

Yvette Ruzibiza

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SHORT BIO

For the past five years, Yvette Ruzibiza has been a PhD Candidate within the partnership between the Makerere University, the school of Social Sciences in Uganda, and the Amsterdam Institute of Social Science Research (AISSR), University of Amsterdam in the Netherlands. She is interested in people and their interaction with the contexts they live in, from a community and individual point of view. For her leading research work, training, evaluations, designs, strategy development, and project implementation, she applies her deep contextual understanding of intersectional identities and power dynamics, social and political economy issues, as well as theories from both gender studies and anthropology.

Yvette strives to contribute to strategic, evidence-based, and creative counsel thereby contributing to deepen the impact on women, girls and other underserved populations. In 2015, she contributed to the process of reviewing and testing a toolkit for meaningful engagement of adolescent girls in issues that affect their well-being. A toolkit that has been developed by the Coalition for Adolescent Girls in its efforts to ensure that girls' knowledge is used to create more sustainable, accountable, relevant and efficient institutions, policies, projects, programs and studies. Yvette closely follows Africa's political developments, regional conflict dynamics and international relations. Since 2010, she has been working as a researcher, capacity builder, project manager and regional advisor for the NGO sector in East Africa, focusing on various themes related to youth and women's empowerment, including: sexual and reproductive health and rights, women's rights, youth and women's economic empowerment, youth employment, gender-based violence, inclusive development, migration, etc. Through her previous work, Yvette also gained experience in building bridges between national authorities, the private sector and civil society, on adopting and implementing "responsible" national policies to advance financial inclusion and education for economic citizenship (ECE) for children and young people in French-speaking countries of sub-Saharan Africa. Thus, she brings a pragmatic and multistakeholder perspective to the table.

EDUCATION

- PhD in Anthropology, Makerere University, the school of social sciences in Uganda in partnership with the University of Amsterdam.
Supervisors: prof. dr. Ria Reis, dr. Stella Neema, dr. Lidewyde Berckmoes.
- Master's degree of Arts in Development Studies, the Social Justice Perspective-Human Rights, Gender, Peace and conflict studies: Specialization; Gender studies (2014), International Institute of Social Studies of Erasmus University (ISS), The Hague, Netherlands.
Thesis title: *"What works in girls' empowerment and why? Examining PLAN-Aflatoun's Project for empowering girls through finance and life skills education in Rwanda"*
Supervisors: dr. Helen Hintjens, dr. Amrita Chhachhi.
- Bachelor's Degree in Business Administration, Specialization Marketing (2004), Kigali Institute of Science, Technology and Management (KIST), Kigali, Rwanda
Supervisor: Muhumuza Benon.

RESEARCH

Areas of Interest and Expertise

Gender, sexuality, reproductive and sexual health and rights, gender-based violence, gendered health inequities, global health migration, anthropology, masculinities, inclusive development, knowledge making, reshaping narratives and identities in Africa

PhD

For her current PhD research Yvette conducted an extensive anthropological fieldwork on how power structures and social processes inhibit or enable the internalization and application of SRHR knowledge and skills by adolescent Burundian refugees and to possibly translate these findings into policy recommendations. She focuses and uses ethnographic methods and approach to study adolescent Burundian refugees' sexuality and relationships, their beliefs or perceptions of gender, and romantic and sexual relationships, paying special attention to the role of culture and personal experiences related to sexuality.

Applied Research

Yvette has proven knowledge of evaluation methods for development aid and human rights projects, with ability in using various research methods. As a freelance, she conducted both qualitative research and evaluation research, including field work, literature studies, and data and document analyses, for various (I)NGOs and have provided advice for programme improvements.

CONSULTANCY WORK

- **RWANDA MEN'S RESOURCE CENTRE (RWAMREC)**, Kigali, Rwanda 11/2013
Training consultancies on engaging men in gender equality
- **RWANDA BIOMEDICAL CENTER (RBC)/RWANDA MEN'S RESOURCE CENTRE**, Kigali, Rwanda 08/2012
Conference report consultancy: authored a 35-page [report](#) for an international conference themed 'Strengthening the engagement of Men and Boys in the National Gendered response to HIV/ AIDS and GBV'
- **INTERNATIONAL MANAGEMENT ACADEMY/ GENDER MONITORING OFFICE**, Kigali, Rwanda 11/2012
Training consultancy on Gender and Governance
 - Facilitated and designed training materials on gender and governance, in order to sensitise the Rwandan Gender and Monitoring Office teams to local gendered realities in Rwanda. The training approach was through experiential learning and the participants' own on the job realities were mirrored against other cases and theories, thereby leading to provocative questioning.
 - Facilitated a participatory development of M&E tools and checklists related to gender mainstreaming.

