



Republic  
of Rwanda

GENDER MONITORING OFFICE

**BEIJING+30  
RWANDA  
COUNTRY REPORT**

Kigali, June 2024





Republic  
of Rwanda

GENDER MONITORING OFFICE

**BEIJING+30**  
**RWANDA**  
**COUNTRY REPORT**

Kigali, June 2024

# Contents

<b>ACRONYMS AND ABBREVIATIONS</b>	<b>9</b>
<b>SIX DIMENSIONS OF THE AGENDA FOR SUSTAINABLE DEVELOPMENT</b>	<b>13</b>
<b>1. INTRODUCTION</b>	<b>14</b>
<b>2. MACRO-ECONOMIC ANALYSIS OF ACHIEVEMENTS, CHALLENGES, SETBACKS AND PRIORITIES</b>	<b>17</b>
2.1. Main achievements, challenges, and setbacks	17
2.2. Top five priorities for accelerating progress for women and girls in the last five years	32
2.3. Actions taken to prevent discrimination and promote the rights of vulnerable groups	36
2.4. The confluence of different crises affected the implementation of the BPfA	42
2.5. Accelerating progress for women and girls over the next five years will require prioritizing the following areas.	44
<b>3. PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN</b>	<b>47</b>
<b>Dimension 1.</b> Inclusive development, shared prosperity, and decent work	47
3.1.1. Actions taken to advance gender equality in the world of work	47

Share of women in specialized managerial positions in the private sector	48
Representation of women in top leadership of financial institutions	49
Number of personal loans to women (2022-2023)	50
Distribution of women employed by sector of employment in numbers (2019-2023)	51
The proportion of women who use tech-related financial services/products in 2020	55
Proportion of female phone ownership (2019-2023)	56
<b>Dimension 2.</b> Poverty eradication, social protection, and social services	59
3.2.1. Actions taken to reduce/eradicate poverty among women and girls	59
Gender profile of VUP, 2019 compared to 2023	61
Women-headed households that benefited from the VUP program	62
Female-headed households with access to agriculture inputs (2019-2020)	64
Land Ownership by both male and female (2019-2024)	65
Women benefiting from pension schemes of RSSB	67
Proportion of female enrolment per education/school level (2019-2022)	72
<b>Dimension 3.</b> Freedom from violence, stigma and stereotypes	76
3.3.1. Forms of gender-based violence and specific contexts or settings prioritized for action	76

Number of GBV cases prosecuted and pronounced from July 2019 through June 2023	79
Number of cases provided with legal support (2019–2022)	81
RGB support to CSOs (2014 to 2024)	85
<b>Dimension 4.</b> Participation, accountability and gender - responsive institutions	86
3.4.1. Actions and measures taken to promote women’s participation in public life and decision-making.	86
Cabinet members and other central level leaders (2019–2023)	87
Participation of men and women in the Judiciary sector in Rwanda	88
Representation of men and women in decentralized entities	89
Distribution of elected men and women in the PSF committees (numbers)	91
Representation of Men and Women in Media Sector (2019–2023)	95
<b>Dimension 5.</b> Peaceful and inclusive societies	101
3.5.1. Actions taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development	101
Women Representation in Rwanda National Police (2019–2024)	103
<b>Dimension 6.</b> Environmental conservation, protection and rehabilitation	107
3.6.1. Actions taken to integrate gender perspectives and concerns into environmental policies	107

Percentage of agricultural households per different agricultural practices	111
<b>4. NATIONAL INSTITUTIONS AND PROCESSES</b>	<b>112</b>
4.1. National strategy for gender equality (2030 Agenda and the targets under SDG 5)	112
4.2. System for tracking of the national budget invested in the promotion of gender equality and the empowerment of women	114
4.3. Formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the BPfA and the 2030 SDGs	115
4.4. Stakeholders' contribution to the preparation of the present national report	117
4.5. Action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women or other United Nations mechanisms on GE	117
<b>5. DATA AND STATISTICS</b>	<b>119</b>
5.1. Important areas that have made the most progress over the past five years- gender statistics at the national level.	119
5.2. Country priorities for strengthening national gender statistics	120
5.3. Gender-specific indicators prioritized for monitoring progress on the SDGs	121

5.4.	Data disaggregation regularly provided by major surveys in your country	123
<b>6.</b>	<b>FORWARD-LOOKING AND PRIORITY ACTIONS</b>	<b>125</b>
6.1.	Lessons learned from the review process	125
6.2.	Priority actions to accelerate the implementation of the BPfA and the 2030 Agenda	126
	<b>APPENDICES</b>	<b>129</b>
	<b>ANNEX 1. List of institutions consulted</b>	<b>129</b>
a.	Public Institutions & Private Sector	129
b.	Non-State Actors and Partners	130
	<b>ANNEX 2. References</b>	<b>131</b>
I.	LAWS AND ORDERS	131
II.	COUNTRY'S POLICY AND STRATEGIC DOCUMENT	132
III.	PUBLISHED REPORTS AND ADMINISTRATIVE MATERIALS	133



## ACRONYMS AND ABBREVIATIONS

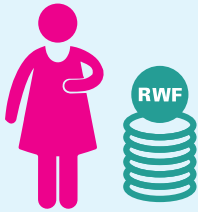
<b>AFR</b>	Access to Finance Rwanda	<b>MIFOTRA</b>	Ministry of Public Service and Labour
<b>AU</b>	African Union	<b>RWN</b>	Rwanda Women Network
<b>AER</b>	Annual Economic Report	<b>CHOGM</b>	Commonwealth Heads of Government Meeting
<b>ERF</b>	Economic Recovery Fund	<b>TMM</b>	Tumurere Mu Muryango
<b>RRA</b>	Rwanda Revenue Authority	<b>DAC</b>	Digital to Analog Converter
<b>GAP</b>	Gender Action Plan	<b>IDs</b>	Identifications
<b>PSF</b>	Private Sector Federation	<b>IZU</b>	Inshuti Z'Umuryango
<b>RURA</b>	Rwanda Utility Regulation Authority	<b>MAJ</b>	Maison d'Accès à Justice
<b>RIB</b>	Rwanda Investigation Bureau	<b>CEDAW</b>	Committee on the Elimination of Discrimination against Women
<b>CPCs</b>	Community Policing Committee's	<b>UPR</b>	Universal Peer Review
<b>NPPA</b>	National Public Prosecution Authority	<b>NCHR</b>	National Commission for Human Rights
<b>NGOs</b>	Non-Governmental Organizations	<b>TV</b>	Television
<b>IOSCs</b>	Isange One-Stop centers	<b>PHR</b>	Population Household Census

<b>MINEDUC</b>	Ministry of Education	<b>SGBV</b>	Sexual Gender Based Violence
<b>GDP</b>	Growth Domestic Production	<b>ATM</b>	Asynchronous Transfer Mode
<b>VUP</b>	Vision Umurenge Programme	<b>HHs</b>	Households
<b>LODA</b>	Local Administrative Entities Development Agency	<b>NAP</b>	National Action Plan
<b>ERP</b>	Economic Recovery Program	<b>PEFA</b>	Public Expenditure and Financial Accountability
<b>DHS</b>	Demographic Health Survey	<b>UN WOMEN</b>	United Nations Entity for Gender Equality and the Empowerment of Women
<b>RISA</b>	Rwanda Information Society Authority	<b>UNSCR</b>	United National Security Council Resolution
<b>MINICT</b>	Ministry of Information Communication Technology	<b>MOU</b>	Memorandum of Understanding
<b>AC</b>	Action Coalitions	<b>MINISCA</b>	Mission des Nations Unis en Centre Afrique
<b>CSO</b>	Civil Society Organization United Nations Assistance Mission for Rwanda	<b>UNAMIR</b>	United Nations Assistance Mission for Rwanda
<b>FBO</b>	Faith-Based Organization	<b>UNMISS</b>	United Nations Assistance Mission for Southern Sudan
<b>SMEs</b>	Small and Medium Enterprises	<b>UNISFA</b>	United Nations Interim Security Force for Abyei
<b>BDF</b>	Business Development Fund	<b>BPfA</b>	Beijing Declaration Platform for Action
		<b>GBV</b>	Gender-Based Violence

<b>COPEDU</b>	Microfinance institution that provides financial services such as credits and savings to its customers	<b>NST-1</b>	National Strategy for Transformation
<b>NBR</b>	National bank of Rwanda	<b>SDGs</b>	Sustainable Development Goals
<b>NISR</b>	National Institute of Statistics of Rwanda	<b>TVET</b>	Technical Vocational Education Training
<b>NIDA</b>	National Identification Authority	<b>STEM</b>	Science Technology Engendering and Math
<b>RLMUA</b>	Rwanda Land Management and Use Authority	<b>MIGEPROF</b>	Ministry of Gender and Family Promotion
<b>REDP</b>	Rwanda Economic Development Program	<b>NWC</b>	National Women Council
<b>VCRP</b>	Volcanoes Country Resilient Project	<b>GMO</b>	Gender Monitoring Office
<b>REMA</b>	Rwanda Environment Management Authority	<b>FFRP</b>	Forum for Women Parliamentarians
<b>DGCRS</b>		<b>UN</b>	United Nations
<b>FONERWA</b>	Fund for Environment and Natural Resources for Rwanda	<b>ECD</b>	Education Child Development
<b>GCCASP</b>	Green growth of Climate Resilient Strategy	<b>GBS</b>	Gender Budget Statement
<b>GGGI</b>	Global Green Growth Institute	<b>GRB</b>	Gender Responsive Budget
<b>PBCC</b>	Planning & Budgeting call Circular	<b>DDPs</b>	District Development Plans

<b>MINECOFIN</b>	Ministry of Finance and Economic Planning	<b>OECD</b>	Organization for Economic Co-operation and Development
<b>NGFC</b>	National Gender & Family Cluster	<b>RDB</b>	Rwanda Development Authority
<b>MINIJUST</b>	Ministry of Justice		
<b>TBRT</b>	Treaty Board Reporting task force	<b>COVID</b>	Coronavirus Disease
<b>MSMEs</b>	Micro, Small and Medium Enterprises	<b>EICV</b>	Integrated Households Living Conditions Survey
<b>UNDP</b>	United Nations Development Program	<b>LFPR</b>	Labor Force Participation Rate
<b>GDL</b>	Gender Data Lab	<b>ICT</b>	Information Communication Technology
<b>LFS</b>	Labour Force Survey	<b>RVNR</b>	Rwanda Voluntary National Review
<b>ILO</b>	International Labour Organization		

## Six dimensions of the Agenda for Sustainable Development



1. Inclusive development, shared prosperity, and decent work



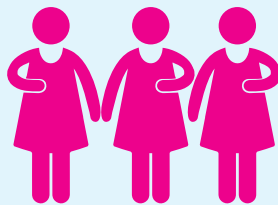
2. Poverty eradication, social protection, and social services



3. Freedom from violence, stigma, and stereotypes



4. Participation, accountability, and gender-responsive institutions



5. Peaceful and inclusive societies



6. Environmental conservation, protection, and rehabilitation



# 1. INTRODUCTION

The Government of Rwanda (GoR) embarked on a development agenda to “transform Rwanda into a middle-income country, an economic trade and communications hub” Rwanda’s Vision 2050 targets becoming an upper-middle income country by 2035 and a high-income country by 2050. These strategies envisage Gender and Family Promotion as one of the cross-cutting areas.

Within these frameworks, a solid stage for gender equality and women’s empowerment was set for women and men of Rwanda to realize their rights, potentials, and aspirations and be full partners and beneficiaries in the Country’s development. More particularly, the Constitution of The Republic of Rwanda guarantees equal rights for women and men in all spheres and provides for minimum of 30% women representation in all decision-making positions, among other rights.

The constitution has also laid a foundation for the promulgation and review of gender-responsive laws to entrench the respect for women’s rights, notably in areas such as political, economic, inheritance, land, and property rights, as well as protection against gender based-violence (GBV). This gender-responsive legal environment has made it possible to position gender equality and women’s empowerment in all. Development instruments, the National Strategy for Transformation (NST 1, 2017-2024), guiding the government of Rwanda’s commitment to achieving its commitments and aspirations as described in national policies.

Rwanda’s commitment to gender equality and women’s empowerment is aligned with other global and regional instruments, development agendas, and strategies such as Beijing Declaration and Platform for Action (BPfA), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Global Sustainable development Goals (SDGs), African Union Agenda (2063), African Union Strategy for Gender Equality and Women’s Empowerment (2018-2028) among others.

Three decades after the Genocide against the Tutsi, Rwanda surpassed expectations in delivering on its commitment to promoting gender equality and women's empowerment. The continuous adherence to the BPfA reflects another level of commitment by the Government, leading to Rwanda being globally acknowledged as a model for gender equality and Women Empowerment (WE), particularly regarding women's full engagement and participation in decision-making and other spheres of national development, consistently ranked among the top countries in Africa and globally. The Global Gender Gap Index (2023) ranked Rwanda second in Africa and 12th globally and indicates the closure of more than 70% of the overall gender gap<sup>1</sup>.


The review of the Beijing +30 Rwanda Country report coincides with the 69<sup>th</sup> session of the United Nations Commission on the Status of Women, planned in March 2025. In 2025, Rwanda and the world will be eagerly preparing to celebrate the thirtieth anniversary of the Fourth World Conference on Women and the Adoption of the Beijing Declaration and Platform for Action, along with the tenth anniversary of implementing the 2030 Agenda. Despite the hindrances of COVID-19 that emerged in 2019 with undesirable consequences on positive outcomes registered in governance, social, and economic sectors, Rwanda continues to advance gender equality and women's empowerment through mainstreaming gender in different policies, laws, sector strategies, and programs as part of the implementation of (SDG5) and BPfA.

In governance, Rwanda has the highest share of women in parliament, as indicated by the proportion of seats women hold in the chamber of deputies at 61.3 percent. Additionally, 37.5 percent of females are in the Senate, 42.4 percent of female Cabinet members, and 46.2 percent of female judges. Additionally, Rwanda made significant progress in decreasing maternal mortality from 476 per 100,000 lives birth in 2010 to 203 deaths in 2020, improved access to antenatal care services from a skilled provider where the rate stands at 98.9% for women below 20 years, 97.8% for women aged 20 to 34 years, 97.3 for women from 35 to 49 years, with the overall access standing at 97.7%. In terms of long-term schemes, between 2020 and 2022, roughly 50% of Ejo Heza<sup>2</sup>

---

1 *The Global Gender Gap Index 2023*

2 *EJOHEZA is a Long-Term Saving Scheme established by the Government of Rwanda in 2017. It is a voluntary contribution scheme for both salaried and*



contributors were women, whereas 57% of this voluntary pension scheme's beneficiaries were also women. The Number of women contributing and benefiting from Ejo Heza at the end of December 2022 was close to 60%.

This BPfA review report is an inclusive appraisal of the progress made by Rwanda in implementing the 12 critical areas of concern clustered in the six dimensions reflecting the SDGs goals as described under the BPfA guiding note. Documenting this progress is a national review of the achievements and challenges encountered towards gender equality and empowerment of women and girls. In this regard, all relevant stakeholders were consulted to provide information on the progress made and the remaining challenges to be addressed towards effective gender equality and empowerment of women and girls. Furthermore, a national reference group was established to guide and coordinate all the review processes.

This report is structured in six sections that combine the 12 critical areas of concern and SDG Goals. The initial part highlights the review process, achievements, challenges, setbacks, and two promising practices relevant to other countries. The Second Part provides a macro analysis of priorities, achievements, challenges, and setbacks focusing on the past five years and new and emerging priorities for the future. The third section describes progress across the 12 critical areas of BPfA in the last five years (2019-2024). Part four presents the National Institutions and processes; the fifth part discusses statistical data; and finally, the sixth part presents forward-looking reflections on future challenges and priority actions.

---

*non salaried people. Ejo Heza aims to promote a saving culture, universal access to pension benefits, and social security, Economic growth, and poverty alleviation. This scheme is managed by the Rwanda Social Security Board.*



## 2. MACRO-ECONOMIC ANALYSIS OF ACHIEVEMENTS, CHALLENGES, SETBACKS AND PRIORITIES

### 2.1. Main achievements, challenges, and setbacks

This subsection delineates the essential achievements in gender equality, women's empowerment, and the advancement of girl children in Rwanda over the last five years (2020-2024). It is noteworthy that certain accomplishments highlighted in the preceding report (2014-2019), particularly those on constitutional and legal frameworks, long-term national policies and strategies, and sectoral gender mainstreaming strategies, continue to yield positive outcomes regarding gender equality and the empowerment of women and girls in subsequent periods.

#### 2.1.1. Gender Mainstreaming in the national policies, strategic planning, and development frameworks


Rwanda has made significant strides in advancing gender equality and women's empowerment by integrating gender perspectives into various policies, strategies, and programs. The country's strong commitment to gender equality has played a pivotal role in achieving gender equality and women's empowerment across sectors. These are the major notable achievements:

- **Rwanda Vision 2050 (December 2020):** Emphasized promoting gender equality, women's empowerment, peace, and security as indispensable for realizing long-term goals outlined in Rwanda's development agenda, contributing to sustainable development and leaving no one behind.

- **National Strategy for Transformation (NST1, 2017-2024):** This strategy underscores the continuation of efforts to promote gender mainstreaming, family welfare, and women's empowerment through various interventions, including facilitating women's access to finance, mainstreaming gender in employment strategies, strengthening gender machinery capacities, and enhancing awareness and prevention of gender-based violence and human trafficking.
- **National Gender Policy (2021):** Aims to promote gender equality and equity across all sectors by providing enhanced access to economic resources and opportunities for women while also striving to eliminate all forms of gender-based violence and discrimination.
- **National Policy against Gender Based-Violence National (2011):** Despite its development in 2011, this policy remains relevant, guiding preventive, mitigative, and protective measures to create a conducive and transformative environment.
- **National Social Protection Policy (2020):** Seeks to eradicate poverty and promote human capital development, focusing on vulnerable groups such as women, girls, the elderly, people with disabilities, and children.
- **The National Decentralization Policy (2021):** Emphasizes gender equality and social inclusion as fundamental principles to empower individuals and facilitate their development.
- **Health Sector Policy (2015):** This policy focuses on the well-being of individuals and communities, particularly women and children, promoting equity, inclusion, and integration of marginalized groups.
- **National Reproductive, Maternal, Newborns, child and Adolescent Health (RM-NCAH) Policy 2017-2030** and related strategic plan (the National Family Planning and Adolescent Sexual and Reproductive Health (FP/ASRH) Strategic Plan, 2018–2024). This new policy replaces previous health-related policies, including the Reproductive Health policy, Adolescent

Sexual Reproductive Health, and Rights (ASRH&R) policy, and Family Planning Policy, in a bid to effectively Achieve the highest attainable standard of health across the life course for all women, men, and young people with equitable access to rights-based quality Family Planning (FP) services towards sustainable socio-economic development.

- **Early Childhood Development (ECD) Policy 2016:** This policy provides a coordinated approach to child development by supporting parents and communities.
- **National Gender Transformative Strategy on Men Engage for Gender Equality and Women Empowerment in Rwanda 2024.**
- **Sectoral gender Strategies:** Over the past five years, several sectors, including the financial sector, agriculture, private sector, employment, environment, and natural resources, have developed gender mainstreaming strategies. These strategies are in line with the aspirations of the National Gender Policy (2021).
- **Saving and Credit Groups Digitalization Strategy 2023-2026:** Saving and Credit Group digitization interventions in Rwanda bring solutions to Savings Group operations and its members. Above 80% of Savings Group members are women. Savings Group Digitization comes with benefits and minimizes risks associated with SCG digitization.
- **NBR's Gender Mainstreaming Strategy (2022-2027):** This strategy was developed to ensure that gender equality is integrated into BNR's operations and policies. By adopting this strategy, BNR commits to creating gender-inclusive policies and regulations that promote the increased development and uptake of financial products and services for female and male customers. This set of guidelines is key to attaining this goal by directly engaging FSPs and equipping them with a practical toolkit to support implementation.
- **NBR Policy guideline on deepening women's Financial Inclusion 2023:** This policy guidance provides practical tools, case studies, and examples for financial service providers on the



following key pillars: Integrating women's financial inclusion in institutions' strategic plans, customizing products for women and mainstreaming gender within existing products, leveraging digital financial technology, and building women's financial capabilities.

- **National Payment Strategy 2018-2024:** Enhance access to and inclusion in the national payment system.

### 2.1.2. Responsive Gender Legal framework

A conducive legal and policy environment in Rwanda has greatly contributed to the realization of gender equality and the empowerment of women across different sectors. Below are some examples: Key legal provisions include the Constitution of the Republic of Rwanda 2023, which guarantees equality for all Rwandans, affirms equality between men and women, and commits to building a state dedicated to promoting social welfare and ensuring equal opportunities for social justice. It further provides a minimum 30% quota for women in all decision-making bodies.

- **LAW N° 027/2023 OF 18/05/2023** Amending Law N° 66/2018 of 30/08/2018 Regulating Labor in Rwanda: Provides security for women's employment and child protection, including provisions for leave and protection against termination of employment due to pregnancy.
- **Presidential Order no. 031/01 of 26/05/2023** Ratifying Convention No. 190 on Violence and Harassment: Extends protection against violence and harassment in all sectors, formal and informal, urban and
- **Organic Law N° 002/2022.OL of 12/12/2022** on Public Finance Management: Reinforces Gender Responsive Planning and Budgeting (GRB) and mandates the implementation of gender-responsive planning and reporting through Annual Gender Budget Statements (GBS), District Performance (Imihigo), and district development plans (DDPs).
- **The Law Governing Land in Rwanda (2021):** Ensures equal rights for men and women regarding access, ownership, and utilization


of land, promoting access to land as a factor of production and wealth.

- **Law N° 010/2021 of 16/02/2021** Determining the Organization of Education: Aims to eliminate obstacles hindering the education development of girls and women and other groups requiring special attention.
- **Law No. 27/2016 of 08/07/2016** Governing Matrimonial Regimes, Donations, and Successions: Grants equal inheritance rights to boys and girls, ensuring equal opportunities for property inheritance.

### **2.1.3. Increased women's participation in decision-making.**

Women's representation and participation in decision-making are essential to gender equality and equal opportunity. Participation of women as decision-makers, and debating on critical development issues, including matters related to gender inequalities, constitutes the first step for women to voice their opinions and contributions. This section briefly presents the representation of women in parliament, cabinet, central and local governments, and women in security, agriculture, private sector, and education, among others.

- **Representation of women in Parliament, public institutions, and the judiciary:** Female representation in Parliament stands at 61.3%, with 37.5% in the Senate, 42.4% in the Cabinet, heads of public institutions at 25.5%, 35.74% at the Permanent Secretary level, 46.2% women judges (33.3% in the Supreme Court, 46.2% in the Court of Appeal, 28.1% in the High Court, 33.3% in Commercial Court, 46.4% at Intermediate Court and 52% at the Primary Court and 50% of women inspectors in the supreme court. In addition, Rwandan Women are also contributing to global governance with examples of Francophone, AGRA, African Union Commission, NBA Africa, United Nations, ILO, and IFAD.
- **Local Government:** Significant increases were recorded in the representation of women in local government positions, including Mayors, District Vice-Mayors District, sector, and Cell councilors. Female mayors were 30% from 16.7% in 2019, vice



mayor in charge of social 74% from 66.7% in 2019, and female vice mayors in charge of economic affairs were 15% from 16.7% in 2019. Under the leadership of RALGA, a Local Government network was initiated to serve as a platform where decentralized-level leaders meet and exchange strategies to facilitate their meaningful participation in decision-making.

- **Women in Security:** The role of women in Rwanda's security organs has continuously increased. Women stand at 22.9% in Rwanda National Police (RNP), 25.7% of women in RNP participate in peacekeeping missions, 7% of women participate in Rwanda Defense Forces (RDF), 6.9 of women in RDF participate and contribute in peace keeping missions and women represent 21% in Rwanda Investigation Bureau leadership. In addition, women hold strategic positions in different security organs, including the Director General of the Immigration and Migration Office, the Prosecutor general, Deputy Commissioner General in Rwanda Correctional Services, Deputy Secretary General of Rwanda Investigation Bureau, and Commissioners. Recently, 7 women RDF Officers were promoted to Colonel and served in different services, including engineering command, Republican Guard, and RDF Airforce
- **Women in the Private Sector:** Rwanda's Private Federation is chaired by a woman; in clusters, 60% of women occupy the position of 1st Vice Chairperson, 20% of women are chairpersons at the Provincial level, 31.4% of women are members of the board of directors at the district level. In addition, 37.1 % occupy the CEO position while 37.6% are owners of private companies in 2020, and 41.3% serve as commercial managers. Similarly, Rwanda is breaking barriers to women's participation in male-dominated areas, including mining and aviation services. For example; in Akagera Aviation, 27% are women in senior management, 5% of women are pilots, 10% are maintenance engineers, and 13% are flight operation engineers. It is important to note that Women CEOs in Financial institutions such as banks and companies have committed to driving the gender agenda in their respective institutions. Under the leadership of the Central Bank, a Women in Finance Foundation was initiated to coordinate such efforts.

- **In efforts to continue accelerating progress** in terms of women's participation in decision-making positions both at the Central and decentralized levels, an African Women Leaders Network, Rwanda Chapter, which aims to build the next generation of women Leaders and serves as a platform for women leaders to provide peer learning, support, and mentoring of young women in different aspects of leadership including political, entrepreneurship, and community engagement.
- **Agricultural Land Ownership:** The proportion of women with ownership or secured rights over agricultural land has increased significantly, reaching 87% in 2021.
- **Education Sector:** Efforts to achieve gender parity in education have shown satisfactory progress, particularly in pre-primary, primary, and secondary education. Further efforts are being made to increase female enrollment in technical and vocational education, STEM fields, and higher education. This unlocks their potential and raises their rights awareness, contributing to their decision-making capacities.

#### 2.1.4. Improved Healthcare Services

A healthy population is instrumental in productivity and people's improved livelihood. In this case, the health sector in Rwanda has implemented remarkable interventions that have improved health standards in general and that of women in particular.

In line with that, increased capacity, quality infrastructure, comprehensive service delivery, community health worker effectiveness, access to health insurance (Mutuelle de Santé), and drone technology, among others.

Rwanda is internationally recognized for its success in offering universal access to healthcare. With over 84% of Rwandans insured by the Mutuelle de Santé, citizens' access to primary health care has increased. The country operates a well-functioning, decentralized healthcare public service system comprising 1700 health posts, 500 health centers, 42 district hospitals, and five national referral hospitals. In addition,

there is a vibrant private health service comprising general hospitals, 2 Eye hospitals, 50 Clinics and Polyclinics, 8 Dental clinics, 4 Eye clinics, and 134 Dispensaries. There is 1 Joint Commission International-certified hospital and one public medical college producing 100 general practitioners per year.

Rwanda plans to expand the provision of better health care and develop medical tourism by attracting state-of-the-art, specialized medical facilities.

**Maternal and Child health:** Significant reductions in maternal mortality ratio have decreased from 476 deaths in 2010/11 to 203 deaths per 100,000 births in 2019/20, increased antenatal care from skilled health providers, decreased neonatal mortality rate, and under-five mortality rate have been achieved, alongside increased access to sexual and reproductive health services.<sup>3</sup> The Government of Rwanda also developed the Fourth Health Sector Strategic Plan 2018–2024 (HSSP IV), which acknowledges that women and men have specific health needs at all life stages related to physical differences and societal roles. It, therefore, provides that the health sector will eliminate gender barriers to receiving essential health services. As a result, the government invested in maternal and child health and services by establishing new Maternity blocks at Health centers across the Country, renovation and expansion of Maternity Wards at public hospitals (Gatunda, Nyagatare, Munini, Gatonde, Kabgayi Hospital, and Kibagabaga with is still under construction).

### 2.1.5. Financial Inclusion for Women and Girls

The National Financial Education Strategy 2023–2028 has a specific pillar on youth and women. The collaborative efforts among stakeholders to enhance targeted financial education programs and to promote women's financial inclusion through digital devices have considerably Increased financial inclusion amongst women and girls. Women's greater uptake of financial products and services can deliver several development benefits, including accumulation of economic assets at household and enterprise levels and greater development of

---

3 VNR (2023)



consistent savings and focus on productive investments that reduce women's and their households' vulnerabilities.

