

**REPUBLIC OF RWANDA**

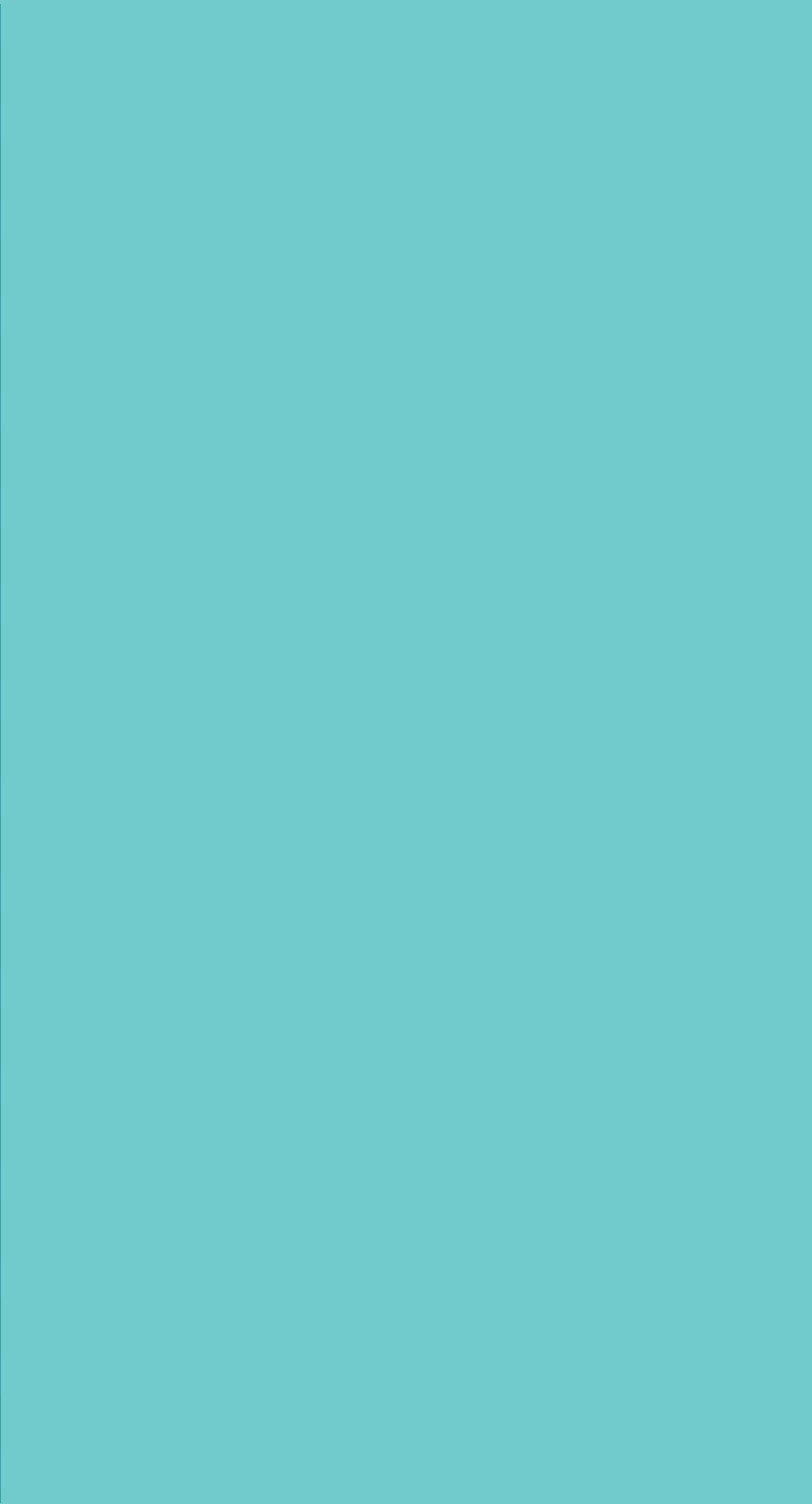


# GENDER MONITORING OFFICE ANNUAL REPORT

2020-2021

December, 2021

[www.gmo.gov.rw](http://www.gmo.gov.rw)



**REPUBLIC OF RWANDA**



# **GENDER MONITORING OFFICE ANNUAL REPORT**

2020-2021

December, 2021

[www.gmo.gov.rw](http://www.gmo.gov.rw)



# TABLE OF CONTENTS

LIST OF FIGURES.....	iv
ACRONYMS.....	v
PREFACE .....	vii
EXECUTIVE SUMMARY.....	11
1. Introduction.....	14
2. Key Achievements in 2020/2021 .....	14
2.1. Transformational Governance Pillar.....	14
2.1.1 Gender Accountability institutionalized at local level.....	14
2.1.2. Dialogue with Teenage Mothers and Service Providers.....	18
2.1.3. GBV Service Delivery to Teenage Mothers Monitored in Rwamagana District.....	26
2.1.3.1. Enhanced commitment in GBV prevention and response by Catholic Diocese of Byumba.....	28
2.1.4. Improved service delivery in Isange One Stop Centers, Health Centers and Shelters.....	29
2.1.4.1. GBV Service Delivery in Health Centers.....	30
2.1.5. GBV Complaints Received and Oriented.....	31
2.1.5.1. Received GBV Complaints Oriented and addressing by Relevant Institutions.....	31
2.1.6. Dialogue with National Electoral Commission and Stakeholders.....	32
2.2. Economic Pillar.....	33
2.2.1. 2019-2020 GBS implementation Reports Audited for Gendered Transformational Outcomes.....	33
2.2.2. Good Practices from the GBS Monitoring.....	36
2.2.3. Gender Accountability Strengthened in the Private Sector.....	38
2.2.3.1. Gender Equality Promoted Through Peer Learning Events.....	38
2.2.3.2. Promoting Gender Accountability in Rwanda Standards Board (RSB).....	40
2.2.3.3. Entrepreneurship and Job Creation Promoted Among Females and Youth.....	40
2.3. Social Transformation Pillar.....	41
2.3.1. Education.....	41
2.4. Enhanced Communication to improve Accountability to Gender Equality and Effective GBV Service Delivery.....	45
2.5. Institutional Development.....	46
2.5.1. Resource Mobilization.....	46
2.5.2. Partnership to Advance Gender Accountability Strengthened.....	47
2.5.3. Strengthened Capacities on the Functioning of Gender Management information System.....	47
2.5.4. Strengthened Capacities of GMO Staff .....	47
2.6. Challenges and General Conclusion.....	48
2.6.1. Key Challenges.....	48
2.6.2. General Conclusion.....	48

## LIST OF FIGURES

**Figure 1:** Category and Numbers of Election Observers

**Figure 2:** Percentage of Social Services Provided to Vulnerable Males and Females

**Figure 3:** Percentages of Students enrolled in TVET Higher learning institutions

**Figure 4:** Percentage of Teaching Staff in Nursary Schools

**Figure 5:** Percentage of Teaching Staff in Primary Schools

**Figure 6:** Percentage of Teaching Staff in Secondary Schools

**Figure 7:** Percentage of Teaching Staff in TVET Schools from level 1 to 7

**Figure 8:** Percentage of Academic Staff in High Learning Institutions

**Figure 9:** Percentage of National and International provided scholarships

## ACRONYMS

12 YBE	: 12 Years Basic Education
BRD	: Development Bank of Rwanda
CPA	: Certified Public Accounts
CSOs	: Civil Society Organizations
DHS	: Demographic Household Survey
DRC	: Democratic Republic of Congo
ECDs	: Early Children Development Centres
EICV	: Enquête Intégrale des Conditions de Vie des Ménages
FBOs	: Faith Based Organizations
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
ICDL	: International Computer Driving Licence
ICT	: Information, Communication and Technology
IOSCs	: Isange One Stop Centres
IPRS	: Integrated Polytechnic Regional College
ITP	: International Training Programme
MAJ	: Maison d'Acces a la Justice
MIGEPROF	: Ministry of Gender and Family Promotion
MINALOC	: Ministry of Local Government
NCC	: National Commission for Children
NEC	: National Electoral Commission
NFL	: National Forensic Laboratory
NISR	: National Institute of Statistics of Rwanda
NPPA	: National Public Prosecution Authority
NST1	: National strategy for transformation
PSF	: Private Sector Federation

PSHEA	: Safeguarding Prevention of Harassment Sexual Exploitation and Abuse
RBM	: Result Based Management
RIB	: Rwanda Investigation Bureau
RNP	: Rwanda National Police
RSB	: Rwanda Standard Board
STEM	: Science Technology Engineering and Mathematics
TV	: Television
TVET	: Technical and Vocational Education and Training
UN Women	: The United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	: United Nations Development Program
UNICEF	: United Nations International Children's Emergency Fund
WIRE	: Women in Rwanda Energy





## PREFACE

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

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

**RWABUHIHI Rose**  
**Chief Gender Monitor**



*Today is a reminder that gender equality is not just a women's issue. There can be no progress without equal participation and opportunity for all. Each one of us has a role to play to ensure gender disparity and exclusion has no place in our future.*



His Excellency Paul Kagame,  
The President of the Republic of Rwanda  
*International Women's day 2021*

## 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 registered results, key challenges and recommended actions that are articulated around three Government pillars and covers the fiscal year 2020/2021.

The content and structure of the report are also presented in line with the cited pillars. The report provides a scan of different aspects monitored in the mentioned pillars, explores gaps and challenges and proposes actionable recommendations to further improve Gender Accountability in public, private sector, Civil Society and faith based organizations.

Under the Transformational Governance pillar, GMO activities focused on enhancing gender accountability in public institutions, CSOs, private sector and FBOs programs through, continuing to institutionalize Gender Accountability Day at decentralized levels. Under this, and in the framework of gender accountability day in Gatsibo district, a gender profile for Gatsibo district was produced, outstanding gender initiatives documented and shared with relevant stakeholders, 761 village leaders were convened to discuss their role in promoting gender accountability, 280 couples including a couple that had spent 40 years together legalized their marriage, 716 children were registered and partners mobilized to scale up the efforts, 113 teen mothers were convened and benefited from health and psycho-trauma services as well as legal support. With the support of partners, 37 cases were filed by RIB, medical and counselling services were given to 20 and 13 teen mothers respectively. Similarly, a workshop with teen mother's parents was organized to strategize on the role of parents in supporting teen mothers and their children with special emphasis on returning teen mothers to formal education. Still under GAD initiative, business community in the Eastern Province was convened to discuss on the role in promoting gender accountability in their respective companies. One of the recommendations was to organize a study tour for business women in the Eastern Province and this was done in Musanze District.

Under Kuremera Initiative and with the support of partners, families and specific groups were supported with Mituelle de sante, 60 wheel chairs and 25 crutches for people with disability, 1134 boxes of sanitary pads to 31 schools in Gatsibo and 91 schools in Nyagatare districts respectively and 25 mattresses were given to selected couples that legalized their marriages. Teen mothers in Gatsibo District were also supported with sanitary facilities, washing soap, clothes etc.