EMPLOYMENT

CHILD AND YOUTH FINANCE INTERNATIONAL (CYFI), Amsterdam, Netherlands

11/2014 – December 2015

REGIONAL ADVISOR FRANCOPHONE AFRICA (CONTRACT-BASED)

CYFI leads the largest Global Movement advancing social, financial, and entrepreneurial capabilities of children and youth.

- **Relationship management and partnership development** with the central banks, government ministries, educational authorities, from 20+ Sub Saharan Francophone African countries to ensure access to high quality financial services, financial education programs, and entrepreneurship-capability building platforms for children and youth
- **Advised and helped** public, private and civil society organizations in ensuring sound financial education strategies and suitable policies for children and youth economic citizenship and financial inclusion, with a focus in the Africa region
- **Coordinated** a Community of Practise (COP) to facilitate the exchange of peer-to-peer knowledge and expertise
- **Organized and co-facilitated regional meetings**, such as the [Third CYFI Africa Regional Meeting](#) in Addis Ababa in Dec. 2014, with full range exposure to addressing high-level delegates, facilitating workshops, and producing the report
- **Led the coordination** to celebrate Global Money Week (child social and financial education and empowerment activities) in more than 20 countries in the African region, reaching 676,520 children and youth
- **Coordinated country baseline analysis**: evaluated feasibility for "CYFI" school banking project initiative" and recommended adjustments for scaling up of the project in different countries.
 - Adaption of the research methodology and instruments.
 - Data collection in school settings - field visits to 5 schools in 5 locations in Senegal.
 - Close collaboration and data collection with the local partner, financial service providers and financial regulatory stakeholders.
 - Analysis and reporting
- **Fundraised** for both organizational and project-based funding from identification of partners to proposal writing.

AFRICA LEGAL AID (AFLA), The Hague, Netherlands

06/2014 - 10/2014

INTERN AS PROJECTS ASSOCIATES

AFLA is a Pan-African NGO devoted to making human rights a reality throughout Africa

- **Engaged in project planning** within a rights-based framework that focused on civic agency & women's empowerment through organizing social movements, citizenship and education
- **Worked and reviewed budget formulation and supported partnership development/donor relations**
- **Organized all logistical and communication needs for high-level conferences**, such as "[Africa and the International Criminal Court \(ICC\): Lessons Learned and Synergies Ahead](#)" in South Africa that had 80+ stakeholders participating

EDUCAT, Kigali, Rwanda

03/2012- 08/2013

TRAINER /CONSULTANT

Educat focuses on entrepreneurship training and youth capacity development.

- **Managed a team of 4** (professionalized and streamlined project checklist for optimizing communication, teamwork and accountability) in organizing the Kigali Business Inspiration for 200 of Rwanda's top business leaders.
- **Delivered training** on the 'Real Entrepreneurial Mindset' for more than 500 Rwandan youth engaging them in team building activities, individual coaching and peer mentoring.
- **Supported 5 tender proposals** from announcement to final sale resulting in more than €10 million
 - Tasks included: project identification, assistance to technical writing (methodologies), background information, provided in put on budget development and coordination of administrative & submission procedures.

RWAMREC focuses on mobilizing Rwandan men to support women's leadership; to contribute to the eradication of men's violence against women; and to serve as role models for the promotion of positive masculine behaviors.

