



# FROM VICTIMS TO LEADING ACTORS

## Rwanda's Gender Dividend



RWANDA | March, 2017





“The question you have to ponder is simply this: How does a society hope to transform itself if it shoots itself in the foot by squandering more than half of its capital investment? The truth of the matter is that societies that recognize the real and untapped socioeconomic, cultural, and political power of women thrive. Those that refuse to value and leverage women’s talent, energies, and unique skills remain developmental misfits. It is not difficult to demonstrate this with a growing body of evidence.”

*H.E. Paul Kagame, President of the Republic of Rwanda.*

## The long journey

The 1994 Genocide against the Tutsi left the country shattered. Women took up new roles as heads of households and engage in rebuilding the country along with others. Rwanda recognized that recovery and development would only succeed with women playing a central role. Today, 52 per cent of Rwanda's population of 10.5 million are women. Gender equality and women's empowerment is a cornerstone of the Government of Rwanda's development strategy and a proven source of development progress.

The greatest achievement since 1994 has been taking the women of Rwanda from being desperate victims to leading actors in the reconstruction of the country.

## Key drive

Rwanda's achievements in gender equality and women empowerment have been made possible by a strong political will from the highest level.

This document highlights major strides made as Rwanda's gender dividend.





# MAJOR MILESTONES IN GENDER EQUALITY AND WOMEN EMPOWERMENT





## LEGAL FRAMEWORK

### **1. The Constitution of the Republic of Rwanda of 2003 Revised in 2015:**

Enshrines the principles of gender equality and women's rights and provides for the minimum 30% quota for women in all decision-making positions.

### **2. Law N° 59/2008 on the Prevention and Punishment of Gender-Based Violence (GBV):**

Punishes marital rape and addresses GBV in all its forms.

### **3. Law N°54/2011 of 14/12/2011 relating to the rights and the protection of the child:**

Guarantees the rights and protection of all children against abuse.

### **4. Law N° 43/2013 of 16/06/2013 Governing Land in Rwanda:**

Guarantees Women equal rights with Men on Land access, ownership and utilization.

### **5. Law N°27/2016 of 08/07/2016 Governing Matrimonial Regimes, donations and successions:**

governs matrimonial regimes, donations granted or received within a family and successions.

### **6. Law N° 13/2009 of 27/05/2009 Regulating Labor in Rwanda:**

Provides for equal opportunities and equal pay for women and men, and prohibits sexual harassment in the workplace.

### **7. Organic law N° 10/20/2013/OL of 11/07/2013 Governing Political Parties and Politicians:**

Prohibits any form of discrimination based on gender, sex, race and religion in political parties.

### **8. Organic Budget Law N° 12/2013, Instituting Gender Responsive Budgeting:**

Enforces accountability measures for Gender sensitive resource allocation across sectors programmes and projects through Gender Budget



Statements; a mandatory annex of the Budget Framework Paper submitted to both chambers of Parliament.

**9. Organic Law N° 01/2012/OL of 02/05/2012 Instituting the Penal Code:**

Represses crimes related to the sale of children, child prostitution and child pornography.

**10. Law No 32/2016 of 28/08/2016 Governing Persons and Family:**

Governs natural persons and family as well as relations between persons.

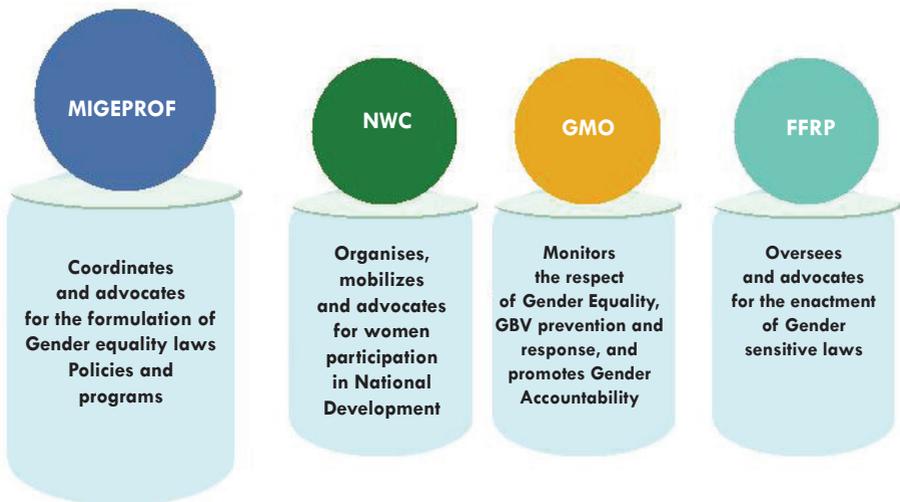
**11. Law N°003/2016 of 30/03/2016 Establishing and Governing Maternity Leave Benefits Scheme:**