Still under the transformation governance pillar, service delivery to GBV/ child abuse victims were monitored across Isange One Stop Centers and affiliated health centers. This was done in Gatunda, Nyagatare (Nyagatare), Kabgayi (Muhanga), Kacyiru, Remera-Rukoma (Kamonyi), Gatonde (Gakenke), Byumba (Gicumbi), Kanombe-Masaka (Kicukiro), Murunda (Rutsiro), Muhima (Nyarugenge), and Kacyiru- Kibagabaga (Gasabo). The monitoring aimed at examining the extent to which ISANGE OSC is providing effective and timely services to victims of GBV, Child abuse and teen mothers. In similar efforts of ensuring that GBV/

Child abuse victims access services, GMO received 347 cases of which 309 were from female and 38 were from male victims. Among these cases, 20 cases were reported on physical violence, 14 cases were reported on psychological violence, 71 cases were reported on child defilement, 116 cases were reported on economical violence, 90 cases were reported on violation of Child rights, 6 cases were reported on adultery, 19 cases were reported on Gender based injustices and 11 cases were reported on sexual violence. All received cases were oriented to different service providers including local authorities, Rwanda Investigation Bureau, National Public Prosecution Agency, MAJ, RNP, RDF and Courts. Through progressive follow-up, it was found out that 46 cases have been effectively resolved and 53 are still going through court processes. GMO progressively followed up on the submitted GBV cases to ensure that oriented victims are timely supported by respective service providers.

Lastly, a strategic dialogue on gender responsive electoral processes was conducted in partnership with National Electoral commission and partners. The dialogue brought together NEC commissioners, staff and other partners from both government and civil society organizations, to discuss on inclusive electoral processes that will promote gender responsive environment in the local elections 2021.

Under Economic transformation pillar, GMO's contributions to NST1 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, nine companies including Sanlam General Insurance, Wolfram Mining and Processing company, MTN Rwanda, RITCO Transport Company, KK security, Inkomoko entrepreneur development Ltd, Airtel Rwanda, Development Bank of Rwanda and Rwanda Energy Group) and the Ministry of Trade and Industry (MINICOM) which oversees the Private sector were enrolled to the program of advancing gender accountability. Companies and MINICOM established gender equality committees to oversee the institutionalization of gender equality in their organizations. In addition, gender capacities for the gender equality committees were developed to enable them effectively perform their oversight role. Similarly, Companies and MINICOM were supported to conduct self-assessments on a wide range of gender indicators which resulted into developing gender equality action plans to address identified gender gaps.

Further to note, a peer learning workshop targeting energy sector companies was also organized for experience sharing on good practices, challenges and opportunities for promoting gender equality in the energy sector, Rwanda Standards Board (RSB) was supported to promote gender equality, a study tour targeting young female students pursuing STEM courses was organized with an objective of increasing their exposure to new technologies as well as linking them with the owners and managers of such companies for mentorship and internship purposes. Twelve female students from IPRC Kigali were facilitated to conduct a study tour to a woman-owned power plant in Musanze District and these young girls were encouraged by the owner to venture into the energy sector.

Under Social Transformation Pillar, in line with the institutional efforts of becoming a hub of information on gender equality, a gender profile for education sector was developed. The developed profile indicated progress made by the Government in promoting a gender equitable learning environment. Findings indicated that enrolment for boys and girls in pre-primary and primary education, there are no gender gaps and Rwanda achieved gender parity at this level. Under TVET, the gender gap is highly observed as the number of students enrolled in TVET Higher Learning in 2015/2016 were 6,922 (77.0%) male while female students were 2,068 (23.0%). In 2016/2017, male students were 7,881 (75.6%) and female were 2,539 (24.4%) while in 2017/2018, male students were 9,661 (71.8%) and female 3,786 (28.2%). In STEM, males students that enrolled in tertiary institutions, represent 62.80% while female represent 37.20% in 2015/2016 and males represent 68.90% while females represent 31.10% in 2017/2018. Additionally, findings indicated that females are mostly in trades that offer less lucrative career prospects like tailoring, embroidery, hair dressing unlike male students who are often enrolled in carpentry, car mechanics which most of the times are considered unsuitable for girls.

Under institution development as a cross cutting pillar, resources to support gender accountability at decentralized levels including GAD initiative, GBS Audit, establishment of a gender accountability program in the Southern Province were mobilized. In addition, a new memorandum of understanding was signed between GMO and Trocaire Rwanda. This MoU aims to support gender accountability dialogues with faith based organizations, financing for gender equality among others. Still on this pillar, capacities of GMO were enhanced with special focus on development on gender accountability gender data, sexual harassment, public procurement, result based management, gender and climate change. In addition, to implement the Government policy on digital literacy, 17 staff benefitted from International Computer Driving Licence (ICDL) training and many of them obtained the ICDL certificates. We anticipate that GMO staff got ability to confidently use digital tools for productivity and efficiency in areas of computations, data analysis, collaboration and information presentation.

## 1. INTRODUCTION

The Government of Rwanda has explicitly expressed both the will and commitment to promote accountability to gender equality in all sectors and at all levels. This is conspicuous in gender responsive legal and policy frameworks and establishment of different relevant mechanisms to advance gender equality and women's empowerment.

In light with the above, Gender Monitoring Office was instituted with a mandate of monitoring and evaluating the implementation of gender principles and the fight against Gender Based violence, while contributing on Rwandan's commitments in order to have a society that has people who have the equal rights and opportunities and free from Gender violence.

This annual report presents key achieved results realized by the Gender Monitoring Office in the fiscal year 2020/2021. The institutional registered results are presented according to their contribution towards the National Strategy for Transformation pillars. These are Transformational Governance, and Economic Transformation and social pillars. In the fiscal 2020/2021, GMO mainly focused on enhancing gender accountability mechanisms in the public and private institutions, ensuring effectiveness of GBV service delivery and improving communication for gender equality.

## 2. KEY ACHIEVEMENTS IN 2020/2021

During the fiscal year 2020/2021, GMO embarked on the implementation of annual action and operational plans in the field of monitoring Gender Mainstreaming, Gender Based Violence prevention and response, communication and advocacy of monitoring findings as well as institutional development. Below is a summary of the results achieved under each pillar.

### 2.1. Transformational Governance Pillar

In the framework of contributing to national transformation governance, GMO has continued to promote the institutionalization of gender accountability at decentralized levels through the districts gender accountability day initiative, community dialogues with local leaders, dialogues with teen mothers and their parents, assessment of GBV service delivery in IOSC/Health centers, dialogue with Catholic church and preparatory work for the local Government elections.

#### 2.1.1. Gender Accountability institutionalized at local level

In collaboration with partners and the district, GMO conducted the Gender Accountability Day (GAD) in Gatsibo District, under the theme: **"Gender accountability as a driver to sustainable development"**. GAD activities commenced in August to November 2020 and provided a platform through which different actors came together to celebrate gender gains, assess persisting challenges and devised strategies to enhance gender accountability at all levels.

During the GAD period, a number of key interventions were conducted and these include the following:

**Development of district gender profile:** In efforts to avail gender data in Gatsibo district, a gender profile was developed. In this profile, initiatives that promote gender equality and their impact at community level was produced and disseminated. 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 will serve as baseline on Gender and GBV that will inform future decision making and programming for gender equality at the district level.

**District Achievements on Gender Equality Documented:** In order to celebrate outstanding and innovative initiatives that contribute to promote gender equality and empowerment of women in Gatsibo district, a documentary film aimed at showcasing the status of gender equality in the district on selected indicators was produced. The film captured innovative and inclusive ways the district and various stakeholders have used in order to promote gender equality and women empowerment in different sectors.

**Legalization of marriages:** During the development of the Gatsibo Gender profile, it was indicated that households living in informal unions are 41.5% which is quite high compared to the national average which stands at 33.6%. During 2020 GAD, a one month campaign on marriage legalization was conducted in October 2020. As a result, 280 couples legalized their marriages and among them, there was a couple that have lived together for more than 40 years. A civil marriage ceremony convening 20 couples was held in Nyabikiri Model Village in Kabarole Sector on 19/10/2020 and this further contributed to community sensitization on the benefits of leaving in a legal union. The ceremony aimed at bringing civil services closer to the beneficiaries and the ceremony was presided over by the Mayor of Gatsibo District as the civil registrar, Mr. GASANA Richard and attended by Hon. Ambassador NYIRAHABIMANA Solina, Minister of State in charge of Constitutional and Legal Affairs and Cabinet focal point for Gatsibo District.



*280 couples legalized their marriage during GAD 2020 in Gatsibo district*



**Child registration:** The issue of unregistered children in civil books is one of the challenges hindering child protection and rights. In case of child abuse, it was noticed that justice is often delayed and sometimes cases filed because the family had no certificate of birth thus unable to prove the child's age. During GAD period, sustained awareness was conducted and 716 children were registered. Sector leaders as well as partners were mobilized to continue the campaign to ensure that all unregistered children are reached and registered.



*716 children were registered during Gender Accountability Day 2020 in Gatsibo*

- Village leaders engaged to fight against GBV and promote gender accountability in Gatsibo District: Dialogues with local leaders in Gatsibo District conducted under the theme **“Abayobozi b’inzezo z’ibanze ku isonga mu kwimakaza ihame ry’Uburinganire no kurwanya ihoterwa rishingiye ku gitsina”**. The dialogue was attended by 671 (583 men and 88 women) local leaders from village to district level as well as stakeholders from central and decentralized levels. They were also sensitized on timely reporting of GBV cases, protecting children from defilement and contribute to the reintegration of teen mothers.



*A total of 671 local leaders from village to district level and stakeholders attended village dialogue during GAD 2020 held in Gatsibo district*

In the same framework an SMS campaign to further engage local leaders on particular issues of gender equality and GBV service delivery was initiated. It was an appreciated approach especially during the period of Covid-19 which gave an opportunity to each village leader to interact on



gender equality and at the same time receive information on how to promote gender equality and contribute to fighting GBV at community level.

The engagement with local leaders highlighted key challenges hindering their effective contribution to promoting gender equality and effective GBV service delivery as follows:

- Limited understanding on gender concepts, policies and laws related to gender equality. Village leaders highlighted limited knowledge on gender concept, polices and laws in place and this affects their contribution in advancing gender equality and providing appropriate services to victims of GBV including child defilement.
- Village leaders also indicated insufficient capacities to handle GBV and child abuse and which greatly affects service delivery at community levels.
- Big number of families in informal unions: The dialogue highlighted an issue of high number of families in informal unions which contributes to constant family conflicts and other GBV issues including child defilement and teenage pregnancy.
- Alcohol abuse was also raised and it was indicated that this causes parental irresponsibility and negligence of children who later became a prey for children abuse.
- Untimely reporting of GBV issues: GBV perpetrators are not timely reported and sometimes, leaders witnessed mutual settlement of defilement and GBV cases with perpetrators. This increases unreported GBV cases and lack of intervention by service providers.
- Poor service delivery in some instances (Gusiragizwa) where victims have to go from an institution to another and ends up dropping the case.
- Lack of response/feedback on cases of GBV submitted to cells and sectors which discourage reporting from imidugudu and the community at large.

