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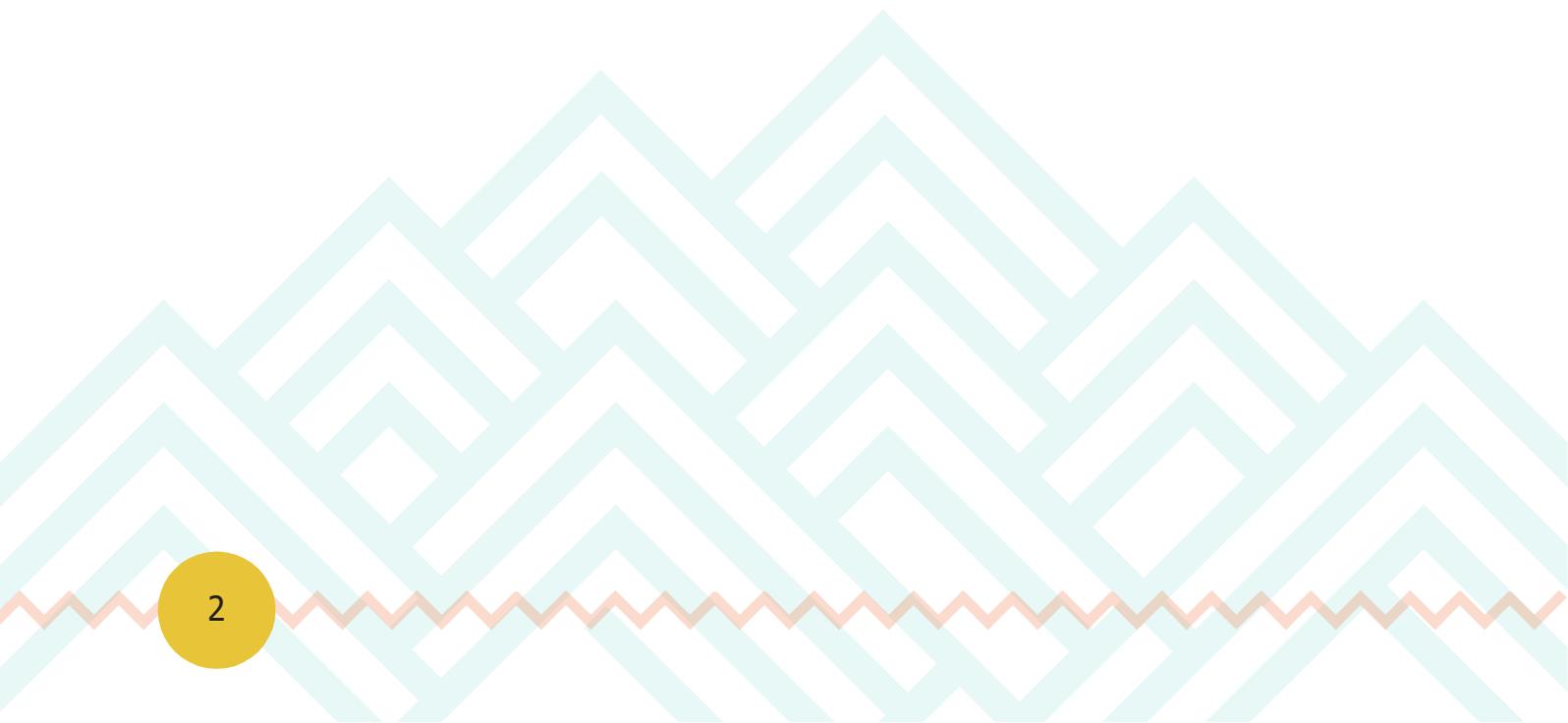


GENDER MONITORING OFFICE  
GENDER ACCOUNTABILITY FOR SUSTAINABLE DEVELOPMENT

# GENDER MONITORING OFFICE ANNUAL REPORT 2022 - 2023

December | 2023

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# ACRONYMS AND LOSSARY

<b>ARFEM</b>	Association of Rwandese Female Journalists
<b>CPA</b>	Certified Public Accountant
<b>CSOs</b>	Civil Society Organizations
<b>DAI</b>	Development Alternative Incorporated
<b>ECDs</b>	Early Childhood Development Centres
<b>FBOs</b>	Faith Based Organizations
<b>FCDO</b>	Foreign Commonwealth and Development Office
<b>GAD</b>	Gender Accountability Day
<b>GBS</b>	Gender Budget Statement
<b>GBV</b>	Gender Based Violence
<b>GES</b>	Gender Equality Seal
<b>GMIS</b>	Gender Management Information System
<b>GMO</b>	Gender Monitoring Office
<b>IOSCs</b>	Isange One Stop Centers
<b>JADF</b>	Joint Action Development Forumelopment Forum
<b>MAJ</b>	Maison d’Acces a la Justice/Access to Justice Bureau
<b>MIFOTRA</b>	Ministry of Public Service and Labour
<b>MIGEPROF</b>	Ministry of Gender and Family Promotion
<b>MINECOFIN</b>	Ministry of Finance and Economic Planning

<b>NCDA</b>	National Child Development Agency
<b>NST1</b>	National strategy for transformation
<b>PSC</b>	Public Service Commission
<b>PSF</b>	Private Sector Federation
<b>RBC</b>	Rwanda Biomedical Center
<b>RBM</b>	Result Based Management
<b>RSB</b>	Rwanda Standard Board
<b>RWAMREC</b>	Rwanda Men's Resource Centre
<b>SOPs</b>	Standard Operating Procedures
<b>TIR</b>	Transparency International Rwanda
<b>TV</b>	Television
<b>TVET</b>	Technical and Vocational Education and Training
<b>UN Women</b>	United Nations Women
<b>UNDP</b>	United Nations Development Program
<b>WIRE</b>	Women in Rwanda Energy
<b>YWCA</b>	Young Women's Christian Association

# PREFACE



In line with 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 on an annual basis, a reporting indicating achieved results, persisting challenges and areas requiring more efforts. The report is submitted to the Office of the Prime Minister and with copies reserved to the Supreme Court and to both Chambers of Parliament.

The results achieved contribute to the aspirations of the National Strategy for Transformation and GMO's Strategic Plan that ended in 2022. In the year 2022/2023, much efforts were put on continued journey of institutionalizing gender accountability and improved service delivery to victims of Gender based violence and child abuse. In this journey, we walked and recognize the support of our key players including decentralized entities, Private Sector, development partners, Government Institutions and CSO/FBO's. As we implement planned interventions for 2023/2024, the Gender Monitoring Office still counts on strategic partnerships and recommit to accelerate and replicate efforts geared towards advancing gender accountability at different levels. Lastly, we appreciate continuous guidance and support offered by the Office of the Prime Minister.

**Umutoni Gatsinzi Nadine**  
Chief Gender Monitor

“

Recent studies show that it could take more than a decade to achieve gender equality targets at current rate of progress. We must challenge ourselves to do things differently and with sense of urgency

**His Excellency Paul Kagame,**  
*The President of the Republic of Rwanda*  
*Women Deliver Conference July 2023*

”

# EXECUTIVE SUMMARY

In line with 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 achieved results across two Government Pillars, challenges and recommended actions. The report is presented across the indicated pillars.

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 Gender Accountability Day at decentralized levels. Under this, gender accountability dialogue was held in Gicumbi District and a gender profile was produced, outstanding gender initiatives documented and shared with relevant stakeholders, 1048 couples legalized their marriage, 2006 children (1048 male and 958 female) were registered, teen mothers and their parents were convened to discuss on issues affecting teen mothers and their children, dialogue with youth aimed at highlighting their roles and perceptions about promoting gender equality, addressing GBV and other social-economic issues hindering their development and supported vulnerable families.

In addition to GAD in Gicumbi District, Gender Accountability week was introduced at the Provincial level and was conducted in the Eastern and Northern Provinces. Considering that GAD activities were implemented in one district annually, the move towards having a Gender accountability week for the entire province was an important milestone achieved and this started in the Eastern Province which also committed to do similar campaigns every six months and later scaled up to the Northern Province. This move contributed to an aggressive public and community awareness on the need for accounting to gender equality, legalization of marriages, child registration, teen mother's reintegration in schools, and engagement with local actors and private sector community on their role towards advancing gender equality. In addition to this and in collaboration with the Southern Province, gender responsive villages have been initiated across all the districts and this aims to ensure that national policies and gender equality principles aligns to the community gender needs and also triggers gender accountability at the village level.

