

A Critical Appraisal on the Role of Gender Equality for Economic Growth of Rwanda Since 1995 up to 2023

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Abstract

New millennium has integrated gender equality concept as a pillar of sustainable development and African Union agenda 2030 and 2063 in regional integration schemes. This means that the exclusion of women and men issues from national policies and development agendas would lead to the income inequality, unequal share of resources and vicious cycle of poverty. The purpose of this research is to assess the role of gender equality on economic growth in Africa and it was carried out in Rwanda as a case with the following objectives to assess the impacts of gender equality on economic growth of Rwanda, to analyze challenges of gender equality in Rwanda and to assess different policies taken by government of Rwanda to promote gender equality in Rwanda. This study only used secondary data to assess the impacts of gender on development of Rwanda. The data reviewed from different books, journals, newspapers, articles and other research papers were reviewed about gender and economic growth. As the findings revealed, there is close relationship between gender equality and economic growth. For instance, gender equality increase labor force, it leads to reduction of maternal health, it increase national income and it promote human rights. In addition to that, this study also found that government of Rwanda has brought different policies that lead to the gender equalities. Those policies include establishment of gender monitoring office, ministry of gender and family promotion, national women council and council for parliamentarian's women. In addition, government has adopted different policies for gender equality and women empowerment. They are related to the inheritance, business, educational and discrimination in society. In collaboration with other development partners, Rwanda has become champion in promoting gender equality. However, this study also found that there are still found some challenges about gender equality and women empowerment. Those include, low education, lack of information, low resources and traditional norms that challenges women to participate full from society development. Therefore, the government should be working on the women's empowerment, processes of gender mainstreaming and analysis of institutions and revision of some laws and policies.

Keywords: Gender equality and mainstreaming; Economic growth, Sustainable development

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1. Background and justification of the study

Centralization of gender equality was characterized by in all aspects of policies recent decades around the world than other time. This is due to the fact that it was found that without women participation in development policies sustainable development would not achieved. Different international protocols have advocated women rights and equality as cornerstone to the development. For instance, principle 20 of Rio declaration of environment and development states that putting women at the center of development policies is a pillar for sustainable development. In addition to that, Beijing Platform and action of 1995 called for adoption of gender equality and mainstreaming in all policies and other development agenda as the ways for sustainable development. Furthermore, the concept of gender equality has been circulating in different policies and other United Nations policies for instance, through United Nations Conference on Sustainable development called the future we want that was done in 2012 showed that there should be integration of gender policies in all pillars of sustainable development (UN Women, 2014).

According to Ward et al (2010), gender equality is crucial component of economic development that should not be ignored. In addition, It is a basic right that doesn't need more explanations since all human beings were born equal. That is why it was adopted in Millennium development goals and sustainable development goals. For instance, goal 3 of Millennium development goals states that there should be promotion of gender equality and empowerment of women. Further, UN and other development partners demonstrated that achievement of other goals will also need the achievement of gender equalities by individual countries. For instance, well educated

women can play primary role for development activities while less educated women can play less role development. According to Klasen and Lamama (2008) except resources rich based countries like Oman, Bahrain and Saudi Arabia no country that has achieved GDP per capita of 10000 USD without integrating women and men in economic activities as the way by developing education of both girls and boys at the same time

Since terrible Genocide against Tutsi of 1994 Rwanda has made impressive efforts towards development. Two decades ago were characterized by successful stories regarding development agenda that made it popular around the world. Genocide against of 1994 led to the death of more than one million Tutsi and it also brought different problems at national level including poverty, orphans, economic crisis and other related problems however new government brought development policies that took Rwanda from poorest countries in the world with less GDP (206 million US dollars) to the GDP of 729 Million USD in 2016. In addition, Rwanda became a hub of technology, industrialization, innovation and social development policies around the continents. For gender equality and other related policies, Rwanda became pioneer and champion around the world and best performer in Africa. For instance, in 2017, Rwanda was ranked 4th at global level by Where principles of gender equality and other women empowerment policies are successful (UNDP, 2018).