Establishes and governs maternity leave benefits scheme.



## INSTITUTIONAL MECHANISMS FOR THE ADVANCEMENT OF WOMEN

The political will for ensuring gender equality and the advancement of women in Rwanda is demonstrated by a strong institutional framework that has been established which include: Ministry of Gender and Family Promotion (MIGEPROF), Gender Monitoring Office (GMO), National Women Council (NWC) and Forum for Women Parliamentarians (FFRP).



Gender sensitive policies, laws, programmes and projects have been put in place to bridge Gender gaps across sectors for sustainable development.

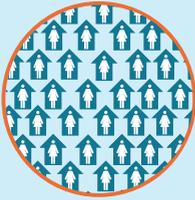
# NATIONAL STRATEGIC FRAMEWORKS

## Gender Equality is embedded in the National Strategic Frameworks.

- **Vision 2020:** In order to achieve gender equality and equity, Rwanda will eradicate all forms of discrimination, fight against poverty and practice a positive discrimination policy in favor of women. Gender will be integrated as a cross-cutting issue in all development policies and strategies.
- **Economic Development and Poverty Reduction Strategy 2013-2018:** Rwanda is committed to placing the family at the center of development, the care and protection of children and promotion of Gender equality are prerequisites to achieving equitable and sustainable development for girls and boys, women and men.
- **7 Year Government Programme 2010-2017:** Government programme states priorities to be achieved in various sectors including the introduction, in each health centre, the ISANGE programme; an outstanding model of response to VAW/GBV which provide holistic response to GBV under one roof, in order to minimize the risk of re-victimization, spoilt evidence and delayed justice. It also sets forth that measures to enhance capacities of gender-based violence committees so that violence is eradicated at all levels will be put in place.

# WOMEN AND POVERTY

## Poverty reduction



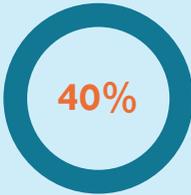
58.9%  
in 2000/1



39.1%  
in 2013/14

## Extreme poverty alleviation progress

2000/1



2013/14



## Employment opportunities created



Women benefit from employment opportunities created including national public works projects

## Job creation and a shift from agriculture to non agriculture occupations

12%

27%

2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012

Illustrating an increase in non-agriculture occupations over a 10 year period

Source: EICV 4 2013/14

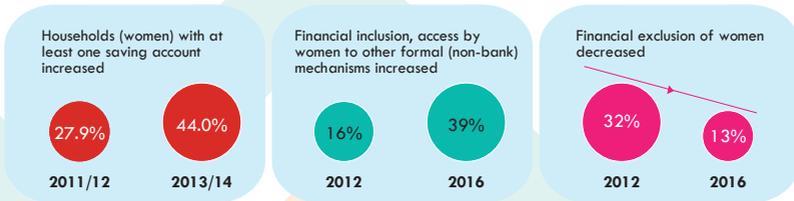
Rwanda has lifted its people out of extreme poverty, paying particular attention to women, who form the majority of the poor.

# WOMEN AND THE ECONOMY

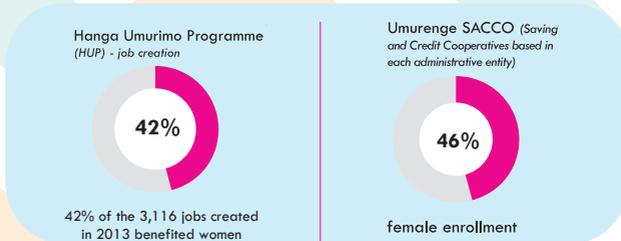
“With regards to empowering women and promoting their socio- economic and political participation, we continue to make modest progress. We believe that, besides improving gender relations in our country, this marks healthy progress toward realizing our vision of a united, democratic and prosperous Rwanda.”