From GBV service delivery perspective, continuous assessment on service delivery to GBV/ child abuse victims were conducted and this mainly focused on Isange One Stop Centers and affiliated health centers and covered 46 Isange one stop centers selected from all Provinces and City of Kigali. Particular focus was given to justice related services and reintegration of victims. Monitoring findings were discussed and shared with the National GBV Steering Committee to inform strategies to improve service delivery to victims of gender based violence and child abuse.

Still on GBV service delivery, GMO received 193 GBV related complaints with 152 cases were reported by women and 41 by men. 156 cases were received through Toll free number (5798), and 37 cases were received at GMO office. Among the received complaints, 75 are cases of economic violence, 8 cases of physical violence, 24 cases of sexual violence of which 20 cases were related to child defilement, 19 cases of psychological violence, 51 cases on the violation of child rights, 1 case of human trafficking, and 15 cases of other gender and GBV injustices. All received complaints were submitted to relevant actors for follow-up and action.

Under Economic transformation pillar, GMO's contributions to NSTI implementation focused on continued monitoring of financing for gender equality through gender budget statements and promoting gender accountability in the private sector through Gender equality seal. Under GBS audit, findings indicated that GBS initiatives across audited districts contributed to job creation, social support, improved access to health services, and access to education, access to clean water, improved crop production and improved road networks.

In efforts to continue promoting gender accountability in the private sector and for the second time, nine institutions including three public institutions and 6 private sector companies were certified with a Gold seal. Certified institutions/companies are: Ministry of Trade and Industry, National Bank of Rwanda, NIRDA, Inkomoko, NCBA Bank, SINA GERARD Urwibutso, Rwanda Energy Group, Mata Tea Company and CIMERWA. The Gold seal was awarded as a result outstanding achievement in relation to promotion a gender responsive work environment. In addition to certified companies, Legacy Clinics and Kitabi Tea Company were recognized for their preliminary efforts in promoting gender equality and these companies along with others recognized in the first phase continues to implement their gender actions plans which will later lead to evaluation and certification in a 3rd Cohort. In addition to certified/recognized companies, new companies including Sheraton by Four points Hotel, Stafford Coffee Breweries, King Faisal Hospital, Silverback, The New Times and Aviation and Travel Logistics were enrolled to the program.

Under institution development as a cross cutting pillar, resources to support gender accountability at decentralized levels including GAD initiative in Gicumbi District, undertaking the Audit on the implementing gender budget statement, development of sexual harassment policy. Additionally, staff capacities were enhanced especially in areas of procurement auditing, sexual harassment, Training and Trainers of Gender Equality Seal, waste to resource management and child justice.

# INTRODUCTION

In line with its mandate of monitoring compliance to gender equality principles and GBV service delivery, the Gender Monitoring Office embarked on a number of monitoring and assessment interventions and with particular focus on continuous efforts on institutionalizing gender accountability at decentralized levels and in the Private Sector. The section below highlights key achieved results across the pillars and also highlights how the Office have contributed to institutional growth.

## KEY ACHIEVEMENTS IN 2022/2023

Presented results under the following sections reflects GMO's efforts in ensuring that gender equality principles are institutionalized and respected across sectors and at different levels. During the fiscal year 2022/ 2023, GMO's report will be aligned to NSTI pillars and have been achieved with the contribution of different stakeholders. Below is a summary of the results achieved under each pillar.

## TRANSFORMATIONAL GOVERNANCE PILLAR

In the framework of contributing to national transformation governance, GMO has continued to promote the institutionalization of gender accountability at decentralized levels with special focus on Gender accountability day, community dialogues with local leaders, teen mothers and their parents, assessment of GBV service delivery in IOSC/ Health centers among others.

### Gender Accountability Day/ week conducted at decentralized levels

In collaboration with partners and decentralized entities, the Gender Monitoring Office have established a mechanism geared towards institutionalizing gender accountability at district level dubbed "Gender Accountability Day". In the year 2022/2023, the Gender Monitoring Office in collaboration with the Eastern and Northern Provinces conducted Gender Accountability week across all the districts in respective provinces. GAD campaign at the Provincial level was preceded by GAD in Gicumbi District which triggered the commitment of other districts in the Northern Province. It is important to note that GAD mechanism have proved to be a solution to a number of gender and GBV issues affecting male and female and also supported respective districts to intentionally respond to gender and issues affecting their population. In the same year, the Eastern Province conducted GAD twice as a result of undertaken commitment to do it in every six months. During this GAD campaign, and in addition to gender accountability awareness raised, the following results were achieved:

**District gender profile developed and gender initiatives documented:** In efforts to avail gender data for Gicumbi district, a gender profile was developed. This profile showcased gender responsive initiatives achieved by the district and the contribution of partners. It was also an opportunity to discuss with the district and partners on key indicators to continue tracking and measuring the progress over years. The gender profile serves as baseline on Gender and GBV to inform future planning and decision making. This is also anticipated to guide the district in drafting a gender budget statement that is relevant to gender issues in the district. In addition to the profile, gender good initiatives were documented to showcase the efforts of the district ad partners in promoting gender equality.

The video documented gender-responsive programmes and initiatives contributed to improving community social-economic welfare. The documented initiatives include the Green Gicumbi project which contributed to improving community livelihood by providing radical terrasses to improve productivity, provision of improved cooking stoves, supporting the community to increase their tea plantations and much more. Other documented initiatives include gender responsiveness agriculture cooperatives, mining, milk collection and food processing. During the documentation, it was noted that the district and partners have been intentional in promoting gender equality and accountability which greatly contributed to addressing men’s and women’s issues at the community level.

**Legalization of marriages and Child registration:** In the framework of GAD, 4011 couples in Northern Province and 1176 couples in Eastern Province legalized their marriages in framework of promoting family cohesion and ensure that family members have equal rights in terms of property management and use.



*Couples legalizing their marriage in Rushaki Setor, Gicumbi District*

In addition to the above, GMO in partnership with the Eastern Province and NIDA organized a training for civil registrars from all sectors of the Eastern Province. The training aimed at increasing the capacity of civil registrars on Rwanda Civil Registration and Vital Statistics system (CRVS) especially on modalities of registering teen mothers' children and ensuring that couples that legalized their marriage were properly recorded in the system. Following the training, a campaign on child registration was conducted where 12,170 children (5804 male & 6266 female) in Eastern Province were registered. In the same spirit 1,135 children in the Northern Province were registered.

**Dialogue with the Private sector:** In efforts to institutionalize gender accountability in the Private sector, GMO in partnership with Northern Province, Eastern Province and PSF conducted a dialogue with business community to discuss the role of the private sector in promoting gender accountability and GBV prevention. During the dialogue, members of PSF shared experience and benefits of promoting gender accountability. Additionally, private sector actors in both provinces committed to establish gender responsive work environment.

Despite efforts in promoting gender accountability across the private sector, there are still challenges hindering gender accountability across the private sector especially Gender Based Corruption which was cited among key gender related challenges in the private sector as presented by Transparency international Rwanda. The most cited causes of gender-based corruption include: Lack of transparency in staff recruitment and performance appraisal, lack of transparency in staff capacity building, lack of transparency in staff promotion, lack of employees' knowledge on labor rights or law, lack of GBV prevention mechanisms in most companies among others.

Private sector companies in the Northern and Eastern Provinces committed to fight gender based –violence and gender –based corruption and some of them are the following:

- Strengthen public awareness of gender-based corruption, its regulatory frameworks and strengthen existing corruption reporting tools and mechanisms.
- Organize more dialogues to discuss on issues that members of the private sector face in promoting gender equality and accountability. Such discussions were also requested to be organized in schools as they are nurseries of workforce employed in the Private Sector and elsewhere.
- Strengthen research and advocacy on issues that business people especially women still face notably limited skills, low access to information, low access to markets and low access to finance and low advertising of their products.
- Enhance dissemination of findings on the research on Gender Based Corruption among business people, and also assess deep roots of such corruption in order to find appropriate mechanisms to prevent and respond to it.
- Encourage business owners to ensure that women and men get equal opportunities in the private sector especially in traditional male dominated jobs such as construction, mining, transports, etc. from recruitment, promotion and capacity development.

