



RWANDA REVENUE AUTHORITY
TAXES FOR GROWTH AND DEVELOPMENT

HERE FOR YOU
— TO SERVE —



Gender equality in Rwanda, and in the RRA

B. Ruganintwali Pascal
**Commissioner General, Rwanda Revenue
Authority**

Pascal.Ruganintwali@rra.gov.rw

INTRODUCTION

- ❑ In the mid 1990s, health, education and social protection outcomes for women in Rwanda were amongst the worst in the world.

- ❑ But through a series of deliberate infrastructure policies, outcomes have improved.

- ❑ Rwanda's Vision 2050 explicitly recognizes gender equality and women's empowerment as a strategy to attain equitable and sustainable development

DECISION-MAKING AND POWER SHARING

- ❑ Rwanda has an extremely strong legal framework for ensuring women's participation in decision-making and power-sharing
- ❑ Rwanda's Constitution provides for affirmative action, warranting at least 30% representation of women in decision-making organs.
- ❑ As a result, Rwanda has one of the highest proportion of women in Parliament, at 61.3%. Over half of the Cabinet, and of judges, are female.



- ❑ Rwanda's progress is recognised internationally; ranked 6th country in the world in terms of women's rights and opportunities by the World Economic Forum.





But...

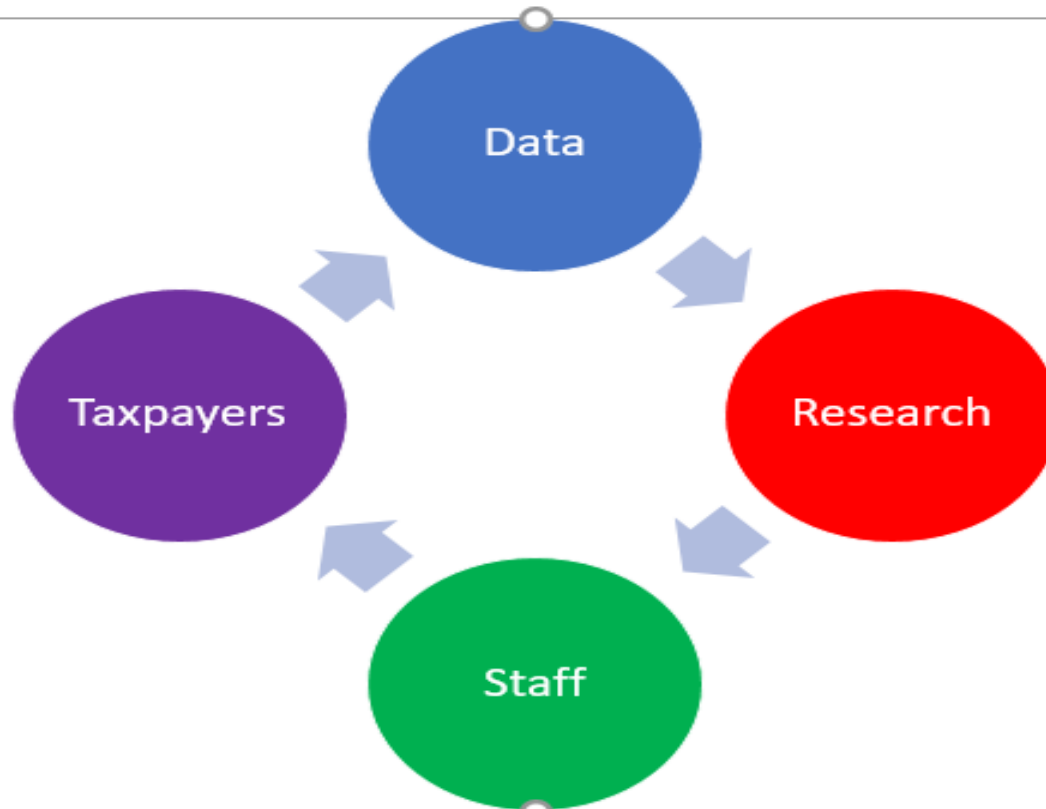
- ❑ According to the Ministry of Gender, there is a **gap** between the rights that the law ensures; and the state of women's rights on the ground due to prevailing customary law and social norms.



- ❑ For example, political representation at the national level is not replicated at local government level, and women have been less represented within the provincial, district, and village levels.
- ❑ Another example, in the workspace, 66% of managerial jobs are occupied by men compared to 34% for women.
- ❑ Outcomes for girls in secondary schools are significantly lower than for boys in some subjects.
- ❑ (Sources: www.migeprof.gov.rw / World Bank)

RRA APPROACH TO GENDER EQUALITY

- ❑ At RRA we understand that a strong regulatory framework is only part of the picture; implementation is as important.
- ❑ We have developed our *Approach to Gender Equality*. We are focusing on four areas: data, research, officials and taxpayers.
- ❑ We are building towards our first gender strategy.



OBJECTIVES

DATA

We will disaggregate our data, to the extent possible, for use in policy formation

We will participate in continental comparative data exercises.

RESEARCH

We will participate in research projects on tax and gender to educate ourselves; and to inform our future strategies.

We will grow the body of literature on tax and gender by participating in multi-country comparative studies.

STAFF

We will help our female colleagues to break into unrepresented areas.

We will stamp out harassment and abuse against female taxpayers and against our female colleagues.

TAXPAYERS

We will ensure our most vulnerable female taxpayers are secure; have safe spaces; and have a mechanism for raising safety concerns.

We will provide special services for certain groups of female taxpayers.

PROGRESS

DATA

We have begun to disaggregate data relating to individual taxpayers.

We are consulting experts on disaggregating enterprise-level data.

RESEARCH

We are scoping three projects:

1. Compliance (ICTD)
2. Female officers (ICTD)
3. Presumptive taxes (World Bank)

STAFF

We are analysing our staffing structure.

We are benchmarking to create a scheme for female colleagues.

We are re-examining our policies to consider how they protect female colleagues from harassment and abuse.

TAXPAYERS

We are benchmarking to create a female taxpayers programme.

We are re-examining our policies to consider how they protect female taxpayers from harassment and abuse.

THANK YOU | MURAKOZE

Rwanda Revenue Authority

KG 4 Ave 8, Kimihurura,. P.O Box: 3987 Kigali, Rwanda

Cell: +250 788 185 500 | Toll Free: 3004 | SMS: 4152(start your message with "RRA")



@Rwanda Revenue Authority



@rrainfo



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www.rra.gov.rw