

**The European Union's investing in People Thematic Programme**

**Enhancing Livelihood for Youth (EL4Y)**

**“CSO-LA/2019/163538-1/15”**

# **FINAL NARRATIVE REPORT**

**Reporting period:  
17<sup>th</sup> February 2020-16<sup>th</sup> February 2023**



This project is funded by  
The European Union

Implemented by AJPRODHO in Partnership with YWCA



AJPRODHO JIJUKIRWA



## Table of content

|                                                                                                                                                                                                                                         |    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| List of acronyms .....                                                                                                                                                                                                                  | 5  |
| 1. Description .....                                                                                                                                                                                                                    | 5  |
| 2. Assessment of the implementation of the action activities and its results .....                                                                                                                                                      | 6  |
| 2.1 Executive summary of the action .....                                                                                                                                                                                               | 6  |
| 2.2 RESULT AND ACTIVITIES.....                                                                                                                                                                                                          | 7  |
| A. Results.....                                                                                                                                                                                                                         | 7  |
| <i>Outcome (Oc): 4,000 vulnerable youth (16-30 years, 70% women) have enhanced their livelihoods</i>                                                                                                                                    | 7  |
| EO1: The youth economic empowerment package for financial inclusion and income generating activities is implemented with 2,500 newly identified vulnerable youth in Muhanga and Bugesera Districts.....                                 | 7  |
| EO2: Opportunities for the development of employable skills are provided to 1,000 youth in target districts .....                                                                                                                       | 8  |
| EO3: About 500 youth engaged in small and informal businesses have transitioned to formal and competitive businesses.....                                                                                                               | 9  |
| EO4: Youth-led advocacy strategy with regard to access to jobs, finance and markets, to starting business and to transitioning from informal to formal sector is developed and implemented for the protection of vulnerable youth ..... | 10 |
| B. ACTIVITIES .....                                                                                                                                                                                                                     | 10 |
| Non-result activities.....                                                                                                                                                                                                              | 10 |
| A00.Project inception, Monitoring and evaluation activities .....                                                                                                                                                                       | 10 |
| A001. Hiring project staff.....                                                                                                                                                                                                         | 10 |
| A002: Project stat up workshops .....                                                                                                                                                                                                   | 11 |
| A003: Introductory meetings with authorities .....                                                                                                                                                                                      | 11 |
| A004. Baseline Survey .....                                                                                                                                                                                                             | 11 |
| A005. Continuous Planning.....                                                                                                                                                                                                          | 11 |
| A006. Bi annual meeting.....                                                                                                                                                                                                            | 12 |
| A007. Project Launch .....                                                                                                                                                                                                              | 12 |
| Result Activities .....                                                                                                                                                                                                                 | 12 |
| A1: Geographical expansion of AJPRODHO’s youth economic empowerment model to newly identified 2,500 youth in Bugesera and Muhanga Districts.....                                                                                        | 12 |
| A1.1 Community sensitization of VSL, creation of VSLAs and identification of peer educators .....                                                                                                                                       | 12 |
| A1.2: Review of vsla training manual integrating new elements of environmental protection, gender and diversity, taxation and marketing .....                                                                                           | 13 |
| A1.3 Training of staff on VSLA methodology .....                                                                                                                                                                                        | 13 |
| A1.4: Provision of vsla toolkits.....                                                                                                                                                                                                   | 13 |
| A1.5: Training of peer educators.....                                                                                                                                                                                                   | 13 |

|                                                                                                                                                                                     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>A1.6: Cascading of VSLA methodology .....</b>                                                                                                                                    | <b>14</b> |
| <b>A1.7: Community awareness raising on gender and social issues affecting the economic empowerment of youth .....</b>                                                              | <b>14</b> |
| <b>A2: Facilitation of access to tvet, e-learning, work readiness and on job training/apprenticeship opportunities.....</b>                                                         | <b>15</b> |
| <b>A2.1: Talent detection competitions .....</b>                                                                                                                                    | <b>15</b> |
| <b>A2.2: Facilitation of youth to access TVET .....</b>                                                                                                                             | <b>16</b> |
| <b>A2.3: Support youth with disability to attend TVET.....</b>                                                                                                                      | <b>17</b> |
| <b>A2.4: Start-up materials for trainees in tvet.....</b>                                                                                                                           | <b>18</b> |
| <b>A2.5: E-learning .....</b>                                                                                                                                                       | <b>19</b> |
| <b>A3: Development of partnerships with key players in the private sector to facilitate youth access to markets for their products and services.....</b>                            | <b>20</b> |
| <b>A3.1: Organizing orientation workshop with business companies .....</b>                                                                                                          | <b>20</b> |
| <b>A3.2: Support youth attend national trade fair.....</b>                                                                                                                          | <b>20</b> |
| <b>A4: Development of partnerships with key players in the private sector to facilitate access to internships, apprenticeship and jobs. ....</b>                                    | <b>21</b> |
| <b>A4.1 Identification of youth to attend internship .....</b>                                                                                                                      | <b>21</b> |
| <b>A4.2: Organizing job fair.....</b>                                                                                                                                               | <b>22</b> |
| <b>A5: Technical expansion of ajprodho’s youth economic empowerment model in all target districts .....</b>                                                                         | <b>24</b> |
| <b>A5.1: Training on taxation and marketing .....</b>                                                                                                                               | <b>24</b> |
| <b>A5.2: Mentoring/coaching of youth .....</b>                                                                                                                                      | <b>25</b> |
| <b>A5.3: Pilot and scale-up the use of ICT in VSLA methodology .....</b>                                                                                                            | <b>26</b> |
| <b>A6: Facilitation of access to business incubators in collaboration with existing business development programmes .....</b>                                                       | <b>26</b> |
| <b>A6.1: Facilitate youth to access incubation programs .....</b>                                                                                                                   | <b>26</b> |
| <b>A7: Establishment and management of a guarantee fund for target youth .....</b>                                                                                                  | <b>27</b> |
| <b>A7.1: Linkage with business development fund (BDF) ltd. and other financial institutions for formal financial services to individual youth businesses (guarantee fund) .....</b> | <b>27</b> |
| <b>A8: Development of a youth led advocacy strategy .....</b>                                                                                                                       | <b>28</b> |
| <b>A8.1: Assessment for evidence generation on issues affecting business start-ups and access to (self-) employment for youth.....</b>                                              | <b>28</b> |
| <b>A8.2: Workshop to develop advocacy strategy.....</b>                                                                                                                             | <b>28</b> |
| <b>A8.3: Advocacy campaigns (meetings, media, lobbying).....</b>                                                                                                                    | <b>29</b> |
| <b>A8.4: Moot court .....</b>                                                                                                                                                       | <b>30</b> |
| <b>2.3. Logframe matrix updated .....</b>                                                                                                                                           | <b>31</b> |

|                                                                                   |           |
|-----------------------------------------------------------------------------------|-----------|
| <b>3. Beneficiaries/affiliated entities, trainees and other cooperation .....</b> | <b>36</b> |
| <b>4. Visibility .....</b>                                                        | <b>40</b> |

**LIST OF ACRONYMS**

|                 |                                                                                                                                                          |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>AJPRODHO</b> | Association de la Jeunesse pour la Promotion des Droits de l’Homme et le Développement<br>(Youth Association for Human Rights Promotion and Development) |
| <b>BDA</b>      | Proximity Business Development Advisor                                                                                                                   |
| <b>BDF</b>      | Business Development Fund                                                                                                                                |
| <b>EU</b>       | <b>European Union</b>                                                                                                                                    |
| <b>JADF</b>     | Joint Action Development Forum                                                                                                                           |
| <b>EL4Y</b>     | Enhancing Livelihood for Youth                                                                                                                           |
| <b>M&amp;E</b>  | Monitoring and Evaluation                                                                                                                                |
| <b>MOU</b>      | Memorandum Of Understanding                                                                                                                              |
| <b>NCPD,</b>    | National Council of Persons with Disabilities                                                                                                            |
| <b>NEP</b>      | National Employment Programme                                                                                                                            |
| <b>NYC</b>      | National Youth Council                                                                                                                                   |
| <b>NWC</b>      | National Women Council                                                                                                                                   |
| <b>SACCO</b>    | Savings and Credit Cooperative                                                                                                                           |
| <b>SC</b>       | Steering Committee                                                                                                                                       |
| <b>SRH</b>      | Sexual and Reproductive Health                                                                                                                           |
| <b>ToR</b>      | Terms of Reference                                                                                                                                       |
| <b>ToT</b>      | Training of Trainers                                                                                                                                     |
| <b>TVET</b>     | Technical Vocational Education Training                                                                                                                  |
| <b>VSLA</b>     | Voluntary Saving and Loan Association                                                                                                                    |
| <b>YEIS</b>     | Youth Employability in the Informal Sector                                                                                                               |
| <b>YWCA</b>     | Young Women’s Christian Association                                                                                                                      |

**1. DESCRIPTION**

**1.1.** Name of coordinator of the grant contract: **AJPRODHO JIJUKIRWA**

**1.2.** Name and title of the contact person: Dr. MPAYIMANA Fulgence

**1.3.** Name of beneficiary(ies) and affiliated entity(ies) in the action: YWCA Rwanda

**1.4.** Title of the action: Enhancing Livelihoods for Youth (EL4Y) Project

**1.5.** Contract number: Europe Aid/163538/DD/ACT/RW

**1.6.** Start date and end date of the reporting period: 17<sup>th</sup> Feb 2020- 16<sup>th</sup> Feb 2023

**1.7.** Target country(ies) or region(s): Rwanda

**1.8.** Final beneficiaries &/or target groups<sup>1</sup> (if different) (including numbers of women and men): 4,000 vulnerable youth including 2,754 (68.8%) female and Male 1,246 (31.2%)

**1.9.** Country(ies) in which the activities take place (if different from 1.7)

## **2. ASSESSMENT OF THE IMPLEMENTATION OF THE ACTION ACTIVITIES AND ITS RESULTS**

### **2.1 EXECUTIVE SUMMARY OF THE ACTION**

Enhancing Livelihood for Youth (EL4Y) project is implemented by AJPRODHO in partnership with YWCA. The project action started on 17<sup>th</sup> February 2020 and took the end on 16<sup>th</sup> February 2023 i.e. 3yrs of project implementation. The overall objective of the Action was to contribute to the reduction of youth unemployment and to their access to decent work in Rwanda.

