

# ABAHIZI RWANDA

2022 – 2023 Social Impact Annual Report











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# LETTER FROM EXECUTIVES

Abahizi Rwanda Stakeholders,

It brings us immense joy to reflect on the incredible journey Abahizi Rwanda has undertaken over the past year, marked by achievements, partnerships, and important milestones.

As we celebrated our ten-year anniversary, we couldn't help but feel a sense of pride and accomplishment. Despite the challenges posed by the global recession, we achieved profitability for the first time, demonstrating our resilience and dedication. This period also witnessed substantial growth in our governance, productivity, and social impact.

Our progress has further been accelerated by the establishment of new social and strategic partnerships. We believe that these collaborations will be instrumental in shaping our five-year strategic plan, a blueprint for our future endeavors. Our participation in the Women Deliver Conference in Rwanda was a significant highlight, showcasing our commitment to gender equality and enhancing the quality of training sessions for our valued employees.

## B-CORP CERTIFIED

For a decade, our approach has centered around the principles of social enterprise, aimