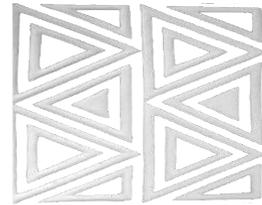




Republic
of Rwanda



GENDER MONITORING OFFICE ANNUAL REPORT

2021-2022

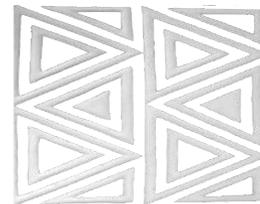
December, 2022

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ACRONYMS

AJEPRODHO	Association de la Jeunesse pour la Promotion des Droits de l'Homme et le Développement
BRD	Bank Rwandaise de Développement
CSOs	Civil Society Organizations
DHS	Demographic House Hold Survey
ECDs	Early Childhood Development
EH	Ejo Heza
EICV	Integrated Household Living Conditions Survey
FBO	Faith Based Organization
FP	Family Planning
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
HHs	Household Surveys
IGA	Income Generating Activities
ICDL	International Computer Driving License
IOSCs	Isange One Stop Centres
IPRS	Integrated Polytechnic Regional College
ITP	International Training Programme
MAJ	Maison d'Acces a la Justice/Access to Justice Bureau
MIGEPROF	Ministry of Gender and Family Promotion
MINALOC	Ministry of Local Government
MTN	Mobile Telephone Network
NEC	National Electoral Commission
NGO	Non-Governmental Organization
NISR	National Institute of Statistics of Rwanda
NPPA	National Public Prosecution Authority
NST1	National strategy for transformation1

NWC	National Women Council
PSF	Private Sector Federation
RBM	Result Based Management
RIB	Rwanda Investigation Bureau
RNP	Rwanda National Police
RSB	Rwanda Standard Board
TV	Television
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Program
RURA	Rwanda Utilities Regulatory Authority
RCA	Rwanda Cooperative Agency
NIRDA	National Industrial Research and Development Agency
RCSP	Rwanda Civil Society Platform
RDF	Rwanda Defence Force
RNP	Rwanda National Police
RWAMREC	Rwanda Men's Resource Centre
RWIMA	Rwanda Women in Mining Association
SMS	Short Message Service
SSIT	Small Scale Irrigation Technologies
VUP	Vision 2020 Umurenge Programme
WeNet	Women Network Forum



PREFACE

The law determining the responsibilities and functioning of the Gender Monitoring Office especially in its article 22 requires that the Gender Monitoring Office prepares and submits to the Office of the Prime Minister an annual report detailing key achieved results at the end of each fiscal year.

The reported results are in line with the aspirations of GMO's Strategic Plan 2017-2022. The institutional focus for the fiscal year 2021/2022 was to continuously work towards establishment of gender accountability systems, position gender in existing accountability mechanisms and ensure that GBV prevention and response is improved. GMO leadership appreciates partner organizations from the Government, Private Sector, CSOs and FBOs that contributed to realization of achieved results.

As we continue to execute our mandate under the strategic Guidance of the Prime Minister's Office, the Gender Monitoring Office recommits to further increase its efforts to contribute to a more sustained gender responsive accountability system of promoting gender accountability and with special focus to Private Sector and decentralized levels.

RWABUHIHI Rose
Chief Gender Monitor



Equality is a right not a favor. We must challenge ourselves to do even more and better to ensure that the next generations of our daughters and granddaughters inherit a nation where their aspirations have no limits.



His Excellency Paul Kagame,
The President of the Republic of Rwanda
International Women's day 2022

EXECUTIVE SUMMARY

This report is in line with GMO's 2021/2022 Annual Action plan and GMO's Strategic Plan 2017-2022 and annual approved priorities. The institutional registered results are presented according to their contribution towards the three National Strategy for Transformation pillars: Transformational Governance, Economic Transformation and Social Transformation pillars. In the fiscal year 2021/2022, 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.

Under Transformational Governance pillar, GMO focused on enhancing gender accountability in decentralized public institutions, CSOs, Private Sector and FBOs. In this regard, Gender Accountability Day was conducted in Muhanga District with the overarching objective of showcasing gender equality achievements, promoting dialogues on issues or inequalities in communities, advocating for prevention and response to teenage motherhood, mobilizing families on child registration and marriage legalization.

In this framework, a gender profile for Muhanga district was produced, outstanding gender initiatives documented and shared with relevant stakeholders, 360 village leaders were capacitated to play their role in advancing gender accountability in their respective communities, Private Actors convened and mobilized to advance gender accountability in the work place, teen mother's parents convened and mobilized to support reintegration of their children including supporting teen mothers to return to school, 340 couples legalized their marriage, 225 children were registered. GAD was also an opportunity to convene 150 teen mothers to discuss the challenges that they face and advocate for comprehensive services.

Still under efforts to promote gender accountability at decentralized level, a robust gender accountability program was piloted in the Southern Province. Under this program, District directors across all 8 districts were capacitated on gender accountability, gender equality institutionalized in DDS, 2022/2023 Imihigo and the quality of GBS improved. Additionally, gender accountability dialogues were convened in 5 districts where all village leaders were engaged in discussions on their role in advancing gender equality and fighting gender-based violence. The program supported the development of gender indicators to be tracked in the monitoring situation rooms and allow districts to easily avail gender data to inform planning and decision making at all levels

In addition, GMO in collaboration with Pro-Femmes Twese Hamwe, Transparency International Rwanda, National Women Council, districts staff in charge of gender and family promotion, Ni Nyampinga ambassadors powered by Girl Guides Association and with the support of UNWOMEN monitored the respect of gender equality principles in 2021 Local Government Elections. The monitoring outcomes indicated a visible progress made vis-à-vis women representation in decision making organs where women moved from 6.5% in 2016 to 27% in 2021 at position of President of District Councils. The same progress

was noticed on mayors, whereby representation of women Mayors increased from 19% to 30% in 2021. Furthermore, GMO received 272 GBV cases of which 46 cases were reported by male victims and 226 by female victims.

Under Economic transformation pillar, Gender Monitoring Office conducted an audit on implementation of Gender Budget Statements (GBS) for the fiscal year 2021-2022- with the purpose of assessing how GBS interventions contribute to Rwanda's gendered transformation journey in line with NST1. Findings indicated improved access to health care, infrastructures, access to clean water, improved livelihood and increased job creation for male and female beneficiaries.

Following the initiation of the gender accountability program in the Private Sector, the 1st certification event was held where 9 Companies that complied to the six pillars of gender equality seal program and performed beyond 85% were awarded with a GOLD SEAL. Companies that were certified includes MTN Rwanda, Wolfram Mining and Processing Ltd, Development Bank of Rwanda, ECOBANK, Safari Center, I&M Bank, SORWATHE, Marriott Hotel and Bank of Kigali. In the same event, 6 companies: DP World Kigali, Garda World, Sanlam General Insurance Company, Sina Gerard Entrepise Urwibutso, Inkomoko Entrepreneur development, and BRITAM insurance and 4 public institutions that includes NIRDA, Rwanda Utilities Regulatory Authority (RURA), Rwanda Cooperative Agency (RCA).

Efforts were also deployed to improve institutional Development, in this line, resource mobilization was improved and this supported gender accountability at decentralized levels including GAD initiative, GBS Audit, enhancement of a gender accountability program in the Southern Province and monitoring gender principles in 2021 Local Government Electoral processes. In addition, staff capacities were developed in the areas of Procurement Processes, Result Based Management (RBM), Communicating Gender Statistics and one staff was enrolled and completed a Master's programme in International Human Rights Law and Public Policy Program and Gender & Environment. Additionally, under RDB professional courses, six staff enrolled and completed online courses through GOOGLE, COURSERA and UDEMY in different courses including English speaking, listening & writing, Project management professionals, Accounting and financial statement Analysis as well as Emotional intelligence.

1. GENDER MONITORING OFFICE 2021/2022 ACHIEVEMENTS

During the fiscal year 2021/2022, GMO embarked on enhancing accountability to gender equality through its program embarked on the monitoring of compliance to gender 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.