Rwanda has made significant financial inclusion gains since 2012, when the second finscope survey was conducted. Around 93% of the adult population (or 7 million adults) were financially included in 2020 compared to 96% in 2024. As per Finscope 2024, financially included women increased to 96% from 87% (Finscope 2020). Regarding formal financial inclusion, the gender gap is 4% (90% of women have access to formal financial services compared to 94% of men). The use of non-bank formal services especially mobile money is driving inclusion and reducing reliance on exclusively informal mechanisms among males and females.

The Government introduced the Umurenge SACCO program by establishing at least 1 SACCO in each 416 Umurenge (Sector). The introduction of Umurenge SACCO reduced the geographical access barrier and contributed significantly to financial inclusion. 90% of Rwandans live within a radius of 5km of a financial institution. Umurenge Saccos policy and strategy have played a big role in access to finance for special groups (women, youth, and rural people). As per Finscope 2020, about 32% of women in Rwanda are members of Umurenge SACCOs. Currently, the Ministry of Finance, in collaboration with NBR, is working on digitizing U-SACCOs. All 416 U-SACCOs are expected to be automated before the end of June 2024. In addition to the role of Saving and credit groups (SCGs), informal savings groups are also very important saving (and borrowing) mechanisms for women; 80% of SCG members are women.

To ensure smooth financial inclusion, digital financial services, Mobile money have enabled women's financial inclusion in Rwanda to open/own accounts and use it for mobile payments, saving, and even borrowing. Regarding mobile phone penetration, about 87% (6.2 million adults) in Rwanda have access to a mobile phone, with 84% of women owning or having access to a cell phone (compared to 90% of men). As such, the uptake of mobile money has also increased significantly from 55% in 2020 to 70% in 2024. In 2024, 73% of males use other formal (non-bank) as compared to 67% of males.



The Women CEO Forum in the Financial Sector was also established under the National Bank of Rwanda (BNR) championship. The Forum intends to address gender disparities across leadership roles, entry-level positions, and specialized functions, and the Forum commits to serve women by introducing women-centric products to close the gender gap in access to finance and promote financial inclusion for women who are the majority among the underserved segments by the Financial Institutions. Significant strides have been made in promoting financial inclusion for women:

- **Increased Financial Inclusion:** The percentage of financially included women has risen to 92%, with improved access to financial opportunities and an increase in the number of loans granted to women.
- **Tailored Financial Products:** Under the leadership of the financial sector, tailored financial products for women were developed and implemented, enhancing their access to loans and financial services. Examples of such products are Zamuka Mugore, Urwego group products, Igire na Equity, Umurabyo uratinda, Nzigamira nige. The aim for the financial institutions to establish these products is to promote women's business initiatives, increase women's capital, and add value to their products to compete in the market. In addition to these products, some microfinance institutions are leading in women-friendly products, which has increased the number of women clients by up to 65%. Most importantly, these products are impacting rural women and girls.
- **Women's access to finance Post COVID-19:** In line with the established economic recovery fund as a response to the shocks of COVID-19, in phase I, 31% of ERF funds went to support 2,090 women-owned small businesses for a total amount of FRW 2,035,048,925, and in phase II, the ERF funds supported 38% which is 835 women - owned small businesses for a total amount of FRW 3,054,720,000.

- **Capacity building in business and financial management**  
- During the fiscal year of 2021/2022, BDF conducted several capacity - building initiatives, and the majority were women and girls. In total, 7,393 business owners participated in capacity - building activities offered by BDF, and 4,696 were women and girls, representing 63,5% of the total beneficiaries.
- **Value of supported women-owned businesses** - BDF product uptake by women during the last twelve (12) years is 18% by the value of BDF's total portfolio and 34% by the number of supported businesses. Indeed, 17,084 (34%) women-owned businesses were supported out of 50,773 total supported businesses. In comparison, the value of the same supported women-owned businesses amounts to FRW 17,377,030,367 (18%) as of the end of December 2022 out of the total amount of FRW 96,684,815,658 for the same period<sup>4</sup>.

Women's access to finance was also promoted through initiatives. The Women's Guarantee Fund (WGF): Established and managed by the Business Development Fund (BDF), the BDF facilitates women entrepreneurs and SMEs without collateral to access affordable loans in commercial banks and micro-finance institutions. The WGF provides up to 75% credit guarantee and a grant of 15 % of the total loan disbursed.

Also, Long-Term Saving Scheme (EJOHEZA) established by the Government of Rwanda through the Ministry of Finance under the Law N° 29/2017 of 29th June 2017, EjoHeza contributors increased by 80% and by 70% respectively, from 2020 to 2021 and from 2021 to 2022. In terms of serving women, the Ejo Heza pension program outperforms both public and private pension schemes. Between 2020 and 2022, roughly 50% of EjoHeza contributors were women, whereas 57% of this voluntary pension scheme's beneficiaries were women. Women's contributors and beneficiaries in Ejo Heza are close to 60% as of the end of Dec 2022<sup>5</sup>.

---

4 *Idem*

5 *Source: Administrative data from the Central Bank (2024)*

### 2.1.6. Generation Equality - Gender Equality in Technology and Innovation

*“First, we aim to bridge the gender gap in digital access by 2026. We will do this in three specific areas: Ownership of smartphones, Access to digital financial services, and Science, Technology, and Math studies at the upper secondary level.*

*Second, we will ensure that our innovation and entrepreneurship ecosystem is fully inclusive by doubling the number of women and girls supported by innovation centers. Rwanda has also engaged the East African Community in pursuing possible joint commitments in these domains.*

*Achieving gender equality in technology and innovation is just one part of the wider struggle to guarantee equal rights and opportunities for women and girls. Every human being, regardless of gender, should be able to live the life that they choose.”*

***H.E President Paul Kagame,  
Paris 1st July 2021 .***

UN Women launched the Generation Equality Forum for gender equality, aiming to address the unfinished business of the Beijing Declaration and Platform for Action of 1995 by adopting a series of concrete, ambitious, and transformative actions to achieve immediate and irreversible progress towards gender equality. In this framework, the Government of Rwanda contributed to assembling the Action Coalitions (AC), a blueprint to guide commitment markers for tangible and measurable pledges for the next 5 years (2021-2026). For instance, bridging the gender gap (50/50) in STEM upper secondary level by 2026

(current: 44.7/55.3) and doubling the percentage of women who use digital financial services by 2026 (current: 29%). In the implementation of GEF, several achievements in e-commerce and women's digital literacy have been registered, and these include:

- As of March 2024, 9 out of 31 e-commerce platforms certified by the Digital Business Institute by the ICT Chamber are women-owned,
- 40 out of 75 Rwandan students who got the scholarships from Alibaba School of Business are women/girls,
- In December 2023, ITC and RDB helped 5 women-owned companies to be onboarded on the Dubai Organic Natural Food e-commerce platform,
- In December 2023, MINICOM, in collaboration with e-commerce platform owners, conducted an awareness on horticulture and poultry value chains in the southern province, which reached 338 farmers, of which 42% were women,
- Afri-Farmers market is currently working with 10,000 Farmers, coming from 7,000 Farmers last year, and 55% of them are women, while e-haho works with 10,163 Farmers, including 6605 Females,
- And as of December 2023, 890, including 454 women-owned SMEs, were on-boarded on Rwandamart,
- In 2023, the PSF Specialized Cluster, in collaboration with MIGEPROF, trained 50 members on the use of the "50 Million African Women Speak Networking Platform" as a social networking platform created for women entrepreneurs to help them interact with other African women businesses, market their products and have access to the African market,
- In 2023, 530 Women entrepreneurs were trained in Digital Marketing by the PSF Specialized Cluster in collaboration with GIZ, BRD, UNDP, and Access Bank,
- The PSF Specialized Cluster has negotiated partnerships/collaborations with MINICT and GIZ to provide IT equipment at the entrepreneur's desk and train members on digital literacy,
- The PSF Specialized Cluster has negotiated a partnership/collaboration with ITC She Trades to support women entrepreneurs in capacity building on digital marketing and connecting those to international markets,

- From 29th to 30th January 2024, the PSF Specialized Cluster organized training to equip 53 agribusiness Women with knowledge and skills in boosting Branding, Packaging, Digital Marketing, and E-Commerce for agricultural commodities. The training was organized in collaboration with East African Women in Business Platform Ltd (EAWiBP), German cooperation, GIZ and partners in transformation, the Agency for Business and Economic Development, and
- From October 2023 to February 2024, 115 out of 250 SMEs, equivalent to 46%, were trained in Store Management and Inventory Management by the post office and GIZ<sup>6</sup>.
- Attain 100% of mobile phone ownership per female-headed household by 2026 (Current: 54.4 %)

### 2.1.7. Challenges and setbacks

Despite the results indicated in the previous sections, some challenges hinder achieving gender equality and women's empowerment. Some of these challenges are presented below:

- **Rwanda, like other countries, is facing multiple crises** ranging from violent conflicts in the neighborhood, financial crises, climate disasters, food shortages, and pandemics that affect the global community and need collective responses. Women and girls are not only the hardest hit by a diverse crisis but also are the backbone of the recovery in the community with multiple responsibilities to ensure that life continues while all safety nets are destroyed. During the recent COVID pandemic and climate change disaster, the country watched the devastating setbacks on the hardly gained development results, including Gender equality, which was intentionally established as a cornerstone principle of good governance and social justice. As an example, data shows that the effects of the COVID-19 pandemic on women's employment, businesses, and income generation recorded high negative changes, with a reduction of 50.6% in terms of employment in areas of accommodation and food service activities. The number of women exporters in cross-border trade was affected, with a noticeable decline of 76.6% mainly attributed to the COVID-19 pandemic.

---

6 Ministry of Trade and Industry (March 2024)

- **Unpaid care work and limited women's participation in productive and paid economic activities** - Unpaid care work restricts women's ability and opportunities to engage in productive work while denying them opportunities for leisure and rest. Studies have also indicated an association between women's involvement in care-related work in the household and adverse physical and mental health outcomes. Women in urban areas spend an average of 3.7 hours on unpaid care work daily, compared to men who spend only 1 hour on these activities. In rural areas, women spend 3.3 hours on unpaid care work, while men spend 1.1 hours on these tasks. Research has shown that most women lack access to time- and labor-saving equipment that would reduce their care workload<sup>7</sup>. According to the Rwanda Labour Force Survey, Annual Report 2023, females spent 24 hours per week from 22.1 hours in 2019 against 13.6 hours from 12.1 hours in 2019 for males in own-use production activities (LFS 2019, annual report).
- **COVID-19 negative impact on women and girls** - Rwanda has not been immune to the health and socio-economic negative effects of COVID-19. A total of 24,677 cumulative COVID-19 cases (0.54% of all cases in Africa) have been recorded in Rwanda, with 330 cumulative deaths (0.27% of all deaths in Africa) and 23,015 recovered cases (93.3% of cumulative cases recovered). Regarding gender, scientists argue that although the virus infects people regardless of gender, its impacts are nonetheless gendered. Women are disproportionately vulnerable to the secondary impacts of COVID-19, such as limited humanitarian resources, access to health care, and domestic violence. The MIGEPROF, in partnership with UN Women and UNFPA, found that a high proportion of rural and urban women (59% and 52%, respectively) reported closure of their businesses as a result of the pandemic, compared to 49% of men in both rural and urban areas.
- **Labor Force Participation:** Current data show that, at the national level, the labor force participation rate for females increased

<sup>7</sup> UN Women, *Baseline Survey on Unpaid Care Work Status among Women and Men in 8 Districts of Rwanda*, 2022, p.8.

from 45.4% in 2017 to 52.2% in 2023, while for males, it increased from 62.6% to 67.3% in the same period. The gap between women and men LFPR at the national level was 15.1 percentage points in 2023, compared to 17.2 percentage points six years earlier (in 2017), suggesting a reduction in the gap between women and men LFPR. The gap between women and men is wider in rural areas because females in subsistence foodstuff production live in rural areas. According to the results of the 2023 LFS, the unemployment rate in Rwanda stood at 17.2 percent. It decreased compared to the previous year (20.5 percent). The unemployment rate stood at 15.8 percent in the urban areas and 18.0 percent in the rural areas. The unemployment rate was higher among females (20.3 percent) than males (14.5 percent) and higher among the youth (20.8 percent) than among adults (14.8 percent).

- **Gender Gap in Income from Employment:** The results from the LFS (2022) indicate that the monthly average income from paid employment at the main job in 2023 was lower for female employees (50,627 Frws) than for male employees (83,162 Frws). It should be noted that in the last four years, the average monthly income for females was the lowest in 2022 (41,651 Frws) and highest in 2019 (44,741 Frws), while the average monthly income for males was the lowest in 2021 (63,642 Frws) and highest in 2022 (77,165 Frws).<sup>8</sup>

## 2.2. Top five priorities for accelerating progress for women and girls in the last five years

One of the Government of Rwanda's foremost priorities is to achieve 100% financial inclusion by 2024<sup>9</sup>. The second priority is promoting a secure and favorable work environment for women and enhancing work-life balance. Legal amendments, including modifications to labor laws, have been enacted in this regard. The Law N° 027/2023 of 18/05/2023, amending Law N° 66/2018 of 30/08/2018 regulating labor in Rwanda, was adopted. Article 24 bis of this law protects the employment contract of pregnant women, stating that "an employer is prohibited from terminating the employment contract of a woman

<sup>8</sup> *Idem p16*

<sup>9</sup> *MINECOFIN, Financial Sector Development Strategic Plan, 2018-2024, p.23.*



because of her pregnancy." Additionally, the same law, under Article 56, paragraph 3, provides for extended leave for female and male employees who have recently given birth or whose child is experiencing delivery-related complications. Furthermore, Ministerial Order N° 01/MIFOTRA/23 of 13/06/2023 on working hours for public servants and employees in the private sector introduced flexible timing, with Article 3 paragraph 2 allowing for flexible working hours between 8:00 am and 9:00 am and possibilities of working from home upon agreement with the supervisor.


The third priority is the prevention and response to gender-based violence (GBV). Ongoing efforts include capacity building for law enforcement and justice institutions, public awareness campaigns, increasing the number of and equipping safe rooms and temporary shelters for GBV victims, increased accessibility to Isange One-Stop Centers (increased from 44 to 48), collaboration with health facilities, and prosecuting GBV-related offenses.

Community-based initiatives, including provincial coordination meetings, Umugoroba w'Imiryango (Family evening forums), Inshuti Z'Umuryango (Friends of Family)<sup>10</sup>, and Gender Accountability Days (GAD) have contributed to accelerated GBV prevention and response efforts by the local communities. Additionally, the Government of Rwanda, through MIGEPROF in close collaboration with CSOs, developed community-based gender transformative models, including Bandebereho [2]<sup>11</sup> and Indashyikirwa<sup>12</sup>. These models

10 *IZU are community volunteers who are selected by residents in every village (one male and one female) based on their good reputation. They usually work as a pair in supporting children and families and are responsible for assisting in the protection of children from neglect, violence, abuse, and exploitation. The IZU programme was initiated in 2016 as an innovative approach to decentralizing the child protection workforce to the community level, and the cadre now comprises the frontline of Rwanda's child protection system.*

11 *Bandebereho ('role model' in Kinyarwanda) is a fatherhood and couples' intervention in Rwanda designed to transform gender norms around masculinity and fatherhood and to increase male engagement in reproductive health, equal caregiving, and GBV prevention.*

12 *Indashyikirwa ('Excellent' in Kinyarwanda) is a gender-transformative approach aimed at reducing intimate partner violence (IPV). It aimed to shift attitudes, behaviors, and norms that support IPV among couples and wider*



have contributed to building family cohesion and addressing GBV issues. Furthermore, particular focus was put on the prevention of teenage pregnancy, identification and punishing child defilement perpetrators, and socio-economic reintegration of teen mothers with a particular focus on counseling services and school reintegration.

The fourth priority has seen significant advancements in gender equality and women's empowerment, particularly in the implementation of SDG5 over the last five years. Key achievements include:

- Maternity leave of 14 consecutive weeks, including 2 weeks before delivery (Labor Law 2023, General Statute of Public Servants 2020). In some private sector companies and financial institutions, maternity and paternity have been extended from 3 to 6 months for maternity leave and between 3 weeks to 1 month for paternity leave. Promoting gender parity across all levels of education and achieving steady progress in pre-primary, primary, and secondary school enrollments.
- Increasing female enrollment in Technical, Vocational, and Education Training (TVET) and STEM fields (aiming for 50/50 by 2026) as well as higher education.
- Adoption of the National Gender Policy (2021), providing principal guidelines for integrating gender issues into sectoral planning and programming.
- Introduction of a gender accountability Program for the Private and Public Sectors through the gender equality seal. Additionally, through the same program, the Rwanda Standard Board developed a gender Equality standard (RS 560:2023). This Standard, the first in Africa, contains the requirements set to assist companies to embed gender equality in their workplaces and their respective way of working and consistently promote, implement, and account for gender equality, irrespective of the nature of their work, business, or services.
- Mainstreaming gender into sectoral policies and strategies, with over 12 institutions with developed gender mainstreaming strategies as tools to guide the institutionalization of gender equality in programs, projects, and decision-making.

---

*communities.*


- Establishment of the SDG5 forum coordinated by Rwanda Women's Network (RWN), facilitating engagement with the government, development partners, and grassroots communities to achieve ambitious targets.

Rwanda is a preferred MICE (Meetings, incentives, conferences & exhibitions) destination hub for hosting international conferences and events. About this, Rwanda hosted a women's forum during the Commonwealth Heads of Government meetings (CHOGM, June 2022<sup>13</sup>), while the Women Deliver 2023 was hosted on the African continent for the 1st time. During the CHOGM Heads meeting, two important points on gender equality were adopted and included in the final communique. These include:

- Heads adopted a Commonwealth Declaration on Gender Equality and Women's Empowerment. They acknowledged the UN Women's review of progress since the adoption of the Beijing Declaration and Platform for Action in 1995. They expressed concern about all forms of discrimination faced by women and girls. They recognized that women and girls are still underrepresented in decision-making processes, including in situations of conflict and crisis, environmental-related disasters, and humanitarian settings; are disproportionately affected by poverty and discrimination; carry the majority of unpaid care and domestic work; are exposed to sexual and gender-based violence, including being disproportionately affected by conflict-related sexual violence; and make up the majority of victims of human trafficking for sexual exploitation purposes, and harmful practices, both online and offline.
- Heads of state emphasized that women continue to face disproportionate barriers exacerbated by the COVID-19 pandemic, particularly in unpaid care and domestic work, that prevent them from fully engaging in and benefiting from trade and acknowledged that economic and trade instruments, policies, programs, and agreements could address these barriers. They are committed to addressing these barriers, promoting women's economic empowerment, and increasing opportunities for

---

13 *Commonwealth (2022) Communique of The Commonwealth Heads of Government Meeting "Delivering a Common Future: Connecting, Innovating, Transforming"*



women-owned businesses to trade. Heads of state recognized the complimentary trade and domestic policies to ensure that women, as workers, business owners, and consumers, can participate in and benefit from trade. They will further enhance their efforts to promote gender equality and equity in bilateral and multilateral settings.

- The Women Deliver 2023 conference, held in Kigali, Rwanda, from July 17 to 20, 2023, was a momentous gathering focused on advancing gender equality and women's empowerment globally. The conference brought together over 6,500 delegates, including four Heads of State and numerous senior government officials. It served as a platform for meaningful discussions, knowledge sharing, and collaboration among stakeholders from diverse backgrounds, including policymakers, activists, academics, and representatives from civil society and the private sector<sup>14</sup>.

### **2.3. Actions taken to prevent discrimination and promote the rights of vulnerable groups**

In implementing SDGs and the twelve critical areas of concern of the BPfA (1995), the government of Rwanda has demonstrated its commitment to defending the rights of vulnerable groups, including pregnant women, elders, refugees, people with disabilities, and women and girls with limited social and economic means. Within this reporting period, Rwanda relied on existing inclusive and non-discriminatory legal and policy frameworks to support and improve the livelihoods of those vulnerable groups.

#### **2.3.1. Pregnant women and lactating mothers**

On average, the total fertility rate of a Rwandan woman is about 4.1, and 5.9% of Rwandan women are pregnant (DHS 2020)<sup>15</sup>. This number of people needs to be cared about. In this regard, to improve national and local capacities to reduce disaster risks, prevent, mitigate, prepare for, and respond to effectively recovering from adverse impacts of hazards toward a disaster-resilient nation, the Ministry of Emergency Disaster Management developed the National Disaster Risk Reduction and Management Policy, which was approved by the Cabinet in 2023.

<sup>14</sup> *Women Deliver (July, 2023), Conference Report*

<sup>15</sup> *Rwanda Demographic Health Survey (2020)*

Equity and gender equality are the guiding principles of this policy's implementation.

Also, through the Ministry of Public Service and Labour, pregnant women have been catered for before delivery and during breastfeeding. This policy is currently being implemented widely in private companies, including financial institutions, with the extension of a pre-maternity period of 2 to 4 weeks and 4 to 6 months of maternity leave. In government institutions, maternity leave is 14 consecutive weeks, including 2 weeks before delivery (Labor Law 2023, General Statute of Public Servants 2020). Regarding lactating mothers and in line with work-life balance, some government institutions and private sector companies established family and child-friendly facilities at the workplace, including financial institutions and tea plantations across the Country.


### **2.3.2. Persons with disabilities**

The National Policy of Persons with Disabilities and the four-year strategic plan (2021-2024) promote the full participation and inclusion of PwDs in all sectors of Rwandan society. The policy defines Persons with Disabilities as long-term physical, mental, intellectual, or sensory impairments, which, in interaction with various attitudinal and environmental barriers, hinder their full and effective participation in society on an equal basis with others. Disability is a result of the interaction between a person and their environment. Disability does not reside in the individual, resulting in impairment, and it lives in the society (UNCRPD)<sup>16</sup> In Rwandan law (No 01/2007 of 20/01/2007), disability is defined from a medical model. It is considered the condition of a person's impairment of health ability they should have possessed, leading to deficiency compared to others.

The Government of Rwanda, through the ministry of Local Government, sets key policy actions that aim to:

- (i) promote access social assistance, social security and income support programs for vulnerable persons with Disabilities,
- (ii) Promote universal design standards and regulations supporting

<sup>16</sup> United Nations. (2006). *Convention on the Rights of Persons with Disabilities and Optional Protocol* (p.4). Cited in *NATIONAL POLICY OF PERSONS WITH DISABILITIES AND FOUR YEARS STRATEGIC PLAN (2021-2024)*, P. vi

- 
- accessible and affordable infrastructure to PwDs,
- (iii) Improve enrolment, retention, and completion rates of 12YBE level for all categories of children with disabilities,
  - (iv) Promote rights of children with disabilities;
  - (v) Increase the participation of persons with disabilities in employment and other sectors,
  - (vi) Establish various special needs of Persons with Disabilities for full participation in all agricultural programs and initiatives;
  - (vii) Strengthen early identification, diagnostic assessment, and intervention, prioritizing children with disabilities and mothers,
  - (viii) Subsidize the provision of assistive devices and disability related health care services to PwDs;
  - (ix) Promote social and cultural activities among Persons with Disabilities, (x) Promote inclusive technology to PwDs,
  - (xi) Strengthen disability coordination and inclusion across all sectors,
  - (xii) Monitor and evaluate all interventions of persons with disabilities.

Successful implementation of the National Policy of Persons with Disabilities requires a wide range of role players and duty-bearers. Among the key stakeholders is the Ministry of Gender and Family Promotion; under this policy, it has responsibilities, among others, to promote the inclusion of gender-related policies for PwDs, prioritize pregnant women/girls with disabilities, and ensure that programs implemented by related institutions are inclusive of CwDs<sup>17</sup>.

Within that framework, Rwanda has a range of social protection schemes offering regular cash transfers that can be accessed by persons with disabilities, including programs funded through general taxation, donor-funded schemes, and contributory schemes. In addition, the Government, through the Gender Monitoring Office, continues to monitor how different programs are implemented in consideration of women and girls with disabilities.

### **2.3.3. Elderly Persons**

In line with the labor law and precisely the retirement age in Rwanda, older persons are considered those aged 65 years and above (MINALOC, May 2021). The census in 2022 showed that people

<sup>17</sup> *Idem*, p14,15

65+ were 551,928, with women accounting for 2.5%. It has been well established that the incidence of chronic disease rises sharply with age and that the majority of patients with a chronic ailment are over the age of 65 years (Prasad et al., 2013)<sup>18</sup> Eighty percent of adults in this age group have at least one chronic illness. Fifty percent have two or more chronic conditions. Older adults may also suffer from mobility, cognitive, sensory, social, and economic limitations that impede their adaptability and ability to function in disasters. In addition to formal pension schemes for elderly persons, Rwanda through the Ministry in Charge of Disasters, the National Disaster Management Policy (2012) emphasizes mainstreaming the concerns of the disabled and the elderly. This policy stresses the need for special provisions to cater to these segments of society in emergencies in which women constitute the majority. Different partnerships provide decent and well-equipped shelters to the most vulnerable women.

#### **2.3.4. Child labor**

Rwanda joins other African Union (AU) member states each year in celebrating the Day of the African Child (DAC). In 2022, under the theme “Protect the Child, Build a Better Future/Turengere Umwana, Twubake Ejo Heza,” the Government emphasized community roles and responsibilities in child development, protection, participation, and empowerment.

- = To combat child labor, steering committees have been established at the village, cell, and sector levels. These committees advocate for and sensitize communities about child labor and children’s rights, report and follow up on cases of child labor, school dropouts, and children working as domestic workers, and visit and sensitize parents whose children have left school or are engaged in child labor to re-enroll their children in school under the Isibo (village) system.
- = The private sector federation has implemented mechanisms to eradicate child labor, including sanctions for companies or cooperatives employing children. Sensitization campaigns

---

<sup>18</sup> *ge-Associated Chronic Diseases Require Age-Old Medicine: Role of Chronic Inflammation, Prasad et al. 2013, P.5*

- encourage employers to verify IDs before employing young individuals. Regular operations by labor inspectors and security organs at the district level ensure compliance, particularly in mining, construction sites, and tea plantations.
- = 27,102 Inshuti z'Umuryango (IZU), or "Friends of the Family," have been established and trained to strengthen child protection. These community-based child and family protection volunteers conduct regular family visits to identify and address child protection concerns. Each IZU comprises one male and one female member selected and nominated by residents in every village based on their integrity within the community.
- = The Ministry of Justice is enhancing the national legal aid policy and developing an implementation strategy plan, particularly targeting pro bono services for vulnerable women, victims of GBV, and girl children.
- = Under access to justice, roles such as the MAJ Coordinator, Assistant in charge of bailiffs, and Assistant in charge of GBV and Child Abuse are established in each district to ensure that legal services are near the people.
- = The National Human Rights Action Plan (2017-2020) prioritizes Gender Equality, Non-Discrimination, and Women's Rights, with a new plan currently in development..

Concurrently, significant interventions have been made to withdraw children from child labor,

- = Developing a national child protection case management framework in 2022 to enhance service coordination, child-centeredness, accountability, and efficiency in addressing child protection needs.
- = Establishing a professional child protection workforce in every district, comprising social workers and psychologists to provide child welfare, care, and protection services, as well as coordination of service referrals.<sup>19</sup>
- = Increasing birth registration coverage for children under 5 years from 67 percent in 2017 to 86 percent in December 2020, and 94 percent by August 2022. It is important to indicate that when children are born from health facilities, they are automatically registered in the Rwanda Civil Registration and Vital Statistics

---

<sup>19</sup> MINECOFIN, *VNR Rwanda Report (2023)*



System (CRVS). In addition, efforts were doubled across the country to ensure that the issue of unregistered is addressed.

### **2.3.5. Refugees and Humanitarian Crisis**

The NSTI integrates global and regional commitments and international frameworks such as the Global Compact for Refugees. To support this aim, the Ministry in Charge of Emergency Management (MINEMA) of the Government of Rwanda and UNHCR launched a joint strategy for the Economic Inclusion of Refugees and Host Communities for 2021-2024 to graduate refugees from extreme poverty. The Ministry, together with partners and UNHCR, implements livelihood activities in the following areas:<sup>20</sup>

- enhancing socio-economic data about the refugee population in Rwanda to identify the most vulnerable households and those which have the potential to become self-sufficient
- boosting technical and entrepreneurial market-driven skills through livelihood training and the development of business plans
- providing regular and time-bound consumption support to enable them to meet their basic needs
- providing lumpsum cash grants for employment start-ups developing refugees' ability to save money as a tool to access finance and build resilience
- ensuring the close mentorship and coaching of all beneficiary populations on life skills in a way that develops their self-confidence.