**Capacity enhancement on gender accountability:** In response to gender capacity gaps across different districts of the Eastern Province and with the support of RWAMREC, directors of agriculture and natural resources, infrastructure, one stop centers and directors of business development and employment were capacitated on Gender responsive planning, programming and budgeting. The training aimed at building a pool of gender champions across districts that will contribute in positioning gender equality in district

**Dialogue with teen mothers' Parents on GBV Prevention and Response:** In line with its mandate of monitoring the effectiveness of GBV prevention and response mechanisms, GMO in collaboration with Gicumbi District and other key partners organized a dialogue with parents of teen mothers to discuss on the issues raised by their children and lay strategies to address them. The dialogue also aimed to increase awareness on parents' role and responsibilities to protect their children against any abuse and respond to issues related GBV.



*Participants in a dialogue with teen mother's parents in Gicumbi District*

During this dialogue, a number of issues were raised and these include among others:

- Unwillingness of some parents to support teen mothers and their children especially on health insurance coverage and this mostly affects children of teen mother's access to primary health care services.
- Low awareness on existing services in Isange One stop Centers which limits their accessibility by victims of gender-based violence and child abuse.
- Some teen mothers face health issues during their pregnancy and after delivery and no body follow-up to ensure that they receive timely treatment.
- Some delays in handling GBV issues were noticed especially service seekers (Victims and Parents) are required to come back several times and end up dropping on the case.

**Dialogue with Youth on gender promotion Promoting and Fighting Gender based violence:** Youth makes a big population share with almost 27.1% and it is very essential to bring them on board as we advance gender equality and dismantle gender stereo types and power relations. In line with that and in collaboration with Gicumbi District and AVSI Rwanda, a dialogue with young boys and girls was organized to raise awareness on gender equality principles and their role in fighting gender- based violence in their respective communities. This dialogue benefited 100 youth from different youth forums including national youth council committees, youth volunteers, religious youth representatives and youth representatives from universities and partners. As a result of this engagement, convened youth committed to be agents of change in matters relating to gender equality, timely reporting gender -based violence and denouncing any related act.



*Youth dialogue in Gicumbi District*

The dialogue with youth highlighted some issues of gender imbalances that youth are facing and the main causes that persisting girls /woman not occupying in decision-making positions and these issues includes:

- Most Girl's lack self-confidence which affects their employability opportunities
- Girls face insufficient support from families and society they live in and are compelled to go for support positions rather than well-paying jobs and decision making positions.
- Girls engage more in household activities than boys and this hinders them from accessing opportunities compared to their brothers.
- Society still considers girls as weak parties and refuse them engage into sciences and technical courses like attending TVET schools especially non-traditional trades.

In line with the above highlighted challenges, the following recommendations were proposed:

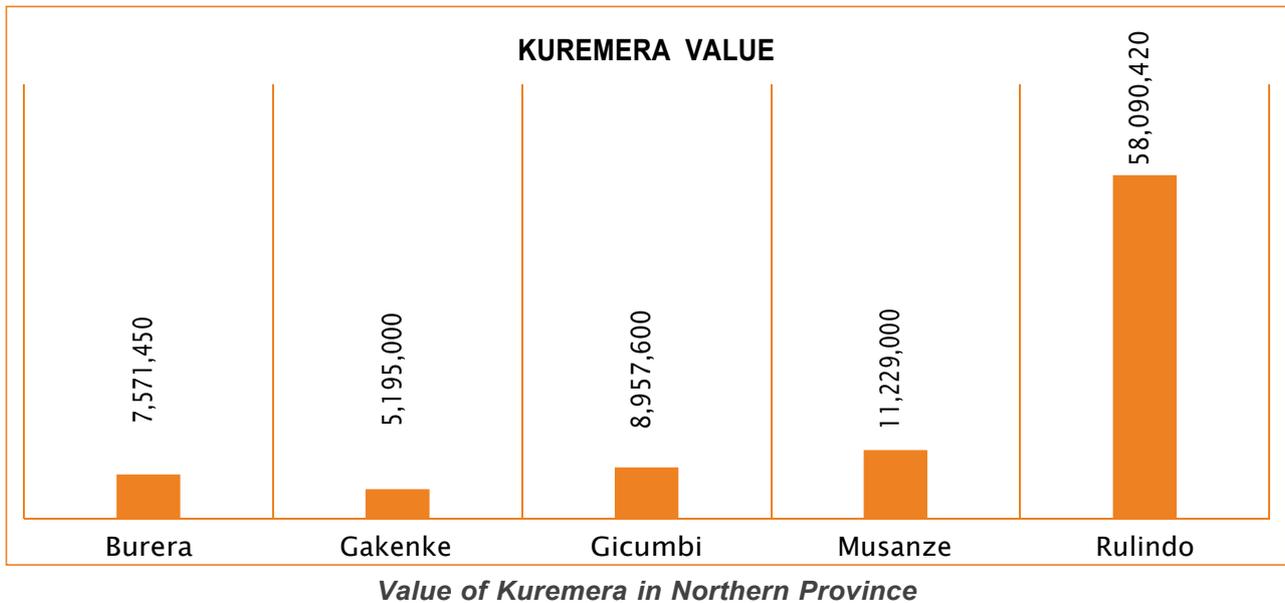
- Ensure that gender is part of discussions in different youth platforms and dialogues to ensure that we build young people with positive mindset on gender equality.
- Work closely with other stakeholders and report GBV incidence from their respective communities and organize special support for vulnerable youth in need of support as it is one way of preventing them from drugs, teenage pregnancy and human trafficking.
- Invest in programs geared towards empowering girls both socially, politically and economically.

**Gender Exhibition in Gicumbi District:** In the framework of closing the GAD Months and 16 days of activism against GBV, different partners organized an exhibition to showcase various gender and GBV responsive initiatives in Gicumbi district. Through this exhibition, partners presented interventions that contribute to the advancement of gender accountability and women empowerment in the district. The exhibition showcased products made by individual women and women's cooperatives including agricultural products, arts, medicines, tailoring products, etc. The testimonies confirmed how women's livelihood conditions have improved due to the incomes from their daily workers.



*Exhibition on gender initiatives in line with 16 days of activism and GAD Closing*

**Social Economic Empowerment through Kuremera:** In the spirit of empowering vulnerable families, various materials were mobilized by GMO stakeholders, Provinces and District to support identified categories of people. The donated items include cows, improved cooking stoves, soaps, mattresses, mosquito nets and bedcovers, food items, etc. The value of Kuremera is seen in graph below.



In addition to the above, during GAD campaign, a number of good initiatives were witnessed across districts of the Eastern province in line with building stable families and below are recommended to be replicated across other districts.

- **WISENYUKA TURAHARI COMMITTEE** which helps families living in conflicts to end their differences and build safe families. This is operational in some districts of the Eastern Province and is a model that can be replicated to end domestic violence.
- Umugoroba w’Abangavu n’Ingimbi in Karama Sector (Nyagatare District) serves as a platform to educate young boys and girls (educate them on what?) in efforts to fight teenage pregnancy.
- Iturbi (which word is this?!) ry’umuryango mwiza (Rwamagana and Kirehe) aimed at solving community problem at lower level with different partners (would be better to indicate how they do this!?).

### **Institutionalization of gender accountability in the Southern Province**

In collaboration with the Southern Province and with the support of FCDO/TAF Rwanda, a gender accountability programme serving all the eight districts was initiated in 2022 in all districts of the Southern Province. The program aimed to Institutionalize gender equality in District Performance contract (Imihigo), improve the quality and relevance of district gender budget statements as well as promote institutional effectiveness and capacity for gender accountability in service delivery at the decentralized levels.

Gender accountability dialogues and capacity development outcomes influenced gender responsiveness by including gender responsive indicators in DDS in Huye and Muhanga; and within Imihigo for all the eight districts in the Southern Province. Community dialogues on gender accountability were also organized and citizens expressed freely their issues and priorities to inform district development processes. Bringing grassroots level voices in the gender sensitive debate and discussions proved to be a strategic way to enable and influence policy or programmatic change at decentralized level. As a result of the dialogues, all the districts in the Southern Province have included GBS' activities within their Imihigo. This way districts are accountable and responsible for the implementation of those activities as they are now part of the annual performance contracts that are subject to annual evaluation.

*"The knowledge acquired through the gender accountability capacity development, allowed us to perfect the mid-term review of our District Development Strategy (DDS), to refine our Gender Budget Statement (GBS) and align it with Imihigo. It also helped us to revise our Situation Room and make it more gender responsive".* Acting Director of Planning, Muhanga District

Ensured gender sensitive indicators are incorporated in accountability and performance tracking mechanisms to keep districts focused on and accountable for their gender performance and inform decision-making in areas of underperformance. Indicators were incorporated in:

- o Situation rooms in all 8 districts of the Southern Province. Gender indicators were not gender responsive prior GMO support. Examples of gender sensitive indicators include: number of children enrolled in early development center in district by sex; number of men and women attending adult literacy centers; number of men and women farmers trained in modern agricultural techniques; number of men and women who received loans/Umurenge SACCO.
- o Imihigo 2022-2023 of all 8 districts of the Southern Province. The districts had gender sensitive Imihigo indicators in 2021-2022 which were developed with support from GMO (prior to TAF). GMO ensured that gender sensitive indicators remain in Imihigo of all districts. GMO expects that this will be an example to other provinces and inspire them to replicate the practise. The examples of gender sensitive indicators include: number of fertilizers delivered to and used by male and female headed households; improved health care targeting male and female community households e.g. Community Based Health Insurance Scheme (CBHI); increased access to water and electricity connectivity benefiting male and female households; improved education quality and learning outcomes for boys and girls.

More particularly, gender responsiveness of 2022 - 2023 performance contracts and alignment to gender budget statement was influenced. Due to acquired skills and knowledge as well as coaching sessions provided to the technical staff of the 8 districts, there has been an improvement in having gender responsive performance contracts

(imihigo) as indicated in the table below:

**Table 1: Number of Gender responsive performance contracts (Imihigo) for districts of southern province**

No	Gender responsive performance contracts (Imihigo) in Southern Province districts				
		FY 2021/22		FY 2022/23	
	District	Number of Indicators	Gender responsive indicators	Number of Indicators	Gender Responsive Indicators
1	Ruhango	96	45	102	61
2	Huye	90	44	108	53
3	Kamonyi	88	51	112	62
4	Gisagara	95	51	90	63
5	Muhanga	87	53	99	48
6	Nyamagabe	92	55	110	52
7	Nyanza	89	52	110	45
8	Nyaruguru	88	44	109	53
<b>Total</b>		<b>725</b>	<b>397</b>	<b>840</b>	<b>437</b>

*Source: District performance contracts (Imihigo) 2020/21, 2022/23.*

**Initiation of a gender responsive village in each district:** In the framework of promoting gender accountability at the community level, a gender responsive village approach was initiated across all the districts of the Southern Province. Selected villages are Agasharu in Huye, Rwufe in Nyamagabe, Nyacyonga in Nyaruguru, Mpungwe in Gisagara, Nyarurama in Nyanza, Bwama in Ruhango, Cyanika in Muhanga and Nyarurama in Kamonyi districts. Prior to confirming the selected villages, GMO and the Southern Province conducted various consultations with District Leadership which proposed villages with highest gender issues across the NSTI Pillars. This was followed by an assessment across all villages, where common issues identified are presence of family conflicts, child defilement, teenage pregnancy, illegal marriages, unregistered children, insufficient knowledge on family planning, limited gender discussions in communities, management of household resources, inadequate affordable technologies in households, high illiteracy rates, low savings, improper sanitation facilities and inadequate medical services among others.

A work plan aligned to the NSTI Pillars was developed to guide the operationalization of the responsive village approach and this will be implemented through an integrated approach involving local leaders, concerned public institutions, JADF partners as well as citizens residing in the pilot village.

**Community and Citizen Engagement on gender accountability:** In addition to five dialogues that were conducted in the last fiscal year, a dialogue with village leaders in Nyanza District was conducted and brought together Provincial/District leaders, Executive Secretaries of Cells, Sectors, village leaders and District partners. This was attended by over 572 participants including 432 men and 140 women.



*Participants during a dialogue with village leaders in Nyanza District*

As a result of the dialogue, the following was achieved and recommended:

- Local leaders committed to increase efforts in prevention of domestic conflicts and violence. They committed to visit conflict-prone families before transferring the case to inteko z'abaturatione, and umugoroba w'imiryango.
- RIB representative committed to devise innovative measures to support timely collection and gathering of evidences in offences of child defilements, GBV and other related crimes.
- District Partners working on gender equality and women empowerment committed to undertake intensive community awareness campaigns on gender equality within the existing local forums with particular focus on inteko z'abaturatione, umugoroba w'imiryango.
- Local leaders committed to comply to existing gender/ family legal provisions while exercising their duties and also ensure that laws are disseminated to their respective communities.

### Improved holistic service delivery by ISANGE One Stop Centers:

Every fiscal year, GBV service delivery is assessed through especially Isange One Stop Centers as the flagship model of holistic services (Legal, health, psycho-social, reintegration support for victims. In line with its mandate and to ensure effective service delivery, GMO has continuously monitored services provided by IOSCs and findings were shared with concerned institutions to address areas of improvements. In this perspective, GMO in collaboration with MIGEPROF, RIB, RBC and NCDA conducted an assessment on GBV service delivery in 46 IOSCs, and 58 Health Centers were covered with the overall goal of assessing the effectiveness of GBV service delivery with special focus on medical care and psychological services. During this process, home visits were conducted to 120 GBV victims who received reintegration support to establish whether they are fully reintegrated.

The assessment findings have indicated steady progress in terms of improving GBV service delivery across assessed IOSCs. Key of the registered achievements are:

- Availability of budget to sustain operationalization of IOSC model and revision of IOSC standard operating procedures.
- Existence of guidelines to regulate some services especially those related to reporting of GBV cases in health facilities, use of community insurance in GBV cases, integration of IOSC model in construction of hospitals and new guidelines on ISANGE operationalization for both medical and non-medical services. All these regulations aim to improve the quality and timeliness of services to victims of gender based violence and child abuse.
- Capacity development of IOSC staff on GBV case management and multidisciplinary services was undertaken and this has increased the quality of service delivery to victims seeking support across all assessed IOSCs.

Despite the above registered achievements, the monitoring also identified challenges that still hinder the effective delivery of services to GBV victims include the following:

- **IOSC understaffing:** all IOSCs do not have required personnel to operationalize IOSC 24/7 and this limits effective service delivery to GBV victims as only medical services are available to them during evening and weekend days.
- **Unpaid GBV related bills:** The monitoring revealed that bills for medical services provided to GBV victims for a period of June 2020 to June 2022 are not yet paid and this affects hospitals service delivery in general and GBV services in particular.
- **Delay in availing budget for non-medical services:** The assessment indicated that budget for non-medical services was transferred to hospitals in the third quarter of 2022/2023 fiscal year and this affected implementation of planned activities including home visits, group therapy, supervision of health centers, provision of transport fees to GBV victims and support to those accommodated in the safe rooms.
- **Unavailability of operational fund at health centers:** This threatens sustainability of GBV services and principle of free services to GBV victims received at this level where GBV victims are requested to pay for services and do not receive transport fee
- **Challenge in management of GBV cases at hospitals without IOSCs:** It was noticed that there is a collaboration challenge between district hospitals, referral and teaching hospitals (CHK, Faisal, CHUB, and HNP Ndera) in terms of payment of medical services for referred GBV cases due to unavailability of IOSC services at higher health facilities.
- **Ineffective management of forensic evidence in all IOSCs:** Due to insufficiency of adequate equipment's to store evidence, limited knowledge in sample collection and preservation (especially on sample from safe abortion).
- **Limited provision of Legal services at IOSC:** It was revealed that MAJ staff do not visit IOSC regularly to provide legal support due to budget constraints, unclear guidance on the role of MAJ in IOSC, heavy tasks of MAJ at district level and affects victim's accessibility to legal services.
- **Lack of effective referral system between hospital departments/health centers and IOSC:** The assessment revealed that some victims are received in hospitals, treated and discharged without linking them to IOSC for holistic services and as a result some of these victims pays themselves for medical bills, others are given GBV billing number for medical services but not linked to other services.
- **Unavailability of some medical drugs in hospital pharmacies:** Victims are requested to pay for them in private pharmacies outside the hospital while they are most of the time unable to afford the cost.
- **Lack of effective mechanism for information sharing on received GBV cases among actors:** Many IOSCs receive victims from different districts (Shyira, Kacyiru, Muhima,) and yet they only report to the one hosting it and this is a challenge for districts to know real status of GBV and provide reintegration support to victims.