1.1 Transformational Governance:

1.1.1 Gender Accountability institutionalized at decentralised levels.

1.1.1.1 Gender Accountability Day conducted in Muhanga District

In a bid to celebrate and sustain gender equality gains and enhance accountability to gender equality at local levels, a series of interventions were implemented in the framework of gender accountability day (GAD) in Muhanga District. This involved showcasing outstanding gender related initiatives and their impact at community level, enhancing social and family cohesion and protection through facilitating legalization of marriages, child registration, development of gender profile, special inteko y'abaturatione in Nyabinoni Sector, dialogues with local leaders on how to further improve accountability to gender equality and GBV service delivery at both institutional and community levels, dialogue with teen mothers and their parents.

1.1.1.2 Marriage legalization and child registration

Marriage legalization and child registration are among GMO's annual advocacy priorities in efforts to contribute towards strengthening family cohesion and most importantly ensuring that equal rights are exercised at the household level. In this perspective, 340 couples legalized their marriage and 225 children were registered. Part of these couples legalized their marriage during a special inteko z'abaturatione that was organized in Nyabinoni Sector. The District and the Southern Province were mobilized to take forward this initiative and ensure that gender and GBV issues are part of inteko z'abaturatione in Muhanga and the entire Province.



celebration of legal marriage in Nyabinoni sector

1.1.1.3 Dialogue with village leaders

In efforts to engage grass-root leaders, GMO in collaboration with Muhanga District and other partners convened a dialogue to discuss **“the role of local leaders in promoting gender equality accountability and combating Gender based violence”**. This dialogue convened 360 village leaders including 297 men and 48 women. Village leaders had an opportunity to exchange on key challenges encountered while executing their duties, these include untimely sharing of information with service providers on filed cases of gender based violence and child defilement, unaffordable DNA tests especially in civil cases, stigmatization of victims and non-reporting of GBV cases as well as insufficient awareness on gender equality and accountability.



Meeting with village leaders in Muhanga District

During different engagements with local leaders, the following was recommended:

Key dialogue recommendations

- GMO and partners to advocate for increased communication between village leaders and the justice sector especially on the progress and outcomes of reported GBV cases.
- Village leaders committed to increase efforts and strive for a village free of gender based violence and this commitment will be reflected in the village performance contract/ imihigo.
- Village leaders committed to continue advocating for change of attitudes and behaviours in the communities they serve through inteko z'abaturatione, community work, family evening mechanisms etc.
- Gender Monitoring Office was requested to support the preparation of awareness manuals/ guidelines to increase knowledge and skills in addressing gender inequalities and GBV prevention and response.
- Stakeholders were requested to advocate and contribute to the reduction of DNA costs for civil cases to ensure it's affordable to the most vulnerable population.
- Gender Monitoring Office committed to continue advocacy and engagement with village leaders and stakeholders through SMS, toll free number and other means to ensure continued communication for sustained accountability to gender equality and improved GBV service delivery.
- FCDO and other partners pledged to continue supporting GMO's efforts of promoting gender equality and preventing GBV at the grassroots level.

1.1.1.4 Dialogue on gender accountability with Youth

Considering the role of young people in the Country's transformation journey, GMO introduced dialogues with youth in the existing GAD Package and Muhanga was the 1st district to benefit from these discussions. This dialogue benefitted 300 youth from different categories ranging from motorcycle drivers, mobile money operators and contributed to raise awareness on gender equality and accountability. The dialogue with the youth increased commitment towards being gender champions in their respective communities and families.



Over 300 Youths from different categories interact with different leaders on their role in promoting gender equality and accountability.

During this dialogue, youth had an opportunity to interact with different leaders including the Governor of the Southern Province, Mayor of Muhanga District, GMO leadership, Security Organs and representative from the Ministry of Youth and Culture among others.

While discussing their role in advancing gender equality, youth indicated a number of issues that limit their full participation as follows:

- Traditional norms that limit free conversation between children and their parents on different life aspects including health, rights, education, careers, opportunities and other challenges that they encounter in their daily lives.
- Girl's attitudes towards certain employment opportunities (construction, transport, and mining) as they lack the right skills, self-esteem and confidence leading to the persistent gender gaps observed in male dominated sectors.
- Young people indicated that they are less involved in decisions at household level. This is considered as excluding them in matters affecting the family, their rights and needs.
- Youth especially boys indicated that the dowry is high compared to their economic capacity and may sometimes lead to informal unions.
- Youth indicated an issue of lack of collateral to secure loans in order to start up economic activities or sustain existing youth businesses.

1.1.1.5 Assessing teenage pregnancy prevention and response

GMO in collaboration with partners and Muhanga District convened a teen mothers' workshop that was attended by 150 teen mothers from different sectors of Muhanga district along with their parents. Discussions were around issues affecting teen mothers and stakeholders commitment to support their reintegration.

During the workshop, a number of issues were raised and these includes:

- Non registration of teen mothers' babies in civil registration books
- No health insurance for both teen mothers and their babies which greatly affects their access to health services
- Some teen mothers are rejected by their families and end up being homeless
- All teen mothers convened dropped out of school
- Malnutrition and stunting among teen mothers and their babies.
- Teen mothers have limited access to critical social services like fortified food, Shisha kibondo and services linked to ubudehe categories.
- Delayed reporting on defilement cases which facilitates perpetrators to escape justice.
- Limited information on existing legal and reproductive health services

In order to address the above issues raised above by teen mothers, the following were recommended to the district and partners:

- Partners including JADF in Muhanga District to initiate special psycho-trauma counselling services for both teen mothers and their families.
- NCD and District follow up and respond to issues of health and illness, malnutrition, stunting affecting teen mothers and their babies.
- Establish special programs and support teen mothers without ID to access fortified food, shisha kibondo, stunting and malnutrition related services.

With the support of partners, teen mothers benefited from the following services:

- *Medical screening especially on HIV,*
- *Psycho-trauma and socio-economic services: Through ARCT Ruhuka all teen mothers received psycho-trauma counselling, 21 teen mothers received deep psycho-trauma counselling after proving that they have sign of Anxiety/ hopelessness, anger, Guilt / culpability, Lack of self-esteem, depression, and suicidal behaviors.*
- *Legal support: 32 cases were filed by Rwanda Investigation Bureau (RIB) both in Rongi and Nyamabuye.*
- *In response to basic needs of teen mothers and their babies, all teen mothers that attended the workshop were supported food items, clothing, Hygiene etc.*

In recognition of parent's efforts and with the support of the National Rehabilitation Services, five vulnerable families that made efforts support school reintegration of their teen mothers received cows to improve nutrition and family income that will complement their efforts as they cater for their grandchildren.



Five families of teen mothers received cows

1.1.2 Development of muhanga gender profile

In efforts to avail data to inform programming and gender responsive decision making, a gender profile of Muhanga was done to provide a gender baseline to the district. The Profile highlighted that:

- A gender balance of representation in cooperatives with 51% of men and 49% of women. Women's involvement in cooperative movement contributes to their economic empowerment and is a big asset for household resources.
- access to improved seeds and fertilizers is at 58.9% of male and 41.1% of female, female and male farmers were supported through nkunganire program. This contributes to efforts towards lifting women from subsistence farming and boosting their agricultural productivity.

Apart from the progress indicated, the profile also pointed to inequalities that requires more efforts:

- Very limited involvement of girls in technical off-farm jobs in Integrated Crafts Production Center known as Agakiriro. The profile shows that women's representation in mechanics and welding stands at only 5% and 2% respectively. This is due to gender stereotypes limiting women to engage in engineering related trainings and jobs.
- Low livestock ownership by female headed households (38% for women-headed household compared to 62% for men-headed households). Livestock is a source of income but also produces manure which helps in improving soil fertility. Absence of livestock at household leads to poor soil productivity resulting into food insecurity. Mobilizing partners to increase livestock distribution with deliberate consideration to female headed households was highly recommended.