In addition, the government of Rwanda, in collaboration with partners, established a Socio-Economic Inclusion of Refugees and Host Communities in Rwanda Project (JYA MBERE PROJECT) that seeks to consolidate the ongoing shift in the way refugees are handled in Rwanda from a humanitarian to a long-term government-led

<sup>20</sup> <https://www.unhcr.org/rw/what-we-do/refugeeinclusion-livelihoods-development>, retrieved May, 6th 2024

developmental response that includes host communities. In line with the Comprehensive Refugee Response Framework (CRRF) and the Government of Rwanda's Strategic Plan for Refugee Inclusion 2019-2024, the project development objective is to "improve access to basic services and economic opportunities for refugees and host communities, and support environmental management, in the target areas in Rwanda." The project aims to mitigate the negative impacts of refugees on the environment regarding access to quality services while maximizing livelihood and employment opportunities for refugees and host communities to grow the local economy and build self-reliance. The project also aims to address gender concerns and strengthen social relations between refugees and host communities<sup>21</sup>.

## **2.4. The confluence of different crises affected the implementation of the BPfA**

The confluence of various crises has impeded the implementation of the BPfA. The most significant crisis that affected Rwanda and the world at large, hindering progress towards the BPfA, was COVID-19. This is particularly evident in preventing GBV and promoting women's economic empowerment. Measures to contain COVID-19, such as lockdowns, have led to a surge in GBV cases, with women disproportionately affected. Additionally, these measures have severely impacted businesses, leading to some entrepreneurs, including women, losing their businesses entirely due to the pandemic's effects. Job losses have also ensued, exacerbating women's economic and social hardships. This has resulted in several consequences, perpetuating women's economic and social circumstances

**2.4.1. Poverty and extreme poverty exacerbated by COVID-19:** The pandemic has disrupted the implementation of SDGs and the BPfA, affecting food security and livelihoods in women and men-headed households. These challenges, combined with existing gender and socio-economic inequalities, have plunged households further into poverty. Analysis indicates that low-income households have been hit hard by the pandemic, leading to increased malnutrition rates among children. Moreover, economic activities predominantly undertaken

<sup>21</sup> <https://docs.wfp.org/api/documents/WFP-0000158298/download/?ga=2.33505335.80624694.1715183582-955107723.1715183582> (retrieved, 9th May 2024)

by women, such as agriculture and wholesale/retail trade, have been severely affected by COVID-19, exacerbating women's economic vulnerabilities.

**2.4.2. Impact on poverty rates:** The World Bank estimated in its Rwanda Economic Update report (January 2021) that the poverty headcount rate could have risen by 5.1 percent, pushing approximately 500,000 people into poverty due to COVID-19. Furthermore, the onset of COVID-19 in March 2020 led to a spike in unemployment rates, particularly among females, highlighting the disproportionate impact on women's employment.

**2.4.3. Unpaid Care work for women and young girls** has increased during the pandemic. For example, working parents, particularly mothers, have had to juggle paid work with full-time childcare due to school and daycare closures. The burden of caring for sick family members and collecting fuel and water, among other tasks, tends to fall disproportionately on women, which increased during COVID-19.

**2.4.4. Food Crisis:** Results from the 2021 CFSVA have indicated that 20.6 percent of the population in Rwanda is food insecure, of which 18.8 percent are moderately food insecure and 1.8 percent are severely food insecure. National stunting rates have significantly decreased from 34.9 percent in 2018 to 32.4 percent in 2021. Out of this, 24.0 percent of children under 5 years of age are moderately stunted, and 8.4 percent are severely stunted. Acute malnutrition (or wasting) in children under 5 is 2.4 percent, with 1.8 percent experiencing moderate acute malnutrition (MAM) and 0.6 percent experiencing Severe Acute Malnutrition (SAM).

- In comparison with 2018, the food security situation in Rwanda deteriorated by 2 percent. Food security continues to deteriorate exceedingly in Karongi (-14.7 percent), Ngororero (-13.8 percent), Burera (-13.4 percent), Nyamasheke (-12 percent) and Gatsibo district (-15.8 percent). Positively, food security has improved in 12 districts throughout the country. Significant changes were observed in the Kayonza district, which has improved the prevalence of food-secure households by 20 percent (from 67.3 percent in 2018 to 87.3 percent in 2021). High improvements are

also observed in Kirehe (+12.6 percent), Gicumbi (+10.6 percent), and Kamonyi (+10.4 percent)<sup>22</sup>.

**2.4.5. Disasters-** Rwanda has put in place several policies and strategies and developed projects in partnership with stakeholders to provide anticipated responses to the hazards in the country. The National Risks Atlas Rwanda noted that over the last decade, the frequency and severity of natural disasters, particularly caused by floods and droughts, have significantly increased, increasing the toll of human casualties and economic and environmental losses. Particular groups in the community are more exposed and vulnerable than others and need special attention during the preparedness. These include low-income and labor-constrained individuals or households such as older people, people with disabilities, female-headed households, etc.<sup>23</sup>

- The Government of Rwanda, through the Ministry in Charge of Emergency, reports and provides Responses to different categories of disasters in the regular Disaster Damages by Disaster Types with numbers of damages to guide partners anticipated plans. Also, the Ministry and stakeholders are investing significant resources in disaster readiness initiatives, and strategic documents, policies, and laws have been developed so far. For instance, from January to December 2020, 298 people lost their lives (deaths), 414 were injured, 8098 houses were damaged, 96 classrooms were destroyed, and 4 health centers. The readiness of the government to respond to these hazards contributes to minimizing shocks and comforting victims in the rehabilitation process.

## **2.5. Accelerating progress for women and girls over the next five years will require prioritizing the following areas.**

In the course of advancing gender equality and women's empowerment in the future, some of the top priorities include:

- **Addressing unpaid care work:** Public education and awareness campaigns should promote the equal distribution of care work within households, including legal and policy reforms to


---

22 *Idem (p2)*

23 *NST-1, Social Protection Sector Strategic Plan 2019-2024, P.4*

recognize and distribute unpaid care work equitably. Valuing unpaid care work through financial investments, expanding Early Childhood Development (ECD) services, investing in time-saving facilities like energy-efficient gas stoves and solar-powered washing machines, and working towards eliminating gender stereotypes and social norms contributing to women bearing disproportionate care responsibilities.

- **Intensifying efforts to combat SGBV:** strengthen the capacities of law enforcement and Justice Institutions, ensuring the prosecution of perpetrators, enhance prevention, support, and response strategies to combat GBV and reintegration of victims of child defilement and sexual and gender-based violence, such as re-integration of teen mothers in schools along with strengthening programs on men's engagement in championing gender equality and women's empowerment initiatives.
- **Enhance measures for women's economic empowerment:** Empower women and girls with entrepreneurship and employability skills to increase their participation in business, access to decent employment, and benefit from national, regional, continental, and global trade. Additionally, it is important to promote women's access to Climate-smart agricultural input, technologies including extension services, agricultural input, loans/facilities, and mechanization on and post-harvesting handling to boost women's participation in agribusiness.
- **Improving Access to Quality Health Services and Education:** Ensure adequate resources for equal access to quality health services, especially in addressing non-communicable diseases facing women and men. Institutionalizing gender equality in all levels of education to tackle negative social norms and gender stereotypes is vital.
- **Promoting girls and women's participation in ICT, TVET, and STEM fields:** Efforts should focus on encouraging girls to enroll in STEM fields and ICT courses, bridging the gender digital divide through initiatives such as digital literacy programs, mentorship,



and networking opportunities, and ensuring equitable access to technology, aiming for 100% mobile phone ownership per female-headed household by 2026.

- **Promote Gender-Responsive Public Procurement Systems:** Implement capacity development programs for women entrepreneurs in procurement processes and address challenges limiting the participation of women-owned businesses in public and private tendering processes.
- **Promoting Gender-Equal Leadership and women meaningful participation:** Overcoming systemic barriers to women's leadership and representation in decision-making roles at different levels. Advancing gender-transformative leadership and political education to empower women and girls to take on leadership roles at all levels and sectors is essential. Strengthening the Integration of gender equality into existing accountability mechanisms to ensure gender responsiveness in planning and budgeting processes is also critical.

## 3. PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN

### **Dimension 1. Inclusive development, shared prosperity, and decent work**

This dimension encompasses four critical areas: Women and Poverty, Women and the Economy, Human Rights of Women, and the Girl Child that are linked to SGDs particularly goal 8 and aspirations of NST1. The priority area of NST1 fully acknowledges the global commitment to promoting sustained, inclusive, and sustainable economic growth, along with full and productive employment and decent work for all, as stipulated in Sustainable Development Goal 8 (SDG8). This dimension provides data on the actions taken in these areas during the last five years and related SDG indicators.

#### **3.1.1. Actions taken to advance gender equality in the world of work**

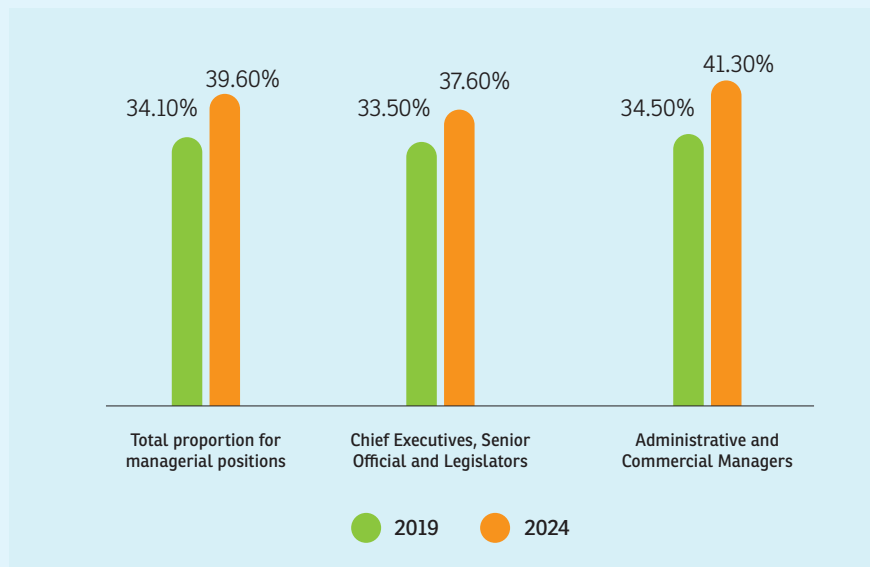
The Government of Rwanda's Revised National Employment Policy (2019) encompasses measures to foster women's employment by addressing limited skills, limited access to finance and markets, and enhancing women's participation in productive employment, among others.<sup>24</sup> Furthermore, the policy commits to enhancing women's employability and equitable access to vital resources such as land, finance, technology, and support for women's entrepreneurship development<sup>25</sup>. The 2023 amendment of the Labor Law and its implementing Ministerial order (N° 02/MIFOT and commercial managers was 39.6 percent.<sup>26</sup>

24 *Revised National Employment Policy, p.3.*

25 *Revised National Employment Policy, 2019 p.24.*

26 *Idem*

## Share of women in specialized managerial positions in the private sector



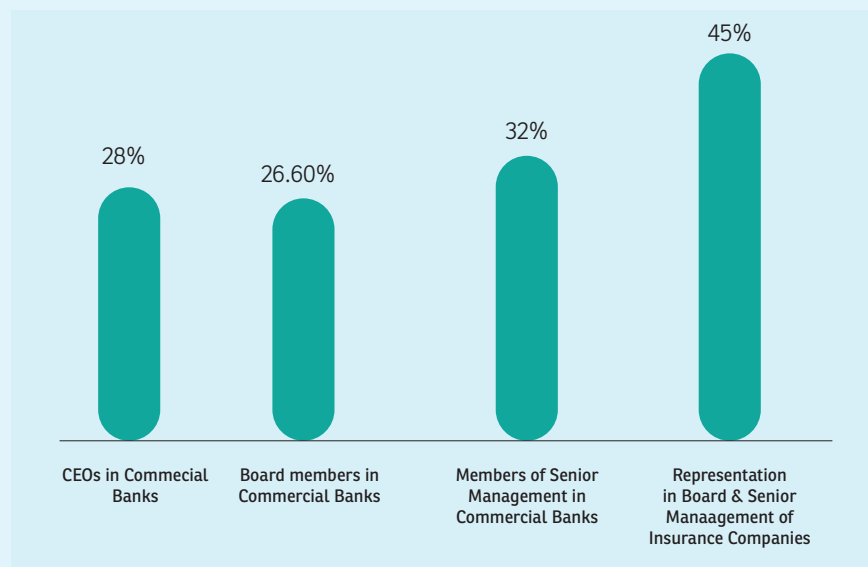
Source: Labour Force Survey (2023)

The Data presented in the table above shows significant progress towards achieving gender equality in the workplace over the past five years.

Additionally, Specific data also indicates steady progress in women's representation in the top leadership of financial institutions, as shown in the table below:



## Representation of women in top leadership of financial institutions



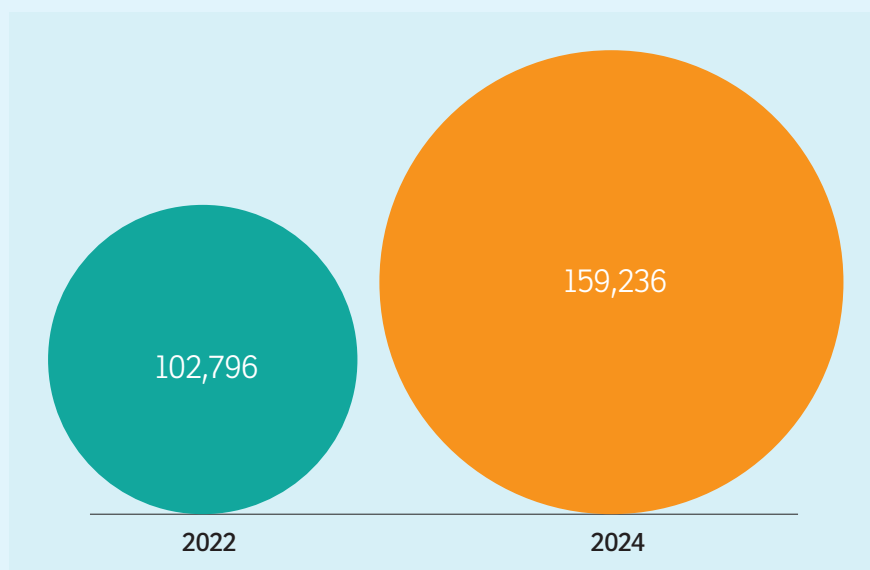
Source: Administrative data from the Central Bank (2024)

Regarding entrepreneurship, female sole proprietorship of companies stood at 45.8% in 2023, with ownership of individual companies standing at 49%, whereas ownership of limited liability companies stood at 34%. Women sole proprietorship increased by more than 5% from 2019 to 2024.

It is also worth noting that access to credit by women from microfinance institutions (MFIs) increased by and commercial banks have increased by 28% and 16% in commercial banks, respectively, between 2020 and 2022<sup>27</sup>. Particularly, personal lending to women increased by 55% from 2022 to 2023.

27 National Bank of Rwanda, *Financial Inclusion Update, 2022*, p.19.

### Number of personal loans to women (2022-2023)



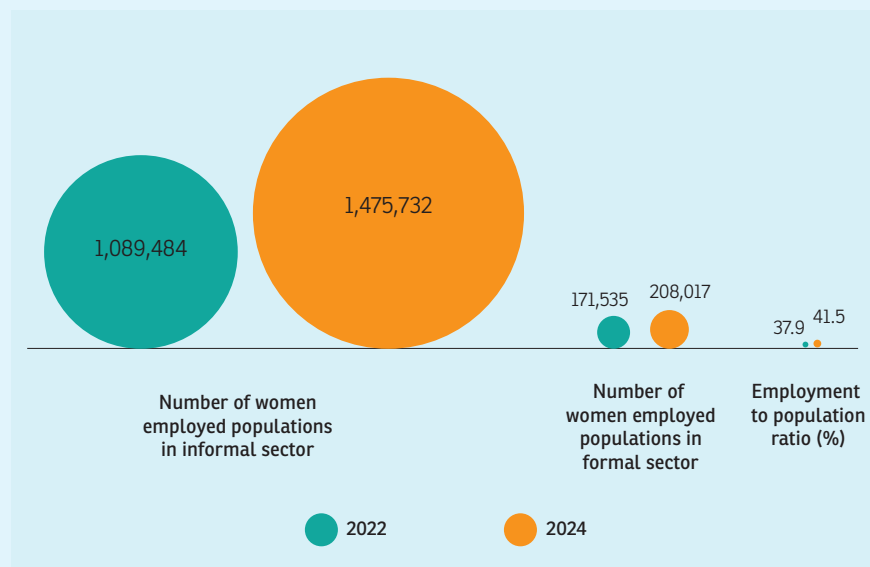
Source: Data from the Central Bank, 2024

The achievements in the work world result from different policies, programs, and interventions by the Government and its partners. Some Government policies include the Revised National Employment Policy, 2019, promoting inclusion in the world of work by encouraging women and girls to venture into different business opportunities, skills development for women and the youth, and facilitating access to finance. Other efforts include direct employment programs for vulnerable people, such as the Ubudehe program (through which vulnerable community members are employed in public work schemes such as expanded public works<sup>28</sup> and classic public works<sup>29</sup>), among others.

28 Year-round, multi-year, public works employment for moderately labour-constrained, poor and vulnerable households with caring responsibilities.

29 Short-term employment on labor-intensive public works (PW) for labour-endowed households, emergency cash transfers in response to shocks.

## Distribution of women employed by sector of employment in numbers (2019-2023)



Source: NISR, Labor Force Survey (LFS) 2019 and 2023

Though there has been an increase in the overall unemployment rate from 15.2% in 2019 to 17.2% in 2023<sup>30</sup>, the Government notes that unemployment is still relatively higher in women (20.3%) than in men (17%). Although commendable achievements have been made, women still face the challenges of limited access to finance and start-up capital, limited labour market skills, and limited entrepreneurial skills. More efforts will continue to be made through different programs and initiatives put in place, such as facilitating access to finance for entrepreneurs with new businesses and the scaling up of the existing ones, among others, increase jobs, continuing to improve the business environment (legal and policy frameworks as well as institutional support) to attract more job-creating business investments, accompaniment and provision of technical business advice, especially start-ups, through the business development and employment officers working at the decentralized levels.

30 National Institute of Statistics of Rwanda (NISR), Labour Force Survey, Annual Report, 2023, p.25.

### **3.1.2. Actions taken to recognize, reduce, and/or redistribute unpaid care and domestic work**

In recognition of the need to intensify efforts in addressing the issue of unpaid care and domestic work, the Revised National Gender Policy (2021) calls for the adoption of measures and programs to ensure shared responsibility between men and women over /unpaid care and domestic work<sup>31</sup>. Similarly, the Revised National Employment Policy (2019) also calls for gender-friendly strategies and appropriate technology to reduce the burden of hard work for women's domestic and economic activity and thus enhance their productivity and incomes<sup>32</sup>. In this regard, the Government and partners have invested in time and energy-saving facilities such as alternative energy sources for cooking, including subsidizing gas and gas stoves, conducted gender transformative education and awareness campaigns on care work, targeting both men and women at the community level. In addition, Early Childhood Development (ECD) Centers were scaled up to the Village level, among others, to facilitate child care so that mothers can get time to engage in other productive (economic) activities.<sup>33</sup>

Furthermore, the Government is in the process of reviewing initiated amendments to the law governing persons and families – with it is still under review in the Parliament, which includes provisions relating to the distribution of unpaid care work within the household and the valuing of unpaid care work during divorce settlement cases. Regarding the rights of paid care workers (who mainly fall under the category of informal workers), the national labor law provides for a range of rights for these workers, including the right to leave, right to social security, occupational health, and safety, the right to form/join a trade union, protection against workplace discrimination, among others<sup>34</sup>.

---

31 Ministry of Gender and Family Promotion, *Revised National Gender Policy, 2021*, p.36.

32 Ministry of Public Service and Labor, *Revised National Employment Policy, 2019*, p.24.

33 Ministry of Gender and Family Promotion, *Revised National Gender Policy, 2021*, p.36.


34 Article 2 of the Law N° 66/2018 of 30/08/2018 regulating Labour in Rwanda, amended to date.

### 3.1.3. Actions taken to reduce the gender digital divide

Access to digital technologies empowers women through capacity-building opportunities, employment, business development, and service access. The Government of Rwanda has established a strong policy and legal framework for promoting technology as an enabler for Rwanda's economic and social transformation. The National Digital Inclusion Strategy (2022) is one of these policies. Its goal is to guarantee that by 2030, all Rwandans, businesses, and institutions will have equal access to and capacity for using or creating digital technologies and/or content, enabling them to create and support prosperous, cohesive, and healthy lives.

Among these policies include the National Digital Inclusion Strategy (2022), whose vision is "To ensure all Rwandans, businesses, and institutions have equitable access and ability to use or create digital technologies and/or content that enable them to create and support healthy, prosperous, and cohesive lives by 2030"; Other policies include the National Digital Talent Policy (2016); the ICT in Education Policy (2016); the ICT Sector Strategic Plan (2018 – 2024) and; the National ICT Hub Strategy (2024) which also commits to bridge the gender digital divide. In addition, a national strategy on women's empowerment through digital technologies (WEMTECH) was initiated to bridge digital access and skills and fight barriers related to social norms / stereotypes and digital safety hindering women's digital inclusion, boosting women's participation and Leadership in digital technologies.

From the above policy orientations, the Government has implemented different programs and initiatives, including the Digital Ambassador's Programme, which aims to provide digital literacy training for Rwanda's general population with emphasis on women, youth, members of cooperatives, people with disabilities, and other People with special needs through organized groups. The program resulted in tangible results where 75% of trained women indicated improved digital skills and increased confidence to use ICTs, comprising Fintech and e-government services. In addition, there is increased uptake of digital tools and services for women, particularly financial services, with 70% of them accessing mobile banking daily after participating in DAP, 58% of women reported increased household income and savings, improved capacities of women to create and sustain small businesses, enhanced



inclusion in household decision-making, particularly around access to ICT<sup>35</sup>. Furthermore, other initiatives like the Miss Geek Competition, Tech Kobwa Boot Camp, and Women in ICT awareness campaign have contributed to digital skills for women and empowered them to embrace opportunities in the tech world. Overall, 1,530 women have been trained in digital literacy (which year -dot Rwanda).

Rwanda also established the Rwanda Coding Academy, a model school designed to be the center of excellence in coding training. The academy produces local expertise in software development, cyber security, and embedded systems. Its 50/50 gender student enrollment aims to close gender gaps in the ICT workforce and among tech entrepreneurs.

Similarly, the Government has invested in other programs that alleviate barriers for Girls in STEM (Science, Technology, Engineering, and Mathematics) and mentorship programs for girls in ICT. These include the Miss Geek Competition, Tech Kobwa Boot Camp, and Women in ICT awareness campaign have contributed to digital skills for women and empowered them to embrace opportunities in the tech world.

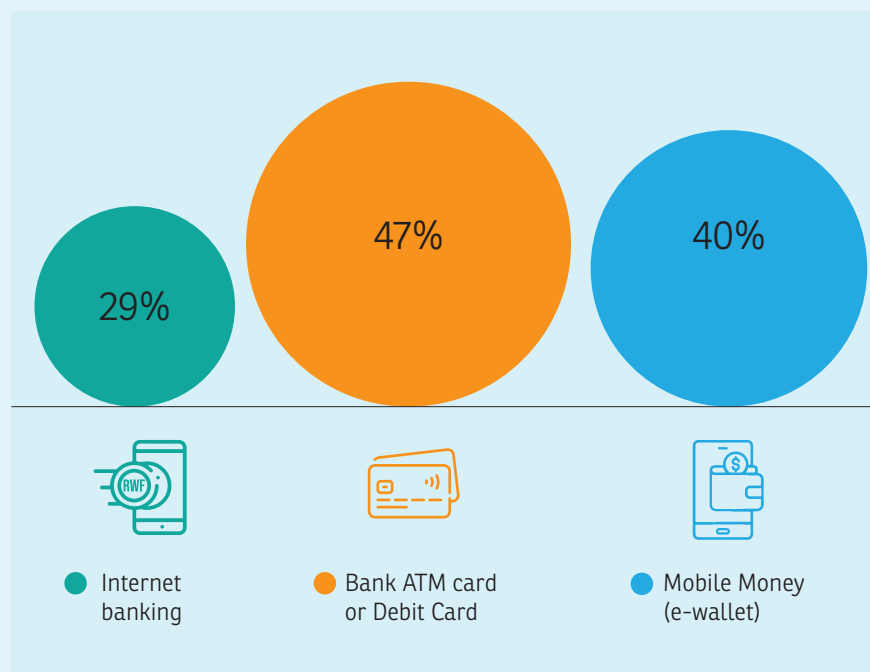
Furthermore, the Government of Rwanda, through the Ministry of ICT, launched in 2019 the “Connect Rwanda” initiative to create awareness across the country regarding the importance of smartphone ownership and initiated curated a pledge program that generated over national multi-industry participation where 24,973 smartphones were donated in the 1st phase of the initiative/program. The program focused mainly on the unconnected segments of the population: female farmers, persons with disabilities, and individuals in the first and second category 1 and 2 categories of ubudehe (the national poverty wealth categorization program in which the 1st and 2nd categories are the poorest), and remote dwellers.

Such programs/initiatives have helped to reduce the gender digital divide by increasing ownership and access to digital devices and the internet, improving the digital literacy of women, increasing access to their digital devices and internet, and hence enabling them to use technology in accessing to public and using some services, including financial services. The table below shows the proportion (in %) of women who use technology-related financial services/products:

---

35 *Dot Administrative report (April, 2024)*

## The proportion of women who use tech-related financial services/products in 2020



Source: Finiscope Thematic Report 2020

Statistics also show that 34% of female adults used bank services or products in 2020 <sup>36</sup>, compared to 21.3% in 2019 <sup>37</sup>. Data indicates that 52.4% of women aged 16 and above own a mobile phone <sup>38</sup>, compared to the 47.9% of women aged 15-49 who owned mobile phones in 2019 <sup>39</sup>.

The table below indicates the proportion (in %) of females (aged 16 years and above) who own mobile phones:

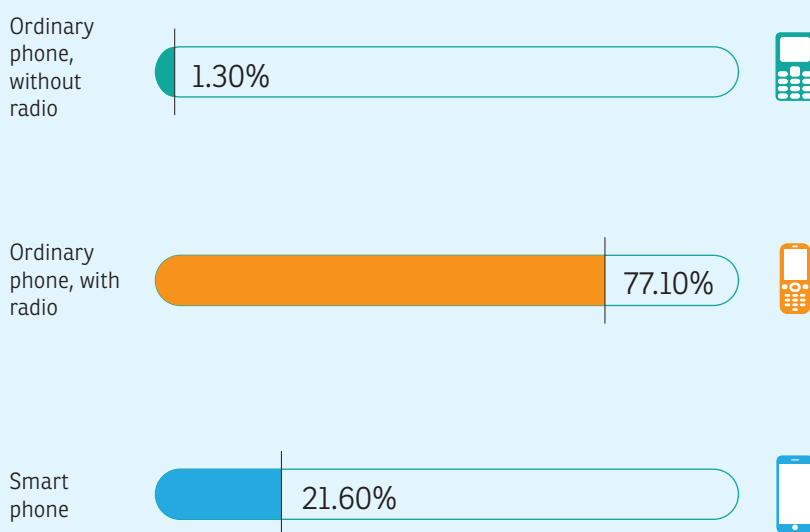
36 AFR, *Finscope Rwanda, 2020*, p.29.

37 NISR, *Demographic and Health Survey, 2019-2020*, p.274.

38 NISR, *5th Population and Housing Census, Main Indicators Report, 2022*, p.28.

39 NISR, *RPHC, 2022*.

## Proportion of female phone ownership (2019-2023)



Source: RPHC Gender Thematic Report, 2022

Statistics indicate that 82.4% of the male-headed households have at least one member who owns a mobile phone compared to 67.4% of the female-headed households.<sup>40</sup> Generally, about one in ten (13.7%) persons aged 10 years and above access the internet in Rwanda. At the national, 11.2% of females access the Internet compared to 16.6% of males<sup>41</sup>. Furthermore, 17.5% of female-headed households access the internet at home versus 26.0% of male-headed households. This is significant progress in connectivity and access to information, especially for women and girls.