In line response to the above issues, the following were recommended;

- Make a plan on the payment of arrears for medical services provided to GBV victims across districts hospitals and ensure timely availability of IOSC Operationalization funds for effective service delivery.
- Avail funds at health centers to support GBV related interventions and ensure that GBV Victims get free services.
- Establish effective mechanism of information sharing and collaboration about GBV cases among health facilities and districts to ensure effective coordination and support to GBV victims.
- Put efforts in ensuring that there is accessibility and affordability to medical drugs by GBV victims.
- Put in place effective mechanism and protocol for evidence management, avail adequate storage and ensure regular capacity building of involved health providers and IOSC staff.
- Put in place effective referral system to ensure GBV victims received in hospitals are linked to IOSC for holistic services and ensure that payment of medical services provided to GBV victims referred to high level of health facility.
- Set measures to support GBV victims' access to continuous legal services in IOSC as defined by SOPs and communicate adopted measures to the leadership of Hospital and Districts.

## Increased awareness on issues regarding reintegration of GBV victims

In line with its mandate, GMO in collaboration with its partners conducted an assessment of socio-economic reintegration of GBV victims in 29 districts with aim of exploring the effectiveness of reintegration processes and identify and advocate for persisting issues. It is worth noting that through earmarked funds, districts have supported teen mothers' reintegration in schools, supported short term vocational trainings in different trades, supported the startup of income generating activities especially for teen mothers and contributed to improved access to legal aid services. In addition, the assessment noticed the contribution of different stakeholders in terms of financial support, capacity building to address GBV related issues and support in improving GBV service delivery (COAG, INGOBYI, IMBUTO, ENABEL, GSF...).

However, assessment also pointed to a number of issues that affect effective reintegration of victims and these include:

- Community reintegration guidelines not yet widely disseminated
- No systematic identification of teen mothers to inform programming and advocacy to concerned institutions in terms of socio-economic reintegration.
- Ineffective coordination and collaboration among actors in terms of joint planning and implementation of reintegration support to GBV victims as well as reporting on achieved results and use of funds by different stakeholders to track progress and inform future programming.
- Insufficient budget for reintegration which limits the package to be provided and the number of GBV victims to be supported comparing to those in need.
- Inadequate accountability and follow up mechanisms on the use of earmarked funds for reintegration of GBV victims.

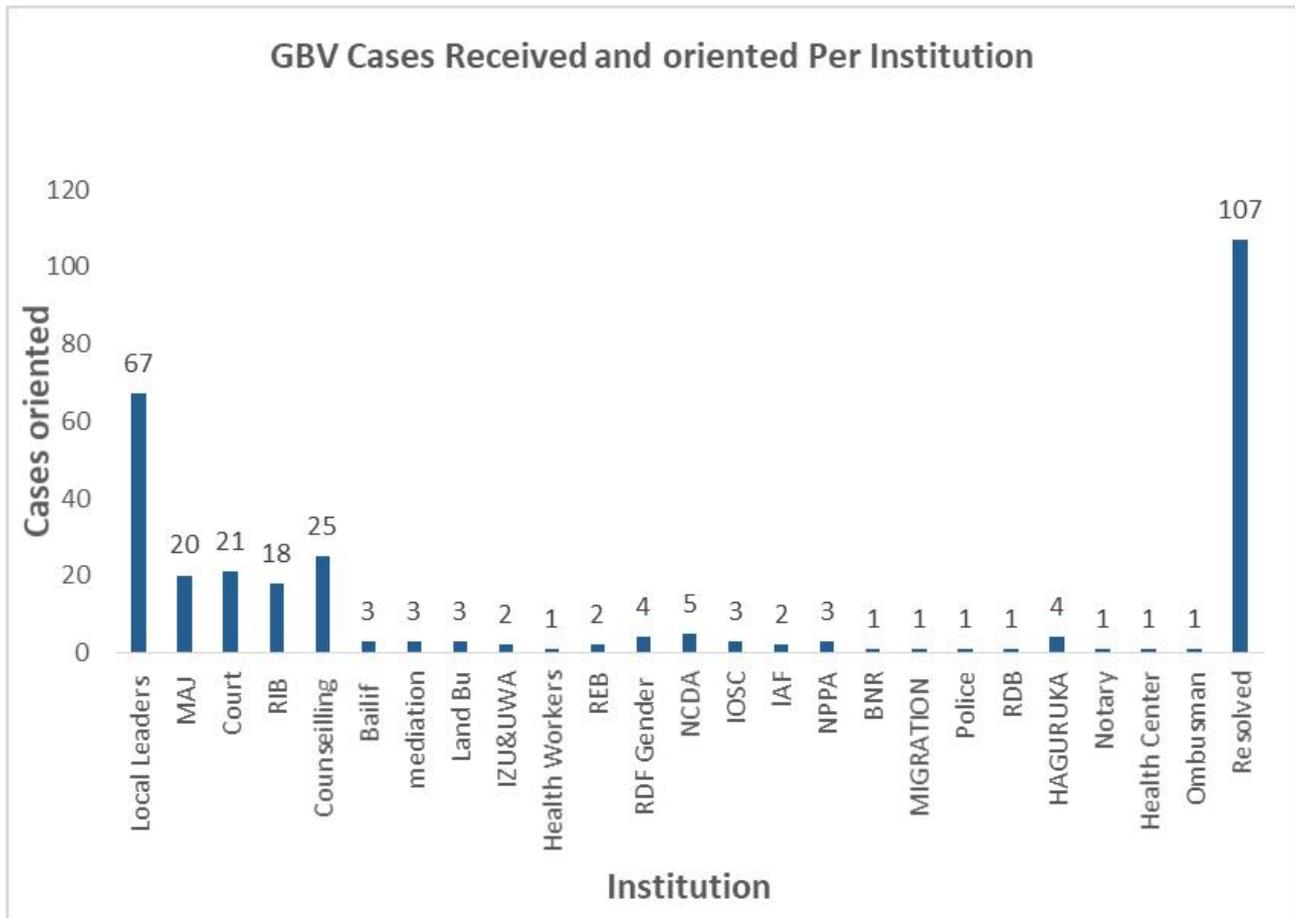
In line with the above issues the following were recommended:

- Joint planning in terms of reintegration of GBV victims among all involved actors.
- Advocacy to increase budget for reintegration to effectively support all needy victims.
- Accelerate the dissemination of reintegration guidelines to all concerned actors for effective support to GBV victims and ensure that guidelines are respected by all actors.
- Conduct needs assessment of all teen mothers and their families in all district to inform programming in terms of socio-economic reintegration.
- Put in place effective and systematic mechanisms for accountability for the use of reintegration budget and ensure reporting of achieved results at all levels from district to village level
- Discuss adequate strategies to enable districts and stakeholders to monitor and follow up on implementation of reintegration package and assess impact in lives.

### **Received GBV complaints oriented for address by relevant institutions**

The law No 51/2007 of 20/9/2007 gives authority to Gender Monitoring Office the responsibility of receiving, orienting and follow up of GBV cases. Under this, GMO provides psychological counselling to victims of GBV, orienting and follow up them to different service providers according to the case for action and organizing field visits to identified GBV cases. In this regard, during this fiscal year 2022/2023, GMO received 193 where 152 cases were reported by women and 41 by men. 156 cases were received by using Toll free number (5798), and 37 cases were received at GMO Office. Received cases falls under different types of violence, where 75 cases of economic violence, 8 cases of physical violence, 24 cases of sexual violence with 20 cases were on child defilement, 19 cases of psychological

violence, 51 cases on the violation of child rights, 1 case of human trafficking, and 15 cases of other gender and GBV injustices. Received cases were oriented to different concerned institutions for further support after analysis of each individual case. In this regard, all 193 received cases were oriented to as highlighted in the following chart:



Source: GMO Administrative Report – July 2022 – June 2023

As indicated above, most of the received GBV cases are oriented to local leaders (67) requesting case report, 21 cases were in the court processes, 20 cases were oriented to MAJ for legal aid and 18 cases were referred to RIB for further support more especially for justice processes. Among received cases, 25 victims received counselling and this service helped them to accept some resolutions taken in their cases although they don't agree with, because all the procedures have been tried in vain or the victim don't have convincing facts. In this framework of receiving GBV cases, following issues were identified:

- Non provision of incidence reports by local leaders: Reports from local leaders are expected to serve as part of evidence in cases of GBV, but unfortunately local leaders are reluctant to produce such reports and this is affecting justice processes.

