

**REPUBLIC OF RWANDA**



**MINISTRY OF PUBLIC SERVICE AND LABOUR**

**Key Note Speech at the *Ishyaka* Gala Dinner organised by the Career Women's Network in Kigali**

**Delivered by: Hon. RWANYINDO KAYIRANGWA Fanfan  
Minister of Public Service and Labour**

**23.03.2018, Kigali, Marriot Hotel**

- **Distinguished Guests;**
- **Ladies and Gentlemen,**

**1. Good Evening.**

**2. I would like to start by thanking the Career Women’s Network in Kigali and all the co-organizers for inviting me to this important event.**

**3. The Theme: “Time is Now: Support Us, Urban Activists, and Empowering Women to break the glass ceiling in the workplace” is very important and appealing to all of us.**

**4. Timing for this event is also very crucial.**

**5. Various activities are still going-on, in the spirit of celebrating the 2018 International Women’s Day.**

**6. In Rwanda, we have celebrated the International Women’s Day under the Theme of: “Rwandan Women, Let’s pursue efforts to build the Rwanda We Want.”**

**7. This evening is an important moment to reflect yet again on critical aspects of women’s employment and generally women’s specific challenges in the workplace.**

**8. The Rwanda we want is one that keeps building on the current progress to sustain the momentum gained in women’s empowerment.**

**9. As H.E. President Paul KAGAME said, at the 2015 International Women’s Day Unity Club Gala:**

**I quote:**

**“Any place that does not make gender equality a priority, is probably getting other important things wrong too.”**

**End of Quotation.**

- 10. If, we career women, build a strong network, time will be more different from now.**
- **We will see more awareness and more women taking up leadership and management positions;**
  - **We will see more women breaking the glass ceiling not only in the workplace but also in other spheres of life;**
  - **We will see more young girls getting more inspiration and confidence in taking up roles that have for long been considered to be restricted for their brothers;**
  - **We will see a growing number of successful and role model women entrepreneurs;**
  - **We will see workplaces changed for better.**
- 11. Women career and employment is not a matter of addressing women's unemployment.**
- 12. But, it is avoiding depriving the Country the gain from its demographic dividends given the population share women constitute and the potential they have proven to hold.**
- 13. In our Public Service, women's representation in key decision making organs has greatly influenced policy advocacy, passing of non-discriminatory laws, and thus made the implementation of Gender Equality Programs smooth.**
- 14. The 50/50 parity is achievable.**
- 15. Where it has been achieved, results have been commendable.**

- 16. For example, in Rwanda, we have:**
- **64% women's representation in Parliament,**
  - **Women share of employment in various spheres has steadily registered positive progress.**
- 17. To sustain the trend, it is important that women understand that it is not just about numbers. It is rather about quality of work and meaningful contribution to our organisations mandates and the country at large.**
- 18. Women have and must continue to make meaningful contribution to their roles, ensuring the right balance between their various roles that include being career women, leaders, mothers to mention but a few.**
- Ladies and Gentlemen,*
- 19. Despite good progress being registered, there is still a lot to be done.**
- 20. Gaps to fill are still noticeable both in the Public and Private Sectors.**
- 21. There are challenges to overcome.**
- 22. Challenges include mind-set change, acquisition of skills in critical areas and pay gaps, among others.**
- 23. Gender equality therefore remains an unfinished business.**
- 24. That is why we are here.**
- 25. Everyone has a role to play in order to make gender equality a lived reality.**
- 26. Let us all get involved.**

- 27. Every workplace must step up efforts for gender equality.**
- 28. I strongly believe that the Career Women's Network in Kigali will do a great job advancing women's professionalism and status in employment.**
- 29. Achieving the vision of the Career Women's Network in Kigali will require having the necessary human and financial resources. Our fundraising of this evening will contribute to meeting this need of resources.**
- 30. There is no doubt that the unwavering commitment and passion for the work you are doing will continue to help women unleash their full potential and implement our Country's overarching goals including our National Strategy for Transformation, Vision 2050 and Sustainable Development Goals.**
- 31. Keep your determination upbeat.**
- 32. Our support to you will always be forthcoming.**
- 33. Thank you once again for bringing together Career Women and organising this Event.**
- 34. Thank you for your kind attention.**
- 35. I wish you all a blessed evening.**