*H.E Paul Kagame, President of the Republic of Rwanda.*

## Unlocking the Economic potential of Rwandan Women and Girls

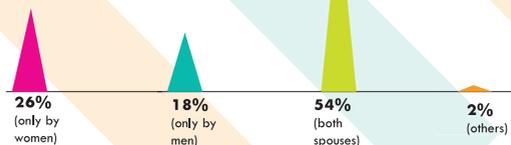


Source: FinScope 2016



Women ownership of savings accounts increased from 5.1% in 2006 to 21.8% in 2013

### Land ownership by categories



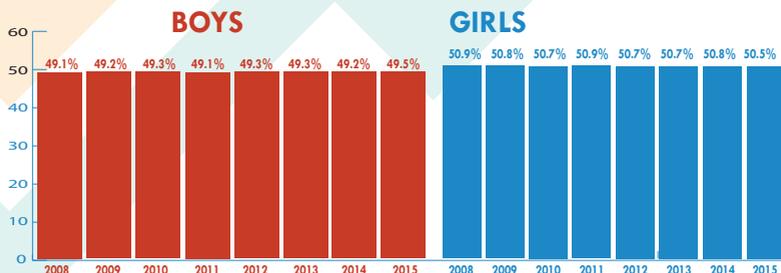
Source: EICV4 2013/14

Women’s access to land tremendously contributed to their control over productive resources and access to loans.

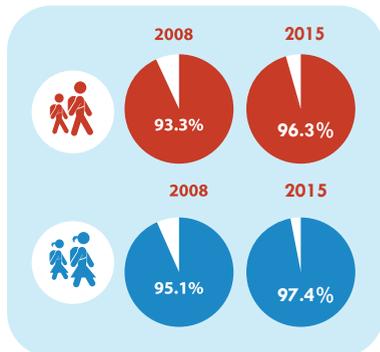
# EDUCATION AND TRAINING FOR WOMEN

“Every person has the right to education”  
Constitution of the Republic of Rwanda (2015)

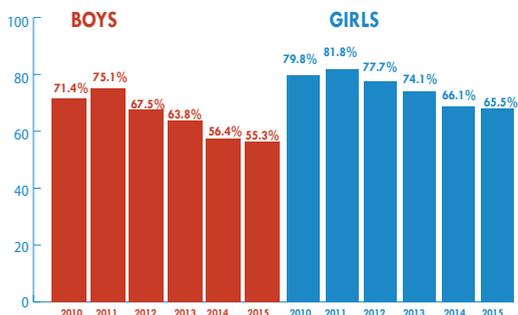
## PRIMARY EDUCATION EVOLUTION: PERCENTAGE OF PUPILS



## NET ENROLMENT RATE (NER)



## COMPLETION RATE



Students in Vocational training Centers increased



Number of female students enrolled in private and public tertiary education increased (Higher education, colleges and technical institution)



Source: Education Statistical Yearbook 2015

## HeForShe COMMITMENTS



“Women and men are equal in terms of ability and dignity, and they should also be equal in terms of opportunity. As Rwandans, as a global community, we need every member of our society to use his or her talents to the full if we are ever to reach our development goals. I urge all men and boys to join me as HeForShe Champions in support of our women and girls, so that together, we can continue working to achieve gender equality.”

*H. E. Paul Kagame, President of the Republic of Rwanda.*

The Government of Rwanda has been at the forefront of promoting Gender Equality, with men being part of this effort. H.E Paul Kagame was selected HeForShe Global Champion in the year 2014 and made the following in-Country **Bold** commitments to be achieved by the year 2020.

Bridge the gender digital divide and attain parity in ICT access, usage and innovation.

Triple girls' enrollment in Technical & Vocational Training to advance women's employment opportunities.