- Delay in releasing court resolutions: Some of received GBV victims highlighted that court resolutions were produced when appeal period is almost at end and this prevent them the right of appealing due to limited time to prepare case files and secure legal representative due to financial limitations.
- Cases of Economic violence are very high among couples and this is mainly linked to managing properties in cases of separation, buying/selling common property without informing the other partner, house construction of inherited property without land transfer etc.
- Low responsibility of parents in ensuring child rights especially when it comes to civil registration of children born out of legal unions, child support fees, etc.
- Some spouses do not access information on loans being managed by the other party.

## Key Recommendations

- Engage local leaders on their role in preventing and responding to GBV issues and more particularly on the need for timely reports for incidences of GBV in their respective communities.
- To discuss with courts, prosecution and military services to ensure adequate support is given to GBV issues.
- Engage financial institutions to support in sharing information related to loans and payment to both spouses.
- Sensitize community members especially youth to avoid illegal unions and put efforts to legalize informal unions.
- Ensure accountability to parental responsibilities in terms of financial provision and psychological wellbeing for the children especially for families in divorce processes and single parents.

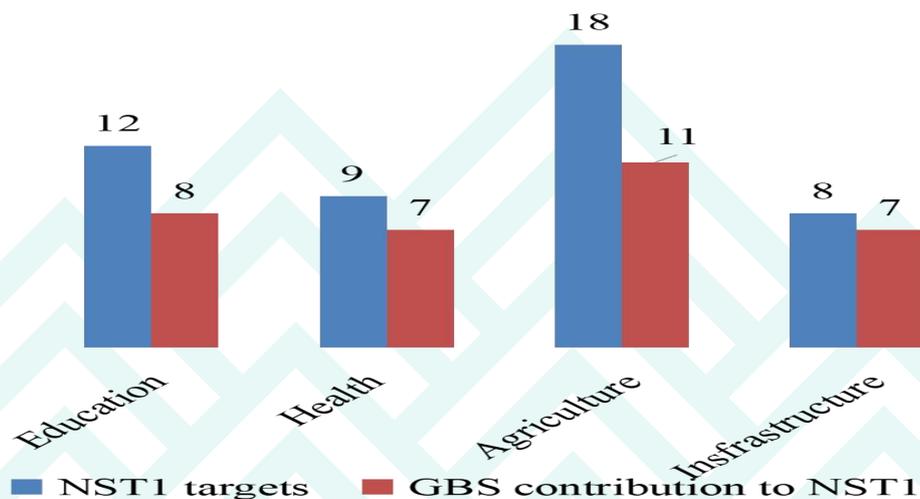
# ECONOMIC TRANSFORMATION PILLAR

## Gender Budget Statements monitored and audited for gender transformation

Gender and Family Promotion is one of the seven (7) cross-cutting areas in the NSTI considered to attain inclusive and sustainable development. National Gender responsive planning and budgeting aims to ensure that the needs and interests of women and men, boys and girls are addressed in expenditure and revenue policies. In this fiscal year, 27 districts, CoK and 18 Ministries and public institutions submitted their GBS implementation reports and GMO conducted desk review analysis to ascertain the results as well as conformity of report to initial plan. From the GBS monitoring and audit conducted this FY, below are the recorded achievements per sector.

As a result of the High-level dialogue with the Parliamentary Budget Commission in July 2020, Organic Law N° 12/2013/OL of 12/09/2013 on State Finances and Property was amended and the new Organic Law N° 002/2022.OL of 12/12/2022 on public finance management was promulgated on 12th of December 2022. The new law institutes under Article 77, on budget agencies to produce and submit gender budget statement and activity reports on quarterly basis as opposed to the previous law that requested budget agencies to submit GBS activity reports in September following end of fiscal year.

The GBS audit revealed a significant alignment between GBS and other national planning and accountability tools like action plans and Imihigo. As a result, the contribution of GBS interventions to attaining NSTI targets in the selected sectors was found to be at 61.1% in Agriculture sector, 66.7% for Education sector, 77.8% in Health sector, and 87.5% in Infrastructure



Under the Agriculture sector, a sector that employs nearly 70% of Rwanda's workforce of which over 60% are females, during the last 3 fiscal years, it was revealed that provision of subsidized seeds and fertilizers and trainings in farming practices have contributed to increased production hence increased income among male and female farmers to address their basic needs. According to the Agriculture Household Surveys (2017 and 2020) access to different agricultural inputs has increased between the 2 periods. See table below:

Year	2017		2020	
	Male	Female	Male	Female
Improved seeds	33.6	26.9	47.8	36.4
Organic fertilizers	80.9	75.2	85.5	79.3
Chemical fertilizers	34.9	23	42.3	30.8

**Source: Agriculture Household Survey (2017 & 2020)**

As the table above shows, it is evident that both male and female farmers had increased access to agricultural inputs which has translated into increased productivity and hence increased income that is transforming the lives of men and women and their households in different communities in Rwanda in line with the national transformation agenda.

In the Education sector, during the monitored and audited period most GBS interventions centred on construction of classrooms and latrines for boys and girls. For example, during the audited period in 12 Districts, 8,242 and 11,160 classrooms and latrines were constructed. In addition, 9 ECDs/ECEs were constructed too. Construction of classrooms, latrines and ECDs/ECEs has contributed to reduction of the number of students per class, improved hygiene at the school environment, increased academic performance among boys and girls as well as quality education. On the other hand, ECDs/ECEs are helping male and female children to learn and develop how to socialize, become independent and learn new things as well as supporting their academic transition to primary school.

As a result, there is registered increase in boys' and girls' enrolment at different levels of educations as illustrated by the table below.

Year	2019		2023	
Education level	Male	Female	Male	Female
Pre-primary	112,044	114,662	177,523	177,802
Primary	1,259,344	1,244,361	1,384,332	1,358,219
Lower secondary	194,314	227,779	245,840	284,794
Upper secondary	70,468	86,336	79,198	110,462

**Source: MINEDUC, Education Statistical Year Book (2023)**

From the above table, evidence shows an increase for both boys and girls in school enrolment at the different levels especially at primary school level where boys increased by 124,988 while girls increased by 113,858. Another notable increase is observed at upper secondary level where boys increased by 8,730 while girls it was 124,126. Other factors that contributed to increased enrolment for boys and girls at school include:

- Equipped girls' rooms with sanitary materials offering safe spaces for girls to managemenstrual related issues. This has led to reduced absenteeism among girls, gained confidence as they no longer face social stigma. In addition, girl's academic performance is on good record.
- School feeding program has reduced school dropout rates, reduced time for students/pupils while going for lunch and tendency for the girls and boys to engage in risky behaviors.

Under the Health sector, different districts have had GBS interventions related to construction of health facilities including maternity wards, health centers and health posts which has facilitated easy access to health care including maternal health for male and female headed households in the communities. Examples are Tabagwe Health Centre in Nyagatare, Kayumbu Health centre in Kamonyi district, maternity ward at Nyamyumba Health Center in Nyaruguru District, rehabilitation of Muyongwe maternity ward in Gakenke district plus 4 health posts in Nyamagabe district – Mukungu in Kitabi sector, Bushigishigi in Buruhukiro Sector, Shyeru in Gatare sector, and Nkomane in Nkomane Sector.



As a result of the above interventions and other initiatives in the sector that were not monitored through GBS, our Country has recorded massive achievements that include:

- Maternal mortality has dropped sharply from 1,071 per 100,000 live births in 2000 to 203 in 2019–20.
- 94 percent of women benefit from skilled attendance at birth. Furthermore,
- 98 percent of women received antenatal care from a skilled provider and the
- Infant mortality ratio continues to decline, with 45 deaths per 1,000 live births in 2019–20, as compared to 50 deaths per 1,000 live births in 2014 and 196 deaths per 1,000 live births in 2000.
- Family planning and HIV prevention PMTCT services were introduced at different health centers like Gitarama Health Center in Muhanga district hence facilitating accessibility to family planning services, drugs and contraceptives.

In addition to the above, construction and rehabilitation tasks provided temporary jobs to men and women in the surrounding communities.