By the end of the EL4Y project, key results were register including 134 VSLAs from four districts of Bugesera, Muhanga, Kicukiro and Ngororero with 4,000 beneficiaries that include 1,246 males and 2,754 females, as it was planned in the project. In total, 268 peer educators including 105 males and 163 females were identified and equipped with the skills on VSLA methodology, life skills, gender, environmental protection, sexual reproductive health, cooperative management, as well as on taxation, and marketing. They, too, have shared acquired knowledge with their peers in saving groups.

By the end of the Action, 3,598 (99.9% of 3,600-targeted youth) youth beneficiaries including 1,069 males and 2,529 females have accessed loans from their respective VSLAs. Whereas 3,595 youth including 1,128 males and 2,467 females i.e. 99.8% of 3,600 as targeted youth, have accessed formal financial services through opening accounts in Microfinance institutions, MoMo and other financial forms.

Regarding to the youth beneficiaries who invested in productive activities, by the end the Action, 3,215 youth beneficiaries out of 3,200 (100%) including 2,066 females and 1, 149 males have invested in the income generating activities. The 202 beneficiaries (101%) including 92 males and 110 females have invested in productive activities that protect environment.

Through the talents detection, 800 youth have been supported by the Action to improve their knowledge and skills and have been provided with the tool kits to make them able to perform productively. The Action has initiated a good and demonstrable practice of supporting young people to get loans from financial intuitions which is a practice that can be adopted by other actors in the area of dealing with the issues of underemployment and unemployment.

Under EL4Y project implementation, youth acquired the skills of advocating for the related issues basing on the facts or status produced from researches.

---

<sup>1</sup> „Target groups“ are the groups/entities who will be directly positively affected by the project at the project purpose level, and „final beneficiaries“ are those who will benefit from the project in the long term at the level of the society or sector at large.

Despite the challenges encountered from the COVID-19 restrictive measures, the project implementing partners (AJPRODHO and YWCA) strived for achieving the expected results using possible other alternatives depending on the type of faced drawback. Mainly, the project has proven to be helpful and successful for 400youth beneficiaries as well as for the entire communities where it was being implemented.

## 2.2 RESULT AND ACTIVITIES

### A. Results

**Outcome (Oc): 4,000 vulnerable youth (16-30 years, 70% women) have enhanced their livelihoods**

The achievements of this outcome are described under the following outputs and their respective indicators;

**EO1: The youth economic empowerment package for financial inclusion and income generating activities is implemented with 2,500 newly identified vulnerable youth in Muhanga and Bugesera Districts**

Under EO1, the following indicators have been set:

#### 1.1 “# Youth are in VSL groups

All 134 VSLAs groups in the target districts of Bugesera, Muhanga, Kicukiro and Ngororero are functioning. The total number of members of these groups are 4,000 including 1,246 males and 2,754 females. The project performance therefore has been reached by 100% as indicated in the following table:

| District     | No. of VSLG | Members/ Project Beneficiaries |              |              |
|--------------|-------------|--------------------------------|--------------|--------------|
|              |             | Women                          | Men          | Total        |
| BUGESERA     | 42          | 874                            | 376          | 1,250        |
| MUHANGA      | 42          | 814                            | 436          | 1,250        |
| KICUKIRO     | 25          | 541                            | 209          | 750          |
| NGORORERO    | 25          | 525                            | 225          | 750          |
| <b>TOTAL</b> | <b>134</b>  | <b>2,754</b>                   | <b>1,246</b> | <b>4,000</b> |

#### 1.2 “# youth who are able to access loans from the VSL group

By the end of the Action, 3,598 (1,069 males and 2,529 females) youth beneficiaries equivalent to 99.9% of 3,600 targeted youth have accessed loans from their respective VSLAs.

| District | No. of youth accessed loans | Beneficiaries |     |
|----------|-----------------------------|---------------|-----|
|          |                             | Women         | Men |
| BUGESERA | 998                         | 689           | 309 |

|              |              |              |              |
|--------------|--------------|--------------|--------------|
| MUHANGA      | 1070         | 753          | 317          |
| KICUKIRO     | 750          | 542          | 208          |
| NGORORERO    | 780          | 545          | 235          |
| <b>TOTAL</b> | <b>3,598</b> | <b>2,529</b> | <b>1,069</b> |

### 1.3 # youth access formal financial services (bank account, credits, and mobile money services).

The youth beneficiaries who have accessed formal financial services through opening accounts in Microfinance institutions, MoMo, Airtel money and other financial forms are **3,595**, including **1,128** males and **2,467** females. Since the target is 3,600 youth, the project has so far registered an achievement of over 99.8%.

| District         | No. of youth accessed formal financial services | Beneficiaries |              |
|------------------|-------------------------------------------------|---------------|--------------|
|                  |                                                 | Women         | Men          |
| <b>BUGESERA</b>  | 1,014                                           | 683           | 331          |
| <b>MUHANGA</b>   | 1010                                            | 698           | 312          |
| <b>KICUKIRO</b>  | 789                                             | 551           | 238          |
| <b>NGORORERO</b> | 782                                             | 535           | 247          |
| <b>TOTAL</b>     | <b>3,595</b>                                    | <b>2,467</b>  | <b>1,128</b> |

### 1.4 # project beneficiaries have invested in productive activities during the course of the project.

By the end of the Action, 3,215 youth beneficiaries out of 3,200 (100%) including **2,066** females and **1, 149** males youth in four districts have invested in productive activities.

| District     | No. of youth invested in productive activities | Beneficiaries |              |
|--------------|------------------------------------------------|---------------|--------------|
|              |                                                | Women         | Men          |
| BUGESERA     | 632                                            | 421           | 211          |
| MUHANGA      | 877                                            | 579           | 298          |
| KICUKIRO     | 958                                            | 519           | 439          |
| NGORORERO    | 748                                            | 547           | 201          |
| <b>TOTAL</b> | <b>3,215</b>                                   | <b>2,066</b>  | <b>1,149</b> |

## EO2: Opportunities for the development of employable skills are provided to 1,000 youth in target districts

### 2.1. “# Youth have accessed skills development opportunities (TVET, e-learning, and additional technical skills)

The overall target on this indicator was 1,000 youth (25% of 4000) to access skills development opportunities (TVET, e-learning, and additional technical skills). The target was achieved 100%. By the end of the project, 800 youth including 326 males and 474 females of the above target number were selected, trained, and coached in non-traditional TVET. The other 100 youth including 51 males and 49 females acquired e-learning skills. Moreover, 100 youth 76 females and 24 males) have accessed additional technical skills.

## **2.2 # Private companies have provided youth with opportunities for placement and career development**

Under this indicator, the target was 10 companies but the MOUs were signed between 16 companies and project-implementing partners to facilitate youth with opportunities for placement and career development.

By the end of the project, 500 youth including 117 males and 383 females youth have accessed industrial internship for career development.

## **2.3 #project beneficiaries have invested in productive activities that aim at protecting the environment.**

The overall target of this indicator was 200 i.e. 5% of 4,000 youth project beneficiaries who have invested in productive activities that aim at protecting the environment. By the end of the Action, 202 beneficiaries (101%) including 92 males and 110 females have invested in productive activities that protect environment.

## **EO3: About 500 youth engaged in small and informal businesses have transitioned to formal and competitive businesses**

### ***3.1 # Youth have accessed opportunities to develop their businesses (coaching, technological training, trade fairs, incubation programmes***

By the end of the action, 503(100%) youth beneficiaries (163 females and 88 males) and have accessed opportunities to develop their businesses.

With the project support, 12 youth beneficiaries have participated in the National trade fairs held at Gikondo expo ground which aimed at supporting youth to access markets for their products, engage in productive activities, and learn from others to improve their businesses as well as linking youth with relevant skills to employments.

Concerning business coaching, MOUs were signed with 16 business coaches in all four districts of project operation. The 221 youth including 152 females and 69 males accessed coaching and mentorship services from business mentors. Youth were equipped with skills on business plan development and elaboration and facilitated in submission of business plans to financial institutions for loans. They also get mentorship during their project implementation and repayment process.

Thus, 100 youth participated in the program including 27 males and 73 females in all districts of project implementation accessed incubation program. The program helped youth to acquire entrepreneurship skills including business plans development, business innovations, business project management, business goal setting and follow-up.