Increased access to mobile phones and the internet has facilitated women's access to different services such as financing services (including saving and loan services through the mobile banking account

<sup>40</sup> NISR, 5th Population and Housing Census, 2022, Main Indicators Report, p.30.

<sup>41</sup> Access to the Internet



or e-wallet) as well as easing communication and access to useful information such as information related to reproductive health and health services, particularly from the community health workers and public health agents institutions, information related to agricultural inputs and services and land, particularly from the local community-level agronomists, veterinarians, farmer promoters and farmer field school facilitators, as well as information related to land services from the National Land Authority (NLA), as well as information related to education from schools and national agencies in charge of education.

Regarding business, as of March 2024, 9 out of 31 e-commerce platforms certified by the Digital Business Institute (DBI- the capacity-building arm of the Rwanda ICT Chamber) are women-owned - DBI is the capacity-building arm of the Rwanda ICT Chamber. Also, as of December 2023, 890 SMEs, including 454 women-owned SMEs, were onboarded on Rwandamart - a one-stop eCommerce store that offers consumers a full selection of diverse products and services from local sellers, manufacturers, resellers, and importers. Further, in December 2023, in collaboration with the International Trade Center (ITC), 5 women-owned companies were helped to be onboarded on the Dubai Organic Natural Food e-commerce platform. Capacity building was also carried out in collaboration with partners, whereby 530 women entrepreneurs were trained in Digital marketing. With the created enabling environment, farmers are being linked with the market through e-market platforms such as the Afri-Farmers market, which, as of March 2024, works with 10,000 farmers, 55% of whom are women, whereas e-haho works with 10,163 farmers, 65% of whom are female farmers.

### **3.1.4. Macroeconomic and fiscal policy environment affecting the implementation of the BPfA**

As a foundation for all policies, strategies, and programs, the Government of Rwanda launched Vision 2050 in December 2020. The Vision that sets gender equality and women empowerment among the main aspirations to guide national transformation and define the Rwanda we want by 2050<sup>42</sup>. Further, the National Strategy for Transformation (NST1) recognizes the critical role of women in

42 Ministry of Finance and Economic Planning, *Vision 2050*, p.38.

achieving the aspired national economic and social transformation. To ensure women's empowerment and effective participation in national development, the Strategy commits and calls for gender mainstreaming in policy formulation, sector and institutional planning, and resource allocation. Specifically, the Strategy sets up several interventions to ensure women's empowerment, including 1) Continuing to facilitate women to access finance; 2) Mainstreaming gender in employment and job creation strategies; 3) Scaling up ECDs services at the village level; 4) Continuing awareness and fight against gender-based violence and human trafficking; and 5) Strengthening capacities of gender machinery and use of gender mainstreaming tools and disaggregated data to inform policy formulation and resource allocation.<sup>43</sup>

Guided by the above-mentioned national long-to-medium-term development strategies, other strategies and initiatives were also put in place, such as the National Strategy on AFAWA (Affirmative Finance Action For Women in Africa), the National Strategy on Women and Girls Access to Finance, the National Payment Strategy (with a specific pillar on women's financial inclusion & digital inclusion), the Government Policy on Movable Collateral, the National Financial Inclusion Strategy, with a pillar to facilitate access to finance for women, the Gender Mainstreaming Strategy of the Central Bank, the Policy on Digitalization of Savings and Credit Groups (women account for 75% of the total membership of these groups<sup>44</sup>), Digitalization of Umurenge SACCO, the National Financial Education Roadmap 2023–2027, which has a pillar on women's financial inclusion to promote the use of digital financial services for women. It is also worth mentioning that Law No 017/2021 of 03/03/2021, relating to Financial Service Consumer Protection and Implementing regulations, was adopted and prohibits any discrimination in service provision and treatment of customers, among other things.

---

43 7 Years Government Programme: National Strategy for Transformation (NST 1), 2017 – 2024, p.21.

44 National Bank of Rwanda (BNR), annual report 2022-2023, p.55.

## **Dimension 2. Poverty eradication, social protection, and social services**

The second dimension presents the results and status of poverty eradication, social protection, and social service aligned to four critical areas of concern of BPfA, including Women and poverty, Education and training of women, Women and health, Human rights of women, and The girl child.

RA/23 of 01/08/2023) increased the period of maternity leave from 12 to 14 weeks and four to seven days of paternity leave.

According to data from the Labour Force Survey (2023), women accounted for 46.8% of the labor force in Rwanda. The female labor force participation rate was 52.2% in 2023, compared to 45.8% in 2019. However, it should be noted that the majority of working women are engaged as farm laborers, domestic cleaners and helpers, stall and market salespersons, shopkeepers, tailors, dressmakers, furriers, and hatters<sup>45</sup> – jobs or occupations that generally pay less<sup>46</sup>.

Additionally, data shows that the share of women in non-agricultural paid employment increased from 32.5% in 2019 to 37.7% in 2023<sup>47</sup>. The overall share of women in specialized managerial positions, including chief executives, senior officials, legislators, and administrative


### **3.2.1. Actions taken to reduce/eradicate poverty among women and girls**

Founded on the aspirations of Vision 2050 and the NST1, the Government of Rwanda adopted a new Social Protection Policy in 2020. The policy is built on four pillars: 1) Social security, 2) Social care services, 3) Short-term social assistance, and 4) Livelihood and employment support. The policy aims to secure the eradication of extreme poverty and promote human capital development as the foundation for long-term prosperity, breaking the cycle of

<sup>45</sup> NISR, *Labour Force Survey Annual Report, 2023*.

<sup>46</sup> *Idem*, p14

<sup>47</sup> . *Country Gender Status Report (2023)*



intergenerational poverty and supporting the delivery of equitable and inclusive social transformation and development.

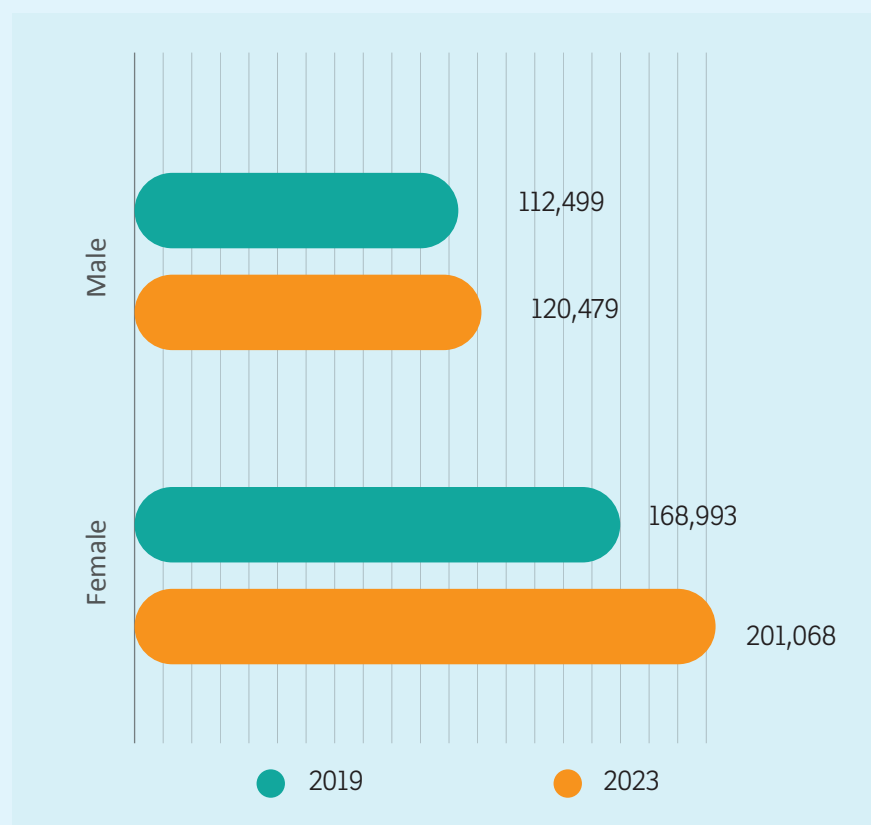
Guided by the above policies, the Government of Rwanda has implemented different programs and initiatives aimed at reducing/eradicating poverty, through which women, the youth, persons with disabilities, and the elderly are the main target beneficiaries, as the poverty most affected and vulnerable groups.

Regarding the above, the Government, through decentralized entities, continued to implement the "Vision Umurenge Programme (VUP)," a flagship social protection program whose overall goal is to contribute to ensuring vulnerable and poor groups have access to minimum income security and sustainability graduate from poverty.

VUP currently provides a safety net to 1.3 million people in Rwanda, 10% of the population. Of the people supported, 53% are women, and 47% are men. This compares to the 5th Rwanda Population and Household Census (2022), which shows that 51% of the people in the country are female and 49% are male.

The graph below shows the gender split within the VUP household head, comparing 2019 against 2023.

### Gender profile of VUP, 2019 compared to 2023

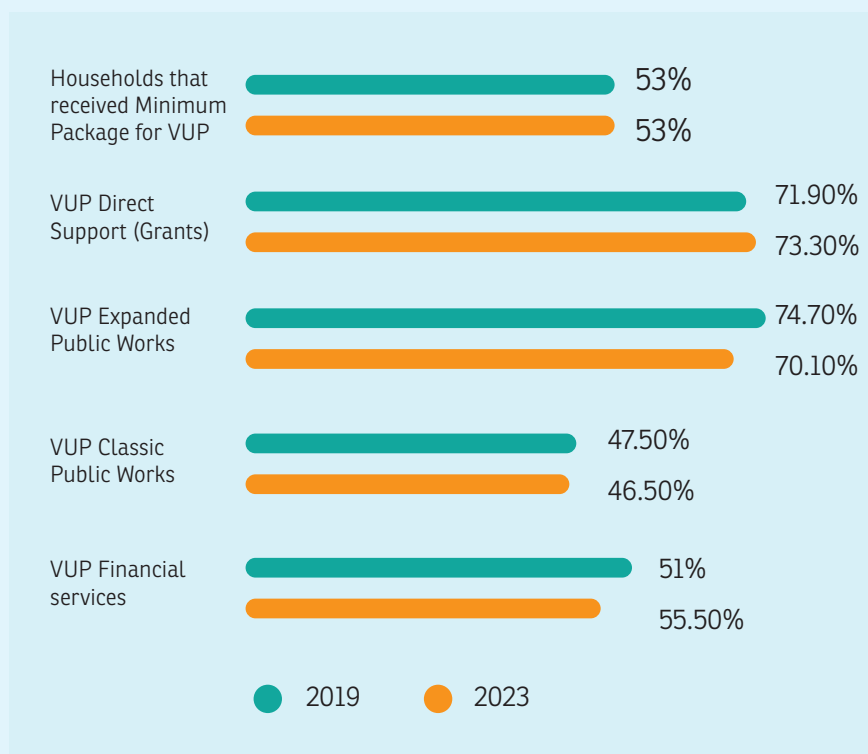


Source: Annual Report (LODA, 2018 & 2023).

It is important to highlight that the VUP provides cash for work-employment through expanded public works, classic public works, direct grants to the most vulnerable members of the community (old age grant, disability grant, and child grant), as well as financial services/loan provision - it provides investment loans to eligible beneficiaries). However, the learning over the early years of VUP revealed that working-age women typically self-excluded from public works due to reproductive and household commitments, and a new component of VUP was developed specifically to address this vulnerable group

with part time work close to the home. The table below indicates the beneficiaries of the VUP by component (public works, direct support, financial services) and gender (numbers) in 2019 and 2023.

### Women-headed households that benefited from the VUP program



Source: Annual Report (LODA, 2018 & 2023).

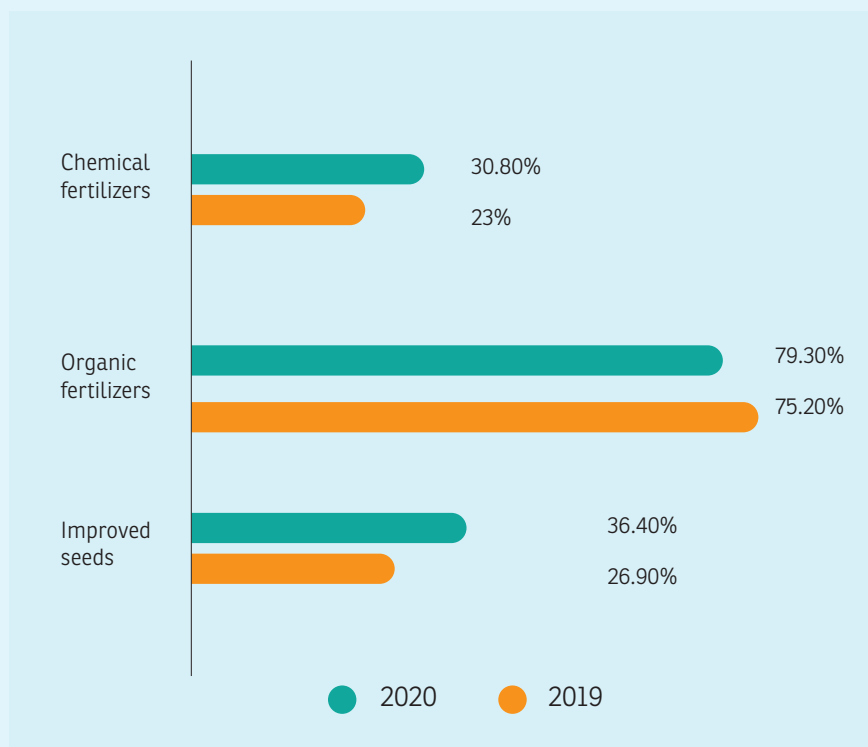
Further to the above, the Government of Rwanda continued to implement the **“Girinka”** Program, translated to **“One Cow per Poor Family,”** to promote self - reliance, reduce poverty, and improve livelihood. Data indicates that more female-headed agricultural households (4.8%) received a cow from the Girinka program during the 2019/2020 agricultural year than male-headed agricultural households (3.8%)<sup>48</sup>. Cattle rearing helps women access organic fertilizers and milk for consumption and is a source of income.

48 NISR, Agriculture Household Survey, 2020, p.19.

Generally, the proportion of female-headed households raising cattle is 45%, while for other livestock, it is 41.9% for goats, pigs (27%), chickens (23.3%), sheep (8.5%), and rabbits (7%). Given the multiplier effects, especially from a business perspective, the Government will continue to support poor female-headed households through the Girinka program and small livestock.

Other Government programs such as **"Nkunganire"** - an Agro-input subsidy program, as well as other initiatives by government partners, including financial products tailored to facilitate women's access to credit such as the **"Zamuka Mugore"** by Bank of Kigali – the product allows savings for women as individuals or groups with the competitive interest rate while enjoying credit facilities of around \$1,000 with no collateral required. Others include **"Umuryabyo Uratinda"** by COPEDU – an emergency loan meant to cover an emergency case in business such as customs duties clearance. These products and others have supported women engaging in and benefitting from different business/economic activities, hence fighting poverty. The table below includes data on the proportion (in %) of female-headed households with access to agricultural inputs compared to 2019.

### Female-headed households with access to agriculture inputs (2019-2020)



Source: NISR, Agriculture Household Survey, 2020.

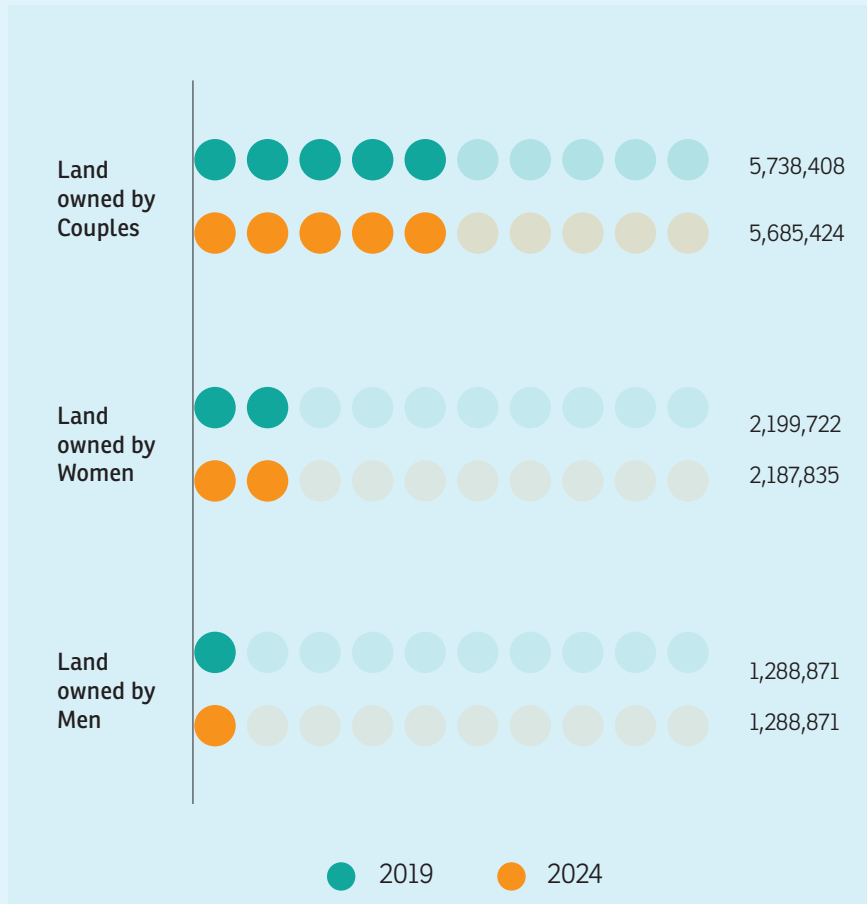
In addition, with GoR efforts to promote equal rights for women and men, land ownership has played a crucial role in increasing women’s engagement in socio-economic activities. These initiatives have resulted in significant outcomes, such as 42.2% of women being mobilized for land use consolidation, 41.8% accessing improved inputs like seeds and fertilizers, 37.6% receiving subsidized irrigation equipment, and 57% of women farmers involved in vegetable export receiving training in Integrated Pest Management.<sup>49</sup>

Current data indicates that there are 66.1% more female sole land title owners than males regarding land ownership alone.

49 MINAGRI, GBS Report, 2021/2022




### Land Ownership by both male and female (2019-2024)



Source: Rwanda Land Management and Use Authority (RLMUA), Administrative Data, 2024

Though much has been done in poverty reduction, the Government also recognizes that more women are still poor (32.9%) than men (20.0%). Hence, more efforts will be made through the above-mentioned programs and others to eradicate poverty.



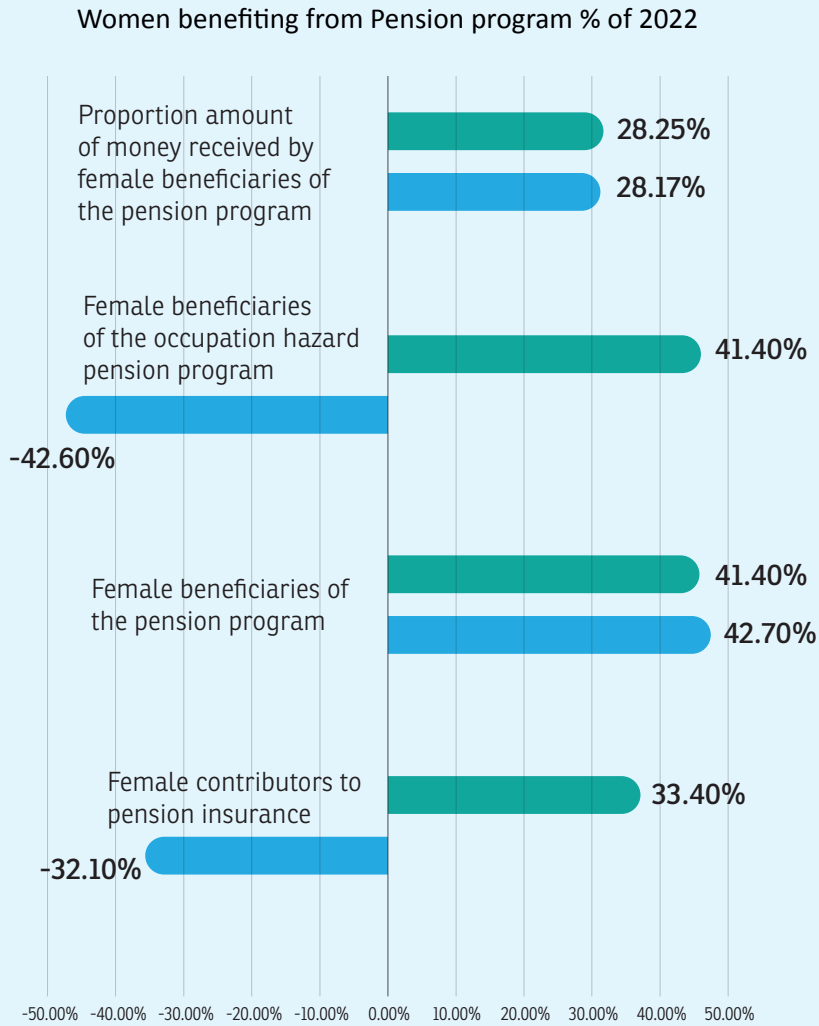
### **3.2.2. Actions taken to improve access to social protection for women and girls.**

Through the Social Protection Policy established in 2020, 55.5%, 46.5%, 70.1%, and 73.3% are beneficiaries of the VUP financial services, VUP classic public works, VUP expanded public works, and VUP direct support (grants) were, respectively females. Further, under the VUP program, the Government introduced Nutrition-Sensitive Direct Support (NSDS) to provide income support to poor and vulnerable pregnant women/ mothers/guardians of children aged 0-24 months.


The main objective of the program is to prevent and eliminate stunting and malnutrition among children under 5. From 2019 to the end of June 2023, 323,370 beneficiaries have been supported through the program.

Women also continued to benefit from the government social security (pension) program, as indicated in the figure below, showing the proportion (in %) of women contributors to and beneficiaries of the pension program.

## Women benefiting from pension schemes of RSSB



Source: Administrative data (RSSB, 2022)



In addition to the above, the Government of Rwanda established a long-term savings scheme (EjoHeza), which was nascent at the presentation of the Beijing +25 report and has significantly grown. The voluntary scheme targeting workers in the informal sector and existing pension schemes had less than 400,000 subscribers in 2019. Still, the membership grew to 2.41 million by 2022,<sup>50</sup> with 50.7% of the scheme's contributors and 55% of the scheme's beneficiaries being women. The EjoHeza saving and pension scheme aims to enable members to accumulate savings for a dignified and secure old age, especially those working in the informal sector.

### **3.2.3. Actions taken to improve health outcomes for women and girls**

One of the guiding principles of the Health Sector Policy (2015) is to create “people-centered services” that prioritize the well-being of individuals and communities, with special attention given to women and children. The National Strategy for Transformation (NST1) also sets different targets in the health sector, including reducing the maternal mortality ratio to 126/100,000 in 2024 from 210/100,000 (DHS2014/15) and under-five mortality rate to 35/1000 in 2024 from 50/1000 (DHS 2014/15). In this case, the health sector in Rwanda has embarked on remarkable interventions that have improved health standards in general and that of women in particular. A fourth health sector strategic plan (2018-2024) was also developed and includes clear actions and targets for improving health outcomes for women and children. The Science, Technology, and Innovation Policy (2020) also includes actions to promote innovations in inclusive products and services such as female technology (Femtech), focusing on women's health in areas like fertility and reproductive system health care. In line with the above, the Government of Rwanda continued to invest in the health sector to ensure quality, timely, and easily accessible services are provided to community members. Key government programs and initiatives in the health sector continued to bear fruits. These programs and initiatives aim to ensure that all Rwandans have access to health insurance (including mobilizing community members for the Mutuelle de santé – a community health insurance scheme),

---

50 *National Bank of Rwanda, Financial Inclusion Update, 2022, p.22.*

the use of drone technologies to ensure efficiency and timeliness in the delivery of emergency supplies such as blood, skills development for health care professionals, increasing the numbers of health care professionals to reduce ratio gap vis-a-vis the population, availing more equipment and materials needed at the health facilities.

The use of RAPID SMS (used to ease communication for any emergency cases regarding child and maternal health), increased health professionals, and a significant increase in public and private health facilities with a focus on specialized services have improved geographical access to health services by all Rwandans, and women in particular. More so, the institutionalization of Community Health Workers facilitated with mobile phones, the increase of ambulances, and healthcare facilities have played a critical role in maternal and child health service provision at the community level across the country.


Some of the health outcomes from the above - mentioned government programs and initiatives include the decrease in maternal mortality from 476 per 100,000 lives in 2010 to 203 deaths in 2020, improved access to antenatal care services from a skilled provider where the rate stands at 98.9% for women below 20 years, 97.8% for women from 20 to 34 years, 97.3 for women from 35 to 49 years, with the overall access standing at 97.7%.<sup>51</sup> Statistics also indicate that 97.3% (97.1% male and 97.5% female) of the population has medical insurance [2]. Among those with medical insurance coverage, 93% use Mutuelle de santé.<sup>52</sup>

Access to family planning, according to (DHS,2019/2020), the total demand for family planning among currently married women has increased since 2000, from 50% to 78%. Over the same period, the proportion of demand satisfied by modern methods has increased from 11% to 75%. Unmet needs increased from 36% in 2000 to 39% in 2005 before consistently decreasing to 14% in 2019-20.

---

51 NISR, *Rwanda Demographic and Health Survey, 2020*, p.21.

52 NISR, *5th Population and Housing Census, 2022, Main Indicators Report*, p.35.



With timely and early intervention in emergencies, there was improved tracking of pregnancies, newborns, and children; Rapid SMS impacted care processes, including the number of Antenatal Care visits, and the proportion of deliveries that took place in healthcare facilities. Better tracking of newborns through the first 1,000 days of life contributed to increased Post-natal Care and follow-up visit rates, allowing the earlier identification of issues that might have led to infant and child mortality. Finally, the improved data on maternal and child health services have led to more informed decision-making by policy makers.

The health management information system is well developed in Rwanda and captures data from the community, health posts, health centers, district hospitals, referral hospitals, and teaching hospitals. This allows tracking, for example, non-vaccinated children in specific districts and has led to a record of 98% of children being vaccinated, contributing to the reduction of child mortality. Furthermore, Rwanda uses digital tools to keep records of members of health insurance including the community health insurance (mutuelle). Upon arrival at any health facility, the ID number enables the health worker in charge of registration or customer care to retrieve the person in the system. This has drastically reduced the delays, while in the past paperwork for verification and registration was taking much time.

