

ALiGN

**Advancing Learning and
Innovation on Gender Norms**



BRIEFING NOTE

Gender-based violence against LGBTQI people in civil society workplaces in Kigali city

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About LIVEI Rwanda

Living Equality Initiative (LIVEI) is a national non-governmental, non-profit organisation registered to operate in Rwanda since 2012. LIVEI's mission is to inspire hope among vulnerable communities and contribute to their human rights, inclusion and well-being through capacity building, advocacy and research. LIVEI envisions an inclusive society where every person enjoys his/her rights and well-being without any form of discrimination.

The thematic areas of LIVEI include Gender Justice and Equality, Sexual and Reproductive Health and Rights as well as human rights monitoring and reporting. For the past eight years, LIVEI has worked in collaboration with other civil-society organisations to advance the rights of vulnerable women, youth, street children and LGBTQI people.

Research is highly valued at LIVEI Rwanda because of its importance in enabling the organisation to generate evidence that supports advocacy interventions. It is in this context that LIVEI has partnered with ALiGN to conduct a study documenting issues of GBV against LGBTQI people. We hope that the findings will open opportunities and pathways to a wide range advocacy and capacity-building programmes to support the LGBTQI community and their organisations in the quest for equality and non-discrimination.

Acknowledgements

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LIVEI Rwanda is also grateful to all Civil Society Organisations and LGBTI community members in Rwanda who have contributed towards the success of this study.

Fidele Mutoni, Executive Director, LIVEI Rwanda

Key findings

- This report finds that discriminatory social and gender norms contribute to the gender-based violence (GBV) experienced by LGBTQI people within the workplaces of civil-society organisations (CSOs) in Kigali city, Rwanda.
- The most prevalent type of GBV reported is emotional violence (85%), followed by sexual violence (35%). Physical violence is the form of GBV least likely to be experienced. However, the vast majority of respondents also report that they face other forms of discrimination, including exclusion within the workplace.
- LGBTQI people are subjected to social discrimination, including the denial of employment opportunities on the basis of their gender identity and sexual orientation.
- Member of the LGBTQI community working in the majority of the CSOs assessed in Kigali feel the need to keep their sexual orientation or gender identity a secret to avoid stigmatisation and discriminatory acts, including the risk of dismissal from their jobs.
- The majority of CSOs have no internal grievance mechanisms or safeguarding policies that integrate provisions on GBV in the workplace. This increases the risks of exposure to discrimination, derogatory language and negative gender stereotypes.
- LGBTQI employees at CSOs that had policies on protection of vulnerable groups were almost four times less likely to experience GBV.
- Most staff members in CSOs have not received any training about GBV in the workplace, safeguarding policies or sexual harassment.

Background

Article 16 of Rwanda's constitution (2003, revised in 2015) sets out the right to equality and non-discrimination for all people (Government of Rwanda, 2003). In addition, Rwanda has also ratified various human rights instruments, including the International Covenant on Economic, Social and Cultural Rights (1976), that guarantee human rights to everyone without discrimination on the basis of their race, religion and sex, among others.

Rwanda's commitment to the protection of human rights includes being a signatory in 2011 to the UN statement to act urgently to end violence and discrimination against lesbian, gay, bisexual, transgender and intersex people (KT Press, 2016). In addition, Rwanda has ratified ILO Convention 190 on Violence and Harassment (2019) in the world of work, which recognises everyone's right to a workplace free of violence and harassment, including on the basis of gender.

Some African countries have openly criminalised LGBTQI communities and same-sex sexual orientation and conduct, including countries that border Rwanda (Kushner, 2015). Rwanda is one of the region's few outliers in terms of this shift towards homophobia (Irudukunda and Odoyo, 2016) and has kept violent homophobic attacks under control (Haste and Gatete, 2015).

In the global arena, however, Rwanda cannot be seen as a champion for LGBTQI rights because the state treats sexual orientation as a 'private matter' (SIDA, 2014). Homosexuality and same-sex acts are not unlawful, but sexual orientation remains a taboo topic and there is no scope, at present, for meaningful public discussions on the matter (Irudukunda and Odoyo, 2016). There is also qualitative evidence that LGBTQI people are subjected to social discrimination, including the denial of employment opportunities, because of their gender identity and sexual orientation (HDI, 2015; Adedimeji et al., 2019).