According to Grown et al (2016), international donors and other development have put a concept of gender equality to the primary conditionality for their development partners'. Establishment UN decades for women in 1976-1985 led to the motivation by individual governments to establish different gender policies than before. In addition to that, donors started to invest in gender related projects especially in sectors of education and health. However nowadays, they are also requesting developing countries to mainstream gender in their development activities and policies. Here mainstreaming gender simply means systematically integrating gender perspectives in policies, programs and projects

As stated by government of Rwanda long term vision, development of Rwanda will be boosted by full development human resources which means that both women and men at the same and also develop knowledge based economy so that a country can be able to compete at international level. Government of Rwanda also adds that there is a need of developing entrepreneurship both in men and women and create competitive economy so that to be the winners at the international level. However to achieve that, government of Rwanda decided to put gender at the center of all activities and policies since it was found that exclusion of women in development would not lead to the sustainable development (government of Rwanda, 2004).

According to the government of Rwanda report in 2007, to achieve sustainable development society should be knowledge based and technological oriented with the same time with gender at the center. So, the development of human resources and knowledge based economy will help government of Rwanda to compete national, regional and international. This was done by developing education in all regions of a country. In addition, both girls and boys were given equal opportunities to attend schools. Furthermore, burden that used to be taken by girls and that hindered their education were handled. Those include higher level of home responsibilities, lack of school fees, family violence and ignorance of family about the role women for development (government of Rwanda, 200b)

Internationally, during 2020, at least 750 million of girls got married before legal age of marriage. In addition, 1 out of 2 of girl who is between 15-19 years old is facing the problems of Female Genital Mutilation. In addition to this research, in 18 countries husband can limit women employment while in 39 countries around the world sons and daughter don't have the same rights regarding inheritance. Furthermore in 49 countries around the world women don't have legal rights that protect them from violence and patriarchal dictatorship by men. Also, 1 out of 5 of women has experienced physical violence by male partner or by societal structures. Furthermore, despite the facts international organization and other pressure groups about gender rights have done more about promotions women rights, only 23.7 percent who participate in national assembly around the world. Only 52 percent of women who are married around the world who takes decisions around the world regarding the families. In addition, a woman makes 13 percent of global famers especially in agriculture (Mitravinva, 2020)

According to Klassen (1999 and 2000), exclusion of women in employment policies and decimation women in different employment position may hinder their development and hinder sustainable development. For instance, women exclusion in employment may lead to the less labor force hence low economic development. Generally, speaking women make a half of world population. In addition, researches have shown that they play primary role for feeding their families, the rejection of women in employment may hinder their role in production of goods and services hence underdevelopment rather than development.

Becker (1985) displayed that the best way to integrate women in labor force and increase their role for sustainable development is to educate them and equip them with necessary skills that can help them to compete with women in labor force. Obviously, women have shown that they are able to perform well and they may lead to economic growth. National policies and other gender instruments should be established as tools to eradicate gender gap that hinder equality in society. Finally, Gender education is necessary while empowering women.

This is because cultural norms have discouraged women to compete with men in employment and they have also developed myths that women are inferior to the men so no need to argue with them during policies making and implementation

In the study that was conducted by Timothy Basley and Anne Case showed that integration of women in politics may lead to the economic growth in different ways. Firstly, study found that women participation in legislatures led to the high expenses of government to the household income and household improvement of standards of living. Secondly, a study found that women participation in legislatures led to the high household's assistance by US government. Lastly, a study found that women participation in legislature led to the development of infrastructures and other long benefits in India. Generally, this displays that women participation in politic play crucial role for development,. That is why gender equality may e given a seat in government policies and other development policies round the world

The argument of this study is that new millennium has integrated gender equality concept as a pillar of sustainable development. While traditional society was characterized by gender inequality in general ., modern society has found that without gender equality gender mainstreaming what we call sustainable development and economic growth will not be achieved since women makes a half of world population . This means that their exclusion from national policies and other development agenda would lead to the income inequality, unequal share of resources and vicious cycle of poverty. As a main pillar of sustainable development goals, UN, EU, AU, USAID and other development partners have put gender equality on the prerequisites of requesting foreign aid and other development funding. International gender equality instruments have been adopted as the ways of curbing down gender inequality hat has been a devil of sustainable development for a long time. (Daly, 2005).