- Bank accounts ownership: In Muhanga District, only 35.4% of women own bank accounts compared to 63.6% men. Owning bank accounts is one way of enabling women's access to financial services to increase their economic independence and economic competitiveness. This gender gaps are big and needs deliberate strategies by the district to bridge it.

1.1.3 Gender accountability program initiated at decentralized level

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 and is being implemented. The program has the following objectives:

- Institutionalize gender equality in Imihigo and improve the quality as well as the relevance of gender budget statements.
- Promote institutional effectiveness and capacity for gender accountability in service delivery at the decentralized levels.
- Improve the monitoring of gender indicators through increased staff capacity to manage situation rooms whereby data will be stored and disseminated to inform planning and timely decision-making on gender equality in the province.

Following the program initiation, the following results were attained:

Institutional and capacity development: In response to the gender capacity gaps at decentralized levels, the program improved capacities of all directors across the 8 Districts. It was noticed that through the following training sessions, gender equality has been institutionalized in performance contracts (Imihigo) and the quality and relevance of gender budget statements were improved.

Community and Citizen Engagement on gender accountability: The programme facilitated and contributed to community dialogues on gender accountability across 5 districts (Muhanga, Huye, Kamonyi, Nyamagabe and Ruhango). Citizens were engaged on their role in advancing gender accountability at the village level. Bringing grassroots level voices in gender sensitive debate and discussions proved to be a strategic way to enable and influence policy or programmatic change at decentralised level. As a result of these engagements/dialogues, the Provincial and District leadership committed to pilot a gender responsive village in each district, an initiative geared towards ensuring that a model of gender accountability is available at the village level and can be a test learning and example for other village leaders in the District.

Institutionalized data collections processes: In collaboration with all districts, gender indicators were developed to be tracked in the monitoring situation rooms. These indicators are being reported on by district to inform a national level gender management system being run by GMO. With gender indicators and data, district in the Southern Province will have evidence to inform gender responsive planning and decision making.

As a result of the engagement and capacity building efforts to strengthen gender responsiveness by the leadership, community and service providers, districts in the Southern Province have included

GBS activities within their Imihigo. This ensures that districts are accountable and responsible for implementing those activities as they are part of the annual Imihigo and are subject to performance evaluation. The alignment of GBS and Imihigo is a model being tested and to be replicated in other districts.

In the same vein, several activities, positioning gender equality at the grassroots level especially targeting leaders at the village level were organized. In the Southern Province, newly elected village leaders in five (5) district of the Southern Province, 4347 Village leaders in Gicumbi and Nyagatare Districts were convened to mainly discuss on their role in advancing gender accountability and effective GBV service delivery. Local leaders were recommended to timely report gender based violence (that includes child defilement, rape, family conflicts, etc.), orienting community members to referral services like Isange one stop center.



Local leaders of Nyagatare district during dialogue on their role in promoting gender equality

In discussions with these leaders, a number of issues affecting their respective communities, the following issues were highlighted:

- *Absence of feedback on reported GBV suspects who are released and return into the community;*
- *Persistence silence and limited silence on GBV faced by women*
- *Persistent Violence related to control of economic resources and assets. It was also highlighted that men too face some form of gender injustices but are not willing to report due to social norms and stereotypes.*
- *Lack of knowledge on gender equality and accountability that limits the contribution of village leaders in resolving gender inequalities affecting their respective communities.*

Dialogues on gender accountability with local leaders in the 7 Districts in Eastern Province resulted into the following commitments:

- Engagement of local leaders in prevention and elimination of gender inequalities and fight against Gender Based Violence amplified;
- Local leaders increased commitment to timely reporting GBV and other forms of gender equality abuses;

- Local leaders committed to open-up, break the silence and communicate on gender and GBV issues in their communities.
- Partners committed to advance gender accountability and promote effective GBV prevention and response with special focus to the village level.
- Ensure joint planning with the district on matters related to advancing Gender Equality, accountability and fight GBV more specifically Child Defilement and Teenage Pregnancy.

2. POSITIONING GENDER EQUALITY IN 2021 LOCAL ELECTIONS

In line with its mandate of monitoring the respect of gender equality principles at all levels, Gender Monitoring Office and its strategic partners with the support of UNWOMEN conducted the monitoring of local Government elections 2021. This is also in line with the Constitution of the Republic of Rwanda as amended in its article 10, built on the assertion that the respect of gender equality is a strategy for good governance, human rights as well as democracy. The monitoring exercise was also based on the Memorandum of Understanding (MoU) signed between the National Elections Commission (NEC) and Gender Monitoring Office (GMO) aimed at ensuring that elections and electoral processes are gender-responsive.

To be able to monitor election in the whole country, Gender Monitoring Office trained and deployed 90 gender observers in all district. were deployed and each District had three assigned gender observers.

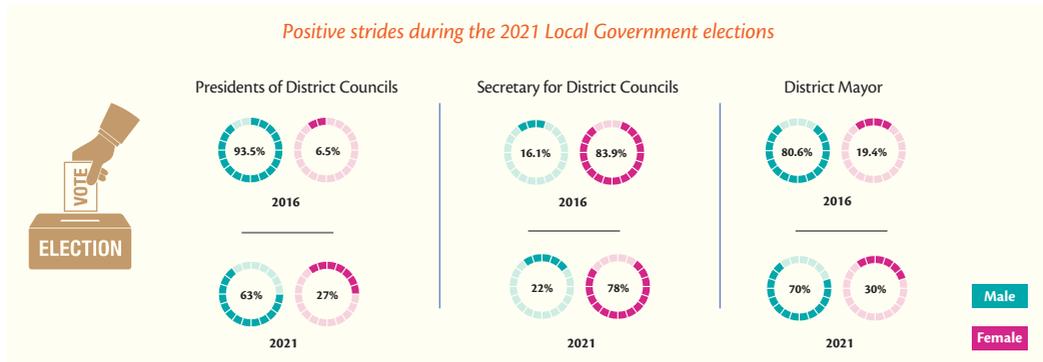
Key gendered insights and good practices were documented across the 3 electoral phases as indicated below:

2.1 Increased Women representation in District Council leadership



Members of Gisagara District Council during swearing ceremony

Key gendered insights and good practices were documented across the 3 electoral phases as indicated below:



Though progress was made on the indicated position, the positions of vice mayors in charge of Economic development is still male dominated and with female dominating on the positions of Vice Mayors in charge of Social affairs.

- **Gender friendly elections calendar and time:** Following the recommendations from 2016 local government elections monitoring observations, the elections calendar has been improved to accommodate elections for special groups especially NWC as they were scheduled earlier and on separate days. This has on one hand well positioned women elections at the mainstream of a very important key governance and democratic process; On the other hand, the time of elections was early enough to allow especially women to attend to other businesses and household chores. This was an improvement made on elections calendar as the previous similar elections put NWC elections at the end of general elections.
- **Gender equitable participation:** Throughout elections, the attendance of Electoral College was impressive as both women and men showed-up to express their rights of electing their leaders. However, at Isibo level, women participation was very low. Discussions with NEC will be engaged to further understand needed improvement to boost women participation.
- **Gendered communication from NEC electoral facilitators:** In several electoral sites, there were recorded cases where elections facilitators used a gender sensitive communication to encourage men and women to stand and compete for strategic positions. They demonstrated that they understand the importance of gender equality in electoral process and played a key role in ensuring that elections at different levels are gender responsive. However, it is important to note that there is still need to continue strengthening all electoral facilitators and provide skills in responding to any gender challenge that might occur during elections.
- **Gender friendly elections sites set up:** Election sites were found to be more conducive and inclusive as compared to the 2016 similar elections. Over 99% of the sites were at school

complexes with class rooms that had seats for all categories of voters including pregnant women, elders and people with disabilities. Most elections sites were accessible, had sound systems and brandings to guide electors. The availability of clean and enough toilets was another noted improvement responding to issues that had been highlighted in previous monitoring observations.