While some have reported that finding employment is an uphill task, others state that if they do find employment they have to keep their sexual orientation and gender identity a secret to avoid stigmatising and discriminatory acts, including getting laid off. Others have reported that they have lost their jobs soon after the information related to their gender or sexuality was discovered. In general, LGBTQI people in Rwanda remain marginalised and stigmatised, and tend to hide their sexuality and gender identity to evade harassment and physical and verbal assault (HDI, 2015).

The creation of political advocacy spaces to support the LGBTQI community presents a range of challenges. On the one hand, the Ministry of Health has been the only government agency willing to engage with the LGBTQI rights agenda, but has limited its involvement to HIV prevention, with a focus on men who have sex with men (Haste and Gatete, 2015). On the other hand, while civil-society organisations (CSOs) have stepped up in terms of advocacy for LGBTQI rights, often with the backing of donor agencies, their efforts have focused mainly on civil and political rights rather than areas of social protection such as employment security and opportunities (Mujawayezu, 2014).

There is also a general lack of research related to the LGBTQI community. This is even more apparent in the area of social inclusion or exclusion, particularly in relation to the experiences of LGBTQI people at their place of work and the impact of those experiences on their performance and well-being.

This research study maps issues of gender-based violence (GBV) against LGBTQI people working in CSOs in Rwanda. It examines the situation in 20 CSOs to assess their protective mechanisms to

counter GBV, including their policy and regulatory frameworks, tools and management. The research also draws on interviews with 160 individuals who have shared their views and experiences of the kind of gender norms that undermine the rights of LGBTQI people to express their identity and to live and work without fear of both discrimination and violence on the basis of that identity.

Research objectives and rationale

The research study has aimed to identify and document the gender norms that undermine rights of LGBTQI people in Rwanda to express their identity in civil society workplaces without fear of discrimination and violence. Specifically, the study:

- identifies the types of gender norms that affect LGBTQI people in civil-society workplaces
- examines protective policies and mechanisms to address GBV concerns in CSOs
- provides evidence and actionable recommendations on safeguarding policies in civil society workplaces to support the prevention of GBV and the protection of vulnerable people.

This report provides exploratory findings from the study, which will help LIVEI to develop context-specific solutions to address the GBV against LGBTQI people in the workplace.

Methodology

Study design and sample

This study has used a mixed methods approach comprised of a quantitative cross-sectional survey of 160 individuals who self-identify as being part of the LGBTQI community to gauge their experiences of working with CSOs.

The study was conducted in three districts in Rwanda's capital city, Kigali: Gasabo, Kicukiro and Nyarugenge (Table 1) with individuals who self-identify as being of a sexual orientation grouped among the LGBTQI community, as well as leaders of CSOs (regardless of their sexual orientation or gender identity). All respondents were aged 18 years and older, provided informed consent to participate in the study, and could respond to questions either in English or Kinyarwanda.

To obtain the quantitative sample, the research team mapped CSOs that employ members of the LGBTQI community in Kigali city and identified 20 that were offered an equal opportunity to participate. Within the CSOs, snowballing was used to identify respondents currently employed by CSOs in full- or part-time positions. Chain referral was then used, with respondents leading the research team to others who had been employed by the same CSOs in Kigali in the past, whether in full- or part-time positions, to generate a final sample of 160 participants.

In addition, the study gathered responses from key informants to a semi-structured questionnaire that was sent to leaders of CSOs. This explored their attitudes and practices on protective policies and mechanisms against GBV at their organisations specifically around the LGBTQI community. A purposeful sampling strategy (Palinkas et al., 2015) was followed to generate a sample of people who could provide more in-depth information that met the objectives of the study. In all, 20 CSO leaders

were included in this part of the study, and these key informants provided, for the most part, written responses.

As shown in Table 1, more than half of the respondents (53%) were located in Nyarugenge, with Gasabo and Kicukiro accounting for similar shares of the remainder. Nyarugenge district is more of a commercial hub (with many hotels, offices and other commercial buildings) than the other districts, and this may explain the relatively high number of respondents.

Table 1: Geographic representation of survey respondents (n=160).