**In line with the above challenges, the following actions were recommended:**

- Undertake regular dialogues on gender accountability and GBV service delivery that mostly targets village leaders and community members.
- Local leaders were recommended to sensitize their communities to ensure child registration is timely done and ensure that reports are shared with the district.
- Local government leaders were also reminded to constantly raise awareness within their communities on legalizing marriages to prevent family conflicts and GBV among couples.

- RIB in Gatsibo District was recommended to organize awareness campaigns on evidence preservation and timely reporting on cases of child defilement.
- The district was recommended to continue organizing sensitization campaigns among different social groups including men through men engage, women and youth to raise awareness on Gender based violence and child defilement issues.
- Different service providers including RIB and cell level administration were recommended to provide feedback to village leaders on filed GBV cases to ensure that victims and their families are updated on case progress. Village leaders were also encouraged to do follow up on the cases they report in order to update the victims they represent.
- Local government, service providers and partners were recommended to increase information sharing to facilitate quick handling of GBV and child defilement cases.
- The district was advised to facilitate peer learning between Villages based on the shared good practices in preventing and resolving family conflicts.

### 2.1.2. Dialogue with Teenage Mothers and Service Providers:

During GAD, GMO, Gatsibo and stakeholders conducted a two-day workshop with 113 teen mothers and their parents to assess the effectiveness of services provided to teen mothers, their children and mobilize district partners for increased support for teen mother's reintegration and prevention of child abuse. The second day of the workshop convened only parents to better understand challenges faced and mobilize them to take up their responsibility to support teen mothers' reintegration especially their return to school. The workshop was organized in the framework of the national campaign against child defilement launched by the First Lady Madam Jeannette Kagame on 12th October 2020 under the theme **"My Voice - My rights against Sexual child abuse"**.



*Workshop with teen mothers aimed at promoting them and provision of services like back*

The workshops provided an opportunity to participants including parents and various stakeholders to exchange on appropriate responses to GBV, reintegration of teen mothers and provision of gender responsive services to teen mothers including: return to school, access to justice, reproductive health services etc. During the workshop, different services were provided to teen mothers including medical services, Psycho-trauma and legal services.

## Services provided to teen mothers



### Access to medical services

With the support of Kabarore Health Center, **20 teen mothers** received Health Services.



### Psycho-trauma and socio-economic services

Through ARCT Ruhuka, **13 teen mothers** were provided with psycho-trauma counselling in order to cope with the effects of defilement, stigma and early motherhood. Some of the following issues were identified including, Anxiety/hopelessness, anger, Guilt / culpability, Lack of self-esteem, depression, etc.



### Legal support

Rwanda Investigation Bureau (RIB) received 37 cases filed by teen mothers among which 22 were new cases.

In addition to the services given on site, the other outcomes of the dialogue with teen mothers.

- Participants increased knowledge of issues that include legal, health, and socio-economic welfare faced by teen mothers and their parents;
- Parents and partners committed to support teen mothers to return to school; 15 of them have returned to school;
- Teen mothers and their parents knowledge increased concerning reproductive health and parenting skills;
- After GAD, Gatsibo district initiated a mobile clinic twice a month. Clinics were conducted in Rwimbogo, Gatsibo and Kiramuruzi Sectors in order to fight and prevent Gender Based Violence.

## Various challenges were raised during the workshops including ;

### Challenges raised by teen mothers

- Inappropriate and non-response to GBV issues leading to delayed access to justice.
- Challenges to register teen children.
- Threats from perpetrators when they are released from custody .
- School dropout due to early parental roles and illegal unions between victims and perpetrators.

### Key Issues highlighted by parents

- Challenges to get medical insurance for teen mothers' children. In most cases teen mothers are beneficiaries of their families' insurance, hence families are not reluctant to take on extra costs as insurance is paid for every member of the household.
- Mutual settlements of GBV cases between perpetrators and victims' families.
- Lack of reintegration mechanisms in society due to absence of planning for such issues at community level.
- Issues of civil reparation due to lack of information on how and where to file such cases.

In line with the highlighted issues in both teen mothers and Parents' workshop the following were recommended:

- Gatsibo districts in collaboration with partners committed to map all teen mothers in the districts for their effective socio-economic reintegration.
- Parents, district and partners working in Gatsibo were recommended to re-integrate teen mothers back to schools. Partners of the district were also called upon to render extra support to families of teen mothers especially to help them graduate from poverty.
- Participants were encouraged to timely report defilement and GBV cases in order for justice to prevail for victims of GBV since in most cases suspects are released from custody due to lack of evidence emanating from late reporting.
- The district was recommended to table defilement and GBV issues among other issues affecting the district in different forums including security meetings to handle them as human security issues. The District and partners were recommended to continue sensitizing, supporting and educating parents on positive parenting.
- The district and service providers were requested to continuously educate citizens on referral mechanisms for victims of GBV.

- Teen mothers and their parents were mobilized to denounce and avoid mutual settlement of defilement and GBV cases with perpetrators.

### Private Sector Engagement in the Eastern Province

In a bid to promote gender accountability in the private sector, a workshop was organized with members of the Private Sector of the Eastern Province. The workshop aimed at sensitizing private sector members to promote gender accountability in their companies.



*Members of Private sector attending gender accountability dialogue in Eastern Province.*

The workshop provided a platform to further sensitize participants on gender issues faced specifically by women and entry points to use as opportunity in mainstreaming gender in polices and operations. The following opportunities and challenges were highlighted:

### Challenges

- Limited number of females in leadership positions in the private sector has been identified as one of the causes hindering gender responsive decision-making in the private sector.
- Some occupations are wrongly and traditionally perceived to be for males or female. This mindset prevents the participation of men and women in those trade and limits their job opportunities. For example, a limited number of males will apply for a receptionist job and very rare women will embrace driving occupations.
- Limited exposure to innovative ways of doing business especially among women entrepreneurs which keeps them in the informal sector.
- Women face difficulties in accessing resources for investment due to lack of collateral. While the Business Guarantee Fund (BDF) provides 75% guarantee on women business loans, it becomes difficult for women to provide the remaining 25% collateral mainly because they do not have control over family property especially land which is the main requirement for financial institutions.

- The interest rate charged by financial institutions is too high for women businesses which are mostly micro in nature.

### Dialogue Outcomes

- Increased awareness among members of the private sector on the importance of promoting gender responsive businesses and workplaces.
- Women entrepreneurs committed to mobilize other businesswomen to compete for leadership positions in the upcoming Private Sector elections.
- District authorities committed to regularly carry out awareness campaigns on equal rights to family property between husband and wife. This will contribute to addressing challenges faced by women in using family property as collateral to access finance for their businesses.
- Members of the private sector especially women entrepreneurs were encouraged to promote peer learning through study tours in different parts of the country to learn innovative ways of doing business and expand the market for their products. Following this recommendation, women entrepreneurs from Eastern Province conducted a study tour in the Northern and Western Provinces in Rulindo and Rubavu Districts. The study tour resulted in a trading agreement between the three provinces which is expected to expand the market for members of the private sector in the three provinces.
- Women entrepreneurs visited Rubavu border and saw the market potential of Rwandan goods in the Democratic Republic of Congo (DRC). As a result, women entrepreneurs committed to join efforts and start a company to export goods to DRC.
- Companies were encouraged to establish early childhood centers in order to maximize the productivity of female employees.
- Members of the private sector in the Eastern Province were urged to consider gender equality in whatever they do. PSF leadership at provincial level committed to champion gender responsive governance through consulting men and women in decision-making processes.
- District financial institutions were urged to conduct awareness campaigns among women entrepreneurs on available financial products and the criteria for accessing credit.
- Mentorship programs were encouraged to be promoted targeting both male and female owned businesses to increase competitiveness.
- Owners of companies and members of cooperatives were advised to empower youth (boys and girls) with business skills to prepare them to take over and get decent jobs.

## Gatsibo District staff capacity on Gender Accountability improved

One of GAD objectives is to ensure that district staff and leaders are familiar with accountability to gender equality and can drive gender responsive service delivery. Gatsibo GAD was an opportunity to engage all the staff of the district including leaders to discuss on ways of enhancing accountability to gender and improve the gender responsiveness of services. Particularly, the discussion evolved around gender responsiveness in IMIHIGO, and the quality of Gender Budget Statement as well as improved service to GBV victims. The participants highlighted encountered challenges and proposed recommendations to address discussed issues:

### Key issues Raised

- Gender analysis capacity was identified as a gap that limit effective gender responsive planning and budgeting in the District.
- Sex disaggregated data was highlighted as a challenge during planning and budgeting processes. Participants highlighted the issue of national surveys such as DHS and others not capturing district data on some indicators and there was a proposal of collecting these kind of data in district administrative data.
- GBV and teenage pregnancy specifically continue to be a serious challenge to girl's rights and protection. The district needs to initiate strong actions as it has the highest level of teen pregnancy and should involve other stakeholders operating at the district level.
- GBS preparation is still centralized to the planning unit of the district. Other departments are not involved hence affecting GBS quality and comprehensiveness.

### Key Recommended Actions

- Gender analysis capacity gap will be addressed through continuous training and coaching. the district is advised to include gender into capacity building priorities and engage district partners to support it
- The district committed to institutionalize the collection and use of sex disaggregated data to inform district planning, budgeting and decision making.
- To improve the relevance and quality of Gender budget statement, the workshop recommended collective efforts at the level of District departments and ensuring that every key actor at the District level is involved in priorities identification, implementation and reporting.
- Men engage initiative was advised to be an integral part of gender equality trainings and awareness campaigns to ensure their effective role in gender promotion.



## Social-Economic Empowerment through Kuremera

In the spirit of empowering vulnerable people and families various resources were mobilized by GMO, Gatsibo District and their partners to support identified vulnerable categories of people. The donated items include:



**60 wheel** chairs donated by Food for the Hungry benefited 33 men and 27 women to improve their mobility.



**25 crutches** (13 women, 12 men) donated by Humanity and Inclusion. Items mobilized had the same view of facilitating mobility of people with disability to improve their wellbeing and livelihoods.



In response to the issues raised by the assessments and to promote good menstrual hygiene management and girls education especially in Gatsibo and Nyagatare districts, Gender Monitoring office in collaboration with Imbuto Foundation distributed **1134 boxes of sanitary pads** to 31 schools in Gatsibo and 91 schools in Nyagatare districts.



**25 mattresses** were donated to couples that legalized their marriages by Gatsibo District as a token to congratulate the newlyweds.



With the support of the Chamber of women entrepreneurs, **Mituelles de santé (worth 1,000, 000 Rwf)** were given to vulnerable population in Gatsibo District.