### ***3.2 # youth have transitioned from informal to formal (self-) employment thanks to the project interventions***

The 500 youth including 272 males and 228 females have transitioned from informal to formal employment. The project has achieved this indicator at 100% in relation to the overall target of 500 youth.

### **3.3 # youth have grown up their businesses by at least 40%**

The overall target of this indicator is 400 youth who have grown up their businesses by at least 40%. By the end of the project, youth who have grown up their businesses are 389 including 167 females and 222 males which means that the achievement of this indicator reached on 97% of the target of 400 Youth.

### **EO4: Youth-led advocacy strategy with regard to access to jobs, finance and markets, to starting business and to transitioning from informal to formal sector is developed and implemented for the protection of vulnerable youth**

#### **4.1 “# people have been reached with information on the advocacy issues”**

Assessment on the issues affecting start-up business and access to self-employment was conducted where the findings were shared to different stakeholders. A workshop to develop a youth led advocacy strategy was organized and attended by 15 members from all four districts. Elaborated strategy showing advocacy issues, actions to be taken, stakeholders to be engaged, period and responsible people to follow-up is in place.

Roundtable meeting with government duty bearers was conducted and the identified issues in the assessment were presented and key recommendations taken.

#### **4.2 “# media outlets that publish material developed by the Project”**

A number of 5 radio talk shows have been aired out through Voice of America radio station. A 1-radio talk show was aired out on radio Izuba of eastern province and another 1 radio talk show on Huguka radio of southern province was also aired out. All the talk shows were about the issues affecting youth economic empowerment and possible suggested solutions. Other media outlets that published the project materials also included online newspapers such as <https://umuseke.rw/> , <http://www.impamba.com/> , <https://rwandainspirer.com/fr/> , <https://www.hanga.rw/> , <https://muhaziyacu.rw/> . <https://www.facebook.com/tv1rwanda/videos/648095919730207>

Twitter and YouTube as social media has been used to the share with the public the project interventions” achievements.

#### **4.3 # organizations a) involved in coalition b) attending meetings/ assemblies**

Through organized advocacy meeting, about 8 out of 10 targeted institutions including CSOs and other strategic stakeholders were engaged. Those institutions were but not limited to Rwanda Labour Rights Organization (RLRO), RECOPTO, UWEZO, Center for Rule of Law Rwanda (CERULAR), NAR, LAF.

## **B. ACTIVITIES**

### **Non-result activities**

#### **A00.Project inception, Monitoring and evaluation activities**

##### **A001. Hiring project staff**

The project staff including two project managers as well as two field staff to run and implement the project activities with support from other organizational staff were recruited in the first year of the project implementation.

#### **A002: Project start up workshops**

The project start up workshops were conducted during the first year of the project to review project documents including grant agreement, understanding EU compliance, reviewing project budgets, developing action plan, M&E plan, Logo frame as well as visibility and communication plan.

#### **A003: Introductory meetings with authorities**

The meetings to introduce the project were held in the 4 target districts during the first year of the project.

The meeting involved among others things presentation and submission of the project, district action plan to the Mayor and the Joint Action Development Forum (JADF). District leaders were given an overview including objectives of the action, target beneficiaries, the district sectors of intervention as well as some of the key expected change areas and activities particularly contribution of project activities to youth job creation in the targeted districts. In all districts, the district officials expressed their appreciation of the project and assured their support and collaboration in all project interventions.

The district leaders have continued to support the project activities implementation and monitoring VSLAs and cooperatives activities, which guarantees sustainability of the project.

#### **A004. Baseline Survey**

During the first year of the project, a baseline survey was conducted with two objectives namely to establish the value for all indicators at the beginning of the project, and to assess the relevance, effectiveness, efficiency and sustainability of the project in the perspective of stakeholders including target youth and district officials. The baseline assessment was of serving as the pre-intervention status description against which the follow-up assessments and end line survey would be based to track level of achievements.

The exercise covered districts of Kicukiro, Bugesera, Muhanga, Ngororero with the general objective of establishing the value for all indicators at the beginning of the project. With that project baseline survey, the indicators’ values for youth employment and income, access to finance and economic opportunities by youth, and youth business development were established.

#### **A005. Continuous Planning**

Every month AJPRODHO and YWCA project staff met in their respective organizations to assess the progress made and plan for the following month. On quarterly basis AJPRODHO as a lead organization, convened a coordination meeting bringing together all staff working on L4Y project including YWCA staff. Those meetings provide an opportunity to reflect on challenges faced by staff in the implementation process and propose solutions.



#### **A006. Bi annual meeting**

Biannual review meetings were held to assess the progress made against the plan and the budget, identify key lessons and challenges faced during the implementation, define and understand strategies to overcome those challenges.

*Figure 1: This is one of the bi-annual meetings conducted from 15<sup>th</sup> to 17 January 2022; at Bugesera lake Hotel*

#### **A007. Project Launch**

In order to raise awareness and create visibility of the project to be known by all stakeholders, the EL4Y Project was launched on 16 February 2021. The project launch event was to formally introduce the project among target groups and beneficiaries, and create visibility to the project. It brought together representatives of beneficiaries, local authorities (up to the district level), representatives from relevant ministries and governmental institutions such as the, the National Youth Council, SACCOs and Business Development Fund (BDF) Limited. Also other stakeholders such as the Private Sector Federation, Civil Society Organizations working with youth in economic development were invited to attend the launch in total 105 people attended the meeting.

#### **Result Activities**

##### **A1: Geographical expansion of AJPRODHO’s youth economic empowerment model to newly identified 2,500 youth in Bugesera and Muhanga Districts.**

During the implementation of the Action from 16<sup>th</sup> February 2020 to 16<sup>th</sup> February 2023, a list of sub, activities were conducted under this point as described below:

##### **A1.1 Community sensitization of VSL, creation of VSLAs and identification of peer educators**

During the first year of the Action, community meetings were organized and conducted in new and existing districts to identify and select project potential beneficiaries/VSLA members. The district FOs facilitated this activity by collaborating with local leaders, where they used to introduce the project’s interventions to the communities by explaining the objectives of the project and enlist the beneficiaries and requirements to be selected among others. As the results from these community meetings, 2,500 were identified in new districts of Bugesera and Muhanga while other 1,500 were selected from existing Districts of Kicukiro and Ngororero where YEIS project was implemented in total 4,000 youth, including 2,754 females and 1,246 Males were identified as potential people qualifying to be the EL4Y project beneficiaries.



*Figure 2: BUTERA Jean Claude, EL4Y Project Project manager EL4Y in MUHANGA district was leading the community meeting for selecting the EL4Y project potential beneficiaries. Participants were wearing mask to comply with COVID-19 prevention measures.*

#### **A1.2: Review of vsla training manual integrating new elements of environmental protection, gender and diversity, taxation and marketing**

Over the implementation of the Action, the existing VSLAs training manual was reviewed where new elements of environment protection, taxation and marketing were integrated.

#### **A1.3 Training of staff on VSLA methodology**

At the beginning of the implementation of the Action, staffs were trained on the reviewed VSLA methodology. These staff were also trained on other aspects including Gender, Taxation, Cooperative management and other financial literacy with the aim of cascading the required skills to project beneficiaries mostly through peer educators training.

#### **A1.4: Provision of vsla toolkits**

The VSLAs formed by the above trained staff were provided VSLA toolkits to facilitate in their saving activities. Project staff continued to monitor on effective use of these tool kits during the project implementation period.

#### **A1.5: Training of peer educators**

In two new districts of Bugesera and Muhanga, the youth economic empowerment model was implemented through identification of VSLA members among whom two peer educators per each VSLA. In total, 168 peer educators (113 females and 55 males) were selected and trained on VSLG methodology, financial literacy, life skills including gender, Sexual and reproductive health (SRH) as well as environment. Trained peer educators have cascaded acquired skills among their fellow members in VSLAs through regular training and mentoring.



*Figure 3: Training on VSL methodology life skills and financial literacy at BUGESERA District.*

The training equipped the beneficiaries with the knowledge and skills on VSLAs’ operations like how to form a VSA and its management; how a cooperative is formed and managed.

The acquired knowledge and skills from the training have led the project youth beneficiaries to improve the level of savings and borrowing money from their respective VSLAs to be able invest in productive activities, which have consequently led to the reduction of poverty.

Apart from the two new districts of project operation (Bugesera and Muhanga), 100 peer educators including 56 females and 44 males selected from 50 VSLAs identified in both existing districts of Kicukiro and Ngororero, have gotten a refresher training on VSLA methodology and the new elements of the project including environment, Gender.

Therefore, the total number of peer educators trained were 268 including 169 females and 99 males in both new and existing districts of project operation.

#### **A1.6: Cascading of VSLA methodology**

Trained Peer educators, have gradually delivered the skills they acquired from all training organized for them. They also keep facilitating other fellow members of the their respective VSLAs in saving and lending processess on a weekly basis.

#### **A1.7: Community awareness raising on gender and social issues affecting the economic empowerment of youth**

AJPRODHO and YWCA in partnership with Muhanga and Bugesera Districts, organized the awareness raising campaigns at the community level during 16 days of activism to fight against gender based violence where by youth participated and perform through songs, poems and theatre with the theme of **<Speak out: End gender basic violence>**,

The main objective of the campaign was to contribute to the reduction of gender-based violence and other negative stereotypes about gender. The campaign had aim of challenging the negative social norms and promoting gender equality; messages on gender based violence and related

protection measures, behavior change communication with regard to adolescent reproductive health and on the environmental protection delivered during the campaign.