District name	# of respondents
Gasabo	34
Nyarugenge	96
Kicukiro	30

Source: Primary data findings.

Data collection and instruments

Data were collected over a period of two months, with the research team compelled to keep revisiting modes of data collection as a result of COVID-19 restrictions in the country and telecommunication issues. The original intention was to collect qualitative data via in-person key informant interviews (KIIs) but restrictions on movements and other strict COVID-19 prevention measures made this impossible. Ultimately, the team used both semi-structured questionnaires via google forms and KIIs via phone. While most semi-structured questionnaires were completed via Google forms, two respondents preferred to provide KIIs via phone, which were recorded. Some respondents preferred to respond in English while others responded in Kinyarwanda.

Quantitative data were collected via structured and self-administered questionnaires using the modern data collection tool, Open Data Kit (ODK). The questionnaires captured demographic data, the attitudes of employers to the hiring of LGBTQI people, the presence of safeguarding policies, experiences with GBV and the attitudes of LGBTQI people on working with CSOs. KIIs also explored any grievance mechanisms that CSOs have in place to respond to GBV, and any gaps at organisational and policy level that may accelerate GBV, as well as any related recommendations.

The principal investigator then convened a briefing meeting on the study with eight volunteer researchers who were already qualified and experienced in data collection. The team reviewed and fine-tuned data collection instruments to ensure the use of appropriate and consistent language. The interview guides were also pilot tested via phone, which gave the research team an estimate of how much time each interview would take.

This study covered sensitive matters and as such, measures were taken to minimize any potential stress on our respondents. First, the study ensured that the volunteers who were involved were already familiar with research ethics related to vulnerable populations such as the LGBTQI

community. This minimised the risks that may have resulted from the process and ensured that interviews were conducted in a suitable, comfortable and private environment.

LGBTQI orientation is a taboo topic in many conservative nations like Rwanda and the research team was aware of the challenges to obtaining accurate information via the survey, given the fear of exposure. To minimize self-reporting bias, the research team assured respondents of their safety, anonymity and confidentiality. In addition, the team ensured flexibility in the methodology, which spanned in-person KIs and qualitative surveys via Google forms, which also enhanced the sense of privacy and confidentiality as well as freedom of expression.

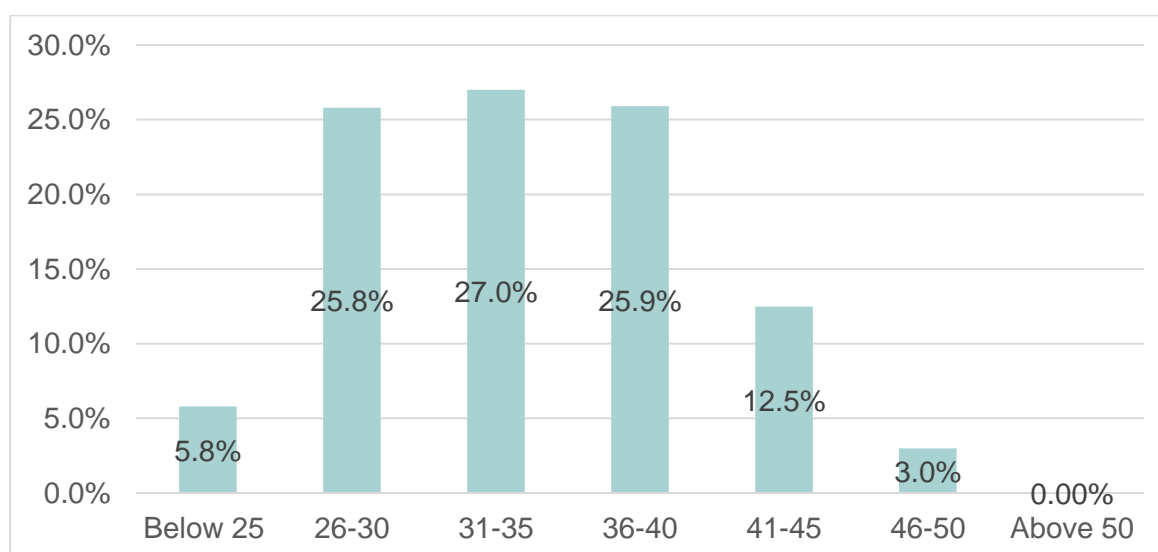
Given that the study was conducted in selected areas within the Kigali city, the results cannot be generalized to other settings. However, considering the dearth of evidence on the lived experiences of the LGBTQI population in Rwanda and on general public perceptions about this community, the study findings are expected to inform further research and programmatic activities.