The Infrastructure sector is one of the biggest sectors due to its equally wide sub-sectors namely water and sanitation, energy, road construction, urbanization and rural settlement among others. This year's GBS assessment and audit, focused on water and sanitation, energy, road construction. The sector planned and executed a number of GBS interventions that created employment and improved livelihoods of men and women in the communities visited.

According to NSTI priority areas, road infrastructure and maintenance promotes industrialization and attainment of structural shifts in export base to high value goods

and services. The GBS assessment and audit revealed that 10,806 km of roads were constructed and have boosted economic activities as well as facilitating women and men with easy transport in their daily businesses. Examples include. Nyagatare-Rukomo, Kibugabuga-Gasoro lot 2, Huye-Kibeho-Munini road, Rubengera-Rambura; Ngoma-Ramiro Road among others.



As far as energy is concerned, it was found out that 184,330 cooking stoves and 428 biogas plants have been distributed and rehabilitated to reduce the unpaid care work burden of women but also facilitating men to take part in cooking activities at household level. The cooking stoves and biogas plants were distributed among 4500 Poor households comprised of 1703 female headed households and 612 male headed households. In addition, 439,533 new households (124,967 Female HH and 314,566 Male HH) have been connected to on-grid electricity and off-grid electricity during the period 2019 to 2022..



In line with access to clean water, 206,489 km of water supply system were constructed, 61 new water taps, 6 water kiosks constructed, 26 water points rehabilitated, while 5 water tanks constructed, across the districts under both rural and urban water programs. The water access interventions provided jobs to 366,058 women and 342,990 men who were employed in these water projects either as short term, medium term or long-term jobs, while 81,888 households got access to clean water. Existing Water Treatment Plants were also upgraded whereby 142,691 females and 131,715 males have been served with clean drinking water. For example, 205.754 km of water supply system (Butantsinda-Gahombo-Busoro; Mbazi water supply; Maraba-Kigoma-Kamwambi; Muganza/Nyaruguru; Ruhunde/Burera among others



## Persistent challenges in GBS implementation

The challenges observed from the GBS assessment and audit are as follows:

- There is observed limited oversight that continues to affect the quality of GBS coupled with limited skills in gender analysis leading to ambiguous gender targets and less focus on GBV as well as family issues.
- GBS not discussed in the different planning forums – comes at the last minute.
- No regular monitoring of GBS plans – absence of progress reports. However, adoption of Organic Law No. 002/2022.OL of 12/12/2022 on Public Finances Management

is expected to improve the practice as it requires budget agencies to report on quarterly and annual basis.

- In terms of accountability/reporting, there is inadequate reporting on the gendered impact of different GBS interventions.
- There is persistent limited participation of women in decision-making in competitive positions especially at Director level at both central and decentralized levels. There is need for intentional strategies to increase females at Director level.
- Non-involvement of CSOs operating in Districts in Gender Budgeting and planning process.

In order to improve the implementation of Gender Budget Statements, the following recommendations are suggested:

- For improved GBS across districts and Ministries, there is need for increased guidance oversight at leadership level.
- Discussions on GBS in different forums including district council and departmental meetings.
- Improve skills in gender analysis to inform the gendered transformation.
- Need to improve reporting at impact level by focusing on the benefits gained by the men and women and contribution to fix the gender gaps.
- Need for more impactful jobs for women and men during GBS interventions implementation, to achieve gender transformation.
- Budget agencies should provide incentives to women, encourage women to apply for jobs advertised, provide timely information about opportunities, and build their capacity so as to make them competitive.
- Involve other stakeholders like CSOs operating in Districts in Gender Budgeting process so that their contribution can inform defining the most relevant priorities that aligns to needs of men and women.

## **Gender Accountability Strengthened in the Private Sector**

The National Strategy for Transformation (NST-I) envisages the Private sector to be the engine of Economic growth. However, the sector experiences gender gaps across a number of indicators which include but not limited to: low number of females in decision-making positions, lack of work life balance policies, a significant number of females and males still working in traditional roles with limited access to technical jobs among females, sexual harassment and low strategies preventing it in majority companies. Based on the above background, GMO in collaboration with UNDP and Private Sector Federation initiated, a gender accountability program was initiated to promote gender accountability in the Private Sector.

The first cohort of companies were certified with Gender Equality Seal in 2022 and the second cohort of companies were certified in March 2023. These companies are CIMERWA, INKOMOKO, NCBA, MATA TEA COMPANY, RWANDA ENERGY GROUP and ENTREPRISE URWIBUTSO and 3 public institutions including National Bank of Rwanda, MINICOM, NIRDA. These companies and public institutions were certified with a gender equality gold seal. At the same time, GMO recognized two private sector companies Legacy Clinics and Kitabi Tea Company for their efforts in promoting gender equality. Moreover, during the same event, RSB launched its gender equality standards, BNR launched its gender mainstreaming strategy and PSF Specialized Cluster for women, youth and people with disabilities launched the entrepreneurship desk. This will contribute to GES goals by supporting more women through entrepreneurship capacity development and help prevent different gender stereotypes still evident in the private sector. The certified companies realized a number of achievements including improved work life balance for male and female staff, lowering gender pay gaps, increased women in decision making positions and traditionally male-dominated jobs, improved family-friendly initiatives like breast feeding rooms, child care facilities e.t.c as detailed in the box below:

Before the certification event, an external evaluation was commissioned and few of the achieved results are as follows:

- Different private sector companies and GES participating public institutions revised their maternity policies to bridge gender equality at their work places. For instance, BNR has maternity leave policy where breast feeding mothers work 3 months remotely in addition to 3 statutory months and one month for paternity leave from 4 days. Inkomoko offers 6 months maternity leave and 2 months' paternity leave.
- Some companies initiated affirmative actions with intention of promoting women in leadership and technical positions. For example, In Rwanda Energy Group, job criteria were revised from 15 years to below 10yrs to assume a leadership and technical positions and this attracted female in REG. This led to the increase of women in senior management. For example, REG Subsidiary companies had no women leaders in 2019 but with
- The adopted measures, REG now has 35% of women at senior management level. In addition, in EDCL, there are 4 women directors unlike in the previous years. Overall, women occupy 40% in senior management of REG (EUCL and EDCL combined).
- Remoteworking policies were promoted and a conducive work environment is ensured where by a number of companies have established Mothers room and day care facilities.

CIMERWA promoted women in cement business through a check off system and as a result, a group of women who started with ½ track of cement per person per month now each one sells 30 tracks per month. In addition, as giving back to communities through Corporate Social Responsibility, CIMERWA established a market to support women street vendors.

Rwanda Energy group established an apprenticeship program to increase a number of women in energy and as a result their management which was composed of 0% women now is composed of 35% and technical positions are currently occupied by 32% when it was only on 5%.

BNR increased a number of women in executive management from 20% to 50% and number of women also increased significantly throughout all positions and technical positions in particular.

Integration of Gender Accountability in Managers Key Performance Indicators (KPIs) and results matrix.



*Certified and recognition event for Private sector companies/ Public institutions in March 2023*

# Enhanced communication for the promotion of gender accountability and GBV service delivery

## Increased Awareness of Gender Accountability and GBV Service Delivery through Media

In efforts to increase awareness on accountability gender equality, Gender Monitoring Office partnered with different stakeholders to conduct radio talk shows both at central and decentralized levels. In this perspective and in collaboration with the Gicumbi district, a Radio show was conducted on Ishingiro Community Radio to discuss on the role of the community and partners in promoting gender accountability and GBV service delivery. The talk show featured the Deputy Chief Gender Monitor in Charge of fighting GBV and other injustices, the Vice Mayor in charge of social affairs in the Gicumbi district and one of the citizens of the Miyove sector. A group of citizens were also supported to contribute to these discussions through a community outreach program that was organized on that day.



*Deputy Chief Gender Monitor MUKANDASIRA Caritas and the Vice Mayor in Charge of Social Affairs of Gicumbi district MBONYINTWARI Jean Marie Vianney during the talk show at Ishingiro Community Radio.*

GMO also participated in a talk show that discussed the role of parliaments in promoting Gender Equality. The talk show which was organized as part of the preparation of the Interparliamentary Union General Assembly (IPU) featured the Deputy Chief Gender

Monitor in charge of Gender Mainstreaming RURIHOSE Florian and Hon. Alice MUZANA a member of Parliament and member of Rwanda Women Parliamentary Forum (FFRP).