The campaign facilitated youth to understand and challenge the negative social norms on gender.



*Figure 4: National youth council coordinator moderating the campaign at Bugesera District*

**A2: Facilitation of access to tvet, e-learning, work readiness and on job training/apprenticeship opportunities.**

#### **A2.1: Talent detection competitions**

In order to get the potential beneficiaries to be engaged in TVET, talent detection competitions were organised in Muhanga and Bugesera. Youth aged between 16 to 30 years old were mobilized to show case talents. Over 1,300 youth participants showed up during the competitions, 800 youth were selected and supported to access non-traditional TVET. Selected youth were from different trades including traditional and modern dance, fashion, instrumental, art and design, poem, theatre, comedians and Master of Ceremonies (MC).



*Figure 5: Youth talent competitions at District level took place at Bugesera Stadium; the event participated by different organs (EU delegation, AJPRODHO, NYC and Bugesera District*



*Figure 6: An artist Mr. ABIJURU Josias providing a gift to the guest of honor by designing his face live during the event.*



*Figure 7: Final event during talent detection competitions, guest of honor Mr. Thibaut Moyer (Head of economic and Governance section EU delegation) providing awards to the winners.*

Competitions were organized at sector level and finals took place at district level. In Bugesera the finals at district level took place on 23<sup>rd</sup> September 2021 and was attended by different stakeholders including; district officials, AJPRODHO and YWCA staff members, EU delegation and other partners including CSOs and Private Sector.

## A2.2: Facilitation of youth to access TVET

After the competitions, the project identified specialized trainers in different trades to train the selected youth to improve their talents. Youth who attended non-tradition TVET were able to contribute 25% and the project facilitated them to cover 75% of the total cost of the training.

**The table showing the number of youth who accessed non-traditional TVET in each trades**

| Districts | Categories of Talents | N0 Youth of | Male | Female |
|-----------|-----------------------|-------------|------|--------|
| BUGESERA  | Comedy and Theater    | 46          | 20   | 26     |
|           | Traditional dance     | 168         | 71   | 97     |

|                    |                                                                   |            |            |            |
|--------------------|-------------------------------------------------------------------|------------|------------|------------|
|                    | Fashion                                                           | 63         | 28         | 35         |
|                    | M.C and Amazina y'inka                                            | 6          | 6          | 0          |
|                    | Poams                                                             | 2          | 0          | 2          |
|                    | Modern Dance                                                      | 50         | 19         | 31         |
|                    | Instrumental                                                      | 26         | 21         | 5          |
|                    | Vocal/Singers                                                     | 17         | 10         | 7          |
|                    | Computer, graphic design , photo passport ,video coverage and Art | 22         | 14         | 8          |
| <b>Sub-Total</b>   |                                                                   | <b>400</b> | <b>189</b> | <b>211</b> |
| <b>MUHANGA</b>     | Comedy and Theater                                                | 55         | 34         | 21         |
|                    | Traditional dance                                                 | 90         | 29         | 61         |
|                    | Fashion                                                           | 30         | 17         | 13         |
|                    | M.C and Amazina y'inka                                            | 25         | 25         | 0          |
|                    | Poem"s                                                            | 7          | 4          | 3          |
|                    | Modern Dance                                                      | 58         | 21         | 37         |
|                    | Instrumental                                                      | 21         | 12         | 9          |
|                    | Karati                                                            | 50         | 43         | 7          |
|                    | Vocal/Singers                                                     | 14         | 7          | 7          |
|                    | Computer, graphic design , photo passport ,video coverage and Art | 50         | 37         | 13         |
| <b>SUB-TOTAL</b>   |                                                                   | <b>400</b> | <b>229</b> | <b>171</b> |
| <b>Grand TOTAL</b> | <b>–</b>                                                          | <b>800</b> | <b>418</b> | <b>382</b> |



*Figure 8 : Youth accessed non-traditional TVET/coaching From Bugesera and Muhanga District on right hand side is modern dance and on the left is instrumental.*

### A2.3: Support youth with disability to attend TVET

Among 800 youth with talents selected and facilitated to access TVET, 40 of them were youth with disabilities. This group of youth received special support by getting transport facilitation

during TVET training. Most of them were having the disability of bones, blinds and murmuring, they access different non-traditional talents such as traditional dance, computer and graphic design and instrumental.



*Figure 9: The youth with disability from VSLG's (Muhanga and Bugesera) facilitated to access TVET with other youth selected during talent detection.*

#### A2.4: Start-up materials for trainees in tvet

After training, 800 youth graduated from non-traditional TVET, were facilitated by provision of start up materials/kits. The tools were distributed based on the youth beneficiaries grouped into categories according to their respective talents and facilitated to form cooperatives so that they may work together as groups and create jobs to themselves and others.

##### List of start-up materials/kits provided for:

- **Modern dance:** Music drums, guitar, piano, power amplifier, microphones, Bass speakers for music band.
- **Traditional dance:** Imishanana, amayogi, body, masai shoes, traditional drums(ingoma), imirishyo, computer and speakers;
- For fashion and medallist: Fabrics Kitenge and others shoes, speakers
- For **arts and design**, they received different types of colour painting they can have used in art and painting in Muhanga youth gallery.

The tool kits have been handed over at Muhanga and Bugesera Youth Centre and Districts Leaders where youth performed in front of Project implementers (AJPRODHO and YWCA) , District local leaders, private sector. In Muhanga district specifically, the handover of the tools kits were merged with the celebration of the international women's days on 8th March 2022. For sustainability, the talented youth beneficiaries' coordination committees have been put in place for the management of tool kits in partnership with youth centre and District local leadership.



*Figure 10: EL4Y Project manager Mr.Butera Jean Claude officially hand over the start-up kits include traditional drums and piano to the youth at Muhanga District*



*Figure 11: During distribution of toolkits for youth graduated from the talent based TVETs in Bugesera Districts.*



*Figure 12: Youth graduated from music instruments and vocal/singers provided start up materials including music drums, piano, guitar, power amplifier, microphones and Bass speakers at Muhanga District*

## A2.5: E-learning

During the implementation of the Action, it was found out that Business Development centres (BDCs) that were initially planned to train youth on work readiness through E-learning and incubation programs, were not working hence deciding on working with youth centres which were found to be well established and more functional. These Centres were also selected based on their mandate of promoting descent youth employment using an integrated approach and aim to mobilize, build capacity and advocacy for youth initiatives that lead to economic and social development. After identification of the above youth, centres and meeting with their respective representatives MOUs between projects implementing partners (AJPRODHO and YWCAs) and Youth centres were signed. The signed MOUs included facilitation of youth to attend E-learning sessions, incubation program as well as job fair and this was successfully done.

100 youth were facilitated to attend e-learning program including 51 female and 49 males in all 4 districts of project operation.



*Figure 12: Group Photo where by AJPRODHO-JIJUKIRWA delegation (Programs manager, M & E officer and project manager on 25<sup>th</sup> May 2021 visited youth in the training of e-learning at Bugesera YEGO Center*

## A2.5: ADDITIONAL TRAINING

The 100 youth beneficiaries including 76 females and 24 males graduated in YEIS Project were the ones that obtained additional training, especially in the area of tailoring by improving knowledge in the new design such as Bolding, Zigzag, knitting suit, and therefore training facilitated youth gain experience and become competitive on the market.



*Figure 13: Youth from Ngororero District graduated from TVET in YEIS project accessed additional training at Gatumba center.*

## A3: Development of partnerships with key players in the private sector to facilitate youth access to markets for their products and services

### A3.1: Organizing orientation workshop with business companies

The 16 business companies were identified as potential companies in all districts to provide internship to youth. After identification of the companies, the orientation workshops to explain the expectations from the companies were organized at each of four districts level. From the workshops, the MoUs defining the roles and responsibilities of business companies and project implementing partners were signed.

The table below showing the names of the companies and place

| Companies facilitated youth during Industrial Internship |                                                                                                                                                                                                                     |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| District                                                 | Names of the company                                                                                                                                                                                                |
| BUGESERA                                                 | La lacine saloon; Ingabire foundation; Atolier de couture Berwa Ruhuha; Ambara uberwe Nyamata; Ishema Rilima; Marayika Antionette; Umucyo saloon; Urwambariro Rilima; Ambara model Gashora; La doxa saloon Nyamata. |
| KICUKIRO                                                 | Atolier Bayisenge                                                                                                                                                                                                   |
| MUHANGA                                                  | Atelier ishema; Cowamu LTD; Agakiriro Muhanga; Sifa saloon; Bureau Social Garage; Atelier de Couture Uwimana Fatuma                                                                                                 |
| NGORORERO                                                | -                                                                                                                                                                                                                   |

### A3.2: Support youth attend national trade fair

The selection of youth to attend the 24<sup>th</sup> international exposition in Rwanda was from 4 districts of operation and was based on quality products which needs to be exposed to the clients. In

addition, the products could be either from made in Rwanda, fashion designs, artiste with an extraordinary innovation from either Muhanga, Ngororero, Kicukiro and Bugesera districts.