Findings

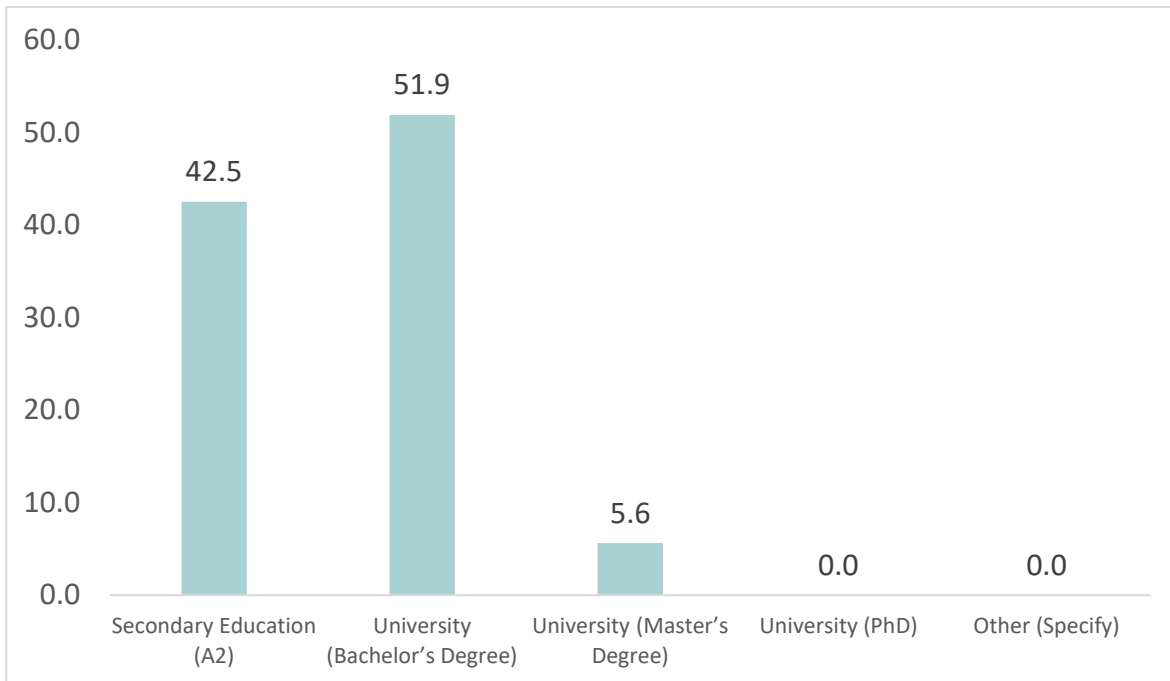
Socio-demographic findings

The study grouped together the socio-demographic characteristics of the sample surveyed by age, education background, residence, gender identity and sexual orientation as illustrated in Figures 1 and 2 and Table 2. As shown in Figure 1, those aged between 31 and 35 comprised the largest age group among the respondents (27%). Being in that age group increases the probability that a person has experienced or possesses knowledge about GBV in the workplace, particularly GBV against LGBTQI people. As shown in Figure 2, more than half of the respondents (52%) had attended university and hold a bachelor degree. Most live in Nyarugenge district.

Figure 1: Age categories of respondents (n=160)



Source: Primary data findings.

Figure 2: Education level of respondents presented in percentages (n=160)

Source: Primary data findings.

Table 2 on the distribution of respondents by gender identity shows that a large proportion (42%) of respondents self-identify as gay men, followed by lesbians (31%), transgender people (19%) and bisexual people (8%). The research team did not identify any intersex individual to complete the questionnaire.

Table 2: Respondents disaggregated by sexual orientation and gender identity (n=160)

Group	Population Number	Percentage
Gay	67	41.9
Lesbian	49	30.6
Transgender	31	19.4
Bisexual	13	8.1
Intersex	0	0
Total	160	100

Source: Primary data findings.