- ▶ **Time management:** Respecting time is a critical aspect during elections as it affects men and women differently. During the monitoring of LG elections, it was found out that time was respected at the majority of the monitored elections sites, Country-wide. Effective time management enabled elections to end early thus allowing voters to engage in their business and attend to their family duties. This was very helpful for women who in addition to exercising their civic rights had time to attend to household chores that heavily lie on their shoulders. There was commendable improvement on this aspect compared to similar elections in 2016.

Strong synergy was recognized for facilitating gender friendly electoral processes.

This was observed where NEC team worked closely with local government officials who had an upper hand in mobilizing voters to turn up for elections. As a result, conducive election sites were secured, Electoral College facilitated with transport which allowed them to arrive at the sites on time. This contributed in conducting elections in a timely

2.2 Gender Gaps

Despite very visible improvements some challenges needed to be addressed:

- **Decline in percentage of women candidacies for district councils:** Statistics indicated a gender disparity among men and women candidates that were approved to compete for Councilor. Major reasons for the female decline might seem there was not strong mobilization of women to vie for Councilor position due to COVID-19 restriction measures. In addition, the local government election law which was amended prior to 2021 elections reduced the number of electoral college members and the number of councilors to be elected to 17 Councilors per District in total.
- **Limited awareness and knowledge of NEC-Volunteers on gender equality** – the level of understanding of gender principles and gender equality in different elections processes by NEC volunteers needs to be enhanced as they play a key role in making elections gender-responsive. Examples of used statements include: (i) “remember next position to vote for women, it’s their position”, (ii) if we elect only women, it’s fine, but if we elect men only, elections will be canceled”, It was also noted that some think and encouraged to just reach the target of 30% instead of having balanced gendered elections outcomes.

Key Recommendations

The following are recommended actions to further inform gender responsiveness in future electoral processes:

- There is a need to prepare a specific training module on “Gender and Elections” to train in substance all volunteers as they contribute to gender responsiveness of electoral processes. Special effort could target the way gender is communicated ensuring that all electoral staff can explain gender related components.
- The preparation of the elections site in term of facilities for vulnerable and people with special needs including pregnant women, women with babies, elders, PWDs should be highlighted in the election’s instructions to the local government during the period of preparing for elections. The sites should have seats, people with disabilities to ensure that there are inclusive.
- A clear checklist on an inclusive elections site should be developed to guide other actors involved in preparation and conducting elections. This will solve issues related to disability, breastfeeding and other special groups. It is recommended that a joint multisectoral team provides advises on electoral sites to accommodate all groups needs ahead of elections commencement.
- Engage Civil Society Organizations to contribute towards Civic Education at community level with emphasis on encouraging both men and women to stand for leadership positions. This would enable reaching out to a wider number of men and women in the communities. This would lead to equitable participation of men and women in strategic leadership positions as it was revealed that women constituted majority of the electorate at all sites but not entrusted with strategic positions.
- Initiate a specific program on “political leadership for women and young girls” to empower them to embrace political careers and leadership positions even in traditionally known as men dominated positions. This should be possible in partnership with local government, CSOs and political parties with cadernship program embedded in their political manifestos.

2.2.1 Positioning gender equality in 2022 Private Sector Elections

In line with efforts to enhance gender accountability in the Private Sector, the Private Sector Federation (PSF), Provinces/CoK and GMO mobilized the Private Sector to increase women leadership in PSF Elections at different levels. The results from PSF elections conducted in March 2022 indicate that the number of women in leadership positions in the private sector increased at an impressive rate especially from the positions of second Vice-President to the positions of 1st vice President.

At national level, women were elected at 27% of board seats. For the first time a woman was elected as 1st Vice President unlike in previous years when women always occupied the position of second vice-president. In addition, women represent 45.2% the PSF Board of directors at provincial whereby out of 95 members 43 are women. They also represent 23% in the position of the president while 20.9% are in the position of 1st Vice-Chairperson. At district level, women occupy 264 seats out of 840 members in all 30 Districts representing 31.4%. Among the 5 clusters as restructured, 60% of women occupy the position of the 1st vice-President Female representation in PSF was highly considered as for last elections providing a remarkable women representation at all levels. The existence of a PSF gender strategy played a key role in boosting gender equality in the concluded elections.

2.3 Enhanced gender accountability among Faith-Based Organizations

Over 90% of Rwandans belong to a given religious community (National census of 2012), Some reports indicates that Christianity is the largest religion in Rwanda where by 44% of the population is Catholic, 38 % is Protestant (including Anglican, Pentecostal, Baptist, Methodist), 12 % is Seventh-day Adventist; 2% is Muslim and 0.7% is Jehovah's Witnesses. The indicated data gives a clear indication on how Faith based institutions are very critical in terms of behavior change and social cohesion.



Chief Gender Monitor thanked Byumba Catholic Diocese on its efforts to eradicate Gender Based Violence

In the framework of 16 Days of activism under the theme: Speak out: End violence against women, GMO in partnership with Byumba Catholic Diocese and Haguruka conducted an accountability dialogue with Catholic leaders of Byumba Diocese in Rulindo, Burera and Gicumbi zones. The dialogue aimed at discussing the role of the Diocese in preventing and responding to GBV issues, child defilement and teenage pregnancy.

In addition, the dialogue was an opportunity to showcase achievements of Byumba Diocese in terms of family protection and fighting child defilement and teenage pregnancy where through Basic Christian Communities (Imiryango-remezo) parents, widows and youth work together to take care of the most vulnerable and contribute to resolving family conflicts. As a result of the dialogue, 1,767 teen mothers were mapped in all 23 Parishes of Byumba Diocese and social reintegration activities initiated.

During the dialogue, the following recommendations/resolutions were adopted:

- Imiryango Remezo to play an active role in identifying and reporting child defilement cases to Parishes. They will ensure that in their meetings, issues related to GBV will be discussed and deliberate measures to prevent, respond and report will be agreed on.
- Byumba Diocese to continue raising awareness and providing assistance to teen mothers with special focus on school reintegration, economic empowerment and avail ECD Centers to support teen mother's children etc.
- Enhance partnership between the Catholic Church community mechanisms and local authorities and put more efforts in education to prevent child sexual abuse within and outside school environment.
- Catholic leaders, security organs and Gicumbi District to join efforts in fighting delinquency as one of the factors leading to teenage pregnancy and bring to justice perpetrators of GBV and child abuse.
- Catholic Priests committed to go to all catholic managed schools and mobilize students and teachers on their role in preventing, responding and timely reporting GBV incidences.
- The Diocese was recommended to continuously condemn gender-based violence in their teachings and religious gatherings to contribute to a mindset change in regard to negative masculinity for peaceful living in households.
- Encourage parents to be involved in the care-work of their grandchildren to enable their daughters (teen mothers) get back to school.
- The Diocese and GMO to work together and continue advocacy and mobilization of resources for effective implementation of adopted resolutions.

3. PARTNERS ENGAGEMENT IN ADVANCING GENDER ACCOUNTABILITY AND FIGHTING GENDER BASED VIOLENCE

In line with its mandate of monitoring Gender accountability and fighting against GBV and other injustices, GMO with its different stakeholders conducted an accountability visit in Rubavu and Karongi Districts to discuss their contribution in promoting gender equality and fighting against GBV, assess the effectiveness of support provided to cross-border women traders in Rubavu district where 34 cooperatives were visited.

The visit revealed that the support provided by Rubavu District, Pro-femmes-Twese Hamwe ADEPE and UNWOMEN has greatly contributed to improvement of their living conditions including acquisition of small livestock, access to community health insurance, payment of school fees for their children and contribution towards ECD for small babies, saving in Ejo Heza, building their own houses, renting plots of land for businesses in markets as well as prevention of family conflicts. Apart from the indicated improved livelihood, a number of issues still hamper economic development of women doing cross border businesses including limited start-up capital, limited cross border movements due to COVID prevention measures plus high prices of daily movement permits. This engagement recommended to strengthen advocacy for identified issues but also engage more efforts to sensitize communities to promote gender equality, legalize marriage, fight child defilement and teenage pregnancy and address family conflicts.