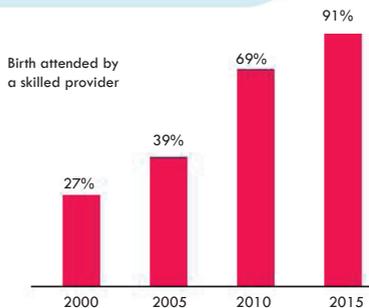
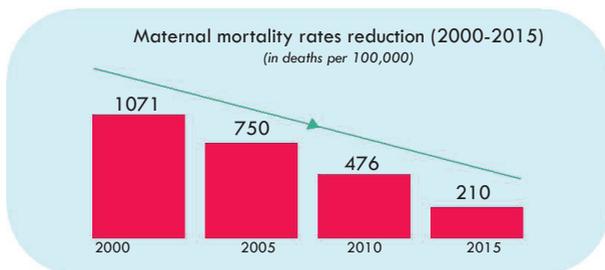
Eradicate Gender Based Violence in all its forms.

Rwanda has been ranked 6<sup>th</sup> worldwide in the World Economic Gender Gap Report of 2015 from 7<sup>th</sup> position 2014. The report ranks 145 countries on their ability to close the gender gap in four fundamental areas: Economic participation and opportunity, Education, Health and survival, and Political Empowerment. It's important to note that Rwanda is Africa's best performer in this regard.

## WOMEN AND HEALTH

**Rwanda is the first low-income country to provide free universal access for the HPV vaccine for adolescent girls.**

**Unprecedented reduction in fertility rates between 2010 and 2015:**



Source: Rwanda Demographic Health Survey 2014/15

The proportion of children receiving all basic vaccinations by 1 year of age has surpassed 90.0%.

## VIOLENCE AGAINST WOMEN

**“Isange One Stop Center is the most forward-thinking project for victims of gender-based violence that I’ve ever seen in a developing country,...I think it signals in a very strong way this government’s commitment to fighting gender-based violence”**

***World Bank Group President Jim Yong Kim, Kigali May 2013***

- H.E Paul Kagame was named as Heads of State IMPACT champion of HeForShe movement, the first campaign of its kind where men and boys are advocates for gender equality. Rwanda has made three bold commitments including eradicating gender based violence in all its forms.
- Commitment to ending VAW/G is central to government of Rwanda as evidenced by gender sensitive policies such as: National Gender Policy (2010), National Policy against GBV, Family Policy 2013 and the National Action Plan (2009-2012) for the implementation of UNSCR 1325.
- Since 2009 to 2016, Twenty-eight (28) Isange OSCs have been established and provide holistic 24-hour response to victims and survivors of GBV including safe shelter, medical, psychosocial counselling and medical-legal aid to the victims under one roof, so as to avoid re-victimization and the risk of spoiled evidence. Government target is 43 Isange One Stop Centers by the end of 2017.

- The Kigali International Conference Declaration (KICD) on the role of security organs in ending VAWG and the launch of the Africa UNiTE campaign in Rwanda, initiated by the security organs (RDF, RNP and RCS) has now been institutionalized into a continental mechanism with a permanent Secretariat in Kigali, and has been endorsed by over 40 African countries. During the 5th General Assembly of Kigali International Conference Declaration (KICD) held in Algiers, Algeria in March 2016, Rwanda's First Lady H.E Jeannette Kagame was awarded for her outstanding contribution to the fight against Gender Based Violence and the promotion of women empowerment.
- Kigali City is among the cities implementing the pilot Safe cities programme intended to increase women and girls safety in public spaces.
- The umbrella Rwanda Men's Resource Centre (RWAMREC) was set up in 2006 to coordinate the growing engagement of men and boys in promoting gender equality and ending VAWG. It is a key driver in fighting GBV by changing the patriarchal mind set in the community.
- Other initiatives include community policing, anti-GBV and child protection committees at village level to provide an opportunity for awareness raising, gathering information and coordination of anti-GBV services. Standard

Operating Procedures (SOPs) on GBV were developed in 2012 to guide stakeholders' interventions in humanitarian assistance situations and refugee camps.