Experiences of gender-based violence against LGBTQI persons in the workplace

The majority (74%) of respondents reported having experienced GBV at their workplace. The most prevalent type of GBV experienced was emotional violence (85%); and sexual violence (35%), with physical violence being the form of GBV they had been least likely to encounter. Respondents had also experienced discrimination in terms of being excluded from organisational decision-making meetings and consultations (71%). Table 3 illustrates the encounters of GBV against members of the LGBTQI community working for CSOs.

Table 3: Gender-based violence within civil-society workplaces

Questions		Frequency	%
As a member of the LGBTQI community, do you feel comfortable at your place of work? (n=160)	No	49	30.63%
	Neutral	64	40.00%
	Yes	47	29.38%
As a member of the LGBTQI community, do you feel protected against any form of GBV at your work place? (n=160)	No	106	66.25%
	Yes	54	33.75%
Have you ever signed any organisational policy document on protection of vulnerable groups? (n=160)	No	106	66.25%
	Yes	54	33.75%
Have you ever experienced any type of GBV at your work place? (n=160)	Yes	118	73.75%
	No	42	26.25%
What types of GBV have you experienced while within a civil society workplace? (percentage)	Psychological or emotional violence		84.9%
	Sexual harassment		35.1%
	Physical Violence		0.5%
	Other forms of discrimination		70.8%

Source: Primary data findings.

Risk of encountering gender-based violence among LGBTQI groups

The study also explored trends in GBV against different groups within the LGBTQI community to identify those at greatest risk. Those who identified as transgender were said to encounter more than one third of the total incidence of GBV (37.5%) making them the group most likely to experience such violence.

Table 4: The groups at greatest risk

Question		Frequency	%
What group is at highest risk of violence?	Lesbian	35	21.88%
	Gay	30	18.75%
	Bisexual	20	12.50%
	Transgender	60	37.50%
	Intersex	15	9.38%

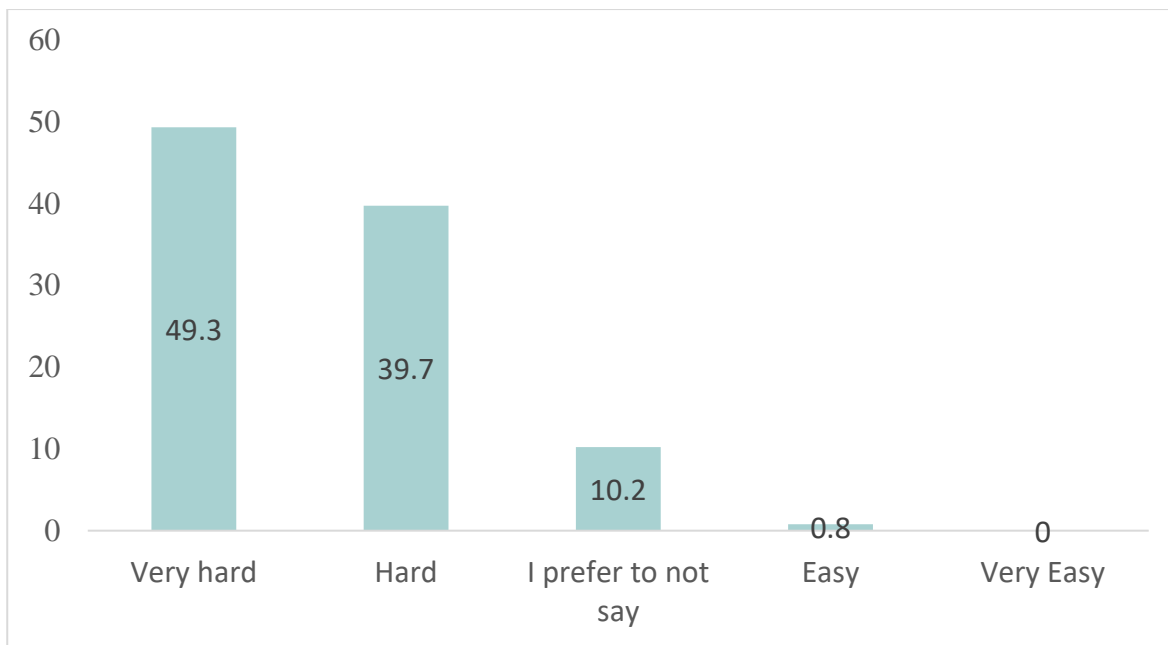
Source: Primary data findings.