Rwanda gender equality success and achievement of other development goals have watchword around the world. The Genocide against Tutsi of 1994 left Rwanda one of the poorest countries in the world with less GDP. In addition to that, Genocide against Tutsi made 80 percent of women to be very poor without meeting basics needs. Also, this Genocide took high number of men that led to the high level of widowers and high number of family headed by women. It was a big problem to the government that needed genius decisions that would help women to leave these states of poverty. in doing so , Rwandan government adopted different gender polices like Vision 2020,new civil code ,establishment of ministry of gender and family promotion , gender monitoring office , economic development and poverty reduction strategies ,national women council, forum of women who are in parliament . As result, women poverty reduced from 66.3 percent to 60.2 percent in 2016, women were given 56 percent of parliament seat and GDP rose to 7 to 8 percent (Nader, 2016).

This study is conducted as the way of obtaining and promoting the knowledge about gender equality and its relation to the economic growth in Rwanda. it also aims to raise awareness about success story of Rwandan government in promoting gender equality . Lastly, this study will provide measures necessary to promote gender equality around the world and in Rwanda in particular. Hence this study is intended to examine the role of gender equality in promoting economic growth in Rwanda, identify the challenges that hinder full achievement of gender equality in Rwanda and the rationale why did Rwanda decide to promote gender equality.

2. Literature Review

2.1 Empirical review

This part indicates the empirical review on the issue. By using exploratory factor analysis of five dimensions of gender equality Bang (2015) revealed two dimensions of gender equality to the economic growth. Those are gender equality to the access economic resources and opportunities and gender equality in economic and politics achievements by all genders .In addition to that , by suing regression analysis in 101 countries around the world showed that the standards of deviation of improvement in equality raise up 1.3 while increase in opportunities of all sexes improve 1.2 percent . Finally, this study revealed that achievement of equality may also depend on the level of development. The outcomes will depend on development of different spheres of economies like education, health, employment and other areas. (Bang, 2015)

The promoting of gender equality by improving education of women can lead to increase economic growth in different ways. Firstly, it helps girls to know their fertility. For instance, educated girl tend know how to manage their sexual activities and pregnancy. This can play crucial role in population policies and reducing poverty. Secondly, this can lead to the better child health. For instance, educated women tend to care about their kids more than no educated women. In additional to that , educated women will know how to prepare good nutrition and how to avoid diseases that can result from less level of education and other societies issues' . Finally, increase of the number of educated women can contribute to the national labor force. Different countries that were challenged by wars, the number of women is higher that the number of the men as result m women contribution to the national development is necessary. They may play political, economic and social contribution which leads to the development. Finally, empowerment of women in education can lead to their increase of income and national income as whole. This is because they get chance to work and get income. The income got is used to develop their families, they pay taxes and they buy goods and services which lead to the national

development (Groosman, 2000).

The study that was conducted by Galor and Well (1996) showed that the exclusion of women in labor can result into worse economic growth. Here, they state that women role in economic activities should be recognized. Generally, they make big number of population of different countries. In additional; they possess human rights like male. Their consumption of goods and services ,their exclusion in labor may lead to both direct and indirect effects poverty , family conflicts , lack of government revenues , violations of human rights , death , and other related effects like trauma and stress by allowing them to participate in production of goods and services women became able to feed their family , they pay taxes to the government , they invest in economic activities and they play contribute to the innovation and creativity of industries (Galor and Well,1996).

There are various indicators that women participation in politics may lead to the legislation of health and education policies that can lead to the women empowerment and economic growth as whole .Here, we may take an example, in the study that was conducted by Rehavi (2008) revealed that female participation in the parliament of USA has led to the increase of the health related policies. This reduced infant mortality, improved maternal health and reduced poverty among women in USA .In addition to that, Svalerd (2009) found that presence of female in in Swedish local council led to the improvements of education, health and women rights in Sweden. These helped women in Sweden to know their rights, new laws were established while others were amended regarding women rights in Sweden. In addition, government expended additional amount to the women welfare in Sweden.

According to Ward et al (2010), gender equality can increase agricultural productivity while gender inequality can reduce agricultural production. For instance, gender equality in agriculture can help women to get credit, fertilizers, create efficiency which lower yields and profits and I can also increase markets efficiency to feed available population. This can lead to the economic growth since the highest number of women in less developed countries work in agriculture sector. In addition in the countries that are still developing highest number of population work in agriculture while majority of families depends on agricultural production.