## Dialogue with Civil Society Organizations SOs in Gatsibo District

On 10th November 2020, GMO and Gatsibo District in collaboration with AEE Rwanda convened a dialogue on gender accountability and GBV service delivery targeting Civil Society Organizations operating in Gatsibo District. This aimed at sharing gender equality achievements, discuss on the existing gaps and devise measures to address them.



*The panelists discussed on the role of civil society in promoting gender equality and accountability*



During the dialogue, 2 panel discussions were focused on existing gender inequalities in Gatsibo and finding remedial solutions that CSOs should be contributing to whereas the second panel discussion tackled the role of the Civil Society Organizations in the promotion of Gender Equality and the fight against Gender Based Violence. Specifically, NCC informed participants about the Minimum Package for the prevention and response to teenage pregnancies as an intervention that all stakeholders ought to contribute to. After discussing on a number of issues, the following recommendations were proposed:

- The district was recommended to work with partners to devise comprehensive plans that will be used to address the existing gender inequalities in the district.
- District partners were recommended to support women and youth to access modern agricultural inputs to bridge the gender gaps in access to agricultural inputs including improved seeds and fertilizers.
- District partners were recommended to collaborate with security organs, the justice sector and local government to ensure that teen mothers access justice.
- The District and its stakeholders were recommended to ensure comprehensive reintegration of teen mothers including taking them back to school.
- The district and its partners were recommended to engage local leaders especially Mutwarasibo and Mudugudu leaders to promote gender equality and be at the forefront of fighting child defilement and ensure timely reporting and protection of evidences.
- It was recommended to conduct mass campaigns in communities about the response mechanisms in place for victims of GBV and mobilize parents to embrace their parental responsibilities as the law prescribes.
- Increase the number and capacity of ECDs in the district in order to ensure that young children are protected from any kind of abuse.

### Engagement with village leaders in districts that hosted GAD Activities

In the framework of 16 days of activism against Gender Based violence and as GAD outcomes in Rulindo, Nyagatare, Ngorerero, Nyaruguru and Gatsibo Districts, a 15 days Messaging campaign was conducted from 25th November to 10th December 2020. This dialogue aimed at mobilizing local Government with more focus on village leaders in the move towards fighting GBV in their respective communities. The dialogue had the following objectives:

- Raising awareness of community leaders on their role in preventing and responding to gender based violence and child defilement.
- Equipping local leaders with knowledge on various GBV issues which include; teenage pregnancy, defilement and others related issues.
- Securing feedback on how issues of GBV and child defilement are handled across targeted districts.
- Raising district commitment and contribution during 16 days of Activism for increased reporting.

### Key activities reported by districts engaged through sms-messages

**In Ngororero district**, a dialogue with community members was held and mainly focused on their role in preventing and responding to GBV. They were also reminded the importance of timely reporting on cases of GBV and discouraged the practice of reconciling GBV victims and suspects.

**In Gatsibo District**, a campaign to raise community awareness on their role to prevent and respond to GBV was done in collaboration with Transparency International Rwanda. In addition, radio talk shows were conducted to reach a much more audience. Dialogues were also conducted with teen mothers and they were mobilized to return to school.

**In Nyagatare District**, an awareness campaign was conducted in collaboration with its partners and this aimed at raising community awareness on their role towards building GBV free families and communities. In addition, a particular campaign on supporting victims of GBV to access justice was launched for a whole week. the campaign was done in collaboration with RIB to support initiatives against GBV and child defilement.

**In Rulindo district**, activities related to 16 days of activism were conducted in different sectors, schools, markets. This was done in collaboration with MAJ, RIB and RNP. In addition, families with victims and violence were supported with Kandagira ukarabe in efforts to promote hygiene and prevent the spread of COVID-19.

**In Nyaruguru district**, awareness campaigns were done in different villages and schools. In these sessions, the role of youth in preventing teenage pregnancy was emphasized.

The use of SMS-messaging with village leaders and engagement with respective mayors in the targeted districts proved to be effective especially in the COVID-19 context where movements and public gatherings were restricted. It was evident that continuous engagement with districts that hosted GAD activities presents opportunities to further respond to issues of gender based violence and raises district commitment and enthusiasm to promote accountability to gender equality and GBV service delivery.

#### 2.1.3. GBV service delivery to teen mothers in rwamagana district

Gender Monitoring Office in collaboration with Rwamagana District, Cladho, Umubyeyi Initiative and UN WOMEN convened a three-day accountability dialogue on GBV service delivery in Rwamagana District that mainly focused on prevention and response to child defilement and teenage pregnancy.

This dialogue was attended by 60 girls from MUHAZI and GISHARI sectors. Among the 60 teen mothers who participated in the dialogue, 26 were teen mothers, 10 girls were from the national children's committee and National Youth Council. The others were just from the communities. The selection of categories of teens aimed to promote peer learning and exchange between those who have not yet experienced child abuse with survivors of GBV to ensure that young girls are educated on preventive measures and the critical role they should play.

Key partners attended and contributed to the dialogues to include among others: Rwanda Investigation Bureau (RIB), MAJ, ISANGE OSC, Rwanda National Police (RNP), Civil Society Organizations intervening in GBV prevention and response in RWAMAGANA District including CLADHO, ARCT-RUHUKA, Empower Rwanda, Reseaux des Femmes, ARDO and UMUBYEYI Initiative.

In the dialogue, different services were offered to teen mothers including civil registration of their children, counselling sessions and case filing for investigation and prosecution purposes. With that support of service providers, nine (9) cases of defilement were filed to Rwanda Investigation Bureau, seven (7) babies of teen mothers were registered in civil books. Reseaux des femmes also pledged to support ten (10) teen mothers who committed to return to school. Reseaux des femmes together with the District will continue to mobilize others teen mothers to reintegrate schools and is ready to support them.

In addition to services offered, teenage girls were thus equipped with knowledge on legal rights, reproductive health, GBV reporting and referral mechanisms as well as entrepreneurship skills. This aimed at empowering teen mothers and young girls with life-skills and ability reintegrate in the society and pursue their dreams.

The dialogue also resulted into teen mothers and teenagers commitment to serve as agents of change and mobilize other youth and their parents to prevent and report on child defilement in their respective communities. Additionally, Rwamagana district and partners also committed to scale up the initiative and organize such dialogue in other two other sectors of the district.

Apart from the services offered and commitments made, the dialogue also indicated a number of issues faced by teen mothers including: limited knowledge on sexual reproductive health which also fuels teenage pregnancy, rejection and lack of support from their parents and other family members resulting in immense emotional problems, Loneliness, humiliation and frustrations.

Following discussions and commitments made, on 8th October, the District convened its stakeholders especially CSO's that intervene in areas of preventing child defilement with the purpose of coordinating and strengthening collaboration between local NGOs to ensure that GBV prevention and response is done effectively. Discussions focused on the existing strategies in line of fighting GBV and child defilement and areas that require to be improved. In line with the discussions made, the following resolutions were adopted:

- Compile partners' interventions on child defilement and teenage pregnancy and submit to the district for monitoring and follow up.
- Develop a manual on sexual and reproductive health that all district partners will use to educate Rwamagana communities with special focus to parents and teenagers (boys and girls).
- Partners committed to join their efforts in fighting GBV in the framework of 16 days of activism.
- ARDO committed to provide legal support to teen mothers in need of such support.

### 2.1.3.1 Enhanced commitment in GBV prevention and response by Catholic Diocese of Byumba

The gender Monitoring office in collaboration with Byumba diocese, UNWOMEN and Empower Rwanda convened a one-day dialogue with priests and laics from Byumba diocese (Gatsibo and Nyagatare) and other participants including, Ministry of Gender and Family Development (MIGEPROF), National child Development Agency (NCDA), Empower Rwanda, Trocaire, World Vision, and Ajeprodho Jijukirwa, as well as various officials from Provincial and District level under the leadership of Governor of the Eastern Province. Discussions in this dialogue focused on the Country's commitment on building a GBV free community and exchanged on the role of religious leaders especially the Catholic church in preventing and responding to child defilement and teenage pregnancy. The dialogue resulted into the following resolutions:

- The Catholic Diocese of Byumba through “imiryango remezo”, will conduct a mapping of families living in conflict and teen mothers. The mapping will be conducted at each household to identify problems and seek ways to support the community.
- Conduct a survey on the well-being of children born to teen mothers, to assess their living conditions in order to advocate for their specific issues.
- The Catholic Diocese of Byumba committed to continue fighting domestic violence, child defilement, during their preaching and prepare messages to be conveyed in various parishes in the Diocese.
- Local authorities and the Catholic Diocese of Byumba committed to join their efforts with the community to address issues related to GBV, and child defilement.
- It was recommended that the radios, especially Radio Maria and social networking mechanisms of the Catholic Church, will pass messages to all Christians to prevent GBV, especially the abuse against teens.
- Conduct in-depth research on the issue of child defilement to identify the causes in order to help different organizations to strategically deal with the root causes.
- It was recommended that the Catholic Diocese of Byumba, in collaboration with various stakeholders, including the security organs and public authorities will carry out in-depth campaigns aimed at preventing and responding to GBV and child defilement and bringing the perpetrators to justice, this will also be done in Catholic schools.
- The Catholic Diocese of Byumba committed to setting up a program of counselling for families living in conflict and for young children to build trust in themselves and their children.
- The Catholic Diocese of Byumba and GMO committed to join efforts and mobilize sponsors to support projects designed to respond to pressing issues identified.

### 2.1.4. Improved service delivery in Isange One Stop Centers, health centers and shelters

Isange One Stop Center is the flagship model of holistic services offered to victims of GBV. In line with its mandate, the Gender Monitoring office monitored service delivery in 11 IOSCs namely: Gatunda, Nyagatare (Nyagatare), Kabgayi (Muhanga), Kacyiru, Remera-Rukoma (Kamonyi), Gatonde (Gakenke), Byumba (Gicumbi), Kanombe-Masaka (Kicukiro), Murunda (Rutsiro), Muhima (Nyarugenge), and Kacyiru- Kibagabaga (Gasabo). This aimed at assessing to which extent ISANGE OSC is providing effective and timely services to victims of GBV, Child abuse and teen mothers.

The monitoring revealed a number of achievements that contribute to improve the quality of services offered to GBV victims including Sustained and committed staffs, Standardized IOSC infrastructures and equipments, as well as strong efforts to build Partnership and Collaboration to ensure effective services delivery.