3.1 Improved holistic service delivery by ISANGE One Stop Centers

Isange One Stop Center is the flagship model of holistic services (Legal, health, psycho -social, reintegration support for victims of GBV and child abuse. In 2021/2022, GMO and partners including but not limited to MIGEPROF, RIB, NPPA, MINIJUST, and NCDCA focused on monitoring quality and timeliness of justice services given to GBV/Child abuse victims, the assessment also focused on referral processes, investigations processes, collection of evidence and its preservation, case handling, judgment procedure from the execution up to reparation process. The joint team monitored service delivery in 16 Isange One Stop Centers: Kibilizi, Ngoma, Kirehe, Kaduha, Nyanza, Kinyihira, Gatunda, Gisenyi, Butaro, Muhima, Nyarugenge, Kanombe, Masaka, Ruhengeri, Kibagabaga and Kacyiru.



Group Photo with Rulindo District Mayor after a briefing meeting

The assessment noted the following positive

Dynamic, sensitive and committed Isange staff which leads to quality services at Isange One stop centers

Collaboration between district hospitals and other service providers in referring victims of GBV and supporting victim's reintegration processes.

Availability of Forensic services that serves as a solution to GBV related evidences and a contribution to justice services.

Although a lot is being done in improving service delivery at Isange One stop Centers, the following needs more efforts and attention:

Inadequate knowledge on forensic medicine among medical staff, which affect the quality of medico-legal services especially in medical report and DNA related services,

Investigation assistance provided to GBV victims by RIB station and ISANGE Osc need to be clarified to avoid delays, re-victimization and double interview.

Limited awareness on referral mechanisms among communities, local leaders and other community structures greatly affects timely service delivery to GBV victims and sometimes may lead to negotiations between the victim's family and suspects.

High rate of GBV file provisionally classified due to insufficient and follow up on dropped filed need special attention. Absence of reparations was identified as another challenge for victims of GBV, It has noticed that the victims of GBV hardly lodges cases of reparation as a result of financial incapacity to afford a lawyers and paying court fees.

In response to the above challenges, the following were recommended;

Develop and put in place clear and written user-friendly referral guidelines indicating the pathway victims should follow to seek assistance from the village level to ISANGE OSC and up to court and reintegration processes.

Develop and disseminate DNA management protocol determining on how DNA sample will be collected, preserved, and transported for effective use.

To organize capacity building programs for all actors involved in justice process including medical doctors in terms of forensic evidence collection and preservation, GBV case management and psychosocial counselling for both service providers and victims,

3.1.1 Increased awareness on issues regarding reintegration of GBV victims



Teen mothers reintegrated back to school

The policy on prevention and response to GBV provides for reintegration service to be given to GBV victims. Through MIGEPROF, funds to support reintegration of victims were allocated to districts. In line with its mandate, GMO in collaboration with its partners conducted an assessment on effectiveness of reintegration process in districts of Gasabo, Nyarugenge, Kicukiro, Ngoma, Kirehe, Nyanza, Gisagara, Nyamagabe, Musanze, Burera, Rulindo and Rubavu. This aimed to assess victim's reintegration, document achievements and indicate areas requiring further attention.

that the assessment noted that earmarked funds across districts have supported teen mother's 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.

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

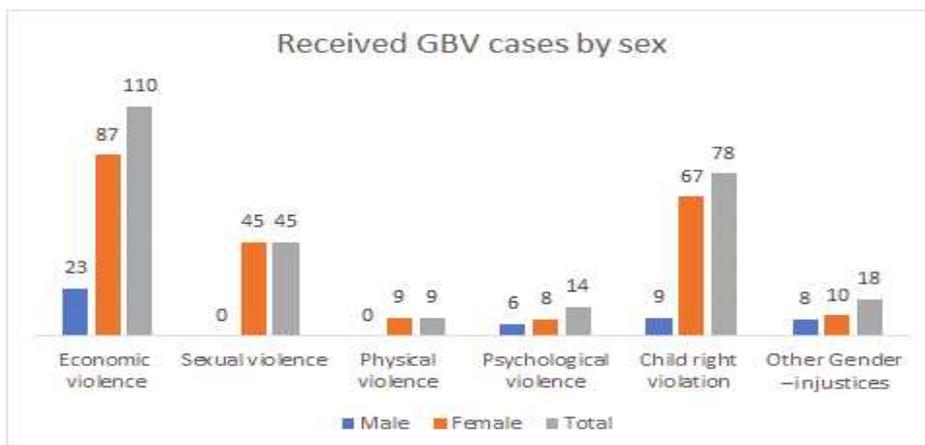
- Limited mapping of GBV victims in terms of number and needs to inform effective programming and budgeting.
- Inadequate accountability and follow up mechanisms on the use of earmarked funds for reintegration of GBV victims.
- Reintegration package does not take into consideration all services needed by the victims and their respective families and this greatly affects their full reintegration.
- Limited reporting on achieved results and use of funds by different stakeholders to track progress and inform future programming

In line with the above issues the following were recommended:

- 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 of GBV victims.

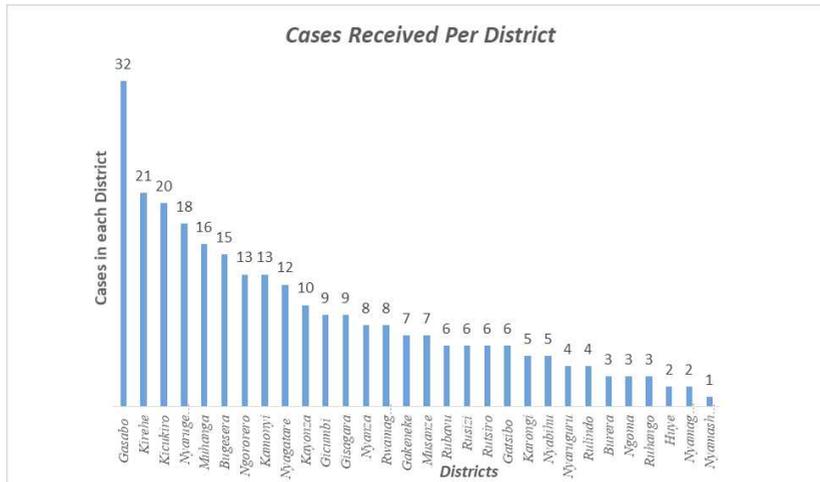
3.1.2 GBV Complaints Received and Oriented

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. During this fiscal year 2021-2022, GMO received 272 cases of GBV (46 reported by men and 226 reported by women) and as per the table below.



Source: Administration report from GMO

Received cases were analyzed and shared with relevant service providers for further action. Cases indicate above were either received physically or through GMO's toll free line 5798 and the graph below indicates received cases by district:



Source: Administration report from GMO

According to the above table, majority of GBV cases reporters are from Gasabo district followed by Kirehe district. Following up on such cases, a number of issues affecting service delivery to victims were identified as follows:

- Non provision of incidence reports by local leaders: Reports from local leadership 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.
- Lack of evidence due to late reporting or untimely investigations have facilitated suspects to escape justice.
- 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. This at the end compromise their rights of affected couples and their children.
- 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.

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.
- There is need to put in place special investigation staff to deal only with GBV issues to ensure timely and quality services to GBV cases.
- To discuss with courts, prosecution and military services to ensure adequate support to GBV issues.
- Sensitize community members especially youth to avoid illegal unions.

4. ECONOMIC TRANSFORMATION PILLAR

4.1 Gender Budget Statements monitored and audited for gender transformation

The Government of Rwanda have deliberately initiated a program of Financing for gender equality to ensure that gender related commitments are translated into actions. To materialize this, a National Gender responsive planning and budgeting program is implemented by all budget agencies through Gender Budget Statement.

During the 2021-2022 financial year, GMO audited the implementation of Gender budget statements with a special focus on the Southern Province and other sampled districts. GBS audit findings were disseminated in a high-level meeting with Southern Province authorities and key partners.