Ward et al (2010) adds that gender equality can attract investors. This is because investor's would prefer tow work in the economies that have higher labor force and high productivities. In addition highest labor force reduces cost of production and increase their income in short term. By increasing investment government increases taxes, provide infrastructures and lead to the economic growth. According to UN Women (2020) Rwanda strong effort to promote gender equality has led to the positive results. In doing so, Rwanda has established different institutional mechanism that would promote gender equality and lead to sustainable development in the future. In doing so, different mechanism were adopted including establishment ministry of gender and family promotion ,gender monitoring office , national women council and Rwanda women parliamentarians forum which has helped Rwanda to overcome the negatives impacts of gender inequality for development . As results, Rwanda stands as one of the best performer at global level in advancing gender equality and women empowerment for development.

According to UN women (2020) nearly 2 out third of members of members of parliaments are women while 52 percent's of members of cabinets are women. According to the Global Gender Gap report (2020), Rwanda is ranked among top 10 countries in the world to reduce gender gap in the world. As results, Rwanda has improved clearly maternal health, child health, girl's educations, reduction of gender gap and other violence against women. For instance, Rwanda is a leading candidate for He or she campaigns that aims to reduce women rights and curb down gender based violence.

In the study that was conducted by Kayitesi (2016) titled the impacts of gender equality and development of household in Gasabo district showed positive results regarding gender equality in Rwanda. by using convenience sampling methods ,a study showed that both male and male are able to access to the economic resources like land succession , access to the decisions over resources , the same rights to the health services ,have the same duties and responsibilities and gender equality had plated crucial role in reducing home based violence . In addition, gender equality has helped different families in Rwanda to set home policies together, have accountability and agree each other about the codes of conducts in Rwanda. In addition, gender equality helped families to have the same rights about the use of household's resources, reduction of discrimination and girl's education empowerment.

2.2 Theoretical review

2.2.1 Definitions of concepts

Gender equality: According to Moser (2007), gender equality means lack of discrimination according to the individual sexes through provision of resources or other services. According to this definition, gender equality simply means both women and men develops personal abilities and decides their choices without any discrimination based on sex. In addition to that, values, needs and requirements should be considered equality in a given society without any discrimination based on sex .According to this theory; this doesn't mean that women and men would be the same. It only means that their aspirations, value and needs should be given the same

values since they are all the human beings and they all have the needs and other necessities to live in this world

Economic growth: According to Ivic (2015), economic growth can be defined as change in material production while it is done during short time usually in one year. He continues by showing that economic growth can also mean the increase in national income and productions of goods and services without necessities in change of quality of life of people. This means that a country may achieve economic growth without economic development for instance a country may increase its productions of goods and services while it doesn't develop the quality the services its citizens get from development. On other hand economic development simply means an increase in national income and at the same time an increase in quality of life or quality of goods and services produced by economies. In addition to that, economic development is always long term process and it involves structural changes of structural change of economy

2.2.2 Theories of gender equality

Functionalist approach for gender: Functionalist arguments argue that society is composed by different parts so to have harmony, all different parts of society should interact each other as whole. According to this theory, in the past, societies were divided into division of labor. For instance, while men were good hunters and fights at the battles, women were good nurses, housekeeping and child care. In addition to that, the division of labor exists in every society and it derives from basis of organization in a society (Giddens, 2009). According to two functionalists Persons and Bales (1956), the division of roles between men and women in societies doesn't only contribute to the society development only but also households development for instance , children get children care , males feed the family while family also get social order in general.

Here, Comte, Durkheim and Spencer give different views about this view of gender equality in functionalist views. For instance, due to biological difference, according to spencer, the idea of gender equality is necessary for development but since women and men are not physical equal, subordination of men to women will continue to exist due to that inequality in the strengths. on their hand , according to Comte , women possess emotional and spiritual superiority than men that make them higher than men , so women will dominate men in the activities related to the emotional and spiritual activities .lastly ,Durkheim said that women possess some characteristics that causes them to have risks of mental diseases in society . Despite to those views that see women and men different societies, sociologists agree that women possess natural personalities of health care and socializations to the kids than men (Bowlby, 1953).As results, women roles and men roles in societies would help them to develop. They have different biological differences but they give different qualities that can help every sex to help societies to develop. (Macionis, 2010)