- Toll free telephone lines that facilitate quick emergency reporting, information access and rapid response to GBV cases have been established Gender Monitoring Office helpline (5798), National Public Prosecution Authority (3677) Rwanda Defense Forces (3945) and Rwanda National Police (3512)

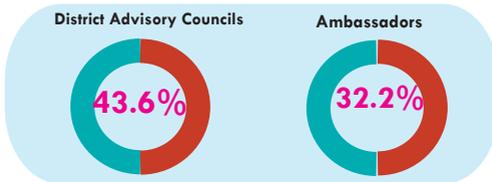
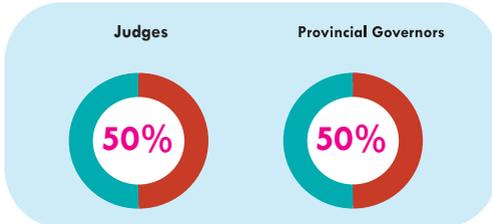
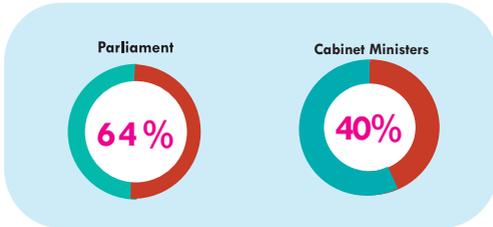
Rwanda security forces have embraced the commitment to end GBV and placed it among the country's top security concerns at national and international levels.

# WOMEN IN POWER AND DECISION MAKING

## Rwanda leads the world in terms of women's representation in Parliament



### Female Representation

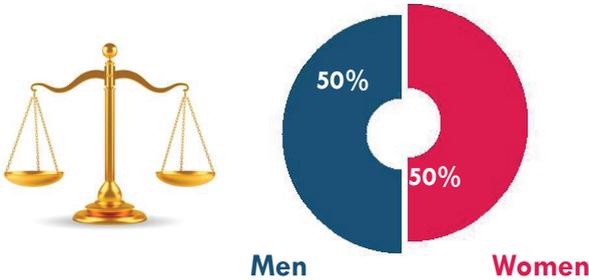


Women's participation in leadership and nation's life has fast tracked the implementation of gender equality programs and women's empowerment.

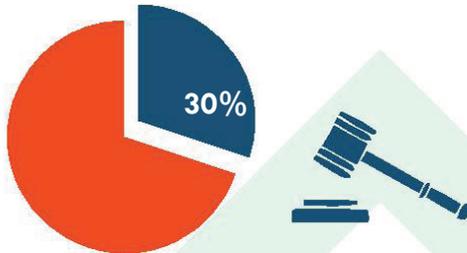
## WOMEN AND ARMED CONFLICT

Throughout the reconstruction process, in the aftermath of the 1994 Genocide against the Tutsi, women have played a key role in promoting peace, unity and reconciliation.

Women make up 44.3% of community mediation and conflict resolution committees (Abunzi).



Women's participation in former Gacaca Jurisdictions (Transitional Justice System)



- Women make up 44.3% of community mediation and conflict resolution committees (Abunzi).
- The National Action Plan for the Implementation of UNSCR 1325 (2009-2012) was adopted and sought to reinforce the capacity of women in peace and security processes.
- From 2005 to May 2014, up to 446 women police officers have served in UN and AU peacekeeping missions. Including Sudan (Darfur, Khartoum), South Sudan, Haiti, Ivory Cost and Liberia, Mali and Central African Republic.

- The National Action Plan (NAP) of the UNSCR 1325 was evaluated in 2015 to inform the development of the second generation of Rwanda's NAP on Women Peace and Security.

*Source: MINIJUST, 2016 Annual Report & Evaluation Report UNSCR 1325, August 2015*

Rwandan women have not only contributed to conflict mediation at home but have exported peace to other parts of the world.