From the GBS audit perspective, below are the recorded achievements:

- **Job creation:** In line with NST1 aspirations of creating 1,500,000 decent jobs for youth and women, 267,134 jobs were created: These jobs were created through GBS initiatives like construction of terraces, roads construction and rehabilitation, construction of health centres, water infrastructure and education infrastructures.
- **Improved Wellbeing:** Social safety net services improved the lives of vulnerable male and female headed HHs. For 10,368 male and female Headed Households were provided with cows while 80,259 benefited from the VUP Direct support, financial services as well as Nutritional Direct Support combined. These social services have also helped vulnerable households headed by men and women to fight stunting and nutrition among children under five through nutrition sensitive agriculture, resilient mechanisms and distributing Girinka "One Cow per Poor Family".
- **Improved education services:** In order to contribute to the quality of education, budget agencies increased the number of classrooms, the latrines, provision of girls' safety rooms and improved school feeding program in order to ensure boys and girls remain and complete school and enjoys school environment that are gender responsive. In this regard, 13,084 classrooms and 13,243 latrines were constructed that benefited 142,897 boys and girls students. This aims to reduce overcrowding and student to teacher ratio while improving the quality of education. Furthermore, some budget agencies continued to scale up the implementation of the school feeding program which has reduced absenteeism and late coming among boys and girls students. Lastly, adult literacy has continually been scaled up in order to improve numeracy and literacy among the adult population as it contributes to improve literacy levels especially among females which stands at 69.39% compared to 77.56% for males.
- **Improved access to Health care for men and women in communities:** During the 2021-2022 fiscal year, 31 different health centres/posts (health infrastructure) were constructed,

some rehabilitated, refurbished and others upgraded to provide maternity services. These infrastructure have contributed to enhancing health care and access to Family Planning (FP) services for men and women in the communities. Among the registered achievements was the equipping the maternity wards and ensuring that there is affordable and accessible antenatal care hence reduction of maternal and neonatal deaths.

- **Water accessibility improved for male and female headed households:** Due to construction and rehabilitation of water supply systems, 420,504 households headed by males and females in different communities were facilitated to access water which reduced time for water collection (30 -45 - min), improved hygiene at HH level, secured more time for other developmental activities including study time etc. Women and young girls were more burdened by the tasks of fetching water, reducing their engagement in other developmental activities and leading to poor school performance among girls due to late school coming.
- **Sustainable crop production for increased productivity for male and female small-holder farmers:** while females constitute majority of subsistence farmers, interventions geared towards increasing their productivity are key. The audit indicated that 385,771 male and female farmers (data not disaggregated) benefited from improved agricultural inputs as well as Small Scale Irrigation Technologies (SSIT) for Marshland development. This is contributing to increased crop productivity and sustainability, improved irrigation and resilience against droughts while promoting farmers professionalism.
- **Road networks constructed:** Apart from enabling mobility of men and women and goods among communities, construction of road networks has provided short term jobs for men and women of which 33,501 of them have managed to save in EjoHeza long-term saving scheme.
- **Access to clean lighting and cooking energies:** During the fiscal year 2021-2022, 18,247 households headed by both men and women were provided with clean sources of energy for lighting and cooking. Traditionally, fire wood has been used as the main source of energy for both male and female headed households in Rwanda but due to health and environmental hazards associated with the same, there is conscious efforts to provide clean sources of cooking and lighting energies through rural electrification, provision of clean cooking stoves, LPG gas and bio gas in order to promote environmental resources sustainability. This has arguably lessened the unpaid care work for women and children but especially the girl child who are traditionally encumbered with the task of searching and fetching firewood, the health hazards associated with smoke produced by wood, as well as prevention of GBV incidents that would have been encountered.
- **GBV victims reintegrated:** The districts of Rwamagana, Nyabihu, Musanze and Gakenke reintegrated 901 GBV victims through school reintegration, skills development, developing and financing small income generating projects/ small businesses, pay health insurance and affording legal representation.

In addition to the GBS audit conducted, the Office also assessed the quality and relevance of 2022-2023 GBS plans from all budget agencies and below were observed:

- At decentralized level, most interventions targets to support vulnerable groups, Sustainable Crop production, Water infrastructure- Development and maintenance of roads transport infrastructures and Sustainable livestock production.
- In the framework of eradicating extreme poverty and stunting in 104,306 male and female headed households will be supported through: distribution of 5,051 cows, 8,576 HHs will benefit from financial support and 63,128 HHs will receive direct support under VUP while 27,551 HHs experiencing malnutrition will be supported.
- To ensure food security across different communities, 551,283 women and men famers will be empowered and capacitated in different areas of agriculture and livestock.
- To support women and men heads of households to graduate in Ubudehe categories and shift in off-farm jobs, 199,002 jobs will be created based on different economic activities and public works under VUP. In addition, 7,959 women will be supported to do business.

In order to reduce women vulnerability and unpaid care work, 135,685 HHs will be enabled access to clean water, 16,547 HHs will be connected to electricity and 85 HHs facilitated to access health care services. In a bid to improve quality of education of girls and boys, 229 classrooms, 50 kitchen and 388 latrines will be constructed during 2022-2023 fiscal year.

Much as GBS is bringing about significant transformation in the men and women's lives, some implementation challenges were also identified as elaborated in the table below with relevant action points:

No	GBS gaps	Recommendations
1	Gender based violence and child defilement does not get attention of budget agencies and those that tried to plan it, allocated a very minimal budget that cannot bring meaningful transformation given needed prevention and reintegration efforts.	Since gender is a cross-cutting area, all budget agencies are called on to consider GBV in their priorities.
2	GBS is not discussed in different planning, Monitoring and reporting platforms. This still affects it's quality related to clear articulation the real gender issues in different sectors.	GBS should be discussed in different high level planning, monitoring and reporting platforms. This will also increase ownership at all levels.
3	Girinka beneficiaries through "Pass-on the gift-Kwitura/ Kuremera" method do not benefit from accompaniment package. This makes it hard for vulnerable male and female HHs afford veterinary services immediately.	Girinka guidelines needs to be revisited to ensure that Girinka Beneficiaries through Kwitura benefits from accompaniment package.
4	GBS reporting at impact level is still a challenge as it is hard to tell the nature of impact brought about by the different interventions.	Budget agencies are advised to improve on results-based reporting.
5	Persistent gender gap in distribution of employment across budget agencies. This especially is evident at the Director level where females are less represented both at central and decentralised levels.	There is need to build capacity of capable females to take-up managerial positions. Also, improving the working environment could boost female employability especially at decentralised levels.

4.2 Gender Accountability Strengthened in the Private Sector

As per the National Strategy for Transformation, the Private sector is considered as an engine for economic transformation and compliance to gender equality principles is key to achieving this overarching aspiration. During the reporting period, Gender Monitoring Office continues to invest great efforts in institutionalizing gender accountability in the private sector, mostly through the implementation of the gender equality seal certification programme.

Following great efforts deployed to promote gender equality and accountability at work places. , The first cohort of private companies were certified and others recognized for their outstanding achievements in promoting gender equality and accountability. This was the first private sector gender certification ever organized in Africa. The capacity of the private sector and mobilization was enhanced to implement gender accountability and bridge gender gaps in the sector especially in decision making which resulted to increased number of women in decision making as per the results of the last private sector elections held in March 2022. Capacity enhancement in gender equality and accountability was also conducted through study visits, peer learning events and other approaches.

4.2.1 Companies certified for their outstanding achievements in promoting gender accountability

Following the launch of gender accountability program in the Private sector back in 2017, Private Sector companies have deployed remarkable efforts in promoting a gender friendly work environment. Some of the achievements include establishing of child care / friendly facilities- and breastfeeding rooms which contributed to safer and more secured spaces for children which improved women productivity. In addition, Financial institutions implementing the gender equality seal programme have designed gender responsive financial products. For example, Bank of Kigali's "Zamuka Mugore" and ECOBANK's "elevate" products both provide services designed for women in business as an affirmative measure of addressing gender gaps in access to finance. BRD has integrated gender equality in key performance indicators for the managers to ensure that gender equality is part of their deliverables. The number of women has increased in companies involved in nontraditional/technical domains including mining. For example, the number of women in Wolfram Mining and Processing Company has almost tripled within one year: from 8% in 2020 to 22.93% in 2021.