Conflict theory in gender: The idea of conflict in gender theory state that there is struggle between two groups about dominance over resources and power. According to Karl Marx, the idea of conflict theory exists also at the family level. In his view, traditional societies were characterized by low dominance of men to the women however new society is characterized by property right and patriarchal rule. Since, modern societies are capitalist in nature men tend to subordinate women over resources. While men activities are appreciated and valued, women roles are less appreciate and paid. In addition, women play more roles than men .Macionis, 2010)

Frederick angels adds that power that are possessed by men come from capitalist structure that made women consumers without production while men became consumers and producers, in addition, capitalist system give men better positions and better jobs while women are given home roles without any appreciation of what they do. In sum, this theory states that societies use gender to promote men while ignoring women. Men uses marriages to protects their properties while women uses marriages to protections of their sexuality Macionis, 2010)

Symbolic interaction theory: According to this theory, gender should help human beings to interact hence better society life. In addition to this theory, due to the natural characteristics of men than women, men will tend to dominate society through giving order and one line to the women which means that interactions will be led by men. According to this theory, the concept of race, ethnicity and gender naturally didn't exist but objectively exist. So gender doesn't exist itself, it exist because of existence and interaction of men and women in society. For instance, Goofman pointed out that we possess different roles in our bodies and when time come, those roles come out . So gender is in some of the roles , we possess and we present them in society through interaction of men and men .In sum , symbolic interaction theory states that e create individual reality through interaction and gender play crucial in shaping relationship of all people (Baligar,2018)

3. Methods and Review Materials

For the purpose of this study, secondary data were used to get relationship between gender equality and economic growth in Rwanda. For that reasons, different documents regarding the role of gender equality on development of Africa, a case study of Rwanda were reviewed. in accordance with research objectives ,I used books , journals , policies , reports ,dissertations and thesis .policy brief, and other research papers that have relationship between gender equality and economic growth . In addition to that, qualitative data that were collected from those research papers were analyzed and interpreted by using documenting analysis methods. The

target population is women and men who live in Rwanda who knows how gender equality has played a role for economic growth of Rwanda. Here, I can cite wives, girls, men, boys, policy makers and other development partners who work in gender related issues.

4. Findings and Results

4.1 Different policies that were established by the government of Rwanda to promote gender equality

Vision 2020 and inclusion of gender equality as cross cutting theme

Vision 2020 is one of the long term policies that were established by government of Rwanda as the way of creating a united, democratic and inclusive Rwanda. According to the government of Rwanda report in 2020, vision 2020 was created during 1999-2000 during Urugwiro dialogues. According to these policies, Rwanda would be middle income country with educated and, healthier and prosperous life by 2020. This policy was adopted with six pillars and different cross cutting issues while also consider gender equality as one of the main cross cutting issues to solve during the evaluation. According to the government of Rwanda, Rwanda would not achieve desired goals without inclusion and empowerment of the women. In addition to that, this policy also shows that there should be elimination of all forms of violence against humans, eradicate poverty of women and make legislation of new policies that empower the women (Al Nader, 2016).

EDPRS (Economic development and poverty reduction strategies)

According to Bunnet (200), EDPRS was established after establishment of Vision 2020 as the ways of putting Vision 2020 into actions. According to this policy, Rwanda would reduce the poverty from 57 percent to 46 by 2012. In addition, this policy would lead to the reduction of population who are in the extreme poverty from 37 to 24 / by 2020 .Furthermore, the number of women who live in poverty would reduce from 60 to 48. Among its cross cutting issues gender equality was among them. As the way of achieving gender equality, gender equality was given crucial consideration in all sectors of economy.