*Figure 14: EU delegation and EL4Y Project Managers visited youth participated in National trade fair at Gikondo EXPO ground.*

**A4: Development of partnerships with key players in the private sector to facilitate access to internships, apprenticeship and jobs.**

#### **A4.1 Identification of youth to attend internship**

By the end of the project, 500 youth including 117 males and 383 females“ youth beneficiaries were selected and have accessed industrial internship for career development in different fields including hairdressing, graphic designs, hairdressing, Mechanics and carpentry, shoes making and tailoring.



*Figure 15: Some of the photos of youth accessed industrial internships from the above companies where by youth obtained experience and initiated their own businesses in all districts of project operation*

#### A4.2: Organizing job fair

Job fairs were organized at district levels and brought together potential employers, and job seekers to share possibilities of employment opportunities. Youth were able to know what the companies in their respective areas were doing and their interest as far as skills were concerned.

During Job fair sessions, discussions were held between job seekers and successful employers. Panellists were selected representing both companies and youth. The session gave a chance and a platform for discussions between youth and potential job providers. The 200 youth including 144 females and 56 males from (Muhanga, Ngororero, Bugesera and Kicukiro), 30 from 4 Districts were being employed due to the discussion made with successful employers.



*Figure 16: On 15<sup>th</sup> October 2021 Ajprodhio conducted a Job fair events where by unemployed youth (job seekers) met with successful employers to empower young people at all Districts of project operation*

#### A4.3: Project beneficiaries have invested in productive activities that aim at protecting the environment.

By the end of the Action, 202 beneficiaries (101%) including 92 males and 110 females have invested in productive activities that protect environment.

All of the activities involved in this Action intervention was aiming at job creation and increase youth beneficiaries’ decent work as it was indicated in the project expected results.

Under this intervention, 142 youth including peer educators and other youth beneficiaries have been trained various topics relating to environment protection mainly focussing on making charcoal. Initiatively, the youth beneficiaries started productive activities including but not limited to building Kitchen gardens (Akarima k’Urugo); Banana plantation; Making Organic fertilizer from agricultural residues (waste Materials); seeds multiplication; Planting bamboo trees around riverbanks for sale and Coffee plantations on hills and making charcoal/ briquettes.



*Figure 17: Dusengimana Jean damascene from Ntarama Sector – Bugesera District Building Kitchen gardens (Akarima kurugo) to the community by using organic fertilizer and Karamuka Helman from Nyarusange –Rusovu –Muhanga Sector Planting bamboo trees around riverbanks for sale.*



**Figure 18: Youth beneficiaries were learning how to make and use charcoal by using clay and ash.**

#### **A5: Technical expansion of ajprodhos youth economic empowerment model in all target districts**

EL4Y project worked on technical expansion of the economic empowerment model in the following priorities:

##### **A5.1: Training on taxation and marketing**

During the second year, EL4Y conducted a refresher training of staff by building capacity on taxation and marketing. The training also included an introduction to tax regimes of Rwanda as provided under the Rwandan taxation law in order to be able to comply with it. The following key topics among others were captured: Defining the Rwandan Tax policy/ tax regime; Defining types of taxes and their application in Business in Rwanda; Category of taxpayers; Big and small taxpayers; Who, How and when to pay taxes; Tax fines when you don't respect the tax laws and regulations; Land and immovable taxes, and; Land tax exemptions in Rwanda. The similar trainings were also provided to peer educators in all districts of project operation.



*Figure 18: Training of project staff on marketing and taxation took place at AJPRODHO head office.*

#### **A5.2: Mentoring/coaching of youth**

This activity was started by identifying the business coaches in the district of operation. The business coaches were selected by support from district business development unit who advised to work with the existing business development advisors (BDA) since they do similar work of supporting in business development. An MOU with identified coaches in all districts of operation was signed and an orientation meeting organized for them to understand clearly their roles in this exercise. They were working with project field officers in the districts of operation to support beneficiary youth groups and individuals in developing their business plans and selecting the business plans that meet basic requirements before submission to SACCOs to request for funding using selections criteria established in consultation with the project team. By the end of the project 221 youth beneficiaries including 151 females and 70 males accessed coaching and mentorship services for business services in four districts.



*Figure 19: BDA Nsabimana Alphonse from Gashora sector Bugesera District on right and BDA Nsanzabandi Jean damascene from Ruhuha sector Bugesera District both were mentoring youth from VSLGs on the management of businesses and loan from MFIs.*

### A5.3: Pilot and scale-up the use of ICT in VSLA methodology

By the end of the Action, with the objective of piloting a digitalization of saving and loaning services within the groups, an experienced company to develop e-saving system/e-wallet for saving groups like the ones under EU EL4Y project support was hired. Both the project staff and the groups’ representatives were trained on the manipulation of the system to equip them with the skills that later will help them to support VSLAs for their daily saving and loaning transactions. By the end of the reporting period, all 134 saving groups from all four (4) districts of Bugesera, Kicukiro, Ngororero and Muhanga were loaded in the e-saving system and 80 groups were active saving using the system . The saving USSD code: \*777# was availed for VSLAs daily related saving and loaning transactions.



*Figure 20: Training of peer educators on e-saving system conducted by Exuus company took place at Ngororero District*

### A6: Facilitation of access to business incubators in collaboration with existing business development programmes

#### A6.1: Facilitate youth to access incubation programs



*Figure 21: Training of youth on incubation programs at Muhanga and Ngororero Districts took place at YEGO Center Muhanga and BDF Ngororero Districts*

Initially, the activity was supposed to be implemented in partnership with BDS and Inkomoko by signing MOUs, but after reaching on the Field the reality was that so far the BDS were not working and Inkomoko is not active on the field that is why we chose to work with Youth Centers (YEGO Centers) because they deliver the same service in the same areas.

YEGO centers initiated by MINISTRY OF YOUTH with the mission Promoting decent youth employment using an integrated approach and aims to mobilize, build capacity and advocate for youth initiatives that lead to economic and social development as well as to a productive and patriotic Rwandan youth generation. It is on this note that both AJPRODHO and YWCA entered into negotiations and signing MOUs with them to facilitate the implementation of this activity.

The training of youth on incubation programs facilitated young people acquire basic skills on entrepreneurship and manage small businesses. This has also encouraged young self-employment. The Major topic covered during incubation programs were Entrepreneurship skills, Goals setting and achieving them and preparation of business plan.

#### **A7: Establishment and management of a guarantee fund for target youth**

##### **A7.1: Linkage with business development fund (BDF) ltd. and other financial institutions for formal financial services to individual youth businesses (guarantee fund)**

As far as this activity is concerned, 16 MOUs with SACCOs have been signed on the management of the Guarantee Fund for youth in 4 districts of operation. For the successful implementation of this activity in year one of the project, discussions were held between project implementers and concerned stakeholders including BDF and SACCOs on establishment and management of this fund.

One of the resolutions that were reached from these consultative meetings was to sign agreements with SACCOs as financial institutions where this fund will be managed. Secondary after MoUs signing with SACCOs, the fund was disbursed to those SACCOs based on the numbers of youth beneficiaries in VSLA groups located in the sectors where the SACCOs have their respective working Offices in 4 Districts of project operations.

Since the fund disabused, the targeted youth beneficiaries were encouraged and facilitated through business coaching to apply for loans where the established fund was contributed to the missing 25% or 50% of the guarantee provided by BDF. The reason as to why SACCOs were taken up as financial institutions(FIs) to manage the guarantee fund was due to the fact that in the first place SACCOs were in all sectors of the districts where the project operate therefore they are closer to the project beneficiaries. Secondary they work with BDF hence easy to collaborate in supporting youth since the fund is just contributing to 25% or 50% of the guarantee and the rest of 75% or 50% is contributed by BDF.

The youth have been mobilized to use the provided opportunity and request for loans since they have guarantee at their disposal. Up to the end of the project, 83 youth including 37 males and 52 females have acquired loans equivalent to 28,000,000Frw. Thanks to the established, guarantee fund that has encouraged youth to take loans.

| STATUS OF GUARANTEE FUND IN EL4Y PROJECT CATCHMENT AREA |                                |                               |                            |                             |    |    |                 |
|---------------------------------------------------------|--------------------------------|-------------------------------|----------------------------|-----------------------------|----|----|-----------------|
| District                                                | # submitted projects to SACCOs | # projects accepted by SACCOs | # projects approved by BDF | # projects funded by SACCOs | M  | F  | Amount Approved |
| BUGESERA                                                | 55                             | 30                            | 24                         | 23                          | 14 | 15 | 12,600,000      |
| KICUKIRO                                                | 53                             | 22                            | 8                          | 11                          | 3  | 8  | 4,500,000       |
| MUHANGA                                                 | 31                             | 17                            | 8                          | 8                           | 3  | 5  | 4,100,000       |
| NGORORERO                                               | 52                             | 12                            | 12                         | 41                          | 17 | 24 | 7,100,000       |
| Total                                                   | 191                            | 81                            | 52                         | 83                          | 37 | 52 | 28,300,000      |

## A8: Development of a youth led advocacy strategy

### A8.1: Assessment for evidence generation on issues affecting business start-ups and access to (self-) employment for youth

Under the Action implementation a hired consultant to carry out an evidence generation on issues affecting business start-ups and unemployment among youth provided a report where Among key findings from the assessment on the issues affecting the youth start-up of businesses included:

- the low level of confidence for loan utilization,
- Poor management of start-up capital ,
- Lack of a plan for the business,
- Tax non-compliance,
- Limited knowledge on institutions supporting youth businesses

Apart from the above issues it was found that the unemployment is mostly due to Lack of Experience with job seeking, Nepotism, Gender-based corruption, Demotivation of applicants, High employment demand, To avail the information on job opportunities from its members to youth organizations such as AJPRODHO who in return would inform young people through their forums to increase the rate of youth employment

### A8.2: Workshop to develop advocacy strategy

Based on the raised issues from the assessment report a youth led advocacy on issues affecting youth business start-up and unemployment was developed.