The robust retention policy and internal promotion practices have been enhanced in the private sector, which led to promotion of more females to decision-making positions. Some of the companies including MTN Rwanda established a women network forum to facilitate information sharing and empowerment among women. Others like Kigali Marriot Hotel, Gender equality was listed among mandatory training courses for staff.



Nine Companies celebrate their GOLD Seal for Promoting Gender Equality

As a result of the above and more gender responsive initiatives in different companies, on 11th March 2022, the first cohort of nine private companies were certified with GOLD SEAL for their outstanding achievements in promoting gender equality and accountability at the workplace in a colourful ceremony presided over by the Minister of Trade and Industry Honorable HABYARIMANA U. Beatha who reminded private companies that promoting gender equality makes business sense. These are among the 30 companies that are currently implementing the gender accountability seal in Rwanda. The beneficiaries of GOLD Seal are MTN Rwanda, Wolfram Mining and Processing Ltd, Development Bank of Rwanda, Ecobank, Safari Centre, I&M Bank, Sorwathe Ltd, Marriott Hotel and Bank of Kigali.

In addition, 6 companies (DP World Kigali, Garda World (former KK Security), Sanlam General Insurance Company, Sina Gerard Entrepise Urwibutso, Inkomoko Entrepreneur development, and BRITAM insurance) and 4 public institutions (NIRDA), Rwanda Utilities Regulatory Authority (RURA), Rwanda Cooperative Agency (RCA), were recognized. This is a mid-process step for all companies participating in the gender equality seal certification programme for their commitment to promote gender equality and accountability at the workplace.

In a bid to create system of accountability to gender equality in the private sector through different approaches, the Gender Monitoring Office (GMO) in collaboration with the Private Sector Federation (PSF), Muhanga District, United Nations Development Programme and UN Women organized a workshop aimed at promoting gender accountability in the private sector in Southern Province.

The aim of the workshop was to raise awareness on the private sector's responsibility to account for gender equality, to identify good practices, challenges and opportunities for promoting gender accountability in the private sector as well as mobilize companies to join the gender equality seal programme. As a result of the workshop the following was achieved

- Awareness raised on inclusive employment in the Private Sector, including women with disabilities.
- Private company owners committed to promote women participation in men dominated trades Promoted and support women entrepreneurs to access finance.



30 Female Students from IPRC-HUYE motivated by by their colleagues during a visit in Zipline

Given the gap in female participation in Rwanda's private sector, the Gender Monitoring Office and its partners facilitated study tours for young female students aimed at instilling an entrepreneurship spirit among young girls to become future entrepreneurs. As a result;

- 30 Female students from IPRC-Huye attended a study tour in Zipline, a company which uses drones to transport blood and medicines to hospitals and health centers across the country.
- 25 females grouped in Rwanda women in mining association (RWIMA) benefited from a training on mining and quarrying exploitation, environmental protection and loan negotiation techniques.
- 20 fresh female graduates were placed in Rwanda Private companies particularly in the area of construction, civil engineering and electrical engineering, to give them the possibility to be exposed to work experience and comply with the market requirements.

Under the same program and in collaboration with Private Sector Federation and the former women chamber of entrepreneurs, the following were realized:

- 5 women champions projects benefited from a financial grant of 34,800,000 FRW which enabled them to acquire new production equipment, purchase raw materials and quickly recover from the effects of the COVID 19 pandemic as well as contributing to national sustainable job creation efforts.
- A feasibility study and implementation plan for Rwanda women investment fund (RWIF) were elaborated and approved by the chamber of women entrepreneurs and Women entrepreneurs will leverage the fund in negotiating for interest rate discounts.
- An awareness campaign on employing and empowering people with disabilities in private companies was conducted through meetings, media outlets and TV talk show. The campaign involved also articles and video on disability inclusive employment in following media houses <https://www.ktpress.rw/2021/12/psf-partners-propose-a-formula-to-include-people-with-disability-in-business> and social media using the hashtag #InclusivityInBusiness.
- Rwandan women entrepreneurs were supported to register and attended both the women and business forums during CHOGM which helped create connections, exchange knowledge and share information with other fellow delegates and potential business partners from other countries.
- A special networking forum that attracted over 60 participants was organized in the margins of the Commonwealth Head of Government meeting through the Commonwealth Businesswomen Network (CBWN), which created an opportunity for sharing Rwanda's experience and best practices in promoting gender equality and accountability in the private sector where a documentary film on Rwanda's achievements in promoting gender accountability in the private sector was shared. During the forum, women in business committed to build networks and keep connections for promoting women's presence in the private sectors in their respective countries and beyond.

4.2.3. Key stakeholders engaged to advance gender accountability in national accountability systems

During the ended year 2021–2022, Gender Monitoring Office supported Rwanda Standards Board (RSB) to institutionalize gender accountability in national standards and standardization processes. A gender policy was developed to guide steps for engendering RSB standardization processes and on a particular note, the Rwanda Standards Board is being supported to establish a national gender standard. For this to happen, a technical committee was established to lead the process including the standard development, approval and publication. The ultimate goal is to institutionalize gender accountability in national standards and standardization processes. The Gender Monitoring Office also supported the National Bank and Rwanda Development Board to develop gender mainstreaming strategies to guide the bank in promoting gender accountability in its regulatory role of the financial sector and investment respectively.

Lessons Learnt from implementation of the GES programme in Rwanda's Private Sector

- The Certification of private companies has been an incentive and has created appetite for companies and public institutions to join the gender equality seal certification programme.
- Documentation of achievements of companies and public institutions is key to increase awareness and share testimonies on benefits of promoting gender equality and accountability in the private sector, in the purpose to promote replication of best practices in other peer companies.
- Media is key for sharing company achievements and best practices in promoting gender equality and accountability in the private sector.

5. ENHANCED COMMUNICATION FOR PROMOTION OF GENDER ACCOUNTABILITY AND GBV SERVICE DELIVERY

During the reporting period, GMO continued to enhance efforts in communication for promotion of gender accountability and GBV service delivery at all levels. In line with the above, different communication activities were implemented including organizing radio and television talk shows, and producing and airing radio adverts to enhance awareness on gender accountability especially at decentralized levels.

As part of the Gender Accountability Day in Muhanga district, the Gender Monitoring Office in partnership with Muhanga District and other stakeholders organized two radio talk shows conducted at Radio Huguka on promotion of gender accountability in the district and the role of partners in promoting GBV service delivery.

Engaging Radio Huguka as a community radio helped to deeply discuss the perception of leaders at community level on promotion of gender equality and their role in promoting GBV service delivery as leaders at the forefront of receiving information on gender-based violence at community level.

In order to promote gender accountability in the private sector, two TV and Radio talk shows were organized on Rwanda television and Radio 10 respectively. The talk shows featured representatives from the Private Sector Federation and private sector companies including MTN Rwanda, Zipline Rwanda, and DP World Kigali. The discussions focused on the progress and achieved results in regards to promotion of gender accountability especially in technical fields, and what can be done to enhance females' participation in technical domains that have been considered as male dominated for long.



Members of Private Sector during a talk show on Rwanda TV on their role on promoting gender equality and accountability

Achievements made by certified and recognized private sector companies and public institutions were shared through a televised talk show organized on Rwanda television heads of certified companies of Safari center Ltd and SORWATHE Ltd and the director general of National Industrial Research Development Agency (NIRDA).

In addition, TV/Radio talk show was also organized on Radio/TV10 to increase gender awareness in non-female traditional jobs including like, mining, machine operation and other occupations that were traditionally considered as male dominated. The talk show featured representatives from AFRICOM company Ltd, a mining company operating in Muhanga district and JANIA Investment Ltd, a textile company which also operates in Muhanga districts. Discussions were organized as part of approaches for peer learning initiative, and was as a way to expand the discussions on promotion of gender equality beyond the city of Kigali.