4.1.2 National legal instruments

Gender in constitution of republic of Rwanda

According to the national constitution as it was amended in 2016, governments of Rwanda are impassionate to promote equality and empowering women as the way of promoting sustainable development. In doing so, women and other vulnerable groups should be empowered and included in development policies. According to the article 16 of national constitution amended in 2015 ,all Rwandans are born and remain equal in rights and freedom , discrimination based on ethnic , religion , skin , color or race , sex, economic categories , physical or mental disabilities or prohibited and punishable by laws . In this regard ,as the way of achieving that, different policies were established that would help women, youth and other minority groups to be represented in the parliament and other decision makes organs. In addition to that, constitution of Rwanda states that there should be the quota system in all voting of position in private and public institutions. Despite quota system, gender based violence and other type of discrimination against women is prohibited in Rwandan laws

Laws and its founding protocols

According to the national gender policy 2021, there are different laws that were enacted by government of Rwanda and they were put in national constitution of 2003 that were amended in 2015. Those laws and other instruments are explained as below:

Organic budget law no12/2013 requesting gender responsive budgeting: according to this law, there should be allocation of resources regarding gender related needs on women.

Law no 27/2016 of 08/07/2016 that regards to the matrimonial regimes, donations and successions. According to this law, all boys and girls should be given equal rights during successions and sharing properties and other resources after the death of the parents.

Law n 32/2016 of 28/08/2016 regarding persons and families: According to this law, women and men should have equal decisions making power to their families and gender based violence at home should avoided in all ways.

Law no 003 /2016 of 30 /03/2016 establishing and governing maternity leaving benefits: according to his law, women should be given maternity leaving benefits and other protections during maternity period, in addition that , children should be given rights .

Law no 43 /2013 of 30 /08/2018 governing land in Rwanda. According this law, both girls and boys should be given equal rights regarding land resources, utilization and ownership.

Law no 68 /2018 of 30/08/2018 regarding labor in Rwanda: this law regards safeguarding workers at workplace against gender based violence and any other type of violence against women at job.

Law no 68 /2018of 30/08/2018 determine offences and penalties in general provides punishment against gender based violence : This law is also related to the penal code that shows punishment against rape ,forced marriage and other types of violence against women.

Law no 71/2018 of 31/08/2018 related to the protection of child rights: this regards protection of the children right especially the women against any type of harassment and other discrimination based on the sex.

Prime minister orders no 001/03 of 11/01/2012 regarding how government institutions respond to the gender based violence in their duties; According to this law, all government institution should respond to the gender based violence and its reports it to the responsible organs

4.1.3 Institutional framework for gender equality

As the way of achieving gender equality in all aspects, government has established different national instruments as the way of protecting women rights and empowers them so that to include them in the development activities .those organs are explained s below:

Ministry of gender and family promotion: This is a super national instrument in charge of supervising the activities of protecting women rights, girl's rights, family development and other concerns regarding women empowerment. In collaboration with other nationals and international instruments, MIGEPROF supervises women rights and fights any activities that may be against women rights.

Gender monitoring office: This organ was established with the article 139 of the national constitution of 2003 as it was amended in 2015v. It is mandated with supervising and monitoring the activities of the gender mainstreaming and promotes other activities that aim to create gender equality in all aspects.

National women council: According tits mandate, this organ is mandated to build the capacity of women and promote their participation in national development. In additional, National women council plays crucial role in enacting law as regarding women empowerment and fight against any discrimination against women.

Rwanda forum for women parliamentarians: This organ is in charge of making advocacy for women empowerment and their development. In addition to that, they play crucial role in enacting laws that empower women and promote gender equality in aspects.

4.2 The role of Gender equality for economic growth in Rwanda

4.2.1 Increase of productivity and income

Women labor is necessary for increase of labor and the increase of productivity. For instance, women entrances in labor force provide additional skills, knowledge, experience and other necessities for production. By engaging women in labor force, they became able to contribute to the national development. In additional to that, they adopt skills, they get additional experience that can help them to develop their life in the future, and Rwanda government has adopted different policies that can help women to enter into labor force. Those include: development of educations, creations of financial institutions that provide financial support to the women and subsidies them in different ways. As result, female labor for 5 past years was 58 percent from 41.9 percent in 2016. This helped women to get income to feed their families, they paid taxes and they contribute to the economic growth,(National Gender Statistics, 2022)

4.2.2 Political participation and decision making process

Rwandan government has brought different policies that have supported women to participate in different decision making processes. Currently , their participation in decision making has led to the national development in different ways .For instance , national constitution of Rwanda require 30% of women participation in all decisions making organs . This has ranked Rwanda to be first globally to have highest number of women in parliament.