The workshop to develop the strategy was organized and attended by youth from the 4 districts of the project implementation.

The workshop also empowered project staff and stakeholders on the skills/strategies of doing advocacy on issues affecting youth to access employment

In the workshop, a presentation on the findings of the assessment was made and youth designed an advocacy implementation strategy.

**The following table illustrates the issues raised and actions taken**

| <b>Advocacy Issues</b>                                                           | <b>Action to take on the activity</b>                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assets actions not friendly                                                      | <ul style="list-style-type: none"> <li>• To increase the period of selling guarantee</li> <li>• Discussion between banks and clients before selling the guarantee</li> </ul>                                                                                                                                                                             |
| Difficult access to Bank Loans                                                   | <ul style="list-style-type: none"> <li>• Banks do not look at fixed asset only because most of youth don't have these assets and look at savings in the groups or MFIs</li> <li>• Reduce bank charges</li> <li>• Banks and MFIs should trust youth and value their projects</li> </ul>                                                                   |
| Many young people do not access information service provided by instructions     | <ul style="list-style-type: none"> <li>• Raise awareness on the services provided by local authorities, private sector and NGOs</li> </ul>                                                                                                                                                                                                               |
| Professional experience as limiting factor for young people to access employment | <ul style="list-style-type: none"> <li>• To establish centers that facilitate youth to get industrial internships and companies to raise awareness on the services that promotes youth</li> </ul>                                                                                                                                                        |
| High youth unemployment rate                                                     | <ul style="list-style-type: none"> <li>• Encourage youth to be self-employed,</li> <li>• Emphasize youth join TVET School</li> <li>• Encouraging youth to have self-confidence</li> <li>• Organize trainings that empower youth to improve their career experience</li> <li>• To organize job desks for successful employers to empower youth</li> </ul> |

### **A8.3: Advocacy campaigns (meetings, media, lobbying)**

The youth led advocacy meeting was conducted as roundtable meeting with government duty bearers and stakeholders on barriers to youth employment on access to finance & markets with following objectives:

- Present to the government duty bearers and other relevant stakeholders (CSOs and PSF), the findings from the Assessment for evidence generation on issues affecting start-up businesses and access to (self) employment for youth.
- Discuss and set commitments on changes that are needed to improve the situation of youth more specifically on barriers to youth employment, access to finance & markets and how effectively eradicate them.

As the meeting Results, the findings from the Assessment for evidence generation on issues affecting start-up businesses were discussed and the appropriate solutions drawn out. A strong network of inter-actors (SCOs, PSF and Government) partnerships established to help young people create and grow their businesses.



**Figure 22: Roundtable meeting with government duty bearers and stakeholders on barriers to youth employment, access to finance & markets took place at Five to Five Hotel Kigali-Remera**

#### **A8.4: Moot court**

As revealed by the assessment conducted for *evidence generation on issues affecting business start-ups and unemployment among youth*, the One of the challenges of youth in the country is unemployment and underemployment. Enterprise development is the ultimate answer for youth employment since the public sector is unable to provide employment for all Rwandans.

The 3 key barriers to enterprise development were indicated in the report:

1. Revenue penalties related to non – Tax declaration (even if you did not conduct make any profit)
2. Access to capital for youth
3. Inadequate enterprise development skills / lack of acumen

In the same effort, AJPRODHO has conducted a strategic litigation in form of a moot court through which legal and public policy issues underlying prohibitive taxation law provisions including the requirement to declare Nil, impinge on enterprise development by Youth shall be challenged.

AJPRODHO JIJUKIRWA organized a moot court event held at Lebanon Hotel in Kigali city and it brought together around 50 participants including young people (beneficiaries of the project from 4 districts where the project is being implemented) and representatives of government and private entities. Among the youth who attended the moot court event are those who have small start-ups who are facing the challenges of the tax regime in Rwanda and we hope that throughout this initiative, they found solutions for their challenges.

AJPRODHO has picked on the first issue which has overall bearing on young businesses generally, but which uniquely impacts youth, because a big share of business start-ups is by youth who in an effort to create jobs are often faced with prohibitive revenue laws and regulations including the requirement of Tax filing even if you did not make any profit.



Figure 23: During Moot court meeting.

### 2.3. LOGFRAME MATRIX UPDATED

|                                   | <b>Result chain</b>                                                                             | <b>Indicator</b>                                                                                  | <b>Baseline (value &amp; reference year)</b>                | <b>Target (value &amp; reference year)</b> | <b>Current value* (Reference year) (* to be included in interim and final reports)</b> | <b>Source and mean of verification</b>                    | <b>Assumptions</b>                                                                                                       |
|-----------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------|----------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <b>Impact (Overall objective)</b> | To contribute to the reduction of youth unemployment and their access to decent work in Rwanda. | Reduction by XX% of the proportion of the youth unemployed and under employed in target districts | - 22% unemployed youth<br>-66% underemployed youth          | 80%                                        | 81%                                                                                    | Annual labour force survey<br><br>Baseline Interim report | Good collaboration from government and private business actors e.g., NEP, BDF, Financial institutions, private companies |
| <b>Output</b>                     | 4,000 vulnerable                                                                                | S.O.1: XX% of 4000                                                                                | <ul style="list-style-type: none"> <li>34% don't</li> </ul> | 3,200 (80%)                                | 2582 (81%)                                                                             | Project interim                                           | Good collaboration from                                                                                                  |

|                |                                                                 |                                                                      |                                                                                                                                                                                                                                                                                       |              |               |                                                                    |                                                                                                                          |
|----------------|-----------------------------------------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
|                | youth (16-30 years, 70% women) have enhanced their livelihoods. | target youth who increased their Income by 40%.                      | <p>earn any income ;</p> <ul style="list-style-type: none"> <li>• 33.6% earn less than 1,000 francs a day;</li> <li>• 17.4% earn between 1,000 and 2,000 francs a day;</li> <li>• 7.3% earn between 2,001 and 5,000 francs</li> <li>• 3.9% earn above 5,000 francs per day</li> </ul> |              |               | reports, baseline,                                                 | government and private business actors e.g., NEP, BDF, Financial institutions, private companies                         |
|                |                                                                 | SO.2: “xx% of 4,000 project beneficiaries are engaged in decent work | 28 .6% earn 1,000 and above a day                                                                                                                                                                                                                                                     | 2400 (60%)   | 2345 (97.7 %) | Project interim and quarterly reports, baseline monitoring reports | Good collaboration from government and private business actors e.g., NEP, BDF, Financial institutions, private companies |
| <b>Outputs</b> | EO1: The youth economic empowerment                             | 1.1 “#youth are in VSL groups”                                       | 1,500                                                                                                                                                                                                                                                                                 | 4,000 (100%) | 4,000 (100%)  | Project interim and quarterly                                      | Private sector actors’ policies are equitable to include vulnerable                                                      |

|  |                                                                                                                                                                    |                                                                                               |                                            |             |               |                                                                    |                                                                                                                                                                                                                   |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------------------------|-------------|---------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | ent package for financial inclusion and income generating activities is implemented with 2,500 newly identified Vulnerable youth in Muhanga and Bugesera Districts |                                                                                               |                                            |             |               | y reports, baseline monitoring reports                             | youth with regard to access to markets and jobs. Space for civil society to conduct advocacy will not diminish. Government policies and regulations for access to finance are more inclusive of vulnerable youth. |
|  |                                                                                                                                                                    | 1.2 “# youth who are able to access loans from the VSL group”                                 | 56%                                        | 3,600 (90%) | 3,598 (99.9%) | Project interim and quarterly reports, baseline monitoring reports | Well-functioning of the VSLAs, improved in lifting of covid measures                                                                                                                                              |
|  |                                                                                                                                                                    | 1.3 “# youth access formal financial services (bank account, credits, mobile money services)” | -bank A/Cs: 33.2%<br>- formal credit: 6.6% | 3,600 (90%) | 3,595(99.8%)  | Project interim and quarterly reports, baseline monitoring reports | Good collaboration with SACCOs and other financial services                                                                                                                                                       |
|  |                                                                                                                                                                    | 1.4 “# project beneficiaries have invested in productive activities                           | 74.5%                                      | 3,200 (80%) | 3,215 (100%)  | Project interim and quarterly reports,                             | Youth through coaching understand the importance of investing in productive                                                                                                                                       |