Gender equality initiatives in Muhanga district have also been documented and a video documentary was shared in various platforms in Muhanga district in order to promote replication of documented best practices. The documentary was screened to forums of community leaders, business community members, and the forum of development partners.

The documented initiatives included best practices in mining, access to finance, information and technology, agriculture, as well as governance. The screening of the documentary has also been a way of advocating to identified gender issues including the local participation of females in the mining sector in Muhanga district, and the minimum participation of males in the textile industry due to cultural gender stereotypes.



People from Mining Sector and Textile discussed on their achievement during a Radio Talk show entitled Zinduka on Radio 10

Online communication has also been enhanced mostly through social media as a quick and cost-effective way for information sharing, especially through twitter, YouTube facebook and other channels. All produced videos and talk shows were uploaded on GMO YouTube for sharing to a wide audience both in Rwanda and beyond borders.

In addition to the above, GMO in close collaboration with Southern Province initiated a dialogue with local leaders using “SMS” as a new communication approach. The campaign was conducted in all districts of Southern province and benefitted 4,152 local leaders from district to village levels including District Executive committee, Presidents of District councils, district staff, representatives of National Women Council, Executive secretaries of sectors and cells as well as village leaders. The

campaign packaged information around the role of local leaders in advancing gender equality, education on how to handle familial conflicts, unpaid family care work, child abuse and called for support to teen mothers. Feedback from the local leaders indicated that most of them have low understanding/ knowledge on gender concepts, policies and laws related to family, GBV, and penalties among others. They also indicated that untimely reporting of GBV issues and mutual settlement of GBV issues between victim's families and perpetrators is among the factors that hinders justice. In line with the indicated challenges, local leaders demand to have a comprehensive tool for data collection, reporting GBV cases and having teen mothers' identification format that will be used as a tool for advocating for their needs.

6. INSTITUTIONAL DEVELOPMENT

6.1 Resource Mobilization

For Fiscal year 2021/22 resource mobilization aimed at obtaining desired funds to deliver on the office mandate, particularly on executing the 2021/22 action plan that is derived from the five strategic outcomes set out in GMO strategic plan 2017-2022.

In the above framework, resources were mobilized to implement key activities including Gender accountability day that was held in Muhanga and Gender Budget Statement audit in all Southern & Eastern Districts and some districts of Western province and Kigali City.

Further-more, A new project was introduced entitled Gender Accountability Programme in the Southern Province to enhance gender accountability. Funds were also obtained to develop a Sexual harassment policy for Gender Monitoring Office. Partners also supported in providing office equipment, namely Laptops that greatly facilitated the work of the office.

6.2 Strengthened Functioning of Gender Management Information System

GMO is mandated to be a hub of knowledge and information on gender equality in Rwanda and in this respect, GMO has consistently reflected on innovative ways to produce, analyze and disseminate gender data in various development sectors. This fiscal year 2021-2022, GMO pursued full operationalization of GMIS by populating gender indicators and updated data at different levels. As a result, 94 gender indicators were reported on by 27 districts including City of Kigali for the period 2021/2022 and entered into GMIS, 33 indicators were reported on by 7 different Institutions for different periods, 39 indicators from different surveys including LFS, FINSCOPE, DHS, EICV, AHS and statistical year books were collected and uploaded in the system.

It is important to highlight that the process of data collection will be continuous and the analysis will be done on a regular basis and disseminated to different stakeholders for advocacy and informing programming at different levels.

6.3 Capacity Building and Training provided to GMO Staff

Gender Monitoring Office upholds all efforts aimed at increasing staff capacity, it is in this line the office reinforced and seconded staff to attend different training on different subjects including: Procurement Processes, Result Based Management (RBM), Communicating Gender Statistics, one staff was enrolled in a Master's programme in International Human Rights Law and Public Policy Program and Gender & Environment.

In addition, through RDB offered professional trainings, Six (6) GMO staff undertook different online courses through GOOGLE, COURSERA and UDEMY in the courses of English in speaking, listening & writing, Project management professionals, Accounting and financial statement Analysis, Emotion intelligence.

6.4 Improved prevention and response to sexual harassment at the work place

GMO, as an institution in charge of promoting accountability to gender equality and improved GBV service delivery, has been receiving cases of GBV-related abuses and injustices, including sexual harassment from different institutions, both public and private, to support them on how to deal with sexual harassment and exploitation at the workplace.

It is in this framework that GMO developed an internal policy aimed at ensuring a safe and dignifying work environment through effective implementation of prevention, reporting and response measures against sexual harassment, exploitation and abuse at work. The policy is also aimed to serve as an inspiration for institutions to put in place a similar tool and mechanism to prevent and respond to sexual harassment, exploitation and abuse. In addition, the policy empowers GMO staff with extensive knowledge and guidance on how to prevent and respond to sexual harassment, exploitation, and abuse which in turn they will also use in building capacities of other institutions in this regard.

The policy provides for prevention measures to sexual harassment, exploitation and abuse including but not limited to:

- Raise staff and non-staff personnel's awareness about the policy and reporting mechanisms, through ensuring that sexual harassment, exploitation, and abuse are discussed in a staff meeting at least twice a year, that every staff has a copy of this policy, that key messages related to this policy are posted in visible places such as at entrance, reception, venue for coffee break, sanitary facilities, among other strategies;
- Ensure that every staff member signs an official form acknowledging that they read and understood GMO's policy on sexual harassment, exploitation, and abuse that they commit to avoid such behaviors and/or actions, and keep that form in the staff file.
- Put in place a safe reporting mechanism, including anonymous channels such web-based mail service. Ensure safer recruitment and tender processes, including informing candidates about GMO's zero tolerance of sexual harassment, exploitation, and abuse, and the existing reporting mechanisms/

channels in case any such behavior happens.

Special attention should be paid to field activities/visits, through assessing any possible risks for the staff involved and the people they will get into contact with, and take necessary measures to avoid or mitigate the risk.

- Engage GMO contractors and partners to put in place internal mechanisms and measures to prevent and deal with sexual harassment, exploitation, and abuse within their own institutions. Ensure that the prevention of sexual harassment, exploitation, and abuse is mainstreamed within all GMO's programs, initiatives, and activities to ensure that not only GMO staff are safe but also the people with whom they come into contact.

6.5 Budget Execution

In the Fiscal Year 2021/2022, GMO overall budget was 611,026,807 Frw, Ordinary budget was 483,496,111 Frw, while as 189,659,360 Frw was for the two Projects. The budget execution rate as per 30th June 2022 was 98.63%, for both ordinary budget and projects. The details of budget execution information are in the table below;

Table indicating budget Execution details for FY 2021/2022

N°	Source of Budget	Approved Budget	Revised Budget	Expenditure	Balance	% of budget execution
1	Government of Rwanda	421,367,447	478,696,939	483,496,111	(4,799,172)	101.00
2	Development funds	189,659,360	189,659,360	175,765,498	13,893,862	92.67
Total		611,026,807	668,356,299	659,261,609	9,094,690	98.63

7. CHALLENGES AND GENERAL RECOMMENDATIONS

7.1 Key Challenges

- Limited financial and human resources has been one of the main challenges;
- There has been changes in methodological approaches of some activities due to Covid-19 prevention measures. This has caused the implementation delay for some activities.

7.2 General Conclusion

The highlighted achievements in this report could not be attained without a combination of wide range of efforts from the Government of Rwanda, development partners, stakeholders and the entire GMO staff. GMO will continue to strategically engage all actors in different sectors and at different levels to sustain and accelerate Rwanda's gains in promoting gender equality as a development good governance approach. New approaches initiated included gender accountability at decentralized levels and engagement with Faith Based Organizations to ensure that local communities support accountability to gender equality and the fight against Gender Based Violence.



Gender Monitoring Office

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