To further improve service delivery at health facilities, the Ministry of Health launched the Associate Nurses Program in October 2021 to ensure the availability of nurses. The program started with 210 students.<sup>53</sup>

---

53 Ministry of Health, *Health Sector FY 2021/2022 Backward-looking Joint Sector Review Report*, 2022, p.10.

### **3.2.4. Actions taken to improve education outcomes and skills for women and girls**

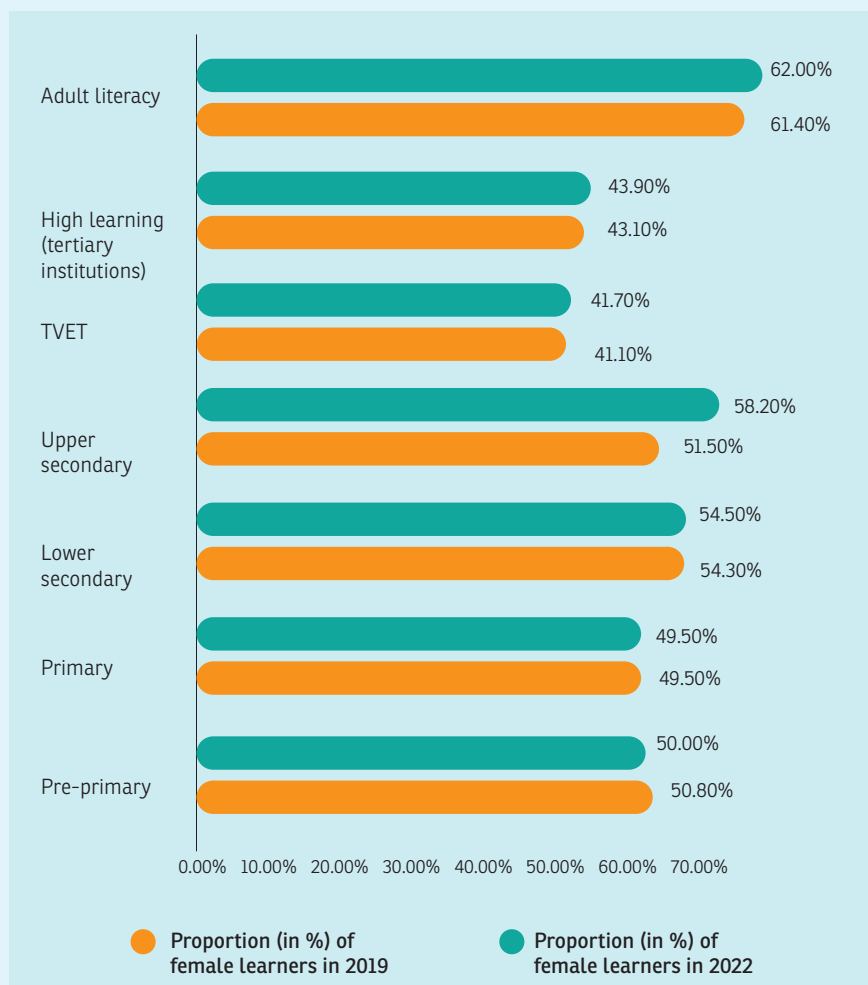
Rwanda's education policy aims to educate a free citizen who is liberated from all kinds of discrimination, including gender-based discrimination, and to eliminate all causes and obstacles that can lead to disparity in education be it by gender, disability, geographical or social group. In addition to other existing policies, including a Girl's Education Policy, the Government adopted a Science, Technology and Innovation Policy in 2020. The policy includes strategies to integrate women in science, technology, and innovation (STI) as well as promoting the involvement of women in STI disciplines. Furthermore, the 2021 Law (N° 010/2021 of 16/02/2021) determining the organization of education aims to eliminate all obstacles that hinder the development of girls and women's education as well as of any other groups that need special attention.

To realize the aspirations in the different policies and strategies in the education sector, the Government of Rwanda continued to invest in different programs and initiatives, including the universal 12-year basic education program, the school feeding program, promoting girls' enrolment in Science, Technology, Engineering, and Mathematics (STEM) courses, strengthen teachers' knowledge and teaching skills, availing school materials (such as books) and equipment (such as computers and projects) as well as expanding and improving school infrastructures.

As per the 2022 data, 4,159,782 learners are enrolled in schools (pre-primary to adult literacy), whereby 50.7% are female<sup>54</sup>. The table below indicates the proportion (in %) of female enrolment per education/school level in 2019 and 2022:

54 MINEDUC, 2021/22 Education Statistical Yearbook, p.22.

### Proportion of female enrolment per education/school level (2019-2022)



Source: MINEDUC, Education Statistical Year Book 2019 and 2021/22.

The Government's 12-year basic education program has significantly contributed to learners' enrolment, whereby the net enrolment rate at the primary education level stands at 87.3%. In addition to making the 12-year basic education free of charge, achievements in the enrolment rates are also a result of regular engagements with community members to ensure that all school-age children go to school, strong community-level monitoring mechanisms to ensure that all school-age children



attend school, the school feeding program, which has significantly contributed to reducing school dropouts. Historically, the number of girls pursuing STEM courses was very low, but with the Government and partners' efforts, this number has steadily been increasing. In this regard, statistics indicate that in the year 2022, girls/ females composed 47.7% of all learners/students in the STEM courses as compared 44.7% in 2019, in secondary, whereas in higher education (universities) it stands at 36.4%, from 32.1%<sup>55</sup>. Despite the achievements, the Government is aware that more efforts need to be put to particularly raise the number of female enrolments in STEM disciplines at the higher education level, and this will be done through different initiatives such as awareness and mentoring programs to encourage girls to undertake STEM disciplines, facilitate access to scholarships for female candidates in the STEM disciplines, among others.

### **3.2.5. Actions taken for economic recovery from the COVID-19 pandemic**

The Government of Rwanda undertook different initiatives and measures aimed at reviving the economy in the wake of the COVID-19 pandemic. Some of these measures include:<sup>56</sup>

- 1) the adoption, of the Economic Recovery Plan (ERP), which included the Economic Recovery Fund (ERF), to provide support to households and boost employment and growth towards;
- 2) increasing the Government credit to the private sector for increased investment and job creation, where the Government credit increased from 1.065 billion Rwandan francs in 2020 to 1.927 billion in 2023;
- 3) increasing the Government subsidy on agricultural inputs (fertilizers and seeds), whereby the subsidy increased from 10 billion Rwandan francs in 2019 to 51 billion in the financial year 2023/204;
- 4) removal of the value-added tax (VAT) on rice and maize flour, to mitigate the price increase on these key food products;
- 5) increasing Government investment in the cash for work-

<sup>55</sup> MINEDUC, 2021/22 Education Statistical Yearbook, pp.40-42.

<sup>56</sup> Prime Minister's presentation on the "Progress on Post-COVID Economic Recovery Process" to both Chambers of the Parliament, on 13th February 2024, <https://www.primature.gov.rw/index.php?eID=dumpFile&t=f&f=92834&to-ken=3471b7949d51c6349ad100c9acea50f5d4d74e3c>

employment, through public works, as well as grants to the most vulnerable individuals in the community under the VUP program.

The above programs and initiatives have borne fruits, benefiting both men and women. For example, the Government investment in the VUP program saw 860,000 individuals participating in cash for work-employment, through public works, from 2020 to 2023, whereas 474,000 vulnerable families received direct grants (old age grants, disability grants, and childcare grants). As seen in the previous section, women and women-headed households generally benefited the most from these VUP programs whereby 51% of the beneficiaries of the VUP financial services (grants on submitted projects) were females, 74.2% of the beneficiaries of the VUP expanded public works beneficiaries were females, 46.1% of the beneficiaries of VUP classic public works were females, 72.3% of the beneficiaries of the VUP direct support (grants) were females, 53% of the households that received minimum package for graduation (MPG) asset transfers were female-headed.


In addition, the Government programs and initiatives, including credit to the private sector and supporting access to loans, through financial institutions (under the economic recovery fund) have enabled the creation of 590,000 jobs from 2021 through 2023. Women have also benefited from these increased jobs where the rate of the female labor force increased from 37.9% in 2019 to 46.8% in 2023, whereas the overall female labor force participation rate increased from 45.8% in 2019 to 52.2% in 2023.<sup>57</sup>

Also, under the Government program of reducing the teacher-student ratio, which had particularly increased as a result of temporary schools' closure due to COVID-19, the Government of Rwanda constructed more than 22505 classrooms<sup>58</sup> and hired an additional 40,000 teachers in pre-primary, primary, and secondary education levels. In terms of employment, women have benefitted from this increased number of academic staff, whereby among the current 95,865 academic staff in pre-primary, primary, and secondary education levels, 50,540 (52.7%) are female whereas 45,325 (47.3%) are male.

---

57 NISR, *Labour Force Survey Reports - 2019 and 2023*.

58 *Statistical yearbook 2021*



The period of no-fee in financial institutions during the lockdown indicated that Rwandans are very sensitive to the cost of payment transactions. During the COVID-19 pandemic, the NBR engaged with Banks and Mobile Network Operators to remove charges on some digital payments such as Mobile Money transfers and contactless payments. The purpose of this policy action was to encourage the adoption of digital payments during the lockdown period thereby reducing the movements of people to Financial Institutions as well as the need for physical cash that could have been a means of transmitting the virus. This measure benefited greatly small and micro business operators, in which women dominate. Additionally, through the economic recovery fund, for the year 2022, BDF had a portfolio with 50,773 projects and 17,084 projects (34%) benefited women-owned businesses.

To respond to issues of sexual and gender-based violence (SGBV) incidents/cases that increased during the COVID-19 period, the Government of Rwanda and its partners undertook different initiatives and interventions. Some of these initiatives included creating free hotlines for victims and potential SGBV victims to call, intensifying the awareness and education campaign against SGBV, using different platforms, including social media platforms, increasing the availability of legal aid and psycho-social services/support to victims, as well as providing safety and/or safe reintegration services/support to SGBV victims. To ensure the safety of SGBV victims, the Ministry of Gender and Family Promotion (MIGEPROF) operationalized safe shelters that were constructed as an extension of services of Isange One Stop Centers (IOSC) in four Districts Hospitals. Also, 16 saferooms of 16 IOSCs have been supported to accommodate GBV victims with protection and facilitate them to have essential upkeeps including but not limited to meals, hygiene and sanitation products.<sup>59</sup> In this regard, in the financial year 2021-2022, GBV victims who reached at different IOSCs were accommodated and supported, with females and males holding 98% and 2% respectively.

Some Government partners also initiated some interventions that aimed at supporting women to navigate the effects of COVID-19. One such initiative that could be cited is the One UN joint project titled "Recovering Better and Inclusively from COVID-19 through a

59 MIGEPROF, *Annual Narrative Report of 2021-2022*, p.11.


Sensitive Social Protection System in Rwanda" which was implemented together with different local NGOs, with the lead of UN Women. The Eight-month project, launched in August 2021, aimed to help socially, and economically vulnerable people recover from COVID-19 through a two-pronged but complementary approach: provision of targeted gender-responsive social safety nets and addressing gender-based violence in all its forms. Specifically, the project targeted female-headed households, SGBV victims, teen mothers, domestic workers, and refugees, among others who were disproportionately affected by the COVID-19 pandemic. Some of the achievements from the project include 1,774 selected poor women-headed households who were provided with grants to start or revive their businesses, 509 poor teen mothers and their families were given small livestock and toolkits including a tailoring machine, whereas 500 teen mothers who returned to school received school materials to improve their condition of learning. In addition, 984 SGBV victims were provided with legal and psycho-social support services, and 16 women's safe spaces were each equipped with an emergency support fund for SGBV victims.

### **Dimension 3. Freedom from violence, stigma and stereotypes**

This dimension focuses on the progress made by Rwanda in addressing violence against women, responding human rights of women, promoting women in the media as well and protecting the girl child.

#### **3.3.1. Forms of gender-based violence and specific contexts or settings prioritized for action**


The Government of Rwanda recognizes GBV as a violation of human rights and has put in place a zero-tolerance policy geared towards eradicating it in society. As a result, the Government has put in place policies, laws, regulations, and a robust institutional framework to prevent, fight, and respond to all forms of GBV. The above provisions of the laws and regulations respond to the Constitutional protection of the fundamental rights where for example Article 13 of the Constitution of the Republic of Rwanda states that "The human person is sacred and inviolable"; Article 14 states that "Everyone has the right to physical and mental integrity"; and Article 34 which protects the "right to property, whether individually or collectively owned". These frameworks are highlighted below:



The National Policy against GBV (2011) calls for GBV interventions and responses in all social, economic, and political sectors. In addition, the Prime Minister's Order N°001/03 of 11/01/2012 determining modalities in which Government Institutions Prevent and Respond to Gender-Based Violence calls on all Government institutions to engage in GBV prevention and response, through taking all the necessary measures.

Furthermore, the National Gender Policy of 2021 re-echoed the need to ensure that women and men are free from any form of gender-based violence and discrimination for equitable and sustainable development.

Under the legal framework, Law N°59/2008 of 10/09/2008 on Prevention and Punishment of Gender-Based Violence defines GBV as any act that results in bodily, psychological, sexual, and economic harm. Further, the Law no 059/2023 of 04/12/2023 amending Law N° 66/2018 of 30/08/2018 determining Offences and Penalties in General introduced heavy punishments for the different forms of violence, including sexual violence against a spouse (article 137 of law determining Offences and Penalties in General, as amended to date) while child defilement was made imprescriptible (article 15 paragraph 7 of law determining Offences and Penalties in General, as amended to date). Also, Law N° 66/2018 of 30/08/2018 regulating Labour in Rwanda, as amended by law N° 027/2023 of 18/05/2023, in article 8, prohibits "Sexual harassment in any form against supervisee". It, further, states that "If there is tangible evidence that an employee has resigned due to sexual harassment committed against him/her by his/her supervisor, his/her resignation is considered as unfair dismissal", and hence in addition to the penal sanctions against the offender, relevant legal provisions relating to "unfair dismissal" also apply. Similarly, the Organic Law No61/2008 of 10/09/2008 on the Leadership Code of Conduct, as modified and complemented by N° 11/2013/OL of 11/09/2013, in its article 25, calls for penal sanctions, in addition to any disciplinary sanctions, for a leader who commits sexual harassment against employees. Finally, the Law N°51/2018 of 13/08/2018 relating to the prevention, suppression, and punishment of trafficking in persons and exploitation of others protects women and girls against human trafficking and Article 24 specifically prohibits sexual exploitation.



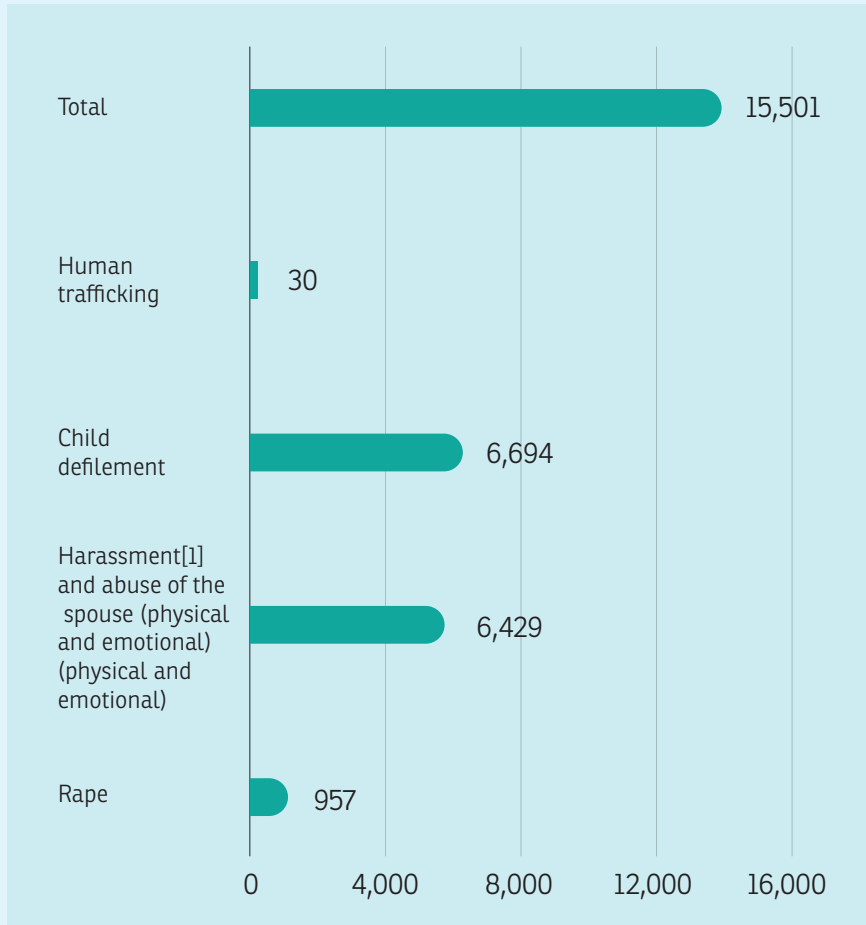
### **3.3.2. Actions prioritized to address gender-based violence**

In addition to putting in place a strong legal framework, several other measures have been taken to prevent and respond to GBV. This is done through a multi-sectoral approach, involving the participation of all stakeholders (public institutions - at all levels, civil society organizations, and development partners). One of the measures that have been and continue to play a critical role in supporting GBV victims is the existence of the Isange One-Stop Centers (IOSC), which offers holistic services to GBV victims under one roof and free of charge on a 24-hour 7 days basis; legal, psycho-social, medical and safe rooms for temporary accommodation. Currently, there are 48 IOCSs across the country, from 44 in 2019. Since 2019, 114,680 victims of GBV and child abuse were supported in IOCSs.


To facilitate service delivery, GBV units and desks were created in the Rwanda Investigation Bureau (RIB), which is charged with crime investigation, and in the National Public Prosecution Authority (NPPA), which prosecutes cases before Courts. Also, specific toll-free lines were established by different institutions to ease and accelerate reporting of gender-based violence cases and child defilement. There is also a toll-free line that people can use to report any abuse to and/or seek any relevant service/support from Kacyiru IOSC (3029). Capacity building of justice and legal aid actors on how to effectively handle GBV cases are also being done. Related to this, the Institute of Legal Practice and Development (ILPD) introduced a new professional course on Child Justice.

Under the Law determining Offences and Penalties in General and other relevant laws, GBV cases were investigated and prosecuted. The table below indicates GBV cases from 2019 through 2023:

**Number of GBV cases prosecuted and pronounced from July 2019 through June 2023**



Source: NPPA, Activity reports for the Financial Years 2019-2020 through 2022-2023.



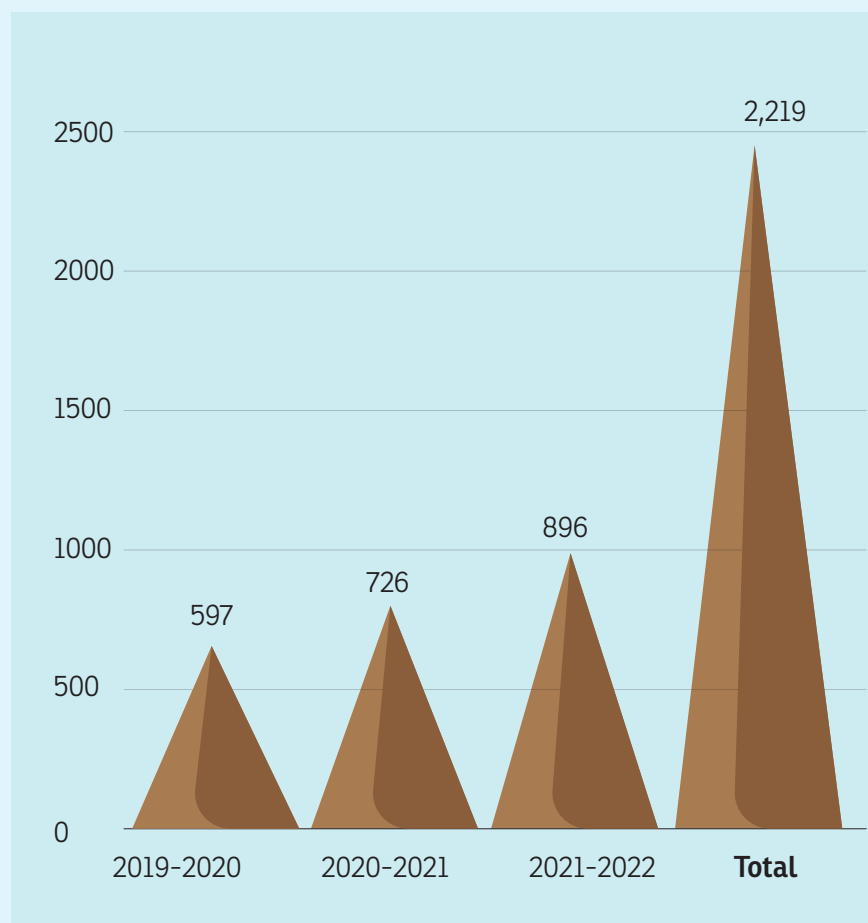
The increased reporting of GBV cases reflects the fact that victims are becoming less likely to hide their abuses, which is a positive step on the road to eliminating abuse.

The Government, however, notes that more awareness-raising and education are still in needed on the early reporting and the preservation of evidence as well as continuous capacity building for the judicial officials on how to effectively handle GBV cases. Also, though the law punishes economic violence and the denial of property rights as well as sexual violence against spouse, reporting on these abuses is still very low, due to traditional norms where some women and men see the management and exploitation of family property and sexual intercourse as a husband's right alone. The Government, together with its stakeholders and partners, will continue its awareness and campaigns on the collection and preservation of evidence, timely reporting of abuse, as well as on reporting about all forms of GBV.

Also, the Government, through the Maison d'Accès a la Justice (MAJ) - working at the district level, and the non-state legal aid providers continued to provide legal aid and counseling services to victims of GBV. The legal aid services range from legal advice, drafting of Court submissions, orientation, as well as referral and accompaniment. The table below indicates that GBV cases provided with legal aid services by the Government-established Access to Justice Bureaus (Maison d'Accès a la Justice – MAJ) at the district level:




### Number of cases provided with legal support (2019-2022)



Source: MINIJUST (Annual reports, 2019-2022)

#### 3.3.3. Strategies and actions to fight, prevent and respond to gender-based violence

Regarding prevention, the Government of Rwanda, under the lead of MIGEPROF and in collaboration with its partners, has continued to raise awareness about GBV (understanding GBV, its prevention, existing response mechanisms, and support services), through the annual 16 Days of Activism against Gender-Based Violence, during which community awareness campaigns, gender accountability days,




dialogues with community leaders/youth, radio talk shows, and engagement meetings are being organized to raise awareness against GBV; the annual "Justice Week", carried out on legal and justice matters including on the prevention of GBV and related crimes as well as the provision of legal aid services; the annual "Governance Month", which also includes awareness on crime prevention, and through ongoing legal education and awareness interventions and initiatives led by CSOs, professional bodies, and Universities Legal Aid Clinics.

A strong institutional framework was put in place to prevent and respond to GBV. Prevention efforts are led by MIGEPROF, which works with all government entities and non-state actors in raising awareness against GBV, through the different programs and initiatives mentioned above. It is important to note that the Prime Minister's Order N°001/03 of 11/01/2012 determining Modalities in which Government Institutions Prevent and Respond to Gender-Based Violence calls upon, under its article 3, all government institutions to put in place programs aimed at preventing and fighting against gender-based violence as well as intervening and attending to the victims. Also, at the decentralized level, the Anti-GBV committee we established to lead and coordinate efforts on the prevention of GBV at the community level.

Rwanda Investigation Bureau (RIB) investigates reported GBV cases and refers them to Isange One-Stop Centers (IOSCs) for medical legal examination and other support services. These IOSCs are located in different hospitals. The National Public Prosecution Authority (NPPA) prosecutes cases before the Court. Both in RIB and NPPA, specific units have been established in charge of GBV cases. Furthermore, particularly, in the NPPA a r Sex Offenders registry has been put in place in order to publish offenders who have been definitively condemned for committing defilement and rape. The Registry was launched on 11th October 2021.

The Ministry of Justice's Access to Justice Bureaus (MAJ), working at the district level and also assigned to support IOSCs, provides legal advice and referral for GBV victims and their families on aspects related to civil damages emanating from the abuse suffered. CSOs intervening in the area of GBV, legal aid, gender equality, and human rights in general




also collaborate with government institutions in providing legal and psycho-social support services to victims of GBV crimes.

The prevention of GBV is also often a topic that is discussed during the weekly community meetings/citizens' assemblies (Inteko z'abaturage) and Families evening (Umugoroba w'Imiryango) at the village level. The use of different structures has also been very instrumental in raising awareness about GBV and hence contributing to its prevention. These structures include the anti-GBV committees, both in the communities and in schools, as well as Friends of the family (Inshuti z'Umuryango) (), who, through their primary role of assisting in child protection, are also able to share timely information about "families living in conflicts" so that early intervention and support can be done by the relevant actors. The Community Policing Committees (CPCs) also play an important role in the prevention of SGBV, like other crimes, through their regular awareness-raising campaigns in the community.

### **3.3.4. Actions taken to prevent and respond to technology-facilitated gender-based violence**

The Government of Rwanda has put in place different laws and regulations aimed at the protection of the integrity and privacy of the person. Some of these laws include the Law N° 60/2018 of 22/8/2018 on Prevention and Punishment of Cyber Crimes, which punishes cyber-stalking (article 35), online grooming (article 34), publication of indecent information in electronic form (article 38), and unauthorized access to electronic data (article 6).

Furthermore, in 2021, the Government of Rwanda adopted Law N°058/2021 of 13/10/2021 relating to the Protection of Personal Data and Privacy, which among others punishes the unauthorized access, collection, use, offering, sharing, transfer, or disclosing of personal data (article 56). The Law N°71/2018 of 31/08/2018 relating to the Protection of the Child also punishes any technology-based abuse against the child (articles 33-35). The Law N°02/2013 of 08/02/2013 regulating Media also prohibits any indecent acts that are likely to demoralize a child (article 7). It is also worth mentioning that the penal code punishes



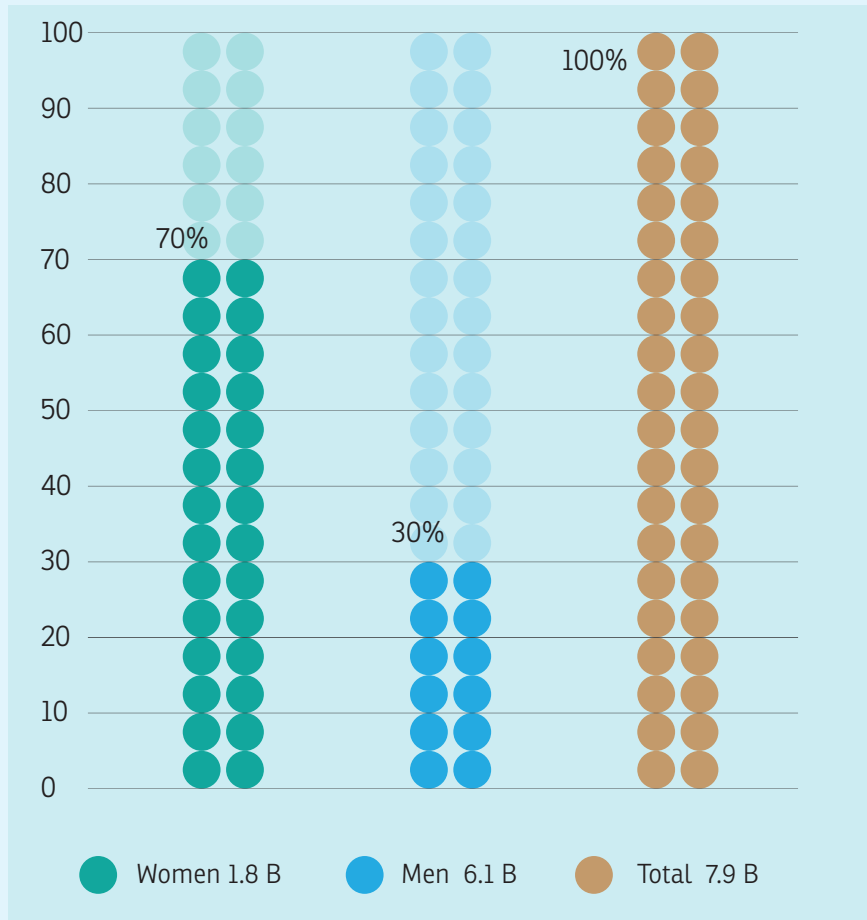
abuse of intimate privacy (article 162) and discrimination against a person or group of people, including based on sex (article 163).

In addition to the existing legal framework that punishes any technology-facilitated violence, including gender-based violence, relevant institutions (particularly the Ministry of ICT and Innovation, Rwanda Utilities and Regulatory Agency (RURA), Rwanda Investigation Bureau (RIB), Rwanda National Police (RNP) and Rwanda Media Commission) have been doing awareness on the proper use of technology and social media.

### **3.3.5. Measures taken to resource women's organizations working to prevent and respond to GBV**

A supportive legal and institutional framework has been established by the Rwandan government to help non-governmental organizations fulfill their missions. One such framework is the Rwanda Governance Board (RGB), whose responsibilities include promoting good governance principles and overseeing service delivery by civil society organizations through line ministries and district Joint-Action Forums (JADF). In addition to providing operational documents, and staff capacity building, the government supported women's organizations that work to prevent and respond to gender-based violence to access external funding. Within that framework, the Rwanda Governance Board (RGB) and UNDP jointly launched a program aimed at enhancing the ability of civil society organizations (CSOs) to provide transparent and responsive governance projects that promote gender equality, fight gender-based violence (GBV), children protection, and empower women and youth, among other areas. A grant totaling 7,984,687,632 Rwandan Francs has been provided to 245 organizations since the program's inception until 2023. In addition to resources from Rwanda Governance Board (RGB), other partners allocate resources to support women organizations and gender related interventions at different levels.