|  |                                                                                                             |                                                                                                           |                                                                                 |                     |             |                                                                     |                                                                                                               |
|--|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------|-------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
|  |                                                                                                             | during the course of the project.”                                                                        |                                                                                 |                     |             | baseline monitoring reports baseline, and final evaluation reports. | activities                                                                                                    |
|  | EO2: Opportunities for the development of employable skills are provided to 1,000 youth in target districts | 2.1 “# youth have accessed skills development opportunities (TVET, e-learning, professional internships)  | - 19% (TVET: 16.8%; e-learning: 0.4%; job placement: 0.8% and internship: 1.2%) | 1,000 (25% of 4000) | 1000 (100%) | Project interim and quarterly reports, baseline monitoring reports  | Good collaboration with TVET centers, Private companies and Youth centers                                     |
|  |                                                                                                             | 2.2 “# Private companies have provided youth with opportunities for placement and career development ”    | - 0 companies -0.8% accessed job placement in other institutions                | 10                  | 16 (160%)   | Project interim and quarterly reports, baseline monitoring reports  | Lifting of covid measures to allow meetings and workings to accept youth                                      |
|  |                                                                                                             | 2.3 “#project beneficiaries have invested in productive activities that aim at protecting the environment | 20.46%                                                                          | 200 (5%)            | 202 (100%)  | Project interim and quarterly reports, baseline monitoring reports  | Youth through coaching understand the importance of investing in productive activities protecting environment |
|  | EO3: About 500 Youth engaged in small and                                                                   | 3.1 # Youth have accessed opportunities to develop                                                        | -10.5% (registered businesses) - 0% employees                                   | 500 (12.5%)         | 503 (100%)  | Project interim and quarterly                                       | Good working relations with business coaches                                                                  |

|  |                                                                                              |                                                                                                                     |                                                                                                                               |                    |                   |                                                                                             |                                                                                   |
|--|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------|---------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
|  | <i>informal businesses have transitioned to formal and competitive businesses</i>            | <i>their businesses (coaching, technological training, trade fairs, incubation programmes)</i>                      | <i>with contract</i>                                                                                                          |                    |                   | <i>reports, baseline Project interim and quarterly reports, baseline monitoring reports</i> |                                                                                   |
|  |                                                                                              | <i>3.2 # youth have transitioned from informal to formal (self-) employment thanks to the project interventions</i> | <i>- 10.5% (registered businesses)<br/>- 0% employees with contract</i>                                                       | <i>500 (12.5%)</i> | <i>500 (100%)</i> | <i>Project interim and quarterly reports, baseline monitoring reports</i>                   | <i>Well-functioning of VSLAs and lifting up of COVID measures</i>                 |
|  |                                                                                              | <i>3.3 # youth have grown up their businesses by at least 40%</i>                                                   | ↔ <b>Current business capital:</b><br>▪ <5,000: 5.4%<br>▪ 10,001-50,000: 20.5%<br>▪ 50,001-100,000: 13.4%<br>▪ > 100,000: 14% | <i>400 (10%)</i>   | <i>389(97%)</i>   | <i>Project interim and quarterly reports, baseline monitoring reports</i>                   | <i>Good collaboration with business coaches as well as financial institutions</i> |
|  | <i>EO 4:<br/>EO4: Youth-led advocacy strategy with regard to access to jobs, finance and</i> | <i>4.1 “# people have been reached with information on the advocacy issues</i>                                      | <i>0</i>                                                                                                                      | <i>100</i>         | <i>100 (44%)</i>  |                                                                                             |                                                                                   |

|  |                                                                                                                                                              |                                                                                      |          |           |                 |  |  |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|----------|-----------|-----------------|--|--|
|  | <i>markets, to starting business and to transitioning from informal to formal sector is developed and implemented for the protection of vulnerable youth</i> |                                                                                      |          |           |                 |  |  |
|  |                                                                                                                                                              | <i>4.2 # media outlets that publish material developed by the Project</i>            | <i>0</i> | <i>2</i>  | <i>3 (150%)</i> |  |  |
|  |                                                                                                                                                              | <i>4.3 # organizations a) involved in coalition b) attending meetings/assemblies</i> | <i>0</i> | <i>10</i> | <i>8 (80%)</i>  |  |  |

### 3. BENEFICIARIES/AFFILIATED ENTITIES, TRAINEES AND OTHER COOPERATION

**3.1. How do you assess the relationship between the beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the coordinator or the affiliated entity statement)? Please provide specific information for each beneficiary/affiliated entity.**

AJPRODHO is partnering with YWCA in implementation of this action and for the smooth running of the action, a partnership framework was established to facilitate participatory learning and a mutual decision making process including a steering Committee (SC) that reviews project reports, approves expenditure and funds disbursements. The SC is composed of the executive Secretaries/Directors; Program Managers, and the Project coordinators from both organizations.

In addition, a technical team composed of program managers, project coordinators M&E staff and field staff from both organizations was reflecting on the technical oversight of the project implementation. The team meet on a quarterly basis and was sharing the experiences of the project achievements and help to come up with common suggestions that would help to improve on effective implementation of the project.

**3.2. How would you assess the relationship between your organization and State authorities in the action countries? How has this relationship affected the action?**

AJPRODHO has established a good relationship with state institutions from national level to district level for many years and this has helped the smooth running of the project. At national level for example has an MOU with National Youth Council and is a member of the savings Practitioners Forum in the Ministry Finance and Economic Planning. AJPRODHO has also signed a memorandums of Understanding with SACCOs and BDF.

At local community, both AJPRODHO and YWCA have established a strong relationship with the 4 districts of operation including district authorities and with grassroots level leaders (sector and cells level). AJPRODHO and YWCA have acquired letters of collaboration from these districts which facilitated smooth running of the project. For the ownership purposes of the project, local leaders at cell and sector level were involved in the planning meetings of the activities that were being carried out at grassroots level.

**3.3 Where applicable, describe your relationship with any other organizations involved in implementing the action:**

EL4Y project was implemented by AJPRODHO and YWCA where AJPRODHO worked as the Lead partner and YWCA as a co-applicant. The partnership was reliable and effective in delivering the action as envisaged in the project document. The project has also received support from local authorities who felt like it has come to support in their development agenda.

Since AJPRODHO and YWCA were members of Joint Action District Forum (JADF) in all districts of operations, other members of JADF have understood the project through sharing in the JADF meeting. This has helped the project to gain many stakeholders who were the members of the JADF.

**3.4. Where applicable, outline any links and synergies you have developed with other actions.**

AJPRODHO-JIJUKIRWA is a member of Civil Society platform and participated in advocacy platforms to advocate for new property tax law that had some articles that were not favoring the youth and its implementation has been put on hold by the ministry of finance which part of the advocacy result that AJPRODHO and her partners has worked on. AJPRODHO also has shared the findings of the assessment of issues affecting youth business start-ups with its allies with the purpose of organizing and conducting advocacy.

**3.5. If your organization has received previous EU grants in view of strengthening the same target group, in how far has this action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants).**

EL4Y project has built on the previous YEIS project that ended in 2019. Among the target beneficiaries of EL4Y project are former YEIS project in two districts of Ngororero and Kicukiro. In the first year of the project, a rapid status assessment to know the status of VSLA

and cooperatives and their members was carried out. Also peer educators of those groups were trained on taxation and marketing.

**3.6. Where applicable, include a traineeship report on each traineeship which ended in the reporting period to be prepared by the trainee including the result of the traineeship and assessment of the qualifications obtained by the trainee with a view to his/her future employment.**

#### **4. Endline Evaluation**

The evaluation focused on assessing the performance on the project indicators as well as on the relevance, effectiveness, impact and sustainability of the project. The baseline evaluation used quantitative and qualitative methods. Information was gathered through interviews with individual target youth, District staff in target districts and project staff, as well as with through focus group discussion with target youth. Visits were conducted in all four target Districts where interviews were conducted. The interview with the questionnaire involved 252 respondents including 3.6% with disabilities, of them 67 % were females and 33% were males , 48 male (10) and female (38) youth in focus group discussions, as well as 4 district level officials (all male) from all four districts where the project was implemented.

Evaluation results showed that about 98% of the respondents in the interviews with the questionnaire were (self) - employed compared to 68% at the baseline, which represent an increase of 30%. Majority of those employed are self-employed (66.3%). Of those who are employed by others, over 53% had written contracts. Over thirty seven percent (37%) earn more than 2\$ a day compared to 35% at the baseline: increase of 2%.

Concerning the financial inclusion, findings from the end line evaluation indicated that all respondents were members of the VSL groups (no change from the baseline) and nearly 53% saved more than 1,000 francs (1\$) per week compared to 25% at the baseline. The great majority (95.6%) accumulated a saving of 20\$ or above per year compared to 45% at the baseline. Nearly 98% accessed a loan from the VSL group compared to 56% at the baseline.

Of respondents, 58.3% have bank accounts compared to 33.2% at the baseline, an increase of about 20%. The proportion of youth who access loan from formal financial institutions increase from 6.6% at the baseline to 16.3%: increase of 9.7%. Nearly 14% saved above 100\$ in formal financial institutions compared to 2.7% at the baseline: increase of 11.3%. Regarding access to business opportunities, findings from the end line suggested that 95.2 % of respondents compared to 74.5% at the baseline had initiated an income generating activity, which makes an increase of 21.2%.