According to the national institute of statistics of Rwanda, 61.3% of places in lower chamber of parliament are the women while 53.3% of positions of cabinets of minister are owned by the women. According to the Ministry of gender and family promotion in Rwanda, their participation in parliament has helped them to influence policies and other laws regarding women empowerment, fight against discrimination, protecting women rights and promote girls education. In addition to that, their participation in parliament has led to their inclusiveness in the development policies which is different from the past when women were excluded in the national policies (MIGEPROF, 2022).

4.2.3 Women in STEM (particularly in ICT)

According to the ministry of gender and family promotion , at 84% of women and 88% of men are able to access to the technological tools like phones , computer and other technological materials .This has played crucial role in helping ICT for development . For instance, access to the financial services has become very easy. In addition to that, the role of ICT for exchange of goods and services has become also easy .For instance, in Rwanda many services are provided while using the online services .Furthermore, the development of ICT has led to the development to industries in Rwanda as manufacturing services (MIGEPROF, 2022).

4.2.4 Health and health rights

According to the ministry of gender and family promotion in Rwanda, Rwandans have benefited more from the policies of gender equality. For instance ,According to the ministry of gender and family promotion, Rwanda is only middle income country that has a chived to provide HPV vaccine to the adolescent girls so that to protect them from cancer. In addition, maternal mortality rate has dramatically reduced from 210 per 100,000 in 2014-2015 from 1071 in 2000. Furthermore, infant mortality rate reduced from 196/1000 in 2000 to 50/1000 in 2015. Now fertility is 4.2 per woman from 6.1 in 2005. Rwandan government achieved it through constructing enough

school infrastructures and other necessities necessary for having better health by nationals.

In addition, community based insurance and other policies like establishment of community health counselors were also established. Finally, proportions of children who are receiving all vaccination necessary for new born have got to 90.1% now That polices helped Rwandan government to reduce number of women and kids who die per year. In addition, this has helped women to reduce the burden and other risks about life. This helped them to contribute to the sustainable development (MIGEPROF, 2022).

4.2.5 Inclusive education and training

As envisaged in millennium development goals and sustainable development goals, Rwandan government has established different policies that can give equal chances to both girls and boys. In addition to that, government of Rwanda has experienced that inclusive development without the role of the women is impossible. As results, Rwandan government brought different initiatives that would help both women and men to benefit in inclusive educational and education for all as global initiatives by UNESCO and other development partners. The policies adopted by government of Rwanda include nine years basic education and twelve years basic educations. In addition, different schools and other related infrastructures were brought to sustain education to bring positive results. Furthermore, quality education organs were established and different incentives like training and mobilization of parents about education of girls were done. Lastly, different laws and other legal instruments were enacted that promote child educational inclusive education

As result ,number girls in schools increased from 1,244,361 in 2018 to 1,359,094 in 2018.in 2018 girl in secondary schools were 349,918 in 2018 t0 419,632 in 2021. Generally, the number of girls in secondary school was higher than boys in secondary schools. According to the national gender parity index there was 113% girls per 100% boys in secondary school. Rwandan government development knowledge of women through He for SHE complain, TVET schools, NI Nyampinga newspaper and other national initiatives for girls educations. This has boosted their number for employment and they have become more competitive at jobs markets. Finally, this has helped them to contribute to the economic growth.

4.2.6 Poverty reduction and social protection system

After genocide against Tutsi of 1994, Rwandan government has implemented different policies that can help women from extreme poverty and reduce social based violence. In the past, women were excluded in different social opportunities that would help them to develop. First and second republic was characterized by discrimination of women in different benefits. Government of national unity brought new policies that helped women to develop. those polices include one cow per family , Vision 2020 Umurenge program ,community based insurance , local based cooperative and other related initiatives for development . As results, poverty reduced from 47% in 2010 to 39.5% in 2017 for female headed households while extreme poverty reduced from 26% in 2010 to 17.8% in 2017