- **Facilitated and Coordinated mass mobilization campaigns and trainings** (with special focus on MenEngage) for effective prevention of gender-based violence, such as projects between RWAMREC and:
 - CARE Rwanda and CHF international: "Engaging Men in HIV/AIDS interventions programming for CHF HIGA UBEHO and its existing programs of 14 RPO's" resulting in institutional capacity building as well as finalization of a training manual on gender-based violence prevention.
 - UNDP Rwanda: "Engaging men as partners in promoting gender equality and prevention of gender-based violence and HIV" resulting in institutional capacity building of 50+ Civil society Organizations on how to mainstream MenEngage into their existing programs.
 - UNWOMEN through UN Truth Fund: "Engaging men as partners in promoting gender equality and the prevention of gender-based violence and HIV/AIDS in Rwanda in Gakenke and Kamonyi" resulting in training 4000+ community members.
- **Conducted action-oriented and focus group research** on perceptions and practices on masculinity and gender-based violence (GBV) in Rwanda that led to recommendations for improvements in RWAMREC's interventions.
- **Lead capacity development** for mainstreaming and implementing gender promotion and GBV prevention programs including training of trainers from partner organizations such as Care, World vision, CHF international, etc.
- **Coordinated** a Community of Practise (COP) to facilitate the exchange of peer-to-peer knowledge and expertise
- **Developed training manuals and material resources** for implementing MenEngage initiatives through gendered programs, up to providing input for national-level training led by the Ministry of Gender and Family Promotion.
- **Carried out Policy Advocacy** initiatives and dialogues with the Government and other stakeholders to proactively prevent GBV (designing baseline analysis, and curriculum development for training programs).
- **Organized youth-based intervention such as dialogues and university mentorship programs** involving young women and men to prevent GBV throughout Rwanda (reaching 1000+ young men and women).
- **Coordinated and liaised** with Raise the Voices (a GBV network) to organize sessions to continually align RWAMREC with the global agenda of GBV prevention efforts.
 - Conducted 'Get Moving! Sessions', which was a reflective process for member of organizations to strengthen their individual understanding and commitment and their organizations' ones to the core values of violence prevention work—equality and non-violence.
 - Coordinated the yearly 16 days of activism involving different national stakeholders, provided annual report to Raise the Voices, and attended their regional meeting in Kampala, Uganda
- **Led the monitoring & evaluation** of projects through site visits & progress checks with the Logical Framework Approach
 - Guided the process for identifying and designing key qualitative indicators for the monitoring and evaluation of MenEngage approach.
 - Guided staff through capacity building exercises on monitoring RWAMREC's projects.

Generation Rwanda, formerly known as Orphans of Rwanda, is dedicated to helping orphans and other socially vulnerable young people in Rwanda to pursue university education and ultimately become leaders in driving social & economic development

- **Managed career development services** for 160+ students at universities across Rwanda
- **Remodeled career development program**, including launching new mentorship programs and coordinating the organization's first international internship placement
- **Organized various career speakers' series**, such as entrepreneurship training for 160+ students under the Generation Rwanda program.

CERTIFICATE

- Certificate of Achievement for a three-day training of trainer on accompanying public institutions in national strategy formulation (GIZ and the Savings Banks Foundation for International Cooperation) 2015
 - Certificate of completion of the training of trainers on Engaging Men in Gender Equality, Violence Prevention and Promotion of Positive Masculinity (Men's Resources International/ Rwanda Men's Resource Centre) 2010
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VOLUNTEER WORK

CREATIVE COURT, The Hague, Netherlands

05/2014

Creative courts develop art projects and reflect on peace and justice. Their first project is on Rwanda 20 Years after genocide.

- Presenting the project at the Liberation Festival in The Hague and assisted in telling the story about Rwanda 20 Years and forgiveness after Genocide.
- The exhibition and Movie screening at Het Nutshuis, The Hague
- Helped Creative Court during the cartoon exhibition by African cartoonists reflecting on ICC from various perspectives that took place in May 23 and 24, 2014.

AFLATOUN, Amsterdam, Netherlands

09/2013

- French-English Whisper Translator during a Global Aflatot workshop on training manual development for child social and financial education

SKILLS & INTERESTS

Experience in conducting qualitative, and evaluative research · Experience in multi-stakeholder management (workshops, strategy development and evidence collection) · Excellent interpersonal, communication, and management skills · Experience in managing teams of up to 30 people · Punctual, structured and result orientated.

Languages: Mother tongue: Kinyarwanda; Fluent: English & French; Intermediate: Swahili & Swedish

Software: MS Word, Excel, Powerpoint, Salesforce and Basic Toolpack Express, Nvivo

REFERENCES

dr. Stella Neema

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