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

- **Unpaid bills:** The monitoring revealed that Districts hospitals have recorded budget gaps resulting from medical services provided to GBV victims without insurance and co-payment cost for those with insurance.
- **Insufficient operational budget:** The assessment indicated that victims of GBV no longer receive transport fees and resources to take care of victims accommodated in the safe rooms. This has limited victim's accessibility to IOSC services.
- **Limited provision of Legal services at IOSC:** In some Isange One Stop Centers, GBV victims didn't receive MAJ services at Isange due budget constraints and this has limited victims' accessibility to legal services. Victims are required to go to the district or use mobile phones to seek MAJ support.
- **Issues of coordinating and reporting:** New SOPs highlights that the Director General of every hospital is the coordinator for IOSC in that specific hospital, and shall receive reports from head of IOSC services in the hospital (the RIB officer in the IOSC) and compile a report to the national coordinator IOSC. However the assessment revealed that every staff in ISANGE OSC reports to their respective institutions (GBV officer report directly to MOH through data managers and RIB officer reports to RIB headquarters).
- During the assessment, it was noticed that collection of evidence is still an issue in IOSCs as some of them don't collect samples, or don't collect them in a proper way. Staff of ISANGE mentioned that Management of collected physical evidence (torn clothes, pictures...) is a challenge as there is no equipment's to preserve them and no streamlined mechanism to exchange them from IOSC to RIB stations and to NPPA.
- **Limited Number of Staff of IOSC:** Only 1 staff is permanent in few ISANGE OSCs (RIB office), GBV officer is not permanent but assigned to support ISANGE. The lack of full time GBV officers delays service delivery to GBV victims.

- **Limited psychological counselling:** During the assessment, it was found out that GBV victims does not fully receive psychological counselling as it's done by the Hospital mental service which also has to attend to other patients.

In line response to the above issues, the following recommendations were given:

- SOPs need to be revised and take into consideration coordination, information sharing and a proper reporting framework within IOSC, between IOSC and health centers, and between districts and hospitals.
- National steering committee to discuss the payment arrears and unpaid bills for medical services provided to GBV victims across districts hospitals and engage MINECOFIN and MINALOC for a sustainable solution.
- Set measures to support Victims access to continuous legal services in IOSC as defined by SOPs.
- To provide hospitals with adequate equipments to collect and preserve forensic evidence and put in place adequate mechanisms to accelerate exchange of collected evidence between IOSC and justice actors.
- Accelerate the development of guidelines for community reintegration and protection of GBV victims and mobilize resources for its implementation.

#### 2.1.4.1. GBV Service Delivery in Health Centers

Some services of Isange One Stop Centers have been extended to health centers to ensure that victims access timely services. The extension and scale up of ISANGE services to victims of GBV at health centers started in 2019, with the objective of facilitating and bringing GBV services closer to the community. Gender Monitoring Office has assessed 24 health centers of Nyangara, Nyarurema, Nyagatare (Nyagatare district), Remera-Rukoma (Kamonyi district), Kabgayi-Mata (Muhanga district) Gatonde-Nyundo (Gakenke district), Byumba-Ruhenda (Gicumbi district), Murunda-Karumbi (Rutsiro district), Masaka-Kabuga- Busanza-Gikondo (Kicukiro district), Muhima-Nyarurenzi ( Nyarugenge district), Kacyiru, Remera-Gihogwe-Kinyinya (Gasabo district) centers that are affiliated to the above mentioned IOSCs and the and this aimed to assess services given to GBV victims.

The monitoring identified the following issues that hinder the effective service offered to GBV victims:

- Insufficient knowledge on GBV and how to handle such cases.
- Absence of protocol and guidance to handle GBV cases
- Religious based health centers don't provide modern contraceptive methods to victims of GBV.
- Lack of budget to operationalize GBV services at health centers and as a result, victims are not able to access free services at Health Centers as they are requested to pay ticket moderateur and those without health insurance pay 100% for services given.
- Limited staff to support services to GBV victims compared to required time needed. It was indicated that HC have limited staffing and this makes it difficult to effectively attend to issues of gender based violence and child abuse.

In line with the gaps highlighted above, the following was recommended:

- Develop and ensure protocol or guidelines to handle GBV at health centres is in place, and disseminated to guide service delivery.
- Equip Health centre staff in general and GBV focal point in particular with knowledge to handle GBV, collect evidence and properly refer cases to IOSC).

## 2.1.5. GBV Complaints Received and Oriented

### 2.1.5.1. Received GBV Complaints Oriented and addressed by Relevant Institutions

The law No 51/2007 of 20/9/2007 gives authority to Gender Monitoring Office the responsibility of receiving, orienting and following up GBV cases. In the fiscal year 2020/2021, GMO received 347 cases of which 309 were from female and 38 were from male victims. Among these cases, 20 cases were reported on physical violence, 14 cases were reported on psychological violence, 71 cases were reported on child defilement, 116 cases were reported on economical violence, 90 cases were reported on violation of Child rights, 6 cases were reported on adultery, 19 cases were reported on Gender based injustices and 11 cases were reported on sexual violence.

Cases received in this fiscal year were high as compared to previous fiscal years. This increase resulted from the following initiatives:

- Rebroadcasting of a serial drama on preventing and responding to GBV called “Ziririza”.
- Emissions of different radio programs that raised awareness with the specific message as wake call to report GBV.
- A 15 days SMS campaign with local leaders conducted in 5 districts that hosted GAD which greatly contributed in raising awareness and disseminating GMO toll free 5798.

All received cases were oriented to different service providers including local authorities, Rwanda Investigation Bureau, National Public Prosecution Agency, MAJ, Local entities RNP, RDF and Courts. Through progressive follow-up, it was found out that 46 cases have been effectively resolved and 53 are still going through court processes. GMO continues to follow up on the submitted GBV cases to ensure that oriented victims are timely supported.

While handling received issues, a number of gaps were identified and discussed with high level leadership from NPPA, RIB, MIGEPROF AND National Forensic laboratory. Such issues includes among others:

- Most of the reports indicate that they don't receive information on decisions taken by the justice and wish to have timely feedback
- Lack of evidences for child defilement cases.

### 2.1.6 Dialogue with National Electoral Commission and Stakeholders

In line with its mandate of ensuring compliance to gender equality principles, the Gender Monitoring Office and National Electoral Commission with the support of UN WOMEN organized and conducted dialogues to strategise on how to ensure gender responsive electoral processes. The dialogue brought together NEC commissioners, staff and other partners from both government and civil society organizations, to discuss on inclusive electoral processes that will promote a gender responsive environment in the 2021 local elections.

#### Strategic Actions were devised including:

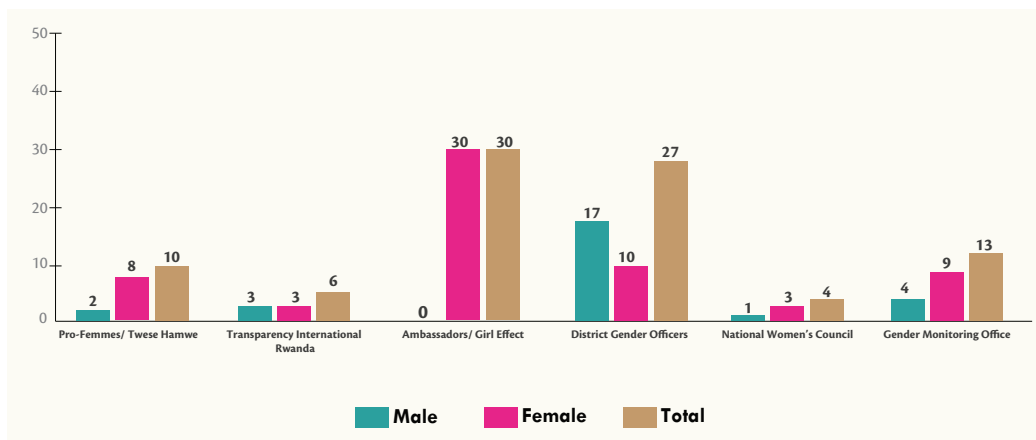
- Establish a joint mobile team (NEC, Gender Machinery and other stakeholders) in all 416 sectors to facilitate women to submit their candidature.
- Develop messaging packages to be used during elections and disseminate them through different channels like NEC committees at sector and cells levels in collaboration with Gender Machinery.
- Establish a hybrid system (online and manual submission of candidacy - with respect of COVID-19 prevention measures to facilitate Men or women that could have trouble in submitting their candidatures electronically.
- Put in place a joint technical team to review electoral laws, guidelines and electoral reports for inputs to address any gender gap that could be identified.
- Conduct massive trainings on gender and elections at community level.
- Organize joint media talk shows and use community radios in particular to sensitize the community on gender responsive elections in the upcoming local government elections.
- Establish helplines and desks to support women and other candidates willing to submit their applications online.
- Organize more sessions on Gender Responsive Elections with other key stakeholders like Media, Civil Society Organizations to ensure their support in this regard.
- Establish a roadmap for implementation of quick wins and strategic actions for the preparation of the upcoming local government elections.
- NWC and other Partners to train and enhance the capacity of women accredited candidates as it was done at parliamentary election levels.
- High level involvement and joint partnership with different actors especially MINALOC as an organ that is closer to citizens. Other actors like political parties, PSF, FBOs, Academia and People with disability should be on board to facilitate mobilization.
- Joint efforts for behavior change towards positive masculinity to tackle the gender stereotypes that hinder women participation in leadership.



## Identification and Capacity Development for Gender Observers

For GMO to oversee compliance to gender equality principles in 2021 local government elections, it was very critical to establish a trained pool of gender observers. In line with this, a group of 90 observers was established and included Transparency International, Pro-femmes Twese Hamwe, Girl Guides/Girl Effect, National Women’s Council, District Gender and Family promotion Officers and GMO staff.

Figure 1: Category and Numbers of election observers



The training and simulation exercises focused on observers’ roles and responsibilities as per the laws and practices, discussion on monitoring tools and key gender aspects to consider during the monitoring exercise. The training allowed gender observers to gain knowledge and skills to inform quality observation of gender responsiveness of local Government elections.

## 2.2. Economic Pillar

Gender responsiveness in national planning and budgeting ensures that needs and interests of individuals from different social groups are addressed in expenditure and revenue policies. During this 2020-2021 financial year, GMO conducted an audit of 2019-2020 GBS implementation reports, monitored progress of 2020-2021 GBS and analysed the quality and relevance of 2020-2021 GBS plans. Findings from the audit contributed to GMO’s feedback on needed improvements and shaped GMO’s contribution to the budget commission feedback to budget agencies during budget hearing sessions.

### 2.2.1. 2019-2020 GBS Implementation Reports Audited for Gendered Transformational Outcomes

Gender budget statement (GBS) implementation reports are accountability framework/tools that indicate institution’s commitment in addressing gender issues across the budget agencies and districts. From March to June 2021, GMO conducted an audit on 2019-2020 GBS implementation reports. This section provides a summary of findings from the conducted audit.

## The implementation of GBS has resulted into:

### Job creation

In line with NST1 job creation aspirations, the monitoring indicated that development initiatives planned and executed in the framework of GBS created jobs for both male/female and youth at the community levels.



*Men and women working in VUP programs*

The audit revealed that 94,232 males and females benefited from the jobs created emanating from development of terraces, road construction, construction of health centres, water infrastructure and education infrastructures (such as construction of classrooms and latrines).

However, it is worth noting that jobs created are short term though employed men and women gained useful skills to serve in future similar projects.