4.2.7 Human rights

Rwanda has developed different legal and judicial mechanism to empower women and protect them from any type of violence. Those policies developed have helped Rwandan societies to gain different benefits including human rights promotion, gender equality and other health benefits for women in Rwanda. To achieve that, Rwandan government has brought different policies like National action plan 2009 -2011 and 2018 -2022 all of these plans were done in the same way with UN Security Council resolution 1325 of women and peace and security. In addition, that resolution would help Rwandan societies to be inclusive and sustainable. Furthermore, Rwandan government took other legal mechanism in national constitutions that aim to empower women and promote gender equality in Rwanda. As result, women have contributed inn solving conflicts and other disagreement in societies. For instance, women have 43% of all courts positions in Rwanda from 41% in 2014. Women also contribute 45.1% of national human right commission, they also have 18% of national police where they play crucial role in gender related issues and other concerns and they also contribute 25% of police and Armies who go in humanitarian mission. This has made Rwanda society one of the successful in the world in term of gender equality (National Gender Statistics Report, 2021)

4.3 Challenges to gender equality in Rwanda

Even if Rwanda has become a champion in promotion of gender equality and promotion of women human rights, there are still some challenges that impede women to achieve full equality and equal consideration with the men at national level. Those challenges include. Traditional norms, status in society, lack of resources and poor implementation of gender policies by local leaders.

Horowitz (2009) states different barriers that impede women to achieve full participation at national level. Firstly, there is an issue of status. In some societies in Rwanda, women are still seen as mothers and inferiors to the men who challenge them to compete with men in economic activities ownership and to gain political positions. Secondly, he states a problem of poor implementation. According to him, despite policy of 30% by government of Rwanda, there is a poor implementation by local leaders. For instance, some institution especially private institutions don't implement it. This is because they still consider women as inferiors to the men and

weak in term of leadership roles which is not true in this millennium. Third, he states the problem of traditional norms. according to his research, in some societies women are still seen as home keeper and they should not intervene to in some positions and other roles according to the traditional norms that limit women to participate in some positions .according to national institute of statistic's o Rwanda, women constitute 76.7% of all vice mayors positions in Rwanda while they only possess 20% of economic and planning positions in Rwanda (NISR, 2016).

According to Powley (2008) women participation and full achievement of gender equality is limited by different barriers including lack of information, low literacy rate and resources Firstly, lack of information has been one of the critical reasons for poor participation of women. For instance, women don't get information on it regarding jobs vacancies, election and other opportunities; this is due to the lack of enough electronic tools, lack of resources and the impacts of home responsibilities. Secondly, there is a lack of resources, for example, doesn't have enough money to compete in election, they don't have tickets to go to make jobs examinations. In addition, they don't have enough capital to invest in business and compete with men in self-employment. This is due to the cultural barriers and other structures of societies. Third, there is an n issue of low literacy rate. For instance, some women especially those who are above 40, they don't have enough education level to compete with men in elections and other opportunities. This hinder the policies of gender equality and other related policies of women empowerment

5. Conclusion and Recommendations

This study aimed to examine role of gender equality policies in Rwanda and their impacts to the economic growth in Rwanda. As results, this essay revealed that Rwanda government implemented different policies for gender promotion. Those include: one cow per family, education for all, He for She, Ni Nyampinga newspaper, Gender Monitoring Office, Ministry of Gender and Family Promotion, National Women Council, Council for Women who are in parliament. In addition, Rwandan government signed international treaties regarding gender promotion and different national laws were enacted by government to promote gender equality, women empowerment and fight against gender based violence. As result, women have contributed to the nation economic growth for instance, gender equality helped women to participate in production sector which is different from the past where men were seen only good candidates for economic activities while women stayed at home at children care givers. In addition, women participation in decision making organs helped them to enact laws that protect their rights and empower them.

Currently, parliament is composed by 63.1% of women. Furthermore women contribute in judgment and through the increase of labor force. On other side, this study revealed that women still have some challenges from achieving full gender equalities. Those challenges include: poor education. Lack of information, poor implementation of polices by local leaders and low education. For that reasons, the authors would recommend the following points. Firstly, gender monitoring office should expand its activities to the private sectors since they are the ones who ignore the law of quota than public sector. Secondly, government should empower women in terms of resources so that they can get capital to compete with men in starting new business and meet their need. Third, there is need of mobilization of women about their rights and how they can contribute to the sustainable development. Moreover, there is a need of teaching men about the role of women about family development so that they can allow them to go at jobs. Last but not least, new laws should be enacted that protect women at jobs especially in private sectors. Gender mainstreaming should be continuously adopted and practices in private and public institutions for attaining gender equality and sustainable development and / development agendas.

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