## **HUMAN RIGHTS OF WOMEN**

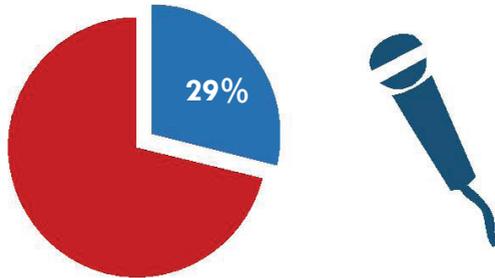
**With a population that is 52% female,  
Rwanda cannot ignore women and their rights.**

- Rwanda adheres to different international and regional commitments on women's, human rights including UDHR, BPfA, CEDAW, Solemn Declaration on Gender Equality in Africa, Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, etc.
- Access to Justice Offices (MAJ) were established in every district to facilitate easy access to justice to the community especially women and children through conducting legal literacy and provision of legal services.
- An outstanding model, Isange One stop center which provides holistic response to GBV under one roof minimizes re-victimization, spoiled evidences and delayed justice.
- The Ministry of Justice through Kigali Bar Association avails lawyers to assist all children in conflict with the law.
- In court houses, special chambers for children exist to ensure legal procedures are occurring in a child-friendly manner.
- For offences committed by minors, rehabilitation centres allow children to have access to key services that are conducive to a child's development.

## WOMEN AND MEDIA

**The media sector plays a vital role in promoting good governance and a sustainable social, economic and political development through access to transformative information and communication at central and local levels.**

### Women Journalists in Rwanda



*Source: MHC, Gender Mainstreaming Strategy 2013*

- Measures have been put in place to increase women's participation

and access to expression and decision-making in media. Article 9 of Law N°03/2013 determining the responsibilities, organization, and functioning of the Media High Council (MHC) requires at least 30% of female representation on its Board of Directors.

- An association of Rwandan female journalists (ARFEM) was created to raise awareness on gender equality issues in the media.
- Both public and private radio and television services, both at central and community levels have different programmes that feature the engagement of women in the country's socio-economic and political development.
- In 2013, the Media High Council developed a gender mainstreaming strategy to ensure a balanced and non-stereotyped portrayal of women in the media.

## WOMEN AND THE ENVIRONMENT

### Women's voices and their priorities are integral to climate change and environmental management in Rwanda.

- The national Environment Policy provides for specific strategic actions to facilitate access of women to natural resources and empower them to control their management.

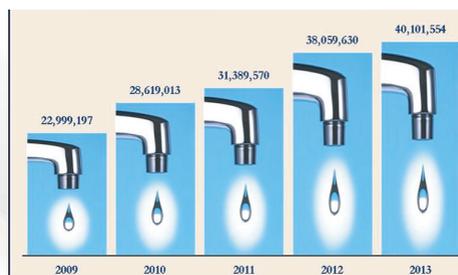
Province and Area of residence	Female		Male		Both sexes	
	Number of households	% possessing an energy saving stove	Number of households	% possessing an energy saving stove	Number of households	% possessing an energy saving stove
Rwanda	20,445	20.8%	61,711	19.4%	82,156	19.7%
Urban	209,840	35.1%	558,937	39.6%	768,777	38.3%
Rural	230,285	33.1%	620,648	35.9%	850,933	35.1%
Total						

Source: Fourth Rwanda Population and Housing Census 2012

<b>64,1%</b>	<b>84.8%</b>	<b>51,5%</b>	<b>83.4%</b>
Proportion of population using an improved drinking water source		Proportion of population using an improved sanitation facility	

Source: MDG report 2014

### Trend in total Water production in Rwanda (m3)



Source: NISR statistical yearbook 2014

Prioritization of women's needs in environmental management has enormously contributed to the reduction in Women's unpaid care work burden.

## THE GIRL CHILD

**“It’s been a long journey of 20 years; one of rebuilding a nation and restoring people’s hope, those who were children during the Genocide are now parents in happy families while most are successful youths that the nation is proud of.”**