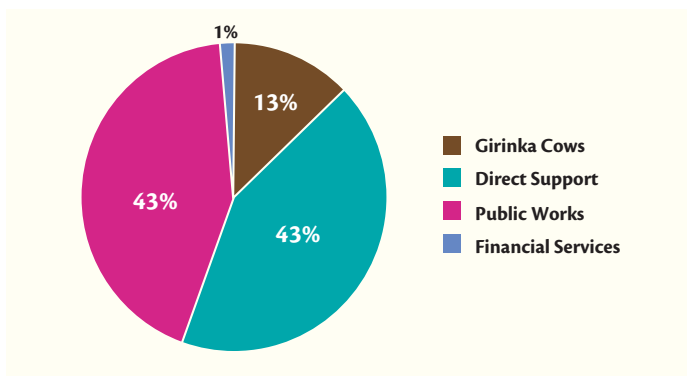
In addition, it was reported that job creation increased incomes that helped to save in Ejo heza saving scheme, pay community based health insurance and cover other basic needs. like food, clothes and shelter for the family members. Males and females also managed to purchase small livestock and land.



*Women are among Girinka program beneficiaries*

**Improved Wellbeing:** Social protection programs targeting the wellbeing of vulnerable people have been of benefit to male and female beneficiaries as per the 2019-2020 implementation reports. 8862 Male Headed Households versus 1664 Female Headed Households received cows, 36,448 vulnerable males and females received Direct Support services while 1164 males and females benefited from financial services. The chart below highlights the extent to which different social protection services were provided to vulnerable male and female.

Figure 2: Percentage of Social Services Provided to Vulnerable Males and Females



The social protection services provided are contributing to fight against stunting and malnutrition among children under five. Beneficiaries also gained organic manure that contributed to increase the productivity and HH incomes through milk selling.

**Improved Education Services:** Through GBS, the number of classrooms and latrines has increased, girls’ rooms have been provided and school feeding program improved in different schools. In 4 schools, 1085 classrooms and 1217 latrines were constructed to benefit 3245 boys and 4368 girls’ students. 5667 school materials such as chairs and tables were purchased to equip classrooms while 34243 hygienic consumables were provided to 12YBE. In addition, 10,793 boys and 11,143 girls benefited from school feeding program. The Construction of classrooms further contributed to the reduction of the ratio of teacher-pupil, increased the number of enrolment and contributed to improve the quality of education by providing a safe learning environment for students (boys and girls).

**Improved access to Health Care:** Different districts had old health infrastructures. The construction or refurbishment of health infrastructure will reduce the distance walked by women and men to get different health services and improve the healthcare services; and these include specifically Family Planning (FP) services provided to women and men, mobilization and tracking of pregnant women to increase deliveries in health facilities.

In order to bridge the different health care gaps affecting men and women, boys and girls, different services were introduced or expanded in 20 different hospitals including maternity wards constructed in Gitoki sector, Gatsibo District and dentistry and paediatrics services availed in Gatuna Health Center located Gicumbi District among others. The availed services improved access to health services, Family Planning (FP) Modern contraception users increased and infant mortality rate Reduced.

**Increased access to clean water for male and female HHs:** In line with NST1 target of increasing access to clean water from 85% to 100% in 2024 and in response to insufficiency water sources that mostly affect women/girls who walk long distance searching for water which affect their

engagement in other productive activities, water supply system were constructed. 733Kms of water supply systems were accomplished to serve 445,429 households in different districts.

For women, water supply helped them to save quality time that they invested in income generating activities and childcare. In particular it reduced the walking distance to reach water pumps and delays to get to school for boys and girls. In addition, the availability of clean water reduced water prices and improved sanitation at household level.

**Increased crop production:** Intervention of development of radical terraces, tree planting, access to agricultural inputs, and Marshland development provided off-farm jobs to men and women beneficiaries. In addition soil was protected from erosion as well as landslides, increasing productivity and crop sustainability. Improved irrigation, land consolidation as well as capacity building for male and female HHs contribute further increase production and protect the environment.

**Improved Road networks to facilitate mobility and engagement in economic activities:** As per NST1 target on establishing well maintained and expanding road network in urban and rural areas, different Budget agencies developed Basic infrastructures as response to this national priority. Road constructed in different districts enabled free and safe movement for both male and female users, which reduced the cost of transport and business.

The main immediate impact created under “Development and Maintenance of Road Infrastructures” is job creation which benefited thousands of women and men, resulting into increased wage income and purchasing power for beneficiaries. With the support of local government authorities, beneficiaries in different districts have received training and mentorship on how to invest earned income.

### 2.2.2. Good Practices from the GBS Monitoring

- Joint Planning involving development partners, key stakeholders has helped especially districts to use resources effectively while avoiding duplication and ensuring accountability of mobilized resources towards transforming the lives of men and women in their respective communities.
- Poverty reduction programs through VUP and community approach are a great empowerment approach for men and women at different levels. For example, the direct support initiative to pregnant women in category 1 reduced malnutrition and stunting. It was also observed that income from Public works led to savings and citizen ownership in interventions they contributed to.

## Areas to be improved

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

- Limited skills in both RBM & gender mainstreaming and analysis among technical staff involved in GBS in most audited budget agencies has negative effects on building GBS results chains and a poor formulation of gender situational analysis. This affects the achievement of desired changes and results of gender equality.
- There is limited diversification of GBS sub-programs and a big tendency to select infrastructure related interventions due to job creation potentials. Budget agencies are more inclined to report on job creation targets to contribute to NST1 targets. However, this should not be done at the expense of other socio-economic change needed in order to transform the lives of men and women.
- Some Girinka beneficiaries are very vulnerable to the extent that they can't manage to take care of the cows. In one of the audited Districts, an old woman decided to keep the cow inside her house to protect it from thieves as she had failed to make a crawl.
- Institutionalisation of collection of sex disaggregated data is still a challenge at all levels. Lack of sex disaggregated data makes hard to understand the gender impact of different GBS interventions.
- There is a huge gap in the gender distribution of employment, especially in leadership positions and this has been observed across monitored budget agencies. To be addressed, this issue requires advocacy efforts at all levels.

## General Recommendations

- There is need for more leadership for GBS formulation and implementation.
- In terms of reporting, budget agencies are recommended to improve results based reporting indicating impact on lives of men and women.
- Revisit Girinka guidelines ensuring that men and women beneficiaries are facilitated to take care of the cows to avoid delayed intended program benefits.
- More efforts to institutionalise collection of sex disaggregated data to facilitate measurement of gender responsiveness of initiatives.
- GBS interventions are centred around a few sectors. There is need to diversify interventions across all the 3 NST1 pillars. Much of time the Governance pillar has been side-lined yet there is a huge gender gap at leadership position especially at Director level.

### 2.2.3. Gender Accountability Strengthened in the Private Sector

The National Strategy for Transformation (NST-1) 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, etc.

To contribute to addressing these gaps, the Gender Monitoring Office in collaboration with the Private Sector Federation and UN partners (UNDP and UN Women) introduced a gender accountability program in the private sector and in this reporting period to Nine companies (Sanlam General Insurance, Wolfram Mining and Processing company, MTN Rwanda, RITCO Transport Company, KK security, Inkomoko entrepreneur development Ltd, Airtel Rwanda, Development Bank of Rwanda and Rwanda Energy Group) and the Ministry of Trade and Industry (MINICOM) which oversees the Private sector were enrolled to the program.

Through the GES programme, these companies and MINICOM established gender equality committees to oversee the institutionalization of gender equality in their organizations. GMO developed the capacities of the committees in gender to enable them to effectively perform their oversight role.

Furthermore, GMO supported the companies and MINICOM to conduct self-assessments on a wide range of gender indicators which resulted into developing gender equality action plans to address identified gender gaps.

#### 2.2.3.1. Gender Equality Promoted Through Peer Learning Events

A peer learning workshop targeting energy sector companies was organized for experience sharing on good practices, challenges and opportunities for promoting gender equality in the energy sector. The energy sector is among sectors which are male dominated. Recent global studies indicate that women comprise an average of only 13% of the workforce in the energy sector<sup>1</sup>. For Rwanda, the National Institute of Statistics of Rwanda (NISR) indicates that female and male workforce participation in the energy sector is at 5% and 95% respectively<sup>2</sup>.

In this peer learning event, a number of issues affecting female participation in the energy sector were discussed as follows:

- Education was pointed out as one of the key challenges where more males are enrolled than females graduate in STEM courses. For example, whenever Rwanda Energy Group (REG) advertises for a position of an engineer, 100 males and 1 or 2 females are likely to apply which shows that there are very few female engineers on the labor market.
- Participants pointed out the lack of self-confidence as a limiting factor for females to compete for decision making positions in the energy sector. Females think that they are not good enough to take up leadership responsibilities in the sector.
- There is an information gap among females on available opportunities whether for employment or investment in the sector.

<sup>1</sup> dem

<sup>2</sup> National Institute of Statistics of Rwanda Labor force survey for May 2020

- There is still a mind-set issue that the sector is suitable for males than it is for females that limits girls to pursue career in the energy sector.
- Limited number of female role models/mentors who have excelled in the sector whether as employees or as investors is also a limiting factor.
- Lack of specific gender responsive policies within energy companies was pointed out as a challenge that limits females from joining the sector.
- Mobility challenge was also highlighted to more likely affect Females than Men which can influence their choice of jobs and refuse those requiring long distance travelling.

In order to address the above challenges, the peer learning exchanged on a number of supportive strategies and made recommendations as spelt out in the following section:

- **Put in place affirmative action measures:** Due to limited number of females in the energy sector workforce, participants recommended affirmative actions aimed at increasing the number of females. Rwanda Energy Group (REG) has taken a decision to employ only Females in Nyabarongo II Hydro Power Plant which will soon be constructed. Females will occupy all positions right from the gate to top management. In the same spirit, Rwanda Energy Group in collaboration with the Women in Rwanda Energy (WIRE) programme initiated an internship programme targeting female technicians. So far, 30 female interns have been identified and deployed across REG power stations in the country. Upon completion of the internship programme, they will be evaluated and those that will meet REG's job requirements will be hired.
- **Promoting mentorship programs:** Participants recommended mentorship as a good strategy for attracting more females especially those in schools into the sector. To make mentorship effective, there is need for a coordinated approach for all stakeholders involved. Study tours to power plants would also be a good learning experience which can motivate and inspire females to embrace existing opportunities in the sector.
- **Encourage more female students to pursue STEM subjects:** Awareness campaigns are required at Family and community level (right from primary schools to tertiary institutions) by different stakeholders including actors in the energy sector and the Ministry of Education.
- **Promote a gender responsive work place environment to attract females in the Energy sector:** During the workshop, some energy companies informed participants that they are developing gender policies and strategies to make the work place environment conducive for both males and females. GMO introduced to participants the Gender Equality seal certification programme which provides companies with a comprehensive approach for promoting a gender responsive work place environment, safe and motivating for both males and females and encouraged the companies to enrol into the programme.