While none of the respondents self-identified as intersex, some respondents considered them at highest risk of GBV.

Employment prospects for LGBTQI people in civil-society organisations

To gain some insight into the likelihood of LGBTQI community members of gaining and maintaining employment in CSOs, the study asked respondents specifically how easy it is for them to secure and hold a job within CSOs organizations. Almost half of all respondents (46%) reported that this is very hard, and well over one third (40%) said that it is hard. Figure 3 illustrates the views of LGBTQI people in terms of their own employment prospects.

Figure 3: Respondents' views about employment conditions within civil-society organisations for LGBTQI people



Source: Primary data findings.

These statistics resonate with the responses from key informants from the perspective of their CSOs in terms of employing people from the LGBTQI community. While most key informants emphasised the value placed by their organisations on human rights and the principles of non-discrimination and equity, others preferred not to respond to this line of inquiry. It was difficult to evaluate whether this silence reflected organisational values or personal conviction. However, some

key informants expressed a lack of interest in employing LGBTQI people overtly. This reflected a personal view for some, an organisational stance for others, and a mixture of the two in some cases. One informant commented:

'Personally, I do not agree with these (LGBTQI) people. What they do is abominable. Our organisation has never employed them.' – Key informant from Kicukiro district.

Gender norms that affect LGBTQI people working for civil-society organisations

This section presents prevalent gender norms and their effects on members of the LGBTQI community, as well as any gender-inclusive communication and infrastructures.

Prevalent gender norms and their impact on LGBTQI employees

The study explored two main areas of inquiry in relation to the gender norms that underpin the experiences of GBV among members of the LGBTQI community working for CSOs in Rwanda. First, the study probed respondents about the types of gender norms and stereotypes that commonly emerge about people from this community, with the vast majority (89%) reporting that LGBTQI people are characterised as an immoral group. In addition, 80% said that being a member of the LGBTQI community was associated with being against the will of God, 51% said that LGBTQI people are considered to be social outcasts, and 41% stated that identifying as LGBTQI is characterised as a medical disorder.

The responses of key informants were largely in line with these stereotypes. Some key informants added stereotypes that discredit the mental capacity of members of the LGBTQI community. One commented:

'We consider them as those that lack intellect and morals.' – Key informant from Nyarugenge district

Table 5: Common stereotypes and beliefs that underpin GBV against LGBTQI people in civil society workplaces

Question	Percentage	
What types of gender norms do you know that commonly affect people at your workplace?	LGBTQI people are social and cultural outcasts	51.25%
	LGBTQI people are immoral	89.38%
	LGBTQI people have mental disorders	40.63%
	Homosexuality is against the Bible and the will of God	79.63%

Source: Primary data findings.

The second area of inquiry explored the consequences of these norms for LGBTQI people in relation to their work. Respondents identified at least one consequence, with a significant proportion mentioning poor work performance (47%). The other consequences reported were increased levels of stigmatisation and discrimination (42.5%), loneliness (34%), being distracted (26%) and stress (23%). Table 6 illustrates the consequences of discriminatory norms on members of the LGBTQI community employed by CSOs, according to respondents.

Table 6: Consequences of discriminatory norms in the workplace

Question			
What are the consequences of discriminatory norms in the workplace?	Poor performance	75	46.88%
	Increased stigma and discrimination	68	42.50%
	Loneliness	55	34.38%
	Loss of concentration and focus	41	25.63%
	Stress	37	23.13%

Source: Primary data findings.

Policies and mechanisms to counter gender-based violence in civil-society organisations

The study also aimed to examine organisational policies and mechanisms to address GBV issues among CSOs. This section presents the perceptions of LGBTQI people on organisational policies and mechanisms against GBV, employment prospects, actual encounters of GBV (including their types) and the categories of people within the LGBTQI community that are most likely to experience GBV.