***H.E Jeanette Kagame, First Lady of Rwanda***

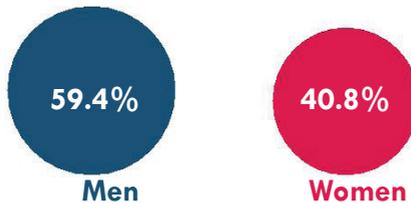
- The Girls education policy adopted in 2008.
- The Early Child Development Policy adopted in 2015 promotes holistic child development and facilitates young women’s mobility and availability for better employment
- The age of consent for marriage is 21.
- The National Children’s Commission was established by law no. 22/2011, as the central government organ with the responsibility for ensuring the protection of children’s rights in all areas.
- An annual Girls’ Summit was initiated in 2013 to enable girls to express their specific concerns and identify appropriate strategies to address them.
- Since 2005, under the leadership of the First Lady, Madame Jeannette Kagame, Imbuto foundation has awarded 3,400 scholarships to girls in primary and secondary schools and continues to empower them through “excellence clubs”, workshops and trainings. In addition every year, Imbuto Foundation awards outstanding young women in different fields, through Celebrating Young Rwandan Women Achievers (CYRWA) programme.
- The Adolescent Girls Initiative (AGI) project aims at improving skills and incomes to empower disadvantaged adolescent girls and promotes productive employment.

- The parents' evening "umugoroba w'Ababyeyi" was introduced in 2012 to strengthen the family at village level and as an opportunity to pass on messages about national policies such as the elimination of negative and discriminatory attitudes against the girl child.
- Girl Effect Rwanda, through its innovative and participatory Ni Nyampinga initiative seeks to build confidence and leadership capabilities among adolescent girls.

## WOMEN AND ICT

- The successes in service delivery and investment climate reforms have been on-line ICT solutions such as registration of businesses, filing of tax claims, and access to government services, as well as the Integrated Financial Management Information System (IFMIS-2010), which provide a modern automated budgeting and accounting system for government.
- Modern innovative mobile technologies including rapid SMS for emergency labour and tracking the Maternal and Child health continuum of care have resulted in considerable decrease of maternal and infant mortality rates.
- In the education sector, some ICT initiatives have been put in place, including educators' ICT training, the One Laptop Per Child Program, Science and Technology Scholarships, and "SchoolNet", all of which aim at improving connectivity in 12-year basic education schools. At the higher level institutions, "RwEdNet" connects learners to global education and research networks .
- The TechGirls Mentorship initiative in Rwanda has created a platform where female role models and successful individuals in the STEM (Sciences, Technology, Engineering and Mathematics) industry have come together as mentors for young female TVET graduates.

### Percentage of private households owning ICT assets (Cellphones)



### Number of individuals using MTN-Mobile Money to send and receive funds, by sex

Year	Sending money			Receiving money		
	Women	Men	Women %	Women	Men	Women %
2009	6,339	22,111	22	9,841	20,833	32
2014	193,664	377,900	34	245,566	418,722	37

Source: MTN, Administrative data, RURA (2015)

ICT initiatives have transformed the delivery and quality of health, education and other government services in Rwanda.

## MAJOR CHALLENGES & KEY PRIORITIES FOR ACTION

### Major Challenges

- Poverty remains a key constraint as women still constitute the majority of the poor
- Insufficient skills for gender analysis makes it difficult to identify key gender priorities and to propose appropriate interventions.
- Negative cultural and patriarchal attitudes still exist and hamper women's full involvement in initiatives at community levels.
- Limited skills and capacity for employability which emanate from gendered roles and responsibilities reduces women's employment and income opportunities.

### Key priorities to accelerate gender equality

- Strengthen mechanisms for gender main-streaming in interventions that improve livelihoods and reduce poverty for women and their families. Enhance mechanisms for ensuring women's equal access to fair employment practices, credit, assets, and economic benefits.
- Strengthen mechanisms for ensuring equal access to quality, practical formal and non-formal education for women and girls.
- Strengthen mechanisms for providing women and girls' access to quality and affordable health care including sexual and reproductive health services.
- Promote the elimination of violence against women while strengthening mechanisms for responding to the needs of survivors and vulnerable women.
- Promote equal access and full participation of women in power structures and their full involvement in all efforts for the prevention and resolution of conflict as essential for the maintenance and promotion of sustainable peace and security.
- Strengthen women's capacity and institute measures to ensure women's equal access to and full participation in decision making and leadership.
- Ensure the protection, promotion and realization of women's and girl's economic, social, cultural, civil, and political rights.
- Strengthen mechanisms for ensuring women's role in the management and safeguarding of natural resources and the environment.
- Strengthen mechanisms for promoting and protecting the rights of the girl child.