- Females are encouraged to claim their place in the energy sector, they should build confidence within themselves. In its apprenticeship program, WIRE informed participants that it trains female in soft skills which include public speaking and leadership. This program aims at building self-confidence for females.
- Energy companies were encouraged to partner with institutions of learning (Universities, IPRCs, and TVETs) to share information on available opportunities and emerging technologies in the sector to ensure that the curriculum is tailored to the needs of the energy sector.

### 2.2.3.2. Promoting Gender Accountability in Rwanda Standards Board (RSB)

In order to effectively implement the United Nations Economic Commission for Europe (UNECE) declaration on gender responsive standards and standard development processes signed by the Rwanda Standards Board (RSB) on behalf of the Government of Rwanda, an assessment was conducted in RSB to ascertain the institution's compliance to gender equality principles.

Findings indicate that all policies concerning the core mission of RSB are not gender sensitive, lack of gender responsive plans and monitoring and Evaluation framework, limited gender analysis capacities among staff and limited number of women in technical committees that design standards where they account for 19% of members of the technical committees. In addition only 11% of committees' chairpersons are women.

An action plan was developed to address identified gaps and GMO with partners are supporting and monitoring its implementation. In addition, resources were mobilized to support the development of gender responsive policies and standards at Rwanda Standards Board.

### 2.2.3.3. Entrepreneurship and Job Creation Promoted Among Females and Youth

To address gender gaps in Science, Technology, Engineering and Mathematics (STEM) where the number of females is still very low, the Gender Monitoring Office in its continued advocacy efforts undertook a study tour targeting young female students pursuing STEM courses where they visited technical industries. The objective of the tours was to increase their exposure to new technologies as well as linking them with the owners and managers of such companies for mentorship and internship purposes. In the past, study tours were organized in Energy, ICT and Manufacturing companies. This year, twelve female students from IPRC Kigali were facilitated to conduct a study tour to a woman-owned power plant in Musanze District. During the visit, the owner of the plant encouraged females to venture into the energy sector. In addition, a manager of a construction company who attended the visit also pledged to provide internship opportunities to female graduate students.

### Lesson Learnt During the Program Implementation

- The gender equality seal programme is triggering other gender responsive initiatives that go beyond the work place environment in participating companies. For example, the Development Bank of Rwanda (BRD) is in the process of engendering the economic recovery fund and ECOBANK launched the "Elevate" initiative which is a credit facility with a discounted interest rate for clients compliant to certain gender equality criteria. Several companies are setting up child and mother friendly spaces to ensure women and parents enjoy family friendly environment.



- Using media continues to be instrumental in expanding the programme reach especially during the Covid-19 pandemic period where physical meetings were restricted.
- The GES programme has the potential to inspire gender accountability in Non-profit organizations.

## 2.3. Social Transformation Pillar

### 2.3.1 Education

In line with the institutional efforts of becoming a hub of information on gender equality, a gender profile for education sector was developed. The developed profile indicated progress made by the Government in promoting a gender equitable learning environment. Findings indicated that there is no gender gap for boys and girls in pre-primary and primary education enrolment and Rwanda achieved gender parity at this level.

As the profile reads, education is a fundamental human right and an essential tool to ensure that all Rwandan citizens women and men, girls and boys are able to realize their full potentials. From this perspective, the Government of Rwanda has committed to make education at all levels more accessible for all and relevant to the national needs while ensuring that disadvantaged groups such as women and girls, the poor, people with disabilities have access to meaningful learning opportunities.

The introduction of nine and twelve years basic education programmes (9&12 YBE), construction of education infrastructure (e.g. Schools and education labs), and measures for quality assurance in the education sector, all contribute to the advancement of education for girls. At policy level, the 2008 girl's education policy now under review and the Education Sector Strategic Plan (ESSP) (2018/19 to 2023/2024) aimed at guiding a progressive elimination of gender disparities in education and training that hamper education for women and girls. As a result of the policy implementation, the status of girls' education has tremendously improved at primary, secondary, and tertiary education levels.

Despite efforts made by the Government to increase the participation of women and girls in TVET, their presence in traditionally male dominated trades such as motovehicle, engine mechanics, masonry, carpentry, plumbing and domestic electricity among others is still limited and limits women's employability for enhanced economic empowerment.

In line with GMO's strategic vision of becoming a hub of information on gender accountability, a gender profile for the education sector was produced. The following is the status of women and girls vis-à-vis men and boys in the education sector.

Figure 3: Percentages of Students enrolled in TVET Higher learning institutions



Findings indicates that females are mostly in trades that offer less profitable career prospects like tailoring, embroidery, hair dressing, etc. Often trades that have competing employment opportunities like carpentry, mechanics, plumbing are mostly dominated by male and considered not suitable for girls. This implies that there is a gender gap in this field of education mainly due to cultural attitudes and patriarchal mind-set where TVET programs and science subjects are traditionally reserved to male children. Such prejudices needs to be addressed and girls need to get proper career guidance and support in their choices of trade.

As far as teaching staff, Education management and leadership are concerned, a number of challenges still affects women’s participation in secondary and TVET schools.