Majority (60.2%) of respondents reported that they have hidden talents that can be turned into sources of income if developed. Listed talents include music, dancing (modern and traditional

dancing, comedy and film acting, athletics, fine arts, soccer playing, and poetry. Access to opportunities for skills development and work readiness increased from 19% at the baseline to 98% at the end line including business coaching, vocational training, professional internships among others. Surprisingly, awareness on government-provided services for business development is very low among youth where more than 60% are not aware of any service and only 4.63% had access to those services. BDF guarantee fund is the most popular as 34.8% are aware of its guarantee fund. It is nonetheless worth to note perceptions of youth on available opportunities for employment, skills development and business development: they flagged among others, the lack of transparency, poor information dissemination and lengthy processes.

Pertaining to business development, 52.5% of respondents reported that their businesses/IGAs are not registered. Only 10.4% have registered their businesses mainly at the local level (cell, sector and District levels). Reasons for youth failure to register their businesses include the size, age, sustainability and types of businesses they run, as well as the lack of information on how and why to register a business according to the qualitative data. Considering the size of businesses/IGAs initiated by youth, the business investment significantly increased: 53.6% reported that they had a start-up capital greater than 50\$ compared to 7.3% at the baseline and only 46.3% had less than 50\$ of the start-up capital.

About 73% of responded reported that their annual sales revenue was above 150\$ compared to Forty seven per cent of respondents (47%) at the baseline. The proportion of respondents who reported a net profit above 150\$ increased from 44% to 53.2%. The proportion of respondents with registered business increased from 10.5% at the baseline to 30.2%. Majority of respondents agreed that the project was relevant, with 78.2% who agreed that it was extremely needed and 20.2% who agreed that it was very much needed.

Majority of respondents agreed that the project was effective, with 46.4% who agreed that it was absolutely true that the project achieved expected outcomes and 49.2% who agreed that it was mostly true that the project achieved expected outcomes. Nearly 74% totally agreed that the project achieved the impact, while 95.6% agreed that the project will be sustainable after the project closes.

Quantitative and quantitative data speak to each other as reported by respondents in focus group discussions and during the interviews with key informants. The project made changes in the lives of youth: they could save money and invest in productive assets. “We achieved things we would have not achieved if the project hadn’t come. We learned to save little by little”, said one female youth from Muhanga. The project strengthened the social capital: “we had friends and we can support one another in difficult circumstances”, said one male youth from Ngororero and this was also reported by district officials interviewed. “Changes made by the project can be easily

noted when you meet youth who participated in the project. They look happy, healthy and have self-confidence, and they support each other.” Reported one district official.

The project helped female youth to enter into business. The project impact the general community as community members replicated the saving groups by seeing what beneficiaries were doing. The project also made impact on the environment as youth initiated income generating activities that protect the environment and this was noted by both youth and local authorities. However, respondents wished the project could have targeted more youth with disabilities.

The endline recommended to improve access to BDF guarantee fund by easing requirements. Youth reported difficulties to access it. Expand project activities to more youth, Additional training in entrepreneurship should be added to the training package of the programme to meet the needs of growing businesses of youth who participated in the project.

## 5. VISIBILITY

These are some of the tweets and newsletters published the EL4Y Project activities:

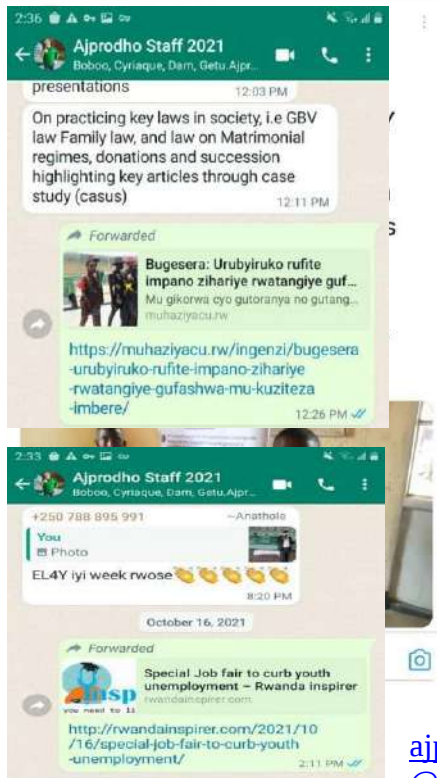
[http://hanga.rw/read\\_article.php?article=3225&art=Ubushakashatsi+bwagaragaje+icyuho+m.ht ml#.YgaeVZYHftk.whatsapp](http://hanga.rw/read_article.php?article=3225&art=Ubushakashatsi+bwagaragaje+icyuho+m.ht ml#.YgaeVZYHftk.whatsapp)



On 23rd September 2021, AJPRODHO-JIUKIRWA tweeted Final event of talent detection at Bugesera stadium. See the following Link: [ajprodho jijukirwa on Twitter: "Today, @BugeseraDistr stadium, under @EUinRW @EU\\_Commission EL4Y funded project, @AJjukirwa conducted the final youth talent detection competitions. Youth participants expressed their gratitude and outstanding talents to the EU delegation and District officials. https://t.co/EgtO3698Hd" / Twitter](https://t.co/EgtO3698Hd)

The 25% of guarantee fund for youth businesses. For more details, see the following link:

[http://hanga.rw/read\\_article.php?article=2857&art=Bugesera %3AUrubbyiruko+rufite+imishing.html#.YU1k9vOadRA.wha tsapp](http://hanga.rw/read_article.php?article=2857&art=Bugesera %3AUrubbyiruko+rufite+imishing.html#.YU1k9vOadRA.wha tsapp)



23<sup>rd</sup> September 2022, during talent detection. For more details, see the following link:

<https://muhaziyacu.rw/ingenzi/bugesera-urubiyiruko-rufite-impano-zihariye-rwatangiye-gufashwa-mu-kuziteza-imbere/>

Special Job fair to curb youth unemployment on Rwanda inspirer. For more details, here attached the link:

<http://rwandainspirer.com/2021/10/16/special-job-fair-to-curb-youth-unemployment/>

[ajprodho jijukirwa on Twitter: "@BugeseraDistr: Under the @EU Commission-funded EL4Y Project, as implemented by AJPRODHO in partnership with @YWCA, its youth beneficiaries are facilitated by professional trainers to develop their skills through talents-based training. @YouthCultureRW https://t.co/gSDOVldrHX" / Twitter](#)





<https://twitter.com/YWCARwanda/status/1624176820022042629>

*Note: One TV show was conducted on TV1 Rwanda on youth unemployment advocacy and 4 radio programs on VOA (Kirundi and Kinyarwanda programs) on impact of EL4Y Project to the youth. <https://www.facebook.com/tv1rwanda/videos/648095919730207>*

### **How is the visibility of the EU contribution being ensured in the action?**

**Visibility of the project and of EU is an important component of the Action. A visibility and communication plan were developed and submitted to EU.**

In order to increase the visibility of the action and raising awareness of the project to the implementing partners, AJPRODHO had developed a communication and visibility plan to mobilize the partners, stakeholders, community and key audiences in order to strengthen and raise the profile of the project thanks to the EU contributions.

This Communication and Visibility plan aims at supporting the achievements of the project through efficient use of Communication, Advocacy, and social marketing and visibility activities.

The specific objectives of the plan included the following;

- Ensure that the beneficiary is aware of the roles of the organization and of the EU in the action;
- Raise awareness of how the contracting authority EU in this case and the implementing partners work together to support youth employment and their livelihoods
- Know the profile and promote European Union mission as the funding agency -
- Raise awareness among key audiences (internal and external) of the project work funding and implementing effective media development projects
- Support and raise awareness of the AJPRODHO-YWCA knowledge generating role among key audiences
- Maximize the potential of the various actor's involved; beneficiary, organizations, partners, Stakeholders etc.) as part of a collective approach towards raising the organizations profile
- Ensure that the targeted groups are aware of the work of AJPRODHO, YWCA with the support of EU to overcome poverty
- Share project's information with youth and enable them to also share it with their peers
- Raise youth awareness on VSLA, TVET and other relevant opportunities
- Ensure that youth can access information on financial and business services

- Assist informal workers to unite in Voluntary Savings and Loans Associations (VSLAs), cooperatives and trade unions, and enabling them to take steps towards the regularization or formalization of their activities

Over 3years of the implementation of the project, the following were the most important materials used:

The table below shows visibility materials used during talent detection competitions Bugesera District in year 2 of project implementation

| N0 | ITEMS     | Specifications                           | Quantity |
|----|-----------|------------------------------------------|----------|
| 1  | T-Shirt   | Round neck : 50L , 25XL and 25 Medium    | 62       |
| 2  | Capes     | Capes with EU Log and EL4Y               | 20       |
| 3  | Booklets  | (12 pages and cover)                     | 60       |
| 4  | Brochures | 20 for EL4Y Project and 20 for AJPRODHO) | 40       |
| 5  | Burners   | 5*4m                                     | 2        |
| 6  | Flyers    | Fliers on the stickers                   | 200      |
| 7  | Stickers  | 50A6, 25A5 and 25A4                      | 100      |

Some of the visibility materials mentioned in the table above





The European Commission may wish to publicise the results of actions. Do you have any objection to this report being published on the Europe Aid website? If so, please state your objections here.

Non-objection.

Name of the contact person for the Action: Dr. MAPAYIMANA Fulgence

Signature:

Location: Kimironko Sector- GASABO District

Date report due: 16/4/2023

Date report sent: 16/4/2023