In addition, GMO also participated in a Rwanda TV talk show “WARAMUTSE RWANDA” with the topic entitled “Kubana Mudasezeranye Intandaro y’Amakimbirane” Deputy Chief Gender Monitor in Charge of Fighting GBV and Other Injustices contributed to this with special focus on how illegal unions greatly contributes to family conflicts and more particularly economic violence. The discussions also highlighted the benefits of marriage legalization to the couples, their children and communities at large.

GMO also engaged with various media institutions on various topics including discussions on RBA on the impact of illegal marriage as part of the factors contributing to the increase of gender-based violence and family conflicts in families, and the issues of high prevalence of teenage pregnancy among maids in Rwanda, a discussion that conducted through BTN TV. Additionally, during GAD activities for Northern and Eastern Provinces, key media actors were engaged including RBA, Igihe.com, The NewTimes, Radio Ishingiro, and Salus Radio among others and contributed to raise awareness to gender accountability for a full week in addition to a robust social media campaign on gender accountability.

### **Gender best practices documented through video documentaries to document results and inspire change and replication**

In a bid to document and share gender best practices, three documentary videos were produced including documentation of gender best initiatives in Gicumbi district. The video documented how gender-responsive programmes and initiatives contributed to improving community social-economic welfare. The documented initiatives include the Green Gicumbi project which contributed to improving community livelihood by providing radical terraces to improve productivity, provision of improved cooking stoves, supporting the community to increase their tea plantations and much more. Other documented initiatives include gender responsiveness agriculture cooperatives, mining, milk collection and food processing. During the documentation, it was noted that the district and partners have been intentional in promoting gender equality and accountability which greatly contributed to addressing men’s and women’s issues at the community level.

As part of the gender accountability programme in the private sector, three documentary videos were produced to document the benefits of establishing and promoting a conducive work environment including the establishment of gender-responsive initiatives including Early Childhood Development Centers, daycare facilities and other initiatives. The documentary featured initiatives established at different companies including Wolfram Mining and Processing Company Ltd, Coproriz Ntende

cooperative and other community-based ECDs established at the Rwamagana market and Rubavu border. Additionally, and in partnership with Sustainable Growers Rwanda, a documentary video was also produced on the role and contribution of women in the coffee value chain. All these produced video's aims to showcase good initiatives that can be replicated.

Additionally, in preparation of the certification and recognition event held in March 2023, key achievements from companies and institutions eligible for certification/ recognition were documented and showcased during the certification event. This certification video featured, the Bank of Rwanda (BNR), the National Industrial Research and Development Agency (NIRDA), the Ministry of Trade and Industry (MINICOM), CIMERWA Plc, INKOMOKO, SINA GERARD Enterprise URWIBUTSO (Nyirangarama), NCBA Bank Rwanda, Mata Tea Company Limited and Rwanda Energy Group (REG) and Legacy Clinics and Diagnosis Ltd and Kitabi Tea Company Limited who were recognized for their ongoing efforts on advancing gender accountability.

Last but not least, GMO raised community awareness on gender accountability through its website and social media platforms including Twitter, Facebook, Instagram and YouTube to share and disseminate information on gender accountability and GBV service delivery. More than 600 tweets were uploaded to the Twitter page and reached thousands of Twitter users, and so far over 2000 new followers were gained on the 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.

# Institutional Development

This section outlines key realized interventions under administration and finance as a support engine to the implementation of annual priorities. The realized interventions are in line with partnership/resource mobilization, capacity development and training, internships, Development of an internal policy on Prevention and response to Sexual Harassment, sexual exploitation and abuse, Internal and External Audit, recruitment, and 2022/2023 budget implementation.

## Partnership and resource mobilization

In line with its broader mandate, the Office continued to expand its partnership and resource mobilization base to support a wider reach in terms of delivering to its mandate. More specifically, resources were mobilized to support gender accountability day in Gicumbi District, Eastern Province, and dialogue in Nyanza District, development of sexual harassment policy, staff and partners retreat, and audit on the implementation of gender budget statement among others. We appreciate the support of partners in ensuring that financial constraints are addressed while allowing GMO to realize its mandate.

In addition to the above, in collaboration and with the support of partners, a two days staff and partners retreat was organized and this aimed at repositioning gender accountability and defining GMO's priority focus for the next five years. Among the recommended areas include water and sanitation, Climate change, Urbanization and Unpaid Care work.

## Capacity development and training

In efforts to build its staff capacities in different areas, GMO staff benefited from various training including procurement processes and risk management, gender and climate change, communicating gender statistics, procurement audit training, sexual harassment, regional training of trainers on gender equality seal for private sector (GES-PS) in Africa, regional TOT training on building regional Gender Equality Seal expertise and advisors to help with the introduction and implementation of the GES for the Public Sector, training on "Waste to Resources" that took place in Luxembourg from 13th to 18th March, 2023. In addition to short trainings, staff were enrolled to professional courses including Post graduate diploma in Legal practice, Postgraduate Diploma in Child Justice, Chartered Institute of procurement and supply and all these courses are still ongoing.

## Internships

Five applicants who submitted internship applications to GMO were offered the chance to complete their internships. The four applicants in the fields of finance and international relations were from local institutions and one was from an overseas institution. The internships enabled the interns to gain the necessary work experience that is pertinent to their academic fields and enhanced their practical knowledge and abilities.

## Development of an internal policy on Prevention and response to Sexual Harassment, sexual exploitation and abuse

Sexual Harassment is a violation of human rights and hinders productivity within an institution/organization. Sexual harassment and exploitation are also degrading, embarrassing, and may lead to traumatic experiences. Staff members who experience sexual harassment may feel threatened, scared, isolated and/or alone. It creates psychological anxiety and stress for victims, which can result in high costs for institutions if it is ignored through loss of productivity (decline in staff performance).

Gender Monitoring Office, based on its mandate, introduced an internal policy on prevention and response to sexual harassment, abuse and exploitation to ensure a safe and dignifying work environment through effective implementation of prevention, reporting, and response measures against sexual harassment, exploitation, and abuse. The policy was developed under extensive internal and external consultations with different stakeholders including but not limited to Ministry of Public Service and Labour (MIFOTRA), the Ministry of Gender and Family Promotion (MIGEPROF), the National Public Service Commission (PSC), Rwanda Investigation Bureau (RIB), Transparency International Rwanda (TI-R), Rwanda Men's Resource Center (RWAMREC), ActionAid Rwanda, Women in Rwandan Energy Organization (WIRE), and the Association of Rwandese Female Journalists (ARFEM). After its development the internal policy was validated by stakeholders. Today, every staff and service providers working with GMO should commit towards combatting sexual harassment, abuse and exploitation. Great thanks goes to Care International that have accompanied and supported GMO throughout this process.

## Staff recruitment

Recruitment was carried out on four positions of Administrative Assistant to Executive Secretary, Gender Mainstreaming, M& E Specialist Legal Officer, and Director of Monitoring the fight Against Gender Based Violence and Other Injustices as part of the FY 2022/2023 recruitment plan. All these positions have capable staff recruited to undertake duties in line with their respective profiles.

## Internal and External Audit

In line with the law on financial management, Gender Monitoring Audit was audited both internally and externally. The Office of the Auditor General undertook a financial and compliance Audits for the years ending in June 2022 and June 2023. Financial Audit for both fiscal years indicated GMO to have unqualified opinions and to have complied with rules and regulations

## Budget Execution

The total budget for GMO was 778,518,361 Frw for FY 2022/2023, where Ordinary budget was 664,515,826 Frw, and Development budget was 114,002,535 Frw for the two Projects. The budget execution rate as of June 30, 2022, for both the ordinary budget and projects was 95.75 percent. Further details are indicated on the table below:

**Table indicating annual budget Execution details for FY 2022/2023:**

Source of Budget	Approved Budget	Revised Budget	Expenditure	Balance	% of budget execution
GoR	575,214,889	664,515,826	669,386,295	(4,870,469)	100.73%
Development Budget	189,659,360	114,002,535	76,032,798	37,969,737	66.69%
Total	764,874,249	778,518,361	745,419,093	33,099,268	95.75%

**Note:** The ordinary budget was consumed over 100% due more budget that was provided by MINECOFIN for an international mission that was not initially planned in the 2022/23 budget. Budget execution for development was affected by the budget that was planned but not disbursed by donors.



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