Figure 4: Percentage of Teaching Staff in Nursary Schools

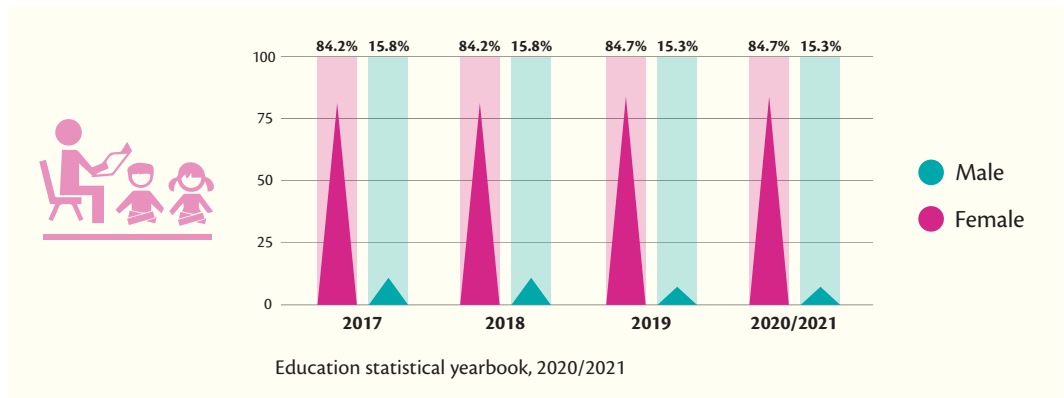


Figure 5: Percentage of Teaching Staff in Primary Schools

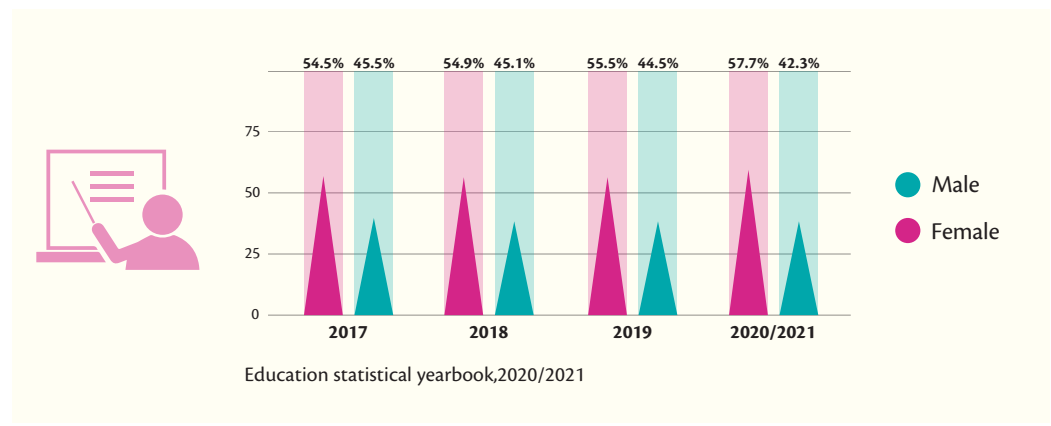


Figure 6: Percentage of Teaching Staff in Secondary Schools

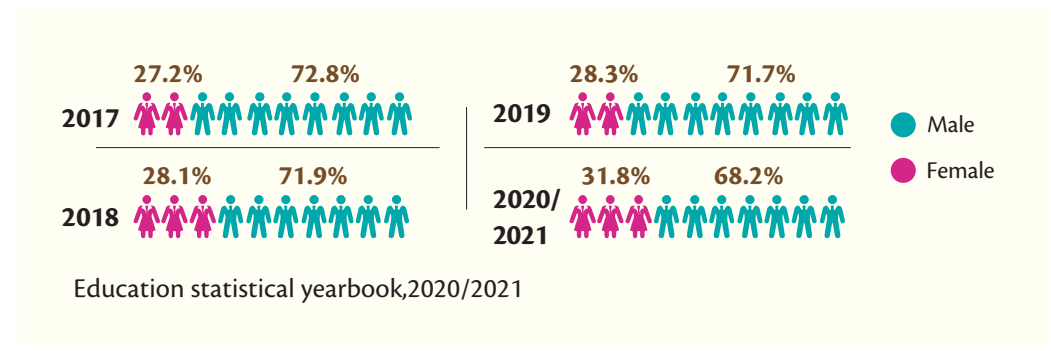


Figure 7: Percentage of Teaching Staff in TVET Schools from level 1 to 7

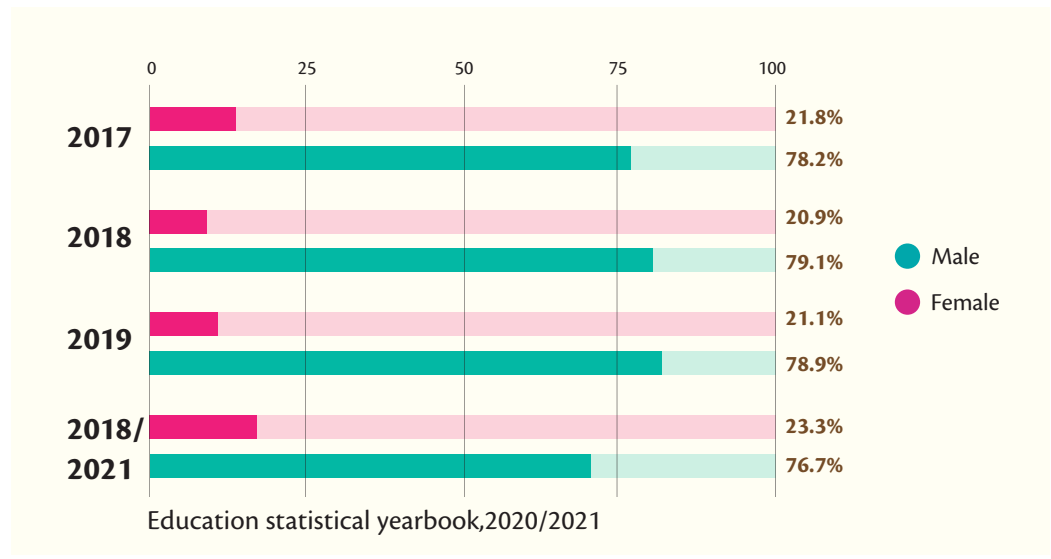
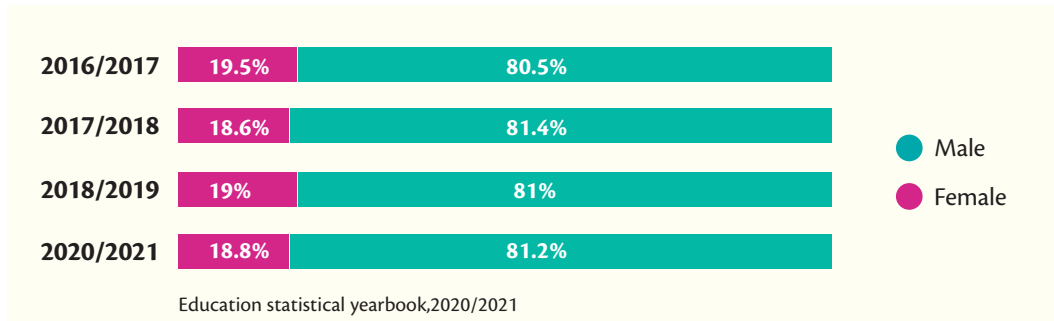
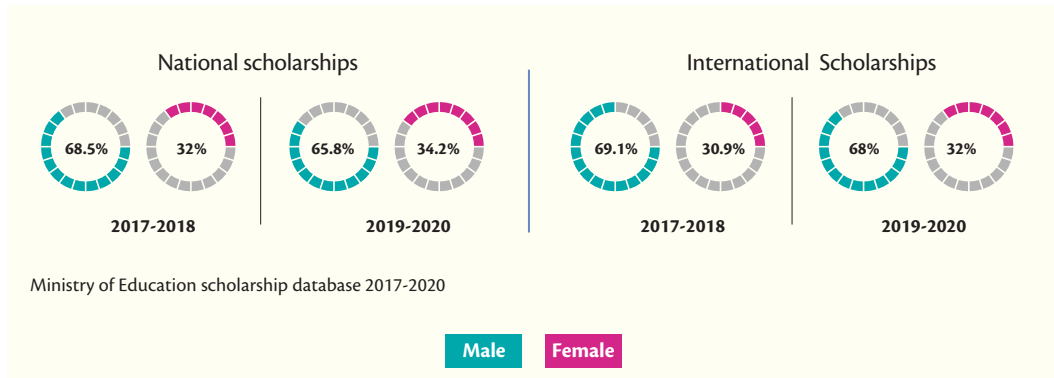


Figure 8: Percentage of Academic Staff in High Learning Institutions



Generally, gender imbalances in education have been noted more especially in Academic staff. Female teachers are only found in Pre-primary and Primary Schools while other levels of Education are dominated by male. International and National scholarships mostly benefit more males than females, mainly because most scholarships prioritize science courses and higher performance in social subjects which are dominated by males.

Figure 9: Percentage of National and International provided scholarships



In line with the above status and gaps, the following was recommended:

- Explore incentives to attract male teachers at pre-primary level and female teachers at secondary, TVET and tertiary levels.
- Accelerate the approval of the revised Girls Education Policy as a key driver to the implementation of Policy actions and interventions that aim to address the existing gender gaps.
- Strengthen Gender responsive Pedagogy as well as school career guidance in order to encourage girls to choose and pursue science and technology subjects.
- Systematic structured mentorship and role models for schools girls and boys at different levels

- Put in place incentives/awards for girls enrolling and performing well in technical and science subjects both in TVET and tertiary education to stimulate massive enrolment and better performance in this subjects.
- Parents, teachers and students need trainings and public dialogues for them to understand that boys and girls are capable of s pursuing any field of study.

## 2.4. Enhanced Communication to Improve Accountability to Gender Equality and Effective GBV Service Delivery

During the completed fiscal year, Gender Monitoring Office deployed strong efforts to increase awareness on gender accountability and GBV service delivery through innovative approaches.

Media, as a key source of information for the public in general was highly engaged to promote gender equality and accountability at all levels. Radio / TV talk shows and adverts were produced and aired mostly on topics of institutionalization of gender accountability at local government level. Video documentaries were also produced and shared on impact of gender initiatives and best practices for replication and advocacy on the persisting gaps highlighted.

In line with the above, four TV talk shows were conducted and discussed on various topics including the role of local leaders in promoting gender equality and accountability as well as institutionalization of gender accountability at decentralized level.

The show featured panelists from local government including the mayor of Gatsibo district and a village leader and helped to deeply discuss challenges that local community leaders meet in promoting gender accountability at community level. It also contributed to equipping local leaders and other stakeholders at the community level with knowledge on nature and magnitude of gender and GBV issues at ground for them to be able to provide effective and adequate support and response to communities once issues happen.

In the same line, TV talk shows were organized to discuss on promotion of gender accountability in the private sector, as part of implementation of the programme that promotes gender accountability in the private sector. Discussed topics included promotion of gender equality and accountability in technical and male dominated fields such as transport, mining and construction which still count a small number of women. The talk shows also contributed to raising awareness among business owners and community in general on how promotion of gender equality benefits both the company and employers thus contributing to increase of company's productivity and profitability.

Discussed topics also included promotion of gender equality in standards and standards development processes. The show greatly contributed to discussing and understanding how to ensure gender responsiveness across the whole standardization value chain (in both standards and technical regulations).

Gender Monitoring Office also participated in other talk shows on different radio stations including Radio Rwanda, Radio flash FM and B&B Umwezi discussing on the journey and Rwanda's achievements in promoting gender equality and accountability and promotion effective GBV service delivery.

Moreover, media was invited in all GMO strategic events and activities, including Gender Accountability Day organized in Gatsibo district, peer learning events among business community and field visits organized for students from universities and high learning institutions to encourage them embrace technical fields.

Online communication has also been enhanced especially during Covid-19 pandemic recovery period. The use of social media channels including twitter, facebook and YouTube accounts in addition to normal traditional communication channels has been instrumental for quick and wide reach of diversified audience within Rwanda and beyond. The use on online meetings and conference application "webex" has also helped to adapt and ensure smooth continuation of office business to keep realizing mandate amidst challenges of the pandemic.

Besides the mentioned efforts, being cautious that promotion of gender accountability in the private sector in Rwanda is a new approach with no precedent in the country, Gender Monitoring Office produced different advocacy and promotional materials to increase awareness on the programme. In this regard, 700 leaflets, 160 notebooks and 120 stickers were produced and distributed in various strategic platforms and meetings to raise awareness of decision makers, partner's stakeholders on the gender equality seal programme and its relevance for private sector development.

## 2.5 Institutional Development

### 2.5.1. Resource Mobilization

During the reporting period, resources were mobilized to implement key activities including Gender accountability day that was held in Gatsibo District and community dialogue with local authorities in the same district. Mobilized resources supported teen mothers' workshop, engagement with village leaders and Kuremera Initiative.

Additionally, in the framework of promoting gender accountability at decentralized levels, resources to initiate a gender accountability program in the Southern Province were mobilized and commitment made. This program will be supported by Foreign, Commonwealth & Development Office.

Still on this point, resources to support gender Audit in 15 districts were mobilized and this initiative was supported by CARE International in Rwanda and VNG International. Finding from this assignment informed GMO's contribution in Parliamentary hearing session especially on Gender Budget statements.

### 2.5.2. Partnership to Advance Gender Accountability Strengthened

In efforts to forge partnerships with different actors in advancing gender accountability, GMO has a number of Memorandum of Understanding with stakeholders in this domain. In this perspective, on 7th June, a Memorandum of Understanding with Trocaire was signed to formalize the working relationship for advancing gender accountability and improve Gender Based Violence service delivery in Rwanda. This MoU aims mainly to support gender accountability dialogues with faith based organizations and promoting financing for gender equality among others.

### 2.5.3. Strengthened Capacities on the Functioning of Gender Management Information System.

To strength capacities of GMIS users, the Gender monitoring office organized training sessions for district statisticians who are GMIS users at decentralized levels. These sessions focused on the Southern Province in the initial stages of agreeing on a gender accountability model in the Southern Province that envisaged to have a big component on Gender data. As a result of this training, all districts in the Southern Province submitted all the required data to feed GMIS. During this training, participants recommended the following actions to further advance gender accountability at decentralized levels:

- Appoint a District Committee to validate data before submission;
- GBS should be discussed at priority identification (planning) phase rather than budgeting phase;
- Revisit Gender Officer's attributions to work closely with Statisticians to ensure effective institutionalization of gender data collection and utilization;
- Need to build a data collection system at all levels and harmonize indicators from all districts to have a list of common indicators tracked at provincial level and those that are district-specific to be updated on quarterly basis.
- Need to scale up digitalization of situation rooms and ensure they are gender sensitive.

### 2.5.4. Strengthened Capacities of GMO Staff

GMO staff benefited from variouse training opportunities on different subjects including procurement processes and risk management, Result Based Management (RBM), gender and climate change, communicating gender statistics as well as Safeguarding and Prevention of Harassment Sexual Exploitation and Abuse (PSHEA).

To further disseminate the use of Gender Management Information System (GMIS) that was officially launched in 2019 by GMO, continued capacity building was provided to GMO staff to ensure adequate capacity on operationalizing the GMIS in all its features and for its effective management and use.

17 GMO staff underwent International Computer Driving Licence (ICDL) training which increased their ability to confidently use digital tools for productivity and efficiency in areas of computations, data analysis, and information presentation.

## 2.6. Challenges and General Conclusion

### 2.6.1. Key Challenges

In the Financial year 2020/2021, GMO faced a number of challenges that affected both programs and operations delivery. These challenges includes the following:

- Covid-19 which impacted delivery especially because monitoring activities that require travelling for site visits, meetings, etc.
- Enforcement of resolutions and recommendations provided during various assessments on quality of gender budget statement as well as services to GBV victims need to be improved.
- Lack of accountability in performance of staff on gender in sectors and districts which hampers consistent planning and implementation.
- Non-predictability of resources is a constant challenge that limit strategic planning and effective delivery of programs.

### 2.6.2. General Conclusion

Despite the devastating impact of covid-19 on programs and operations delivery, GMO strived to devise innovative measure and strategies to deliver planned interventions.

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.



### Table Indicating 2020/21 Budget Execution

No	Source of Budget	Approved Budget	Revised Budget	Expenditure	Balance	% of Budget Execution
1	Government of Rwanda	510,269,524	574,912,899	453,408,294	121,504,605	78.87
2	UNWOMEN	111,600,000	93,067,425	49,497,673	43,569,752	53.18
3	UNDP	227,941,140	200,783,714	93,409,438	107,374,276	46.52
	Total	849,810,664	868,764,038	596,315,405	272,448,633	68.64



# Gender Monitoring Office

Free Helpline: **5798**

[www.gmo.gov.rw](http://www.gmo.gov.rw)

@GenderMonitorRw