### RGB support to CSOs (2014 to 2024)



Source: RGB, Administrative data (2024)

It is also worth mentioning that the Government continues to fund the National Gender machinery institutions including the National Women’s Council, whose responsibilities include advocacy for gender equality and the rights of women and girls, capacity development and mobilization of women.<sup>60</sup>

<sup>60</sup> Law N°02/2011 of 10/02/2011 determining the Responsibilities, Organization and Functioning of the National Women’s Council, Article 5.



## **Dimension 4. Participation, accountability and gender - responsive institutions**

The fourth dimension encompasses other four areas of concern of BPfA. These are; women in power and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and media, and the girl child.

### **3.4.1. Actions and measures taken to promote women's participation in public life and decision-making.**

Rwanda has established legislative and policy frameworks and other measures to support the participation of women in political and decision-making processes.

Regarding legal framework, "All Rwandans have the right to participate in the Government of the country, either directly or through their freely chosen representatives" revealed by Article 27 (1) of the Constitution of Rwanda 2023, equally so, Article 2 (2) of the same Constitution provides equal rights to vote and to be voted for both women and men.

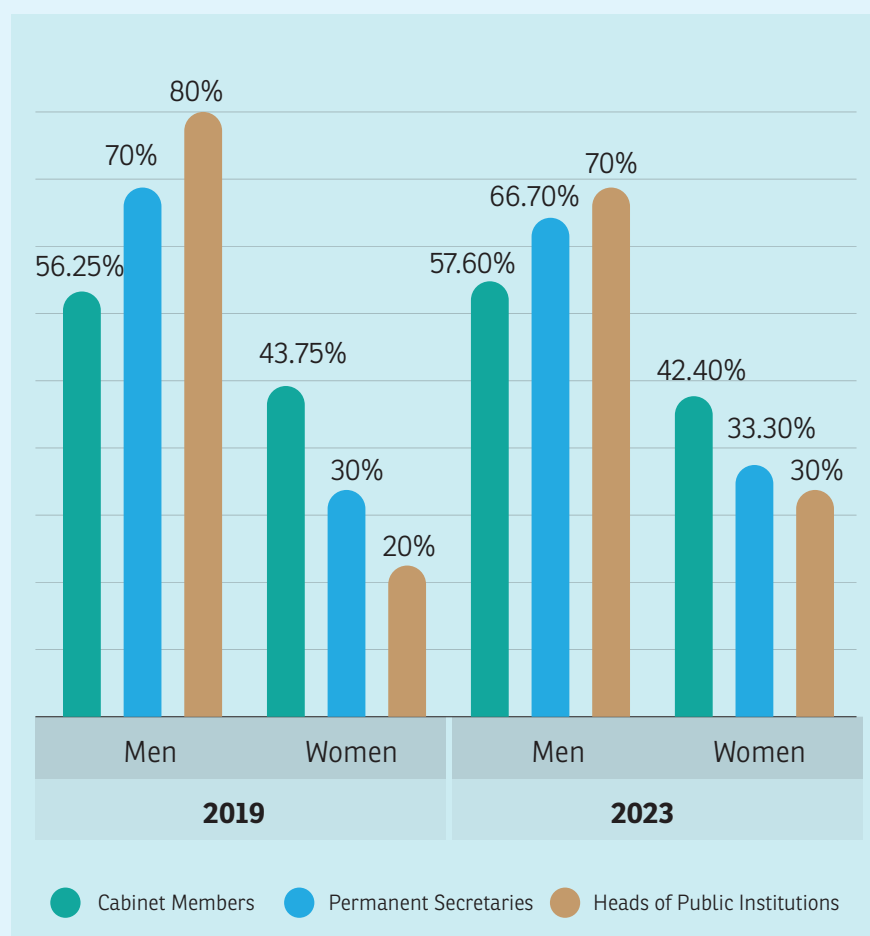
It also recognizes in more detail various quota systems adopted by Rwanda which include reserved seats for women, legal candidate quotas as well as political party quotas. More specifically, Article 10 (d) of the Constitution of the Republic of Rwanda provides for equal opportunity for all Rwandans between men and women taking up at least thirty percent (30%) of positions in decision-making organs. Furthermore, the Constitution under Article 75 (3) on chamber of deputies, Article 80 (7) on senators, indicates that 30% must be respected. Within the context of local government elections, Article 3 of the Organic Law N° 003/2021 OL of 09/10/2021 amending Organic Law N° 001/2019.OL of 29/07/2019 Governing Elections stipulates that female members of the District Council constitute at least 30% of the District Council members elected through indirect and secret ballot by the members of the Bureau of Councils at sector level.

As a result of remarkable Government commitment to the enactment of legislative and policy frameworks that support women's participation in public life and decision-making, Rwanda has since 2018 recorded the

highest share of women in parliament in the world 61.3 % and 37.5% women compared to 62.5% of their male counterparts in the senate.

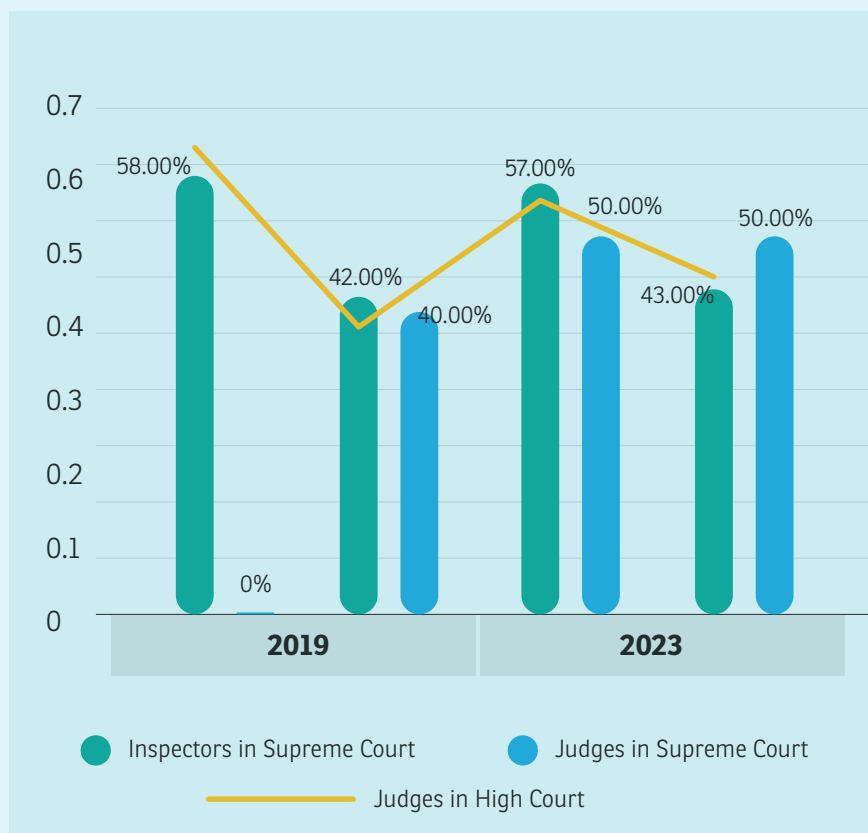
In the cabinet, and other central and judiciary level positions between 2019 and 2023, there is an increase in women participation as presented in the tables below.

### Cabinet members and other central level leaders (2019-2023)



Source: National Gender Statistics Report (NISR, 2021)

## Participation of men and women in the Judiciary sector in Rwanda

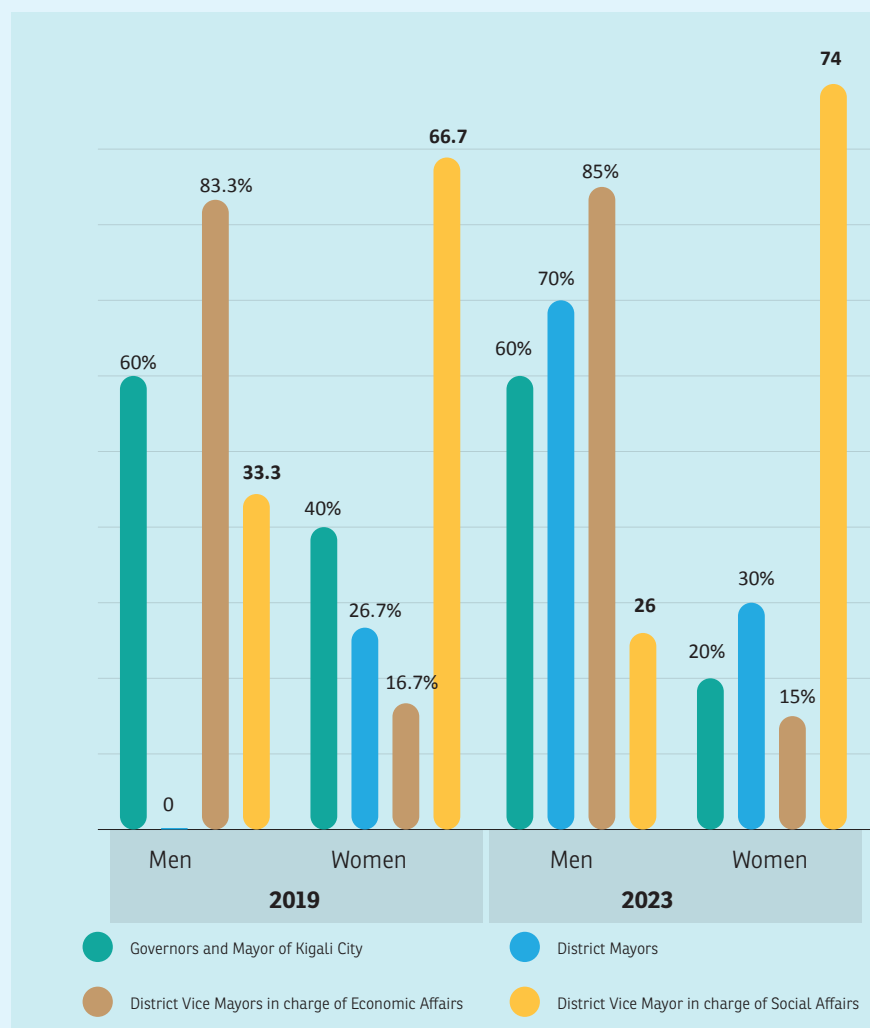


Source: Supreme Court, Annual Report 2022-2023


The Government of Rwanda has made remarkable progress in ensuring women representation across different levels including decentralized levels.



## Representation of men and women in decentralized entities



Source: NEC Administrative reports, 2018, 2022 & 2023

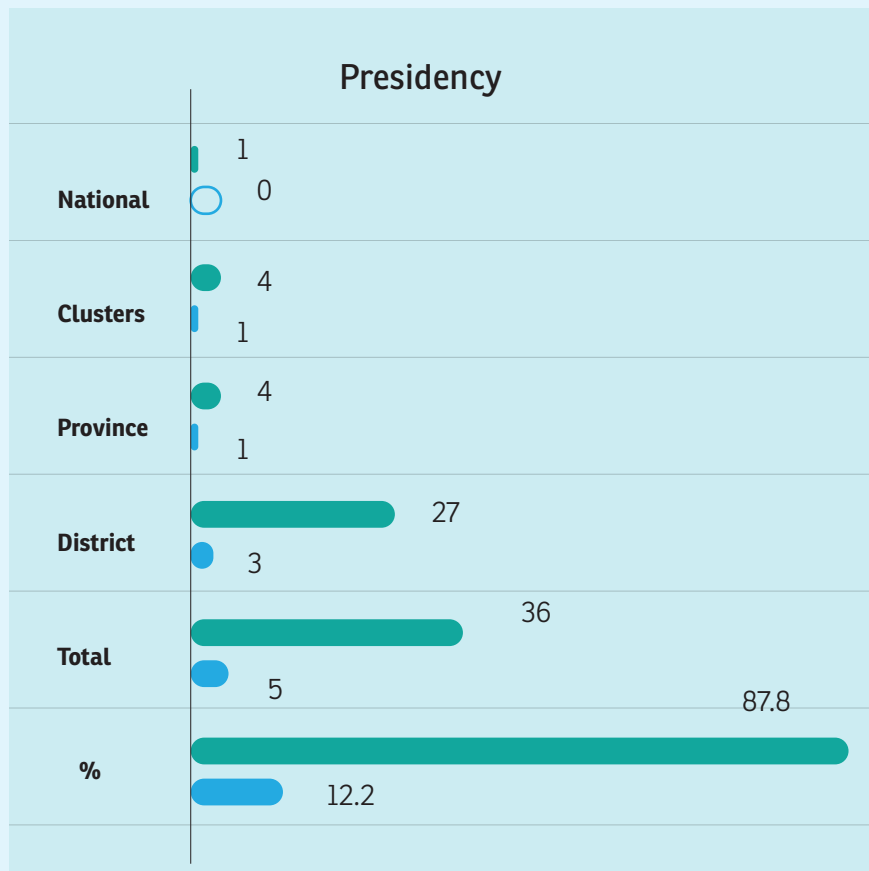


The table above highlights increasing trends over the years. Among District Mayors, women representation has increased from 26.7 % to 30%, and District vice Mayors in charge of social affairs from 66.7 % to 74 % with a decline regarding the positions of District Vice Mayors in charge of Economic Affairs from 16.7 % to 15 % in 2019 to 2023 respectively.

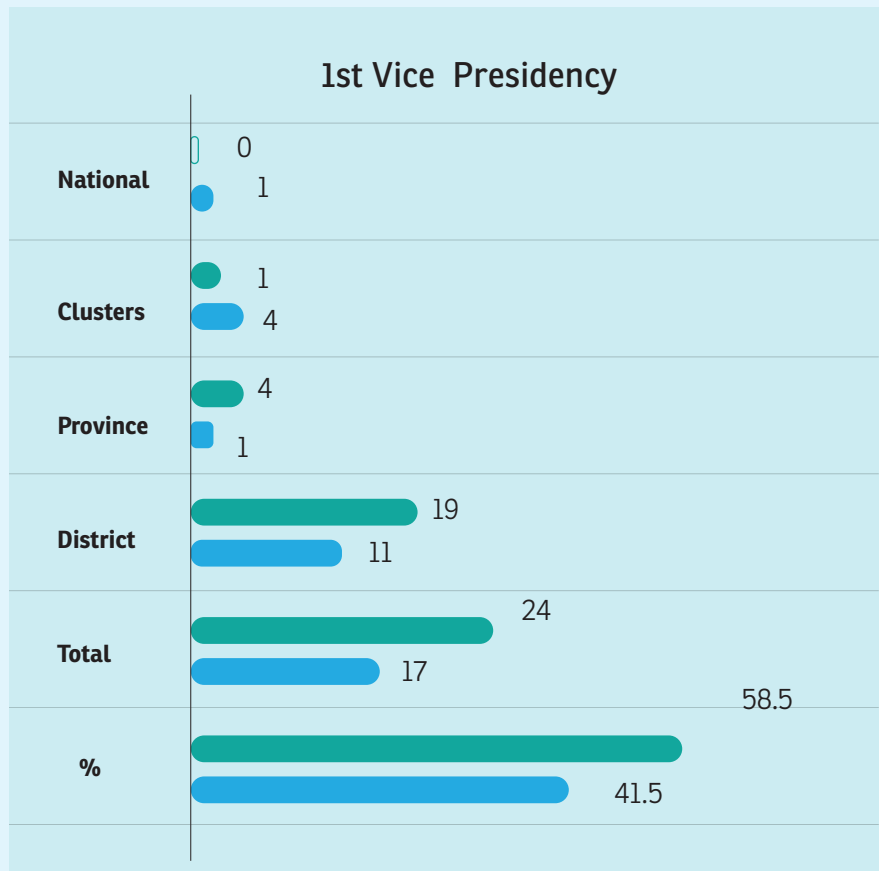
The participation of women in leadership in political and public life has galvanized other women/girls to make their voices heard, and increased women's self-esteem, confidence as well as civic engagement. All these positive signs altered the perception of women's functionality in the public space and their visibility in positions of power and authority has become a game changer as they serve as role models for young girls which has been critical for paving the way for future generations of women leaders.

Women representation in the Private Sector Federation - One of the measures to enhance gender equality in the private sector, the private sector federation in collaboration with developed a gender mainstreaming strategy 2020-2024. The rationale is to transform a private sector knowledge-based, and service-oriented economy that is gender-responsive for equal opportunities in the private sector and entrepreneurship. The table below women's distribution of elected men and women in the PSF committees (numbers).

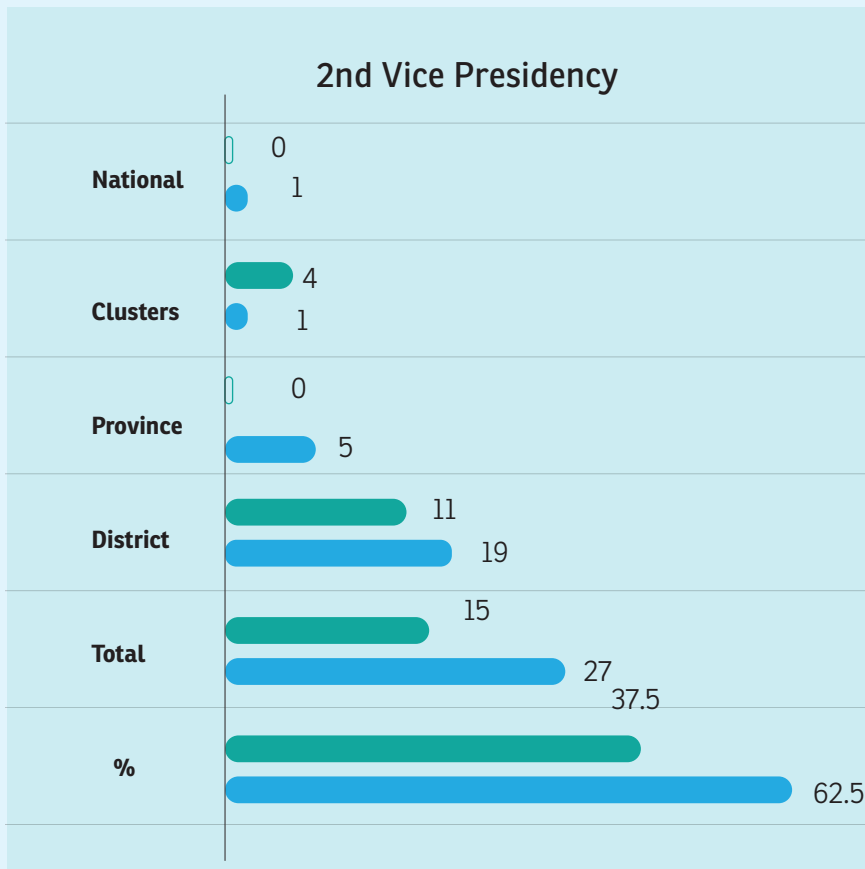
**Distribution of elected men and women in the PSF committees (numbers)**



Source: PSF Elections report 2022




Source: PSF Elections report 2022



It is good progress to have women as a chairperson of the private sector federation, elected in 2024. However, the statistics show women's presentation in the private sector is still low. Women hold 12.2% in 2023 compared to 10% in 2019 of the presidential positions in all the chambers, 41.5% of the first vice president position, and 62.5% of the second vice president positions. The low participation is linked to their limited participation in private activities which is attributed to the limited entrepreneurship as well as in their routine unpaid care work at household levels which continues to exclude them from their participation in decision-making positions.

Private sector federation took a measure of "no child should work in the private sector" and this mechanism spells out sanctions for any company or cooperative that engages children at the workplace.



The sector also carries out sensitization of employers to ask for IDs before employment which has prevented child labour. This measure has been institutionalized through regular labor inspection at the district level with security organs to ensure no child labor in the working environment more specifically in mining, tea plantations and construction sites

Based on the above statistical data, women's representation in the cabinet positions has steadily increased. Nevertheless, there is a need to sustain gains in women's public life and decision-making as well as continue awareness campaigns to challenge stereotypes, norms, and attitudes that hold women and girls from taking up leadership roles.

### **3.4.2. Actions taken to increase women's access to expression and participation in decision-making in the media, including ICT**

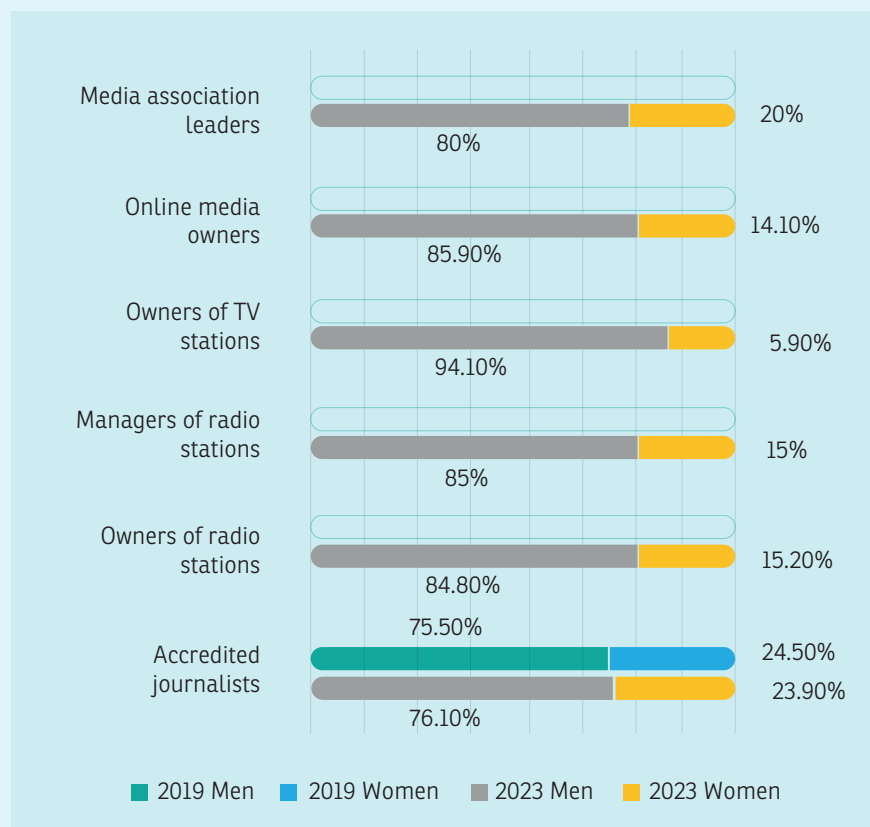
Rwanda considers Information and Communication Technologies (ICTs) as cross-cutting enablers to improve gender equality as stipulated in SDG5b. Rwanda's Vision 2050 highlights the prioritization, deployment and use of the internet most importantly in rural areas.

Consequently, the Government of Rwanda has designed laws, policies, strategies, programs, and institutional frameworks to guide practitioners in exercising media freedom. Both the revised national media policy (2014-2020) aims to create a professional, responsible, plural, and economically viable media sector that apprehends the principles of gender equality and non-discrimination. Engendering the media and ICT sectors is a critical commitment as revealed in international, regional, and national frameworks. Freedom of the press, freedom of expression, and access to information are recognized and guaranteed by the state. Engaging more female journalists is essential in challenging persistent cultural gender stereotypes that reserves the journalism profession for men, not women.

Despite efforts to engender policies and ensure universal access and equity in ownership and decision-making in media, gender parity is yet to be attained. As Table 19 indicates, the media landscape is significantly dominated by men with 23.9% of women among accredited journalists


and 5.9% of women owning TV stations. This status is attributed to the fact that media has traditionally been considered as a male profession.

### Representation of Men and Women in Media Sector (2019-2023)



Source: RMC Administrative Data 2023

Nevertheless, women's presence in the media has made remarkable progress in the use of media and access to information and communication gadgets in closing the digital divide which made it possible for women to amplify their voices and participation. Women media practitioners are also engaged in promoting gender equality in the media sector. To this end, an Association of Women Journalists (known as ARFEM) was established to strengthen the capacities of its female members.



As far as ICT is concerned, there is a growing trend in ownership of ICT devices and internet access among female-headed households which has improved their access to information and communication gadgets. The Rwanda Voluntary National Review (2023) on Sustainable Development Goals report indicates a high mobile penetration rate of more than 80 percent and 11 % are women.

According to the Rwanda Household Survey 2020, there is an increasing trend in access to the Internet (23.8% in 2019) for male-headed households from 18.5 percent to 26 percent and 13.2 percent to 17.5 percent for female-headed households in 2018 and 2023 respectively. Regarding TV and Radio posts, there was a slight decline whereby households possessing TV sets declined from 11.9 percent to 9.5 percent compared to 5.7 percent to 3.5 percent and Radio posts declined from 90 percent to 89 percent for male-headed households while 5.7 percent to 3.5 percent for female-headed households in 2018 to 2023 respectively.

The media and ICT platforms have facilitated the government to advance gender equality programs such as;

- Modern innovative mobile technologies launched rapid SMS that contains messages around health information, that alerts health facilities and danger signs of the community during pregnancy has significantly increased antenatal care visits which has drastically reduced maternal death. In addition, the Rwanda Health Information (RHIS) which collected and managed health data for women and children to reduce maternal and child mortality rates.
- The use of drones that deliver medical supplies in remote areas has also improved access to healthcare for women and children.
- Additionally, 50 young girls, from high school, TVET institutions, teachers, and University students were capacitated in Artificial Intelligence and coding specifically high-level skills and confidence to develop, promote, and sell locally relevant mobile applications to address issues of sustainable self-generated, viable employment opportunities in the mobile/ICT industry.



- Rwanda Development Board in partnership with Tek Expert trained 500 Software Engineers (362 males & 138 Females) who are currently employed by Tek Expert Ltd<sup>61</sup> and has positively contributed to women investing in technical and soft skills for career readiness and empowering young women generations with ICT innovative technologies that have changed Rwandan communities
- The African Institute for Mathematical Sciences (AIMS) has launched the yearly celebration of International Day of Women and Girls in Sciences (IDWGS) and its goal is to inspire and motivate young girls to pursue their dreams in these fields, and to promote equality in science, technology, and innovation for socio-economic sustainable development.
- The Ministry of ICT and Innovation in collaboration with the Rwanda Development Board established the Hanga Pitch Fest a competition in 2021 which aims at providing a unique platform to showcase tech-entrepreneurs and creative talents from all over Rwanda and promote the use of technology and innovation in the wider Rwandan market.) Female participated, where in 2021, among 47 final competitors selected, 10 were female and the and the 1st winner was a female, in 2022, 15 out 45 selected competitors were female and among the 5 winners, the 1st and 5th Winners were female.
- Similarly, in December 2023, the Ministry of ICT and Innovation in collaboration with the Rwanda Development Board and United Nations Development Programme, organized the third edition of Hanga PitchFest. The event featured various sub-programs including the Hanga Agritech Innovation challenge and the Hanga Sexual and Reproductive Health Project which aimed at essentially spur efforts to ignite innovations that provide related technology-oriented solutions. Young women have been encouraged to explore opportunities to apply for the funds to start up innovative solutions to address critical challenges in SRH.

---

61 *Rwanda Development Board (2023), Annual report, Building Resilience for Sustained and Economic Growth*

### **3.4.3. Current national gender machinery and the measures taken to establish and/or strengthen it.**

In 2021, the Government of Rwanda revised the National Gender Policy to achieve GEWE commitments in the perspectives of the new Vision 2050 but also to ensure that the policy interventions reflect new aspirations and continued efforts to promote gender equality and women's economic empowerment. The revised policy also provides the institutional arrangement that further strengthens its commitment to ensure the advancement of gender mainstreaming and gender accountability for sustainable development. These institutions include;

- The Ministry of Gender and Family Promotion (MIGEPROF) coordinates and formulates gender women empowerment, family, and child rights protection policies.
- National Women's Council (NWC) mobilizes women to participate in development programs as well as empower women in all areas of development.
- Gender Monitoring Office monitors gender mainstreaming and accountability in all sectors, private and non-governmental organizations.
- Rwandan Forum for Women Parliamentarians (FFRP) advocates for the enactment of gender-responsive laws and gender-based oversight.

