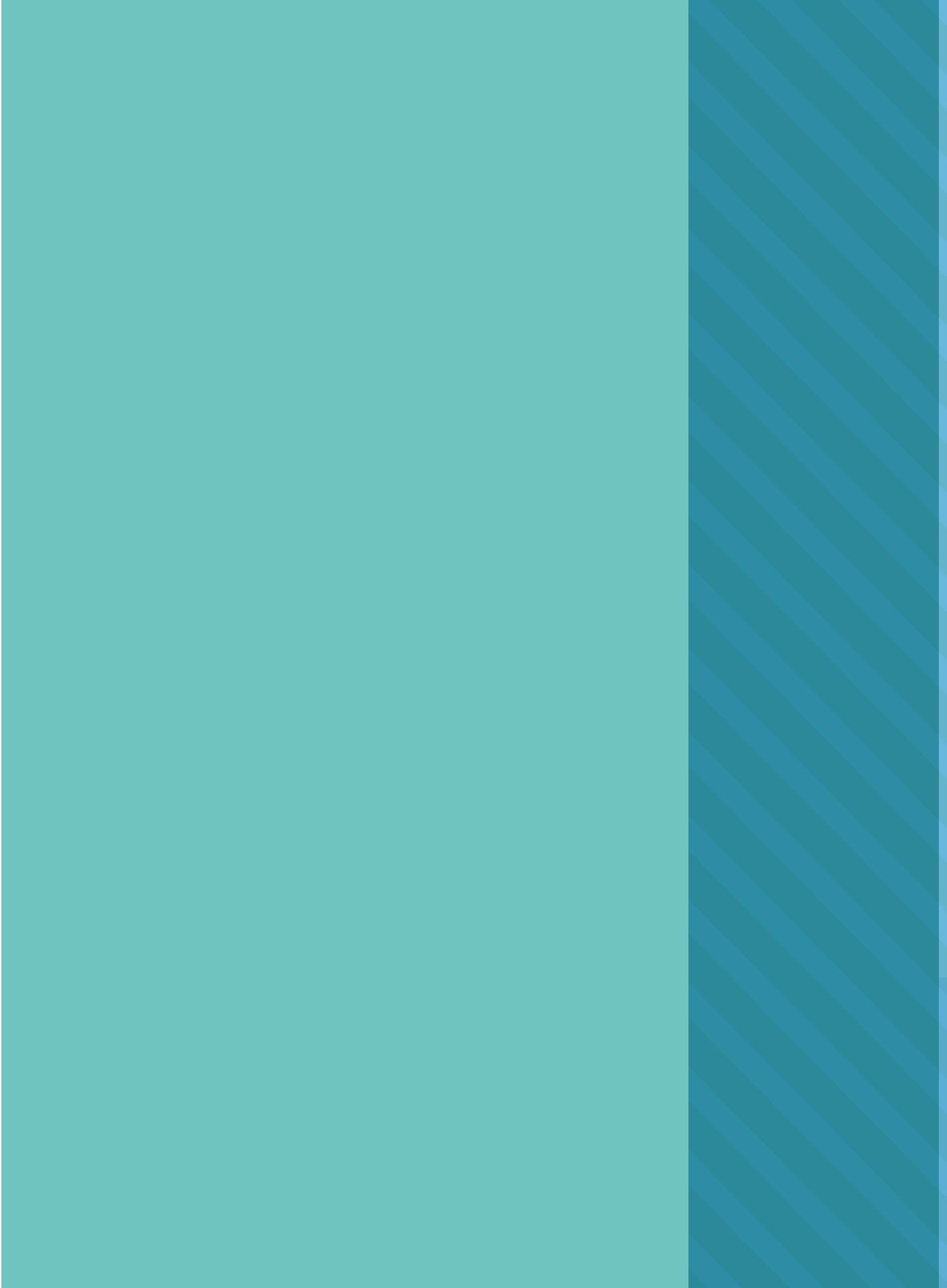
During the fiscal year 2019/2020, GMO's overall budget was 864,585,941 Frw (Ordinary budget 716,279,475 Frw and externally financed was 148,306 466 Frw). The overall budget execution rate was 86.6%, for ordinary budget and 34%for projects budget). The table below shows some details of how the budget was used;

Table 2: 2019/2020 Budget Execution

N°	Source of Budget	Approved Budget	Revised Budget	Expenditure	Balance	% of budget execution
1	Government of Rwanda	728,676,476	716,279,475	620,602,043	95,677,432	86.64
2	Development funds	197,153,498	148,306,466	50,287,344	98,019,122	34
Total		925,829,974	864,585,941	670,889,387	193,696,554	77.60

2.4.4. Auditing Services

Having credibility to a set of financial statements and confidence that the accounts are true and fair. Gender Monitoring Office places great importance on audit services. For the financial year 2019/2020, apart from GMO internal audit services, the office received the Auditor General for auditing services for the fiscal year 2018/2019 and institution was issued a clean financial and compliance audit reports.



Gender Monitoring Office

Free Helpline: **5798**

www.gmo.gov.rw

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