Perceptions of policies and mechanisms

Respondents were asked whether they felt comfortable where they work(ed). The majority (40%) responded neutrally, while a little less than a third (29%) reported feeling comfortable and slightly more than a third (31%) reported feeling uncomfortable.

The study also asked whether the respondents felt protected at their work place, to which the most (66%) reported that they did not feel protected. In addition, the majority of respondents (66%) stated that they had never signed any organisational policy document pertaining to the protection of vulnerable groups at their place of work, including members of the LGBTQI community.

When key informants were asked whether the CSOs they represented had policies to regulate LGBTQI issues, they universally confirmed the presence of such policies. Deeper inquiry, however, revealed that these are generic safeguarding or GBV policies, and that addresses gender issues for vulnerable groups such as the LGBTQI people in particular. As expressed by one respondent:

'Yes. We do have a safeguarding policy that protects all vulnerable persons.' – Key informant from Nyarugenge district.

Key informants had diverse responses on mechanisms against GBV experienced by LGBTQI people employed by CSOs. All of them mentioned training on GBV in their workplaces, but with no specific bearing on GBV against LGBTQI people. Similarly, some CSOs have committees dedicated to responding to GBV-related grievances, but these are not specific to the LGBTQI community. Although some CSOs plan to establish such grievance pathways, others channel any cases to the police for investigation, as expressed by one key informant:

'We do not have GBV grievance mechanisms. When cases arise we direct them to police for investigation.' – Key informant from Gasabo district

When policies do not define the work site or clearly describe the vulnerable groups that these policies intend to protect, and where there are no internal grievance mechanisms, the end result may leave several gaps for exposure to discrimination and GBV in the workplace, including derogatory language and negative gender stereotypes.

All key informants were consistent in stating that the major gaps associated with discrimination, exclusion and GBV against LGBTQI employees at CSOs are also found at national regulatory and policy level. While some respondents stated that there are no specific laws and policies in place concerning LGBTQI people, other respondents were explicit in arguing that this perception translates into the lack of organisational policies for the protection of LGBTQI employees. As one of the respondents explained:

'The government does not acknowledge them in national laws and policies. That is why we have taken no measures to protect them and what they stand for.' – Key informant from Gasabo District

This also illustrates a gap in knowledge among some CSOs about the national legal and policy framework, which takes a neutral stand in relation to the LGBTQI community. The findings reveal that this has a two-fold implication for the LGBTQI community: first, increased discrimination against them in the workplace and, second, indifference to advocacy to tackle GBV against the LGBTQI community.

The role of pro-LGBTQI policies and mechanisms in CSOs

Cross-tabulations were performed to examine the odds of experiencing GBV after having signed an organisational policy document on the protection of vulnerable groups. This revealed that LGBTQI employees at CSOs that had such policy documents were almost four times less likely to experience GBV¹ a finding that reinforces the importance of policy and regulation mechanisms to protect staff against GBV in the workplace. These findings are illustrated in Table 7.

¹ This signals a correlation rather than causation.

Table 7: Impact of organisational policies on the likelihood of having experienced gender-based violence in the workplace

Question		Have you ever experienced any type of GBV at your workplace?		Total
		Yes	No	
Have you ever signed any organisational policy document on protection of vulnerable groups?	Yes	10.2%	100.0%	33.8%
	No	89.8%	0.0%	66.3%

Source: Primary data findings.

The study also examined the views of LGBTQI people on organisational policy and infrastructure that reflect the level of sensitivity within the organisations to diverse gender identities and sexual orientations. It found that the vast majority of organizations (79%) lacked hygienic and sanitation infrastructures (such as toilets for transgender people) and that more than half of CSOs (54%) lacked communication policies and tools that use gender-sensitive pronouns. It revealed that the majority (68%) of the organisations that had such communication policies and tools do not implement them. Table 8 illustrates policies on infrastructure and terminology in relation to gender norms.

The findings have also shown that those CSOs with policy and regulation mechanisms that protect personnel against GBV are not inclusive for LGBTQI people, which increases their vulnerabilities.