### **3.4.4. Other mechanisms and tools used to mainstream gender equality across sectors**

The Revised National Gender Policy 2021 advocates for gender equality and accountability mechanisms through the establishment of gender mainstreaming strategies and implementation of gender-responsive budgeting across sectors fast-tracked through the gender budget statements, advancement of gender equality in both public and private sectors and well as in the Civil Society/Faith based organizations. More details are elaborated as follows;

The introduction and institutionalization of Gender responsive budgeting through the organic law No. 002/2022.OL of 12/12/2022 on Public Finances Management that obliges the Gender budget statement as a mandatory annex of the Budget Framework Paper. This has contributed to narrowing the gender gaps through budget allocation and spending across different sectors. The Ministry of Finance and Economic Planning issues every year the planning and budgeting call circular that mandates socio-economic sectors and districts to mainstream gender into project design, implementation monitoring, evaluation and reporting. A report indicating the implementation of GBS plans is required on a quarterly basis

The Gender Monitoring Office in partnership with the Private Sector Federation UNDP and UNWOMEN initiated the Gender Equality Seal program in the Private Sector to institutionalize gender accountability in the private sector. Furthermore, the Rwanda Standard Board in collaboration with the above institutions have developed Gender Equality Standards to institutionalize gender accountability in national standards and standards development processes and a country wide awareness on the standard conducted.

Additionally, the Ministry of Gender and Family Promotion together with its partners has developed the gender mainstreaming and accountability minimum guidelines to facilitate gender mainstreaming as well as the development of gender-sensitive M&E frameworks in public and private sectors.<sup>62</sup>

### **3.4.5. National human rights institution, and measures taken to address violations of women's rights**

The Rwandan constitution enshrines gender equality, and prohibition of discrimination as one of the principles the country must follow.

In addition, Rwanda ratified and continues to ratify and domesticate regional and international instruments geared towards protecting the rights of women and girls. For example, of recent, a convention of sexual harassment was ratified to protect the rights of women in work place.

---

62 *MIGEPROF (2021), Revised Gender Policy*

Furthermore, in line with protection of human rights, Rwanda established a National Human rights commission with the overall mission of promoting and protecting Human Rights including the rights of women and girls. National Human Right Commission Annual report (2022) reaffirms that a force of 29,674 community-based Friends of the Family volunteers has been established which has helped to address gender-based violence and child protection rights at the village level.

Other measures taken include<sup>63</sup>, the institutionalization of free gender-based violence hotlines in Kigali police headquarters and national wide with gender desk handling domestic violence and gender-based violence cases that has reduced the violation of women's rights by their spouses or harassment by other. The National Human Rights Commission carries out regular assessments to figure out how human rights obligation and commitments are being addressed by the government and other stakeholders for instance in 2021 NHRC conducted assessment review to ascertain challenges faced in exercise the fundamental human rights principles for rights to children in areas of education, health and adequate development.<sup>64</sup>

Within the above context, the annual report 2022<sup>65</sup> highlighted measures taken to address violations of women's rights and promote gender equality such as;

- Free gender-based violence hotlines institutionalized in Kigali police headquarters and 78 police national with gender desk handling domestic violence and gender-based violence cases, and a public outreach program;
- Government of Rwanda conducted a high-profile public awareness campaign against gender-based violence and child abuse
- A force of 29,674 community-based Friends of the Family volunteers helped to address gender-based violence and child protection rights at the village level<sup>66</sup>

---

63 *Rwanda's National Human Rights Commission annual report 2022*

64 *NCHR (2021), Assessment report on the situation of child rights to education, health and adequate development*

65 *Rwanda's National Human Rights Commission annual report 2022*

66 *Rwanda's National Human Rights Commission annual report 2022*

## Dimension 5. Peaceful and inclusive societies

This dimension of peace and inclusive societies include the BPfA areas of concern, namely women and armed conflict, human rights of women, and the girl child. The section provides the status of the implementation of BPfA and related SDGs on the above.

### 3.5.1. Actions taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development


Rwanda's National Strategy for Transformation (NST-1 2017-2024) was aligned to mainstream and expand the women, peace, and security agenda-related gains from the first 1325 NAP action plan under its pillar of transformational governance. Rwanda adopted its recent National Action Plan in 2023 organized under the five pillars namely; participation and leadership of women in decision-making; prevention of violence against women and involvement in conflict prevention; protection from violence; equal access to means of relief, economic recovery and rehabilitation; and women's promotion and gender mainstreaming in Rwanda's foreign service and international and regional cooperation.<sup>67</sup>

The NST-1 mid-term review highlighted that Rwandan contingent personnel contributed to peacekeeping in different countries with particular emphasis on protection of women and children in conflict areas.<sup>68</sup> Concerning contributing to peace and security in Africa and globally, resolutions on peace and security were adopted. These resolutions streamline the areas of mutual defense and military cooperation through signing Memoranda of Understanding (MoUs) and active engagement of Rwanda in peacekeeping missions.

In terms of peace-building efforts, Rwanda is among the countries that have contributed to female police officers in peacekeeping missions. To ensure effective female representation in RNP operations, capacity-building initiatives of female individual professionals have been provided. As a result, female police officers are represented at decision-making levels (strategic levels, operation level: DPCs,

67 *MIGEPROF (2018), Rwanda National Action Plan (2018 -2022) for the implementation of the United Nations Security Council Resolutions 1325 (2000) and subsequent resolutions*

68 *NST-1 (2018-2024) Mid-term review report, time of publication?*

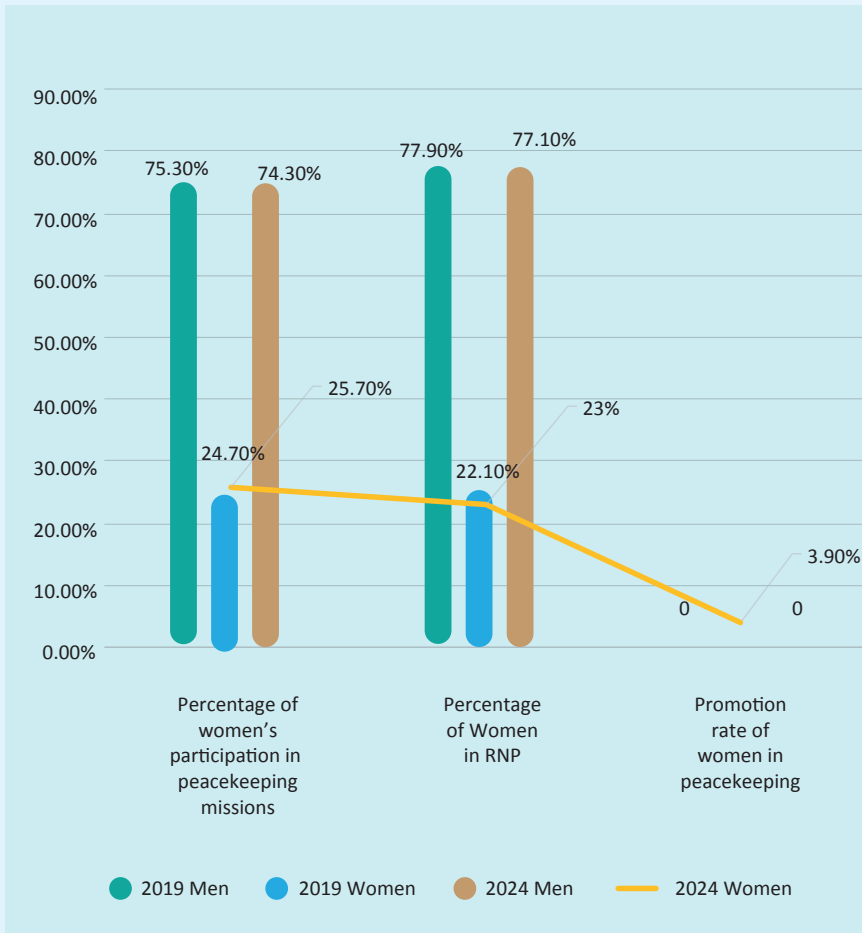


tactical level: station commanders, and female police officers on the ground). This further contributed to the establishment of the Generation of Female Formed Police Unit in UNMISS/South Sudan established in 2018, consisting of a minimum of 50% female police officers led by female commanders. Additionally, six Formed Police Units (with a minimum of 20% female personnel, 140 officers per unit) were deployed for peacekeeping missions, with two units in South Sudan and four in Central Africa (2022).

To date, the percentage of women's participation in peacekeeping missions has increased to 25.7%.

Rwanda female correctional officers contributed to the inclusion and participation of women in processes of peacebuilding as required by UN Security Council Resolutions 1325. requirement. Among officers deployed, 40% are women in peacekeeping missions in the United Nations Mission in South Sudan (UNMISS) and the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) in 2022. These RCS female officers and staff actively contribute to combating and raising awareness on violence against women in the communities they serve.


### Women Representation in Rwanda National Police (2019-2024)



Source: Police Administrative Data 2023

### 3.5.2. Actions taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peace building, humanitarian action

Since 2007, the Rwanda Defence Force (RDF) established a Gender program to promote human security by fostering a society where men and women share roles and responsibilities in achieving equality and respect for the laws, policies, and regulations guiding the armed forces as well as the incorporation of women in RDF. The program not



only encouraged women to participate significantly in combat but also created a gender desk that resolved conflicts for safer military homes, combated GBV in Rwandan communities, and encouraged women to play a significant role in the decision-making process. Rwanda Defence Force offered equal opportunities to join military specialized departments such as aviation, engineering, medicine, and impactful STEM. For instance, Rwanda has deployed female Air Force pilots, infantry soldiers, and doctors who play critical role in peacekeeping missions, restoring peace in conflict-prone parts of the world which have been a springboard in encouraging more girls to join security forces.

The Government of Rwanda has emphasized increasing female military personnel and Gender Mainstreaming in the Rwanda Defence Force (RDF) and the leadership have prioritized setting a gender friendly environment and ensuring that both male and female forces have equal opportunities. RDF recognizes that women in peacekeeping sensitize women in conflict-affected countries to break the silence on GBV issues, and this reduced GBV cases in the area of operation. To deliver on this, capacities on sexual and gender-based violence, gender equality and handling gender related conflicts were enhanced. In addition, in efforts to promote safer military homes, RDF introduced mediation program to cater for families in conflicts.

In line with the National Gender Policy (2021), The Ministry of Defence has established the Gender Mainstreaming Policy and incorporated women's rights protection such as exoneration from penalties in case of premarital pregnancies; removal of the initial minimum period before marriage and pregnancy (3 years). It is upon the woman in military service to determine her family planning regarding her professional career. Furthermore, one spouse is allowed to be willingly discharged if both spouses are serving in the military. Moreover, the Government of Rwanda has been including women as contributors and agents in Peace agreements.

Rwanda Peace Academy enhanced capacity building in December 2023 by launching the Women Leadership for Peace Course in partnership with the United Nations Institute for Training and Research (UNITAR), the Senior Women Talent Pipeline (SWTP) under the United Nations (UN), the International Organization of Francophone (OIF).. Nineteen Senior Women Talent Pipeline members from 17 countries attended



and benefitted. The programme was aimed at empowering women in conflict prevention and management, post-conflict recovery, and peacebuilding, whereby courses on sexual and gender-based violence (GBV), and conflict-related violence in peacekeeping are covered.

Increased women in peacekeeping operations have also contributed to de-escalating potential violence since women peacekeepers are perceived as less threatening and made locals often feel more comfortable liaising and sharing information with military troops that include women peacekeepers.<sup>69</sup>

In the context of preparing security organs to prevent and respond to gender-based violence (GBV), civil society organizations (CSOs) engaged with them through awareness campaigns and during significant events like the 16 Days of Activism. Security organs, including the police and military personnel, played a crucial role in ensuring the safety and security of women and girls in conflict-affected areas. Their active involvement in Women, Peace, and Security (WPS) activities has contributed to promoting gender equality, preventing gender-based violence, and supporting women's participation in peacebuilding and conflict resolution.

The establishment of community mediators (Abunzi) and access to Justice Bureaux (MAJ) play visible roles in conflict management and justice structures. The level of citizen satisfaction with Abunzi's performance was 96.55%, and MAJ effectiveness was 72.7%, respectively.<sup>70</sup> The percentage of women participation in community mediators (abunzi) stands at 45% (2022)<sup>71</sup>, MAJ 48% female (2022).<sup>72</sup> By the assessment of the Abunzi committee's activity report, findings revealed most cases handled by Abunzi were related to land, properties, family succession, and gender-based violence. The same report highlights that 63.3% of the beneficiaries perceived the system to be gender sensitive giving special attention to women in the justice sector to bridge gender-based

69 *Rwanda's Report 2022 on the Implementation of the Solemn Declaration on Gender Equality in Africa*

70 *Rwanda Governance Board (2023) The State of Governance in Rwanda, 10th Edition Governance Scorecard*

71 *National Gender Statistics Report 2021/2022*

72 *Ibid*

discriminations that marked past and divisive politics in Rwanda.<sup>73</sup>

### **3.5.3. Actions taken to eliminate discrimination against and violations of the rights of the girl child**

Rwanda has ratified several regional, and international conventions and treaties related to the rights of child. These include but not limited to the Forced Labour Convention, n° 29, 1930 (ratified on 23/05/2001), The Convention on the Rights of the Child, 1989 (ratified on 19/09/1990), The Convention on Trafficking in Persons, 1950 (ratified 31/12/2003); Optional Protocol to Prevent, Suppress and Punish Trafficking of Persons, especially Women, and Children (ratified through the Presidential Decree n° 161/01 Of 31/12/2002).

The government of Rwanda has also put in place legal frameworks and mechanisms to promote children's rights and prohibit child labor. The Constitution of The Republic of Rwanda 2023 places emphasis on the protection of children, laws, policies, and strategies that prohibit employment for children under the age of 16, rights and protection of the child, developed child protection case management framework for child victims of violence, abuse, and exploration of children<sup>74</sup>

National programs to strengthen child protection and development, such as Tubarerere Mu Muryango (TMM): "Protect the child, build a better future/ Turengere Umwana (Protect a child) and Twubake Ejo Heza (Build a better future)." The main driver of this program is basically to implement the strategy for National Child Care Reform which has had an impact in transforming Rwanda's Child care and protection system into a family-based system of care. The impact of these community-based programs reduced violation of child rights and discrimination since the wider child protection system developed as addressed all forms of child abuse, neglect, exploitation, and violence.

The Government of Rwanda also established a steering committee to fight child labor at village, cell, and sector levels but, most importantly, created child participation and empowerment platforms such as the

---

73 *MINJUST ( 2021) Assessment of abunzi committees activities from 2004-2018*

74 *For more details related to specific laws and specific articles visit the 2023 Rwanda voluntary national review page 28*

Annual Children's Summit, children committees from village to national level, and youth forums. All these are existing platforms for child-led advocacy and where children express their views and opinions.

Furthermore, to prevent the abuse of children, Rwanda upholds the principle of the rule of law. It unequivocally condemns the recruitment or utilization of child soldiers within its borders. The minimum age for recruitment into the Rwanda Defence Force (RDF) remains strictly set at 18 years. Any act of recruiting individuals for armed groups other than the authorized state forces is considered a grave offense and is punishable by imprisonment ranging from ten (10) to fifteen (15) years according to Presidential Order N° 044/01 OF 14/02/2020, which establishes a dedicated statute governing the Rwanda Defence Force (Official Gazette no. Special of 18/02/2020). Article 5 (20) of this order explicitly outlines that one of the prerequisites for military service is that an individual must have attained a minimum age of eighteen (18) years.<sup>75</sup>

## **Dimension 6. Environmental conservation, protection and rehabilitation**


Environmental conservation, protection, and rehabilitation address the BPfA's critical concern about the human rights of women, women and the environment, and the girl child.

### **3.6.1. Actions taken to integrate gender perspectives and concerns into environmental policies**

Rwanda recognizes that "climate change is potentially the most consequential global issue", and has made it one of its key priorities by building climate resilience into economic planning and infrastructure investments, and by meeting international commitments on cutting greenhouse gas emissions (Future Drivers of Growth in Rwanda, 2019). In particular, environmental concerns arising from global climate change and land degradation are a particular challenge that needs to be managed proactively to improve agricultural prospects in Rwanda.

---

<sup>75</sup> Rwanda's Report 2022 on the Implementation of the Solemn Declaration on Gender Equality In Africa



The country also recognizes severe seasonal variations and natural disasters, notably floods, erosions, and droughts, and aggravating underlying gender inequalities between men and women, growing incidences of GBV, which in turn exacerbates socio-economic vulnerabilities for women and girls in Rwanda.

To address the root causes of gender inequalities in climate change, the government has taken the following measures to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation, and land degradation.

- The Ministry of Environment (MoE) developed and published the Gender assessment and gender mainstreaming strategy and its implementation plan (2018/2019-2023/2024), the environment and natural resource gender mainstreaming strategy defines how gender will be considered in programs and project of the sector. The strategy suggests that each project must develop a gender action plan (GAP) as well as mitigation and adaptation actions targeting women and girls, including the promotion of clean cooking, rainwater harvesting, improved livestock, production of trees, nurseries, and access to climate information.
- Rwanda Environment Management Authority (REMA) developed the Gender and Anti GBV Plan (2023) aimed at achieving gender mainstreaming and fighting all forms of gender-based violence through planning, implementation, monitoring, evaluation, and reporting.<sup>76</sup>
- Environmental and Climate Change Policy (2019) in its fundamental principles emphasizes the involvement of women and youth in environmental management and decision - making.
- The Green Growth and Climate Resilience Strategy (GGCRS-2011, revised in 2023) was revised and updated to align with Vision 2050. The strategy highlights the need for gender-responsive approaches

<sup>76</sup> REMA (2024), *Gender and Anti Gender Based Violence (GBV) Action Plan*

in its implementation by defining measures of promoting Gender Equality and Equity, provision of gender-disaggregated data, as well as the functioning of gender equal catchment committee, indicating assurance for mindset changes that ensure the sustainability of program achievements, FONERWA's gender mainstreaming strategy and action plan (2020).

- The Gender, Climate Change, and Agriculture Support Programme (GCCASP, 2023) reaffirms the integration of gender equality and women's empowerment through policy changes and access to climate-smart agricultural technologies to enhance women's resilience against the effects of climate change.
- The Global Green Growth Institute (2019) developed an integrated initial assessment study on the solid waste management sector in Kigali and secondary cities in Rwanda. It highlights the execution of the project activities using Gender Equality and Social Inclusion principles. The national gender machinery institutions have permanent members sitting on their technical committees to ensure gender is reflected in the projects being implemented.

### **3.6.2. Actions taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience**

The Global Green Growth Institute, in partnership with Rwanda Environment Management Authority, implemented a project on national adaptation plan (NAP) readiness for building flood resilience capacities in Rwanda. The NAP set out that the country will adapt to the impacts of climate change and minimize greenhouse gas emissions. The plan takes into consideration gender mainstreaming which is central to Rwanda's sustainable development process<sup>77</sup>. In addition, FONERWA developed a gender mainstreaming strategy to ensure the organization is gender responsive, integrates gender in organizational resource mobilization strategies, project portfolio as well as the creation of a workplace environment that is attractive to both female and male professionals.<sup>78</sup>

77 Ministry of Agriculture (2021), *Rwanda's Climate Adaptation Monitoring, Evaluation, and Learning System in the Agriculture Sector*:

78 FONERWA (2020), *Gender Mainstreaming Strategy and Gender Action Plan*

To this effect, the recognition of gender equality and social inclusion mainstreaming in the project outcomes and outputs. Sectors have carried out Gender Equality and Social Inclusion (GESI) assessments to inform the NAP project on existing capacities and systems to support the mainstreaming of GESI in the project<sup>79</sup>

This remarkable progress in terms of adopted measures resulted in a progressive shift in the usage of alternative sources of energy for Rwanda's environmental sustainability. The RPHC, 2022 highlights gender disparities as follows; Gas or Biogas: 3.9% of female HH against 4.8% of male HH from 0.9% of female HH and 1.2% of male HH (EICV5), Firewood: 79.9% of female HH against 74.5% of male HH from 84.7% of female HH in 2017 against 78.2% of male HH (EICV5), Charcoal: 14.9% of female HH against 18.2% of male HH (RPHC 2022); against 13% of female HH and 18.8% of male HH (EICV5) while Improved cooking stoves: 31.8% of female HH against 32.4% of male HH.<sup>80</sup>

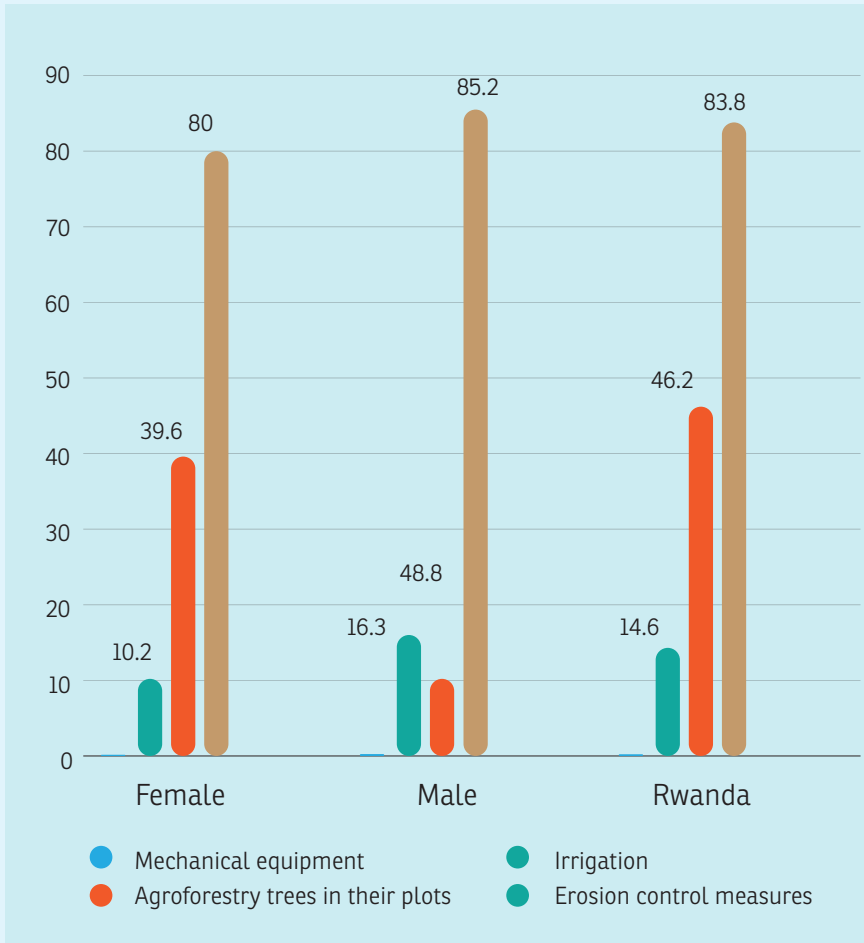
Rwanda continues to invest in technology transfer to small-holder farmer's majority of whom are women. Rwanda needs to continue investing in green buildings, greening agriculture, and embracing solar energy, among others to ensure a green economy.

---

79 GGGI (2022), *Gender Assessment of Stakeholders Report for GCF National Adaptation Plan (NAP) project on Building Flood Resilience Capacities in Rwanda*

80 NISR (2021), *RPHC Main Indicator Report 2022*.

## Percentage of agricultural households per different agricultural practices



Statistical data show that female head households engaged in agricultural practices that have positively contributed to climate change mitigation measures. 80% of female-headed households engaged in erosion control measures, 39.6% in agroforestry trees in their plots, and 10.2% in irrigation. Women needs to be supported and inspired to adopt mechanical equipment for increased agricultural production and income.




## 4. NATIONAL INSTITUTIONS AND PROCESSES

### **4.1. National strategy for gender equality (2030 Agenda and the targets under SDG 5)**

To ensure national accountability to the gender equality agenda, the Government of Rwanda has put in place institutions to drive the gender agenda. Different strategies have also been developed in various sectors, including the private sector. The National Gender Policy of 2021 envisions “A nation that enjoys gender equality and equity towards national and sustainable transformation”, and its mission is “To ensure that gender gaps across sectors are addressed through accelerating effective gender mainstreaming, gender-responsive interventions, and gender accountability mechanisms to position Rwanda as a global model in promoting gender equality”.

With its 8 specific objectives, the policy aligns with the 2030 Agenda for Sustainable Development. The specific objectives are: 1) Strengthen the gender mainstreaming and accountability across national sector policies, planning frameworks and strategies in public and private sector; 2) Ensure equal access and control over productive resources and economic opportunities for women and men, boys and girls; 3) Improve gender equality in education, health and social protection; 4) Identify, map and address persistent cultural norms, gender stereotypes, and imbalances affecting the principles of gender equality and equity between women and men and girls and boys; 5) Ensure effective boys and men’s engagement programs and strategies in gender promotion; 6) Strengthen the mechanisms for promoting women’s participation in leadership and decision-making positions; 7) Increase knowledge on gender equality and equity in public and private sectors as well as among citizens in general; and 8) Guarantee a conducive legal, policy, and institutional arrangement for the promotion of gender equality and equity.






The Government adopted the National Men Engage Strategy (2023–2028). The Government together with its stakeholders and partners continued to implement different male engagement programs and initiatives, including awareness campaigns, community level dialogues, couples' engagement sessions, among others. The men-engage programs and initiatives relate, among others, to promoting men's engagement in maternal and child health (MCH), caregiving, prevention of domestic and gender-based violence, recognizing, redistributing, and reducing unpaid and domestic care work for women's economic empowerment. Through these different programs and initiatives, 851,352 were reached from 2020 through 2023. Also, more than 8 million citizens have been reached through media programs (radio and TV talk shows).

The Government adopted the Affirmative Finance Action for Women in Africa Strategy (AFAWA, 2023–2028) for Rwanda. The Strategy prioritizes women's economic empowerment, through targeted financial products, capacity-building programs, and an enabling environment for women-led enterprises. As indicated in the sections above, a lot has been done in facilitating women accessing finance, including initiating tailored financial products for women by commercial banks and microfinance institutions. Capacity building for women has also been done in different areas including digital marketing and e-commerce (583 women trained), and 115 women-owned SMEs were trained in store management and Inventory Management. In 2023, 338 farmers (42% of them women) were trained in horticulture poultry farming and value chain management, and 1,530 women were trained in digital literacy. Despite progress, challenges such as limited financial and digital literacy and impersonal banking relationships persist, highlighting the need for continued interventions.

The Women and Girls Access to Finance Strategy (2024–2029). The strategy focuses on improving financial literacy and access to formal financial services for women and girls. It aims to enhance their economic empowerment through entrepreneurship, employment, and alternative income generation. The Government continues to implement ongoing financial literacy campaigns, existing comprehensive identification systems, eased onboarding process for mobile money customers, programs to enhance mobile phone penetration through purchase in small installment payments, among other programs and initiatives.



Women Empowerment through Digital Technologies (WEM-TECH) Strategy (2021-2026). The strategy aims to harness digital technologies to empower women socioeconomically. It emphasizes women's participation in digital ecosystems as innovators and creators, not just consumers.


Gender Mainstreaming strategies: At the sector level, gender mainstreaming strategies have been developed to guide sector accountability to the national principles of gender equality. For instance, the agriculture sector developed a Gender and Youth Mainstreaming Strategy (2019-2025) that has among its priorities to reduce barriers to accessing appropriate Financial Services tailored to women and youth. The Private Sector Federation developed a Gender Mainstreaming Strategy (2020-2024) whose vision is to strengthen Rwanda's economy through improved and effective participation of men and women in the private sector-led economy.

The above strategies have and will continue to guide the actions and interventions that yielded the gender equality and women empowerment results we have seen in relevant subsections, in the areas of poverty reduction, the world of work, education, financial inclusion, technology, and digital inclusion, and health, among others.

#### **4.2. System for tracking of the national budget invested in the promotion of gender equality and the empowerment of women**

The national system for tracking the national budget invested in the promotion of gender equality and the empowerment of women is guided by the Organic Law N° 002/2022.OL of 12/12/2022 on Public Finances Management. The Organic law lists "gender equality and social inclusiveness in public finance management" among the 8 fundamental principles that must guide public finance management. Further, the Organic law requires that a Gender Budget Statement (GBS) be part of the Budget Framework Paper that the Prime Minister submits, in writing, to the Parliament and which the Minister of Finance and Economic Planning presents to both Chambers of Parliament for approval every financial year.

In regards to the above, the Planning and Budgeting Call Circular (PBCC) is sent out every fiscal year by the Ministry of Finance and Economic




Planning (MINECOFIN); all budget agencies (ministries, districts, and other budget agencies) are reminded, and guided on the preparation of the GBS. The national gender-responsive planning and budgeting aims to ensure that the needs and interests of women and men, boys and girls are addressed in development plans and in expenditure and revenue policies.

Following the budget approval, relevant line ministries and MINECOFIN monitor the budget implementation and general public finance management. The law requires all ministries and central Government entities that are not under the supervision of any ministry to prepare and submit to the Minister of MINECOFIN their quarterly and annual budget execution reports, including gender budget statements and activity reports. The minister is then required, on a quarterly and annual basis, to prepare a consolidated budget execution report, which also includes a gender budget statement, and publish it on the ministry's website. The Minister of Finance further prepares and submits, through the Cabinet, a mid-year consolidated budget execution report to the Chamber of Deputies.

Rwanda has put more effort into monitoring how gender budget statements are implemented, and in this regard, the Gender Monitoring Office (GMO), as part of its mandate, monitors and audits the implementation of GBS and how it has transformed the lives of both male and female. The Office presents the status of GBS in terms of quality, their implementation, and reporting through annual budget hearings conducted in the Parliament.

#### **4.3. Formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the BPfA and the 2030 SDGs**

Firstly, to steer the implementation of the Beijing Declaration and the Country's commitments towards gender equality and women empowerment, a national gender machinery (NGM) was put in place. The national gender machinery is composed of 4 institutions: The Ministry of Gender and Family Promotion (MIGEPFRO), the National Women's Council (NWC), the Gender Monitoring Office (GMO), and



the Forum for Women Parliamentarians (FFRP). The national gender machinery ensures policy formulation and coordination, mobilization and empowerment of women, and accountability for gender equality.

As part of the broader gender equality and family promotion agenda, the National Gender Machinery works with other partners under the National Gender and Family Cluster (NGFC), established in 2018. The NGFC brings together the Government of Rwanda, development partners, the private sector, and civil society to discuss planning, coordination, and prioritization of gender equality interventions. This cluster has sub-clusters that oversee quarterly, how issues of Gender equality, Gender-based violence, child promotion/protection, and family promotion are being addressed, define key priority actions, and the role of each stakeholder that is a member to the sub-cluster. Membership to the above sub-clusters includes public institutions (ministries and agencies), development partners, and CSOs intervening in that area, as well as representatives from the academia, private sector, and development partners.

In addition, CSOs have also taken initiatives to create other forums and platforms to make extra efforts in advocating for gender equality promotion, women empowerment, and the fight against GBV. These forums/platforms include the “Coalition of Women-Led Organizations in Rwanda”, established in April 2023. The purpose of the 17-member coalition is to monitor the implementation of the Government of Rwanda’s obligations and commitments on women’s human rights, particularly through the Universal Peer Review (UPR) process. Another similar platform is the “Rwanda CSO SDG5 Forum”, composed of 30 CSOs working on gender and women’s empowerment. The forum provides a platform for CSOs to enhance their engagement with the government, various development partners, and grassroots communities in realizing the aspirations and commitments under SDG5.

Considering that international commitments are domesticated Through the above forums, the Government of Rwanda regularly monitors and tracks how the 12 critical areas as enshrined in the Beijing Platform for Action are implemented. Similarly, the Government through the Ministry of Finance and Economic Planning tracks the implementation of SDG goals and targets including those related to gender equality and

also submits a National Voluntary review report indicating progress made across the goals.


#### **4.4. Stakeholders' contribution to the preparation of the present national report**

The development of the current national report was collaborative and widely inclusive, with the involvement of relevant actors, including, the government, private sector, civil society, development partners, faith-based organizations and women-led organizations, and human rights activists. This was done through different approaches, first was the establishment of the reference group constituted of members from different sectors followed by wider consultation workshop with different stakeholders for data collection and their pre-validation. After the draft report, stakeholders were convened in a two day technical session to review the report and provide inputs and later the final report was presented to relevant stakeholders for validation before submission for approval processes.

#### **4.5. Action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women or other United Nations mechanisms on GE**

Rwanda is a signatory to the UN Convention on the Elimination of Discrimination against Women (CEDAW). The Government of Rwanda submitted, to CEDAW Committee its 10th periodic report on the implementation of CEDAW on 18th May 2021. The submitted report coincided with the 40th anniversary of Rwanda as a member state of the Convention.

The recommendations by the committee on previous reports (7th to 9th) have contributed to informing policy formulation, adoption or revision of legislation, and other strategies that contribute towards improving women's and girls' rights in the country. This report highlights achievements by the Government of Rwanda and its partners on the implementation of the recommendations of the CEDAW Committee raised from the 10th periodic report.



One significant achievement highlighted in the report is the legal recognition of the Convention's status. Rwanda addressed concerns regarding the supremacy of laws over international treaties, ensuring that the Constitution and organic laws uphold the principles of CEDAW. The definition of discrimination, as outlined in Rwandan law, explicitly prohibits discrimination based on sex. Legislative revisions have been made to enhance penalties for offenses such as defilement of children, while laws governing labor prohibit discrimination in the workplace.

The National Gender Machinery (NGM) has been strengthened to promote gender equality and empower women, aligning with Rwanda's broader commitment to gender-responsive development outlined in the National Strategy for Transformation (NST-1), and facilitate the collection and dissemination of gender-related data, informing evidence-based decision-making and policy formulation.

Rwanda's participation in the Universal Periodic Review (UPR) process reflects its commitment to human rights, with efforts underway to implement recommendations aimed at promoting gender equality and women's rights. Furthermore, the implementation of the Solemn Declaration on Gender Equality in Africa and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa demonstrates Rwanda's efforts to align with regional and continental frameworks for gender equality.

It's important to indicate that provided recommendations in different international instruments including CEDAW are mainstreamed in National programs and plans through existing planning frameworks and on an annual basis. The National Gender Machinery Institutions are permanent members to the National consultation processes on Annual priorities and this presents opportunities to continue positioning gender and GBV issues and tracking the implementation of provided recommendations across sectors.

## 5. DATA AND STATISTICS

### **5.1. Important areas that have made the most progress over the past five years- gender statistics at the national level.**

Building on the existing achievements in the production of gender statistics, such as the production of gender thematic reports, gender sector-specific statistics, and gender/GBV management information systems (GMIS/GBVIMS). The following important areas have made significant progress in the past 5 years;

- The financial sector has been the most successful in providing disaggregated data on gender financial inclusion. The National Bank of Rwanda developed a 5-year gender mainstreaming strategy plan (2022–2027) that guides the bank and other banking institutions to promote gender equality and inclusion in all aspects of the bank. It is worth noting that the collection of disaggregated data from financial institutions on indicators like accounts, savings, loans, SMEs, MSMEs, and Corporate governance is a requirement;
- The National Bank of Rwanda implements an automated electronic data warehouse to collect disaggregated data: This involves pulling supply-side disaggregated from financial and non-financial data on financial inclusion from banks, microfinance, and non-financial institutions;
- The National Bank of Rwanda elaborated Guidelines for Women's Financial Inclusion: Actions for Financial Institutions and one of the actions is the use and collection of publicly available disaggregated data by service providers in the financial institutions. The guidelines note that financial institutions need to assess the gaps in women's financial inclusion and develop tailored products, services, and strategies to address the gender gaps;

- Annex 12 of the Rwanda Budget Call Circular: Accompanying the budget submissions for every fiscal year, obliges all Ministries and Districts to prepare and submit a (GBS). The GBS demonstrates how the budget intends to respond to the specific gender needs of Women, Men, Girls, and Boys. Additionally, the plan demonstrates information on Gender Distribution of Employment (GDE) that indicates how Men and Women are being represented at various levels of employment within each institution. Furthermore, the same institutions are requested to carry out a Gender Situational Analysis that clearly states the existing gender problem in the selected sub-program backed by sex-disaggregated data where applicable;
- NISR, in collaboration with the education, agriculture, health, finance, commerce, entrepreneurship, labor, and environment sectors, has made significant progress in the production of sex-disaggregated data. For instance, the labor force survey, Rwanda Education YearBook, agriculture household survey, FINSCOPE Rwanda Demographic & Health Survey, Establishment Census, and integrated Business Enterprise Survey (IBES), among others are consistently released every year to five years.
- NISR also produced the Rwanda Population Housing Census (RPHC, 2022) that highlighted recent disaggregated data on population, socio-economic status, housing, life expectancy, and other indicators.

## **5.2 Country priorities for strengthening national gender statistics**

The following priorities have been undertaken to strengthen national gender statistics:

- Gender Management Information System (GMIS, 2019) was established by GMO to collect, store, analyze, use, and manage gender equality and women empowerment data from all sectors, including local government, civil society organizations, private institutions and government institutions.



- In a collaborative framework between the National Institute of Statistics (NISR) and Gender Monitoring Office (GMO) with the support from development partners (UNDP, UNWOMEN), the NISR produces regular gender thematic reports generated from Agriculture Household Survey, Labor force Survey, RPHC since 2012.
- In 2024, the Gender Data Lab (GDL) was officially launched by the National Institute of Statistics of Rwanda (NISR) in collaboration with OECD/PARIS21 and the Gender Monitoring Office (GMO) to improve the production, dissemination and usage of gender statistics. This marks a significant step towards bridging gender data gaps and fostering inclusive development. The Gender Monitoring Office (GMO) and National Institute of Statistics (NISR) in collaboration with development partners produced District gender profile reports (2023) to support district authorities in integrating gender analysis in programming, planning and monitoring.
- In 2022/2023, NISR and GMO conducted capacity-building training on the analysis, interpretation, and use of gender statistics which from central government (gender focal points) and decentralized levels (Good governance Directors at the Province level & directors of planning, statisticians, gender and family promotion officers at district level).
- The Ministry of Gender and Family Promotion in collaboration with Rwanda Investigation Bureau have established a GBVIMS to track and record GBV data especially in the Isange One stop Centers.

### **5.3. Gender-specific indicators prioritized for monitoring progress on the SDGs**

The Government of Rwanda together with development partners has progressively monitored to track progress and measure Sustainable Development Goals 2030 goal 5 of achieving gender equality and empowering all women and girls. The commitment is shown by the alignment of gender-specific indicators in the country's national strategy for transformation (NST-1). In efforts, to achieve the SDG target

of reducing GBV in Rwanda communities, the Government priority set in the last 5 years was the elimination of all forms of gender-based violence. The monitoring of this priority is done through a coordinated effort of the ISANGE ONE STOP Centre Model established in 2009 and other mechanism through the National Police, Rwanda Investigation Bureau and National Public Prosecution Authority on investigation and prosecutions.

In the continued efforts of supporting and facilitating victims of GBV and child abuse to access services, the Government rehabilitated and upgraded Isange One-Stop Centers (Kacyiru, Ruhango, Butaro, Rwamagana, Kigeme, and Kabutare). IOSCs provide medical, psycho-social counselling, legal and temporary shelter services under one roof to victims of GBV and child abuse. Currently, IOSCs have been scaled up to 48 in Hospitals as a means to address the government's priority of zero tolerance on GBV across the country.<sup>81</sup>

In line with the SDG target of increasing the proportion of youth and adults with information and communications technology ICT skills, the Government of Rwanda has prioritized ICT as a means to close the gender gap divide which played a critical role in the prevention of the spread of Covid-19 through increase access of ICT gadgets /devices by women. ICT innovative ways of delivering such as smart administration, E-working, e-learning and STEM have been and will continue to be prioritized and monitored

Under SDG dimension 5, peaceful and inclusive societies, the Government of Rwanda has prioritized building and sustaining peaceful societies through the enhancement of judicial and non-judicial accountability through the establishment of IECMS (Integrated Electronic Case Management System), which has improved service delivery throughout the justice chain institutions and ensured quality services to all, including women, girls and children who are mostly in need<sup>82</sup>. The Government of Rwanda also adopted a Criminal Justice Policy (2022), which aims to build a modern, evidence-based criminal justice system committed to the protection of the public, the effective rehabilitation of offenders, and the enhancement of the Rule of Law.

---

81 MINECOFIN (2021), *NST-1 Med-term review report (2022)*

82 *Idem*


#### **5.4. Data disaggregation regularly provided by major surveys in your country**

The National Institute of Statistics in Rwanda (NISR) is mandated with the coordination of national statistical systems by bringing together various stakeholders towards achieving the shared goal of better gender-responsive statistics. The National Institute of Statistics Rwanda publishes periodic national statistics surveys and assessments that provide gender-sex disaggregated data on key socio-economic and governance thematic indicators include General Population Census (GPH, 2022), Integrated Household Living Condition (EICVs) survey, Rwanda Demographic Health Survey (RDHS), Establishment Census (EC), Labour Force Survey (LFS), the periodic Agricultural Survey (AHS), Access to Finance (FINSCOPE), Demographic Survey (DHS). Other thematic statistical reports are generated mainly from the main surveys depending on the thematic report.

In the period of review, the following surveys in Rwanda provide routine data disaggregation:

- National Gender Statistics Report provide updated sex-disaggregated data in twelve thematic areas, namely Population and Youth; Education; Health and Nutrition; Economic Activity and time use; Poverty & Social Protection; Justice & Human rights; Environment and Natural Resources; Decision making and public life; Infrastructure, ICT and Media; Trade and Business and Industry; Agriculture, Livestock and Forestry, and lastly the Income and Access to Finance.<sup>83</sup>
- Rwanda Development Board (RDB): Women in business, 2022. This annual report provides updated sex-disaggregated data on women in business. The annual report 2022 highlighted that from 2017 through 2022, Rwanda witnessed a tremendous increase in female ownership of individual enterprises whereby it moved from 38% in 2017 to 50% in 2022, underscoring the importance of women's empowerment and gender equality in the business sector while 39% of companies had at least one female company director, which highlights Rwanda's commitment to

83 *National Institute of Statistics website, Rwanda (2023)*



diversity and inclusivity in corporate leadership.<sup>84</sup> RDB also produces an annual State of Skills, Supply, and Demand report that highlights sex-disaggregated data on education by gender and residence.

- Finscope gender thematic report 2020. This report was initiated by the Government of Rwanda and Access to Finance Rwanda (AFR) in collaboration with the Centre for Economic and Social Studies (CESS), the Ministry of Finance and Economic Planning, the National Institute of Statistics of Rwanda, National Bank of Rwanda and FinMark Trust (FMT). The report provides gender difference in the uptake and usage of financial products and services contributing to Rwanda's development documentation towards greater financial inclusion of women.
- The Gender Inequality Index (GII): is a composite measure of gender inequality using three dimensions: reproductive health, empowerment, and the labour market. It is produced annually as part of the Human Development Indices and Indicators collected for the Human Development Reports by the UNDP.

---

84 RDB (2022). *The annual report, Beyond recovery, towards sustainable economic growth*

## 6. FORWARD-LOOKING AND PRIORITY ACTIONS

### 6.1. Lessons learned from the review process

The review process brought together stakeholders from all sectors and discussed matters affecting the advancement of gender equality and women's empowerment. The reviews highlighted several lessons learned and good practices that could inspire stakeholders' future interventions. Among many, here are some that captured our attention:

- Coordination of gender data disaggregation and gender mainstreaming- in the last 5 years, Rwanda, through the National Gender Machinery, has strengthened the mechanisms of coordination of actor's intervention in the area of gender equality and women's economic empowerment. The coordination was systematically reinforced using working groups and streamlining the work of government institutions, private sector companies and non-state actors to align their programs to the National Gender Policy. The experience and practices in the journey demonstrated the excitement and commitment of all players in embracing gender equality into their internal policies and programs.
- Synchronization of GBV services at Isange One-Stop Centers (IOSC)- The integration and synchronization of GBV services at IOSC and the reinforcement of information sharing impacted positively to speeding up the GBV cases, ensures victims safety and security, safeguard and protect evidence, keeping adequately the complete files to support investigation and prosecution of perpetrators before the courts. The critical lesson learned is the spirit and engagement of different actors delivering services to one victim coordinating information, and professionally keeping confidentiality. The process of building that culture and momentum clearly shows the commitment to prevent GBV

related crimes, punish perpetrators, and support socio-economic reintegration of victims.


## **6.2. Priority actions to accelerate the implementation of the BPfA and the 2030 Agenda**

As the country continues to implement the National Gender Policy (2021) as part of the NST-1 medium-term strategy for the achievement of Vision 2050, the priorities to accelerate the BPfA and SDGs goals would fundamentally focus on the following key points:

- Bridging the gender gap in STEM upper secondary level and double the percentage of women who use digital financial services by 2026 (national target);
- Boost the number of young girls' innovators supported through innovation ecosystems;



An enabling environment for the sustainable coordination, production, and use of gender data needs to be strengthened in national and sub-national data ecosystems: The National Strategy for Development of Statistics, National Institute of Statistics of Rwanda in collaboration with the Gender Monitoring Office, development partners, and researchers will maximize the production, dissemination, and use of sex-disaggregated information and qualitative data through District Situation rooms, GMIS, and Gender Data Labs. In addition, an inter-agency coordination mechanism on gender data and management and use will be established to inform gender-responsive programming and decision-making.

- Enhancing women's economic empowerment goes beyond merely including them in financial systems. It involves bolstering their ability to manage finances, encouraging savings, particularly among Young girls and rural women. This empowerment extends to their control, utilization and ownership of financial resources, ultimately fostering harmony within the household and contributing to community development.
- Continue to accelerate efforts geared towards alleviating extreme poverty among women and young girls, with a particular focus



on those living in rural areas by strengthening social protection programs geared to address income insecurity of the most vulnerable households especially female-headed households, as well as support access to improved nutrition and human capital. In addition, women will further be supported to maximize their agricultural productivity, through increased skills development along the entire agricultural value chain especially in areas of agricultural mechanization, agribusiness, agro-processing and manufacturing, and extension service delivery.

- Increase women's representation and participation at all levels of leadership and decision-making, including the public, private, security organs, media, and household levels, to inform and influence gendered impact at all levels. Specific measures to strengthen the capacities of women to take up leadership roles will include training women and girls in leadership; developing mentorship programs for girls and young women; organizing training for women to participate effectively in local governance; undertaking sensitization campaigns for women to participate in decision making, etc.
- Increase women's financial literacy and access to existing and new financial products to improve their financial inclusion and equal competitiveness.
- Reduce gender inequalities, and social and cultural norms through implementing transformational gender programs and engaging men and boys through promoting positive masculinities across all sectors' policies, programs, and interventions.
- Intensify efforts to combat SGBV: to strengthen the capacities of law enforcement and Justice Institutions, ensuring the prosecution of perpetrators, enhance prevention, support, and response strategies to combat GBV and reintegration of victims of child defilement and sexual and gender-based violence, such as re-integration of teenage mothers in schools along with strengthening programs on men's engagement in championing gender equality and women's empowerment initiatives.

- 
- Enhance measures for women's economic empowerment: for entrepreneurship and employability skills to increase their participation in business, access to decent employment, and benefit from national, regional, continental, and international trade frameworks. Additionally, it is important to promote women's access to Climate smart agricultural inputs and technologies including extension services, agricultural inputs, loans/facilities, and mechanization on and post harvesting handling to boost women's participation in agribusiness.
  - Strengthen gender mainstreaming approaches to ensure gender is mainstreamed across sectors and institutions from institutional policies and practises, to program planning, budgeting, implementation, evaluation and reporting;
  - Use of gender community-based transformational approaches to challenge negative gender social norms, stereotypes and attitudes at individual and community levels through inclusive civic engagement and public awareness promotion.
  - Reinforce gender expertise across institutions as a strategy to guide gender mainstreaming approaches across sectors and at all levels.
  - Enforce the implementation of the existing laws on prevention and response to GBV, child defilement, and human trafficking among others.
  - Integrate Gender equality into existing national accountability mechanisms, such as Imihigo, and data management to ensure gender responsiveness in planning and budgeting processes at different levels.
  - Promote girls' and women's participation in ICT, TVET and STEM fields: Efforts should focus on encouraging girls to enroll in STEM fields and ICT courses, bridging the gender digital divide through initiatives such as digital literacy programs, mentorship, and networking opportunities, and ensuring equitable access to technology, aiming for 100% mobile phone ownership per female-headed household by 2026.
- 





## APPENDICES

### Annex 1. List of institutions consulted

#### a. Public Institutions & Private Sector

1. Ministry of Agriculture and Animal Resources
2. Ministry of Defense
3. Ministry of ICT& Innovation
4. Ministry of Health
5. Ministry of Justice
6. Ministry of Finance and Economic Planning
7. Ministry of Gender and Family Promotion
8. Ministry of Environment
9. Ministry of Public Service & Labour
10. Ministry of Infrastructure
11. Ministry of Education
12. Ministry in charge of Emergency Management
13. Ministry of Trade and Industry
14. Ministry of Local Government
15. Rwanda Investigation Bureau
16. Rwanda National Police
17. National Women's Council
18. National Child Development Agency
19. National Commission for People with Disabilities
20. National Institute of Statistics of Rwanda
21. Rwanda Environment Management Authority
22. Rwanda Governance Board
23. Rwanda Development Board
24. Rwanda Correctional Services
25. Rwanda Media Commission
26. National Public Prosecution Authority
27. Rwanda Agricultural Board

- 
28. Business Development Fund
  29. Rwanda TVET Board
  30. Local Administrative Entities Development Agency
  31. Rwanda Cooperative Agency
  32. Rwanda Demobilization and Reintegration Commission
  33. FONERWA
  34. Private Sector Federation
  35. PSF Specialized Cluster

## b. Non-State Actors and Partners


2. Action Aid Rwanda
3. Oxfam Rwanda
4. Care International-Rwanda
5. Transparency International –Rwanda chapter
6. Pro-Femmes Twese Hamwe
7. Rwanda Men’s Resource Centre (RWAMREC)
8. Save The Children International
9. Adventist Development Relief Agency Rwanda (ADRA)
10. Legal Aid Forum (LAF)
11. Plan International -Rwanda
12. Collectif des Ligues et Associations de Défense des Droits de l’Homme au Rwanda (CLADHO)
13. Young Women Christian Association (YWCA)
14. Rwanda Women’s Network (RWN)
15. Faith Victory Association (FVA)
16. Duterimbere ONG
17. Rwanda Civil Society Platform (RCSP)
18. Rwanda Association for Women in STEM
19. UN WOMEN
20. UNDP
21. SIDA (Swedish)
22. Enabel Rwanda
23. Agence Francaise de Development (AFD)
24. African Development Bank (AFDB)

25. Foreign Commonwealth And Development Office/UK
26. World Vision
27. National Union of Disability Organizations of Rwanda (NUDOR)
28. Association des Guides du Rwanda (AGR)
29. World Bank
30. UNICEF Rwanda
31. MasterCard Foundation
32. USAID
33. Haguruka
34. DoT Rwanda
35. Women for Women Rwanda
36. DUTERIMBERE
37. New Faces New Voices
38. GLOBAL Green Gross Initiative (GGGI)
39. Humanity and Inclusion (HI)
40. Rwanda Climate Change and Development Network (RCCDN)
41. International Union for Conservation of Nature (IUCN)

## ANNEX 2. References


### I. LAWS AND ORDERS

1. Constitution of The Republic of Rwanda, Official Gazette No Special of 04/08/2023
2. National Labour Law 2023
3. ILO convention C190
4. LAW N° 027/2023 OF 18/05/2023 Amending the Law N° 66/2018 of 30/08/2018 Regulating Labour In Rwanda.
5. Presidential Order no 031/01 of 26/05/2023
6. Organic Law N° 002/2022.OL of 12/12/2022
7. The law governing land in Rwanda (2021)
8. Law N° 010/2021 of 16/02/2021
9. Law No27/2016 of 08/07/2016 Governing Matrimonial Regimes,

- 
- Donations and Successions.
10. Law N°02/2011 of 10/02/2011 determining the Responsibilities, Organization and Functioning of the National Women's Council, Article 5.
  11. Organic Law N° 002/2022.OL of 12/12/2022 on Public Finance Management, article 77.
  12. Law N°001/2020 of 02/02/2020 amending Law N° 32/2016 Governing Persons and Family

## II. COUNTRY'S POLICY AND STRATEGIC DOCUMENT

13. Rwanda Vision 20250 (Dec.2020)
  14. National Strategy for Transformation (NST1, 2017-2024)
  15. National Gender Policy (2021)
  16. National Policy against Gender Based Violence (2011)
  17. Social Protection Policy (2020)
  18. The National Decentralization Policy (2021)
  19. Health Sector Policy (2015)
  20. Macro Financing Policy 2020
  21. Work place learning policy 2023
  22. MoE, Environmental and Climate Change Policy (2019)
  23. Sectoral Gender Strategies
  24. Girls education policy (2011)
  25. Economic Recovery Plan (May, 2020)
  26. MINECOFIN, Financial Sector Development Strategic Plan, 2018-2024
  27. Rwanda school feeding operational guidelines (2021)
  28. Alternative Dispute Resolution policy (2022)
  29. Criminal Justice Policy (2022)
  30. RNP Gender Strategic plan 2018-2023
  31. National Social and Behavior Change Communication Strategy for Integrated Early Childhood Development Nutrition and Wash-
- 

- 
- 2018-2024
32. Rwanda National Action Plan UNSCR 1325 (Women Peace and Security) increased the no of women in security organs ref. NAP III
  33. Revised Gender Policy 2021
  34. ECD policy
  35. National investment policy 2023
  36. National skills dev't and employment strategy 2019-2024
  37. National Strategy on elimination of child labour 2023
  38. Employment promotion Strategy and Gender Mainstreaming strategy 2024
  39. MoE, Environment and Natural Resource Gender Mainstreaming Strategy
  40. REMA, Gender Assessment and Gender Action Plan for Improving Municipal Solid Waste Management in City of Kigali and Secondary Cities in Rwanda

### III. PUBLISHED REPORTS AND ADMINISTRATIVE MATERIALS

41. MINECOFIN (2023) Rwanda Voluntary National Review.
42. NISR (2022), 5th Population and Housing Census, Thematic Report: Measurement and mapping of Non-monetary, p.47 and 105.
43. NISR, (2023) Gender Agriculture Thematic Report
44. World Bank Group, The Promise of EjoHeza: A Brighter Future for All Rwandans, 2023
45. WHO (2022), The Global strategy for women's, children's and adolescents' health
46. NISR (2019/2020) Demographic Health Survey
47. A roadmap based on evidence and country experience. (2016–2030):
48. RBC, MCCH (2019-2023), Annual Reports
49. NISR (2022) Population Household Census,
50. NISR (2022) Rwanda Statistical Year Book

51. RDB (2022). The annual report, Beyond recovery, towards sustainable economic growth
52. MIGEPROFE/NISR (Feb.2024) The National Gender Data and Country Report for the Regional Gender Barometer Development
53. LODA (2022-2023) Annual Activity Report
54. National Human Rights Action Plan (2017-2020).
55. (AFR, 2020), Fin Scope report,
56. Beijing +25 Report (GMO, 2019)
57. Guidance note for comprehensive national-level reviews (sept 2023)
58. World Economic Forum Report (2023, p25).
59. UN Women, Baseline Survey on Unpaid Care Work Status among Women and Men in 8 Districts of Rwanda", 2022
60. UNWOMEN AFRICA (2024), National International Women's Day 2024 Celebrations in Rwanda, 30 years, Women in the country's development
61. MIGEPROF, Annual Narrative Report of 2021-2022, p.11.
62. Dot Rwanda Administrative report (April, 2024)
63. Ministry of Health, Health Sector FY 2021/2022 Backward-looking Joint Sector Review Report,
64. Rwanda's National Human Rights Commission (2022) Annual report
65. Rwanda Governance Board (2023) The State of Governance in Rwanda, 10th Edition Governance Scorecard
66. Prime Minister's presentation (Feb. 2024), on the "Progress on Post-COVID Economic Recovery Process" to both Chambers of the Parliament
67. Rwanda Governance Board (2023) The State of Governance in Rwanda, 10th Edition Governance Scorecard
68. Kivinna Foundation (2021) Gender, women's rights, environment and climate change in Rwanda
69. MINAGRI (2021/2022), GBS Report,
70. MIGEPRPF (2020), Covid-19 Rapid Gender Assessment



Gender Monitoring Office  
Gishushu, Remera  
Kigali - Rwanda

✉ @GenderMonitorRw  
f Gender Monitoring Office  
E-mail: [info@gmo.gov.rw](mailto:info@gmo.gov.rw)

**Helpline: 5798**

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