Table 8: Policies on infrastructure and terminology

Questions	Yes		No	
	Very high level	High level	Good level	Low level
Are toilets at your workplace accessible for transgender persons?	20.9%		79.1%	
Do the communication policy and related tools in your organisation cover the use of gender-sensitive pronouns?	45.8%		54.2%	
How do you rate the implementation of the policy and particularly the use gender-sensitive pronouns?	Very high level	High level	Good level	Low level
	7.4%	8.9%	15.3%	68.4%

Source: Primary data findings.

Conclusion

The study has revealed that LGBTQI people in civil society workplaces face several barriers including GBV, with discriminatory social and cultural norms contributing to this violence.

The most prevalent type of GBV encountered by LGBTQI people in CSO workplaces was emotional violence (85%), followed by sexual violence (35%), with 0.5% of respondents reporting that they had encountered physical violence. The vast majority (71%) reported that they had faced other forms of discrimination, such as being excluded from decision-making processes.

LGBTQI people are subjected to social discrimination, including the denial of employment opportunities, on the basis of their gender identity and sexual orientation. In addition, members of the LGBTQI community feel that it is necessary to keep their gender identity and sexual orientation a secret to avoid stigmatisation and discriminatory acts against them, including the risk of dismissal from their jobs.

The majority of CSOs do not have internal grievance mechanisms and policies that integrate provisions on GBV in the workplace to enable staff to report incidence of GBV. This increases the risks for exposure to the discrimination, derogative language and negative gender stereotypes that are part GBV. The study findings indicate that staff in all assessed CSOs did not receive any training about GBV in the workplace, safeguarding policies or sexual harassment.

Recommendations

- There is a need for capacity-building sensitisation on sexual and gender diversity, particularly on the experience of GBV by members of the LGBTQI community. This sensitisation is needed to ensure that all CSO workers (leaders, staff and volunteers) are aware of discriminatory norms and their impact on LGBTQI people and other vulnerable groups in the workplace. This will contribute to the reduction of GBV at work.
- CSOs would benefit from technical assistance to establish internal grievance mechanisms and adopt safeguarding policies to reduce the risks of exposure to GBV, discrimination, derogatory language and negative gender stereotypes to allow LGBTQI people to enjoy full protection.
- There is a need to expand this research countrywide to learn more about LGBTQI people in Rwanda and their lived experience of GBV.

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Annex

Data management and analysis

Quantitative data was coded in an excel sheet, followed by data cleaning. All the data is stored on a dedicated external disk that is stored in a lockable drawer; and is backed up in an encrypted folder located on a password protected computer.

Quantitative data was analysed in SPSS version 20.0 descriptive analysis was used to summarize respondents' characteristics by age, gender identity and sexual orientation. Additionally, frequencies were used to report the situation and policy and mechanisms against GBV, attitudes of LGBTI people on being employed by a CSO, norms affecting LGBTI persons at work place as well as experiences of GBV among LGBTI employees at the work place. Furthermore, cross tabulations were used to examine the odds of dependent variables given the independent variables. Findings were presented in percentages, tables and graphs.

Qualitative audios in Kinyarwanda were transcribed using edited transcription, and similarly, notes from returned Google forms were also translated. Analysis began with the development of a coding framework using both inductive and deductive approaches that is, using the study objectives as the starting point but also iteratively adding themes as we read and reread the transcripts. Data was first read for familiarity and then followed by a more interactive reflexive and critical reading of the transcripts to create themes and sub-themes by qualitative researchers. Our themes were discussed to ensure they accurately capture respondents' narratives. Interviews were then independently but consultatively coded by two researchers to allow for an interactive process to improve data coding quality and mitigate the implications of subjectivity. Edited transcription quotes were used to support emerging themes from our quantitative and qualitative findings.

About ALIGN

ALIGN is a digital platform and programme of work that is creating a global community of researchers and thought leaders, all committed to gender justice and equality. It provides new research, insights from practice, and grants for initiatives that increase our understanding of – and work to change – discriminatory gender norms.

Through its vibrant and growing digital platform, and its events and activities, ALIGN aims to ensure that the best of available knowledge and resources have a growing impact on harmful gender norms.

About this research

This piece of research was funded by the Ford Foundation and is licensed to the public subject to the Creative Commons Attribution 4.0 International Licence.

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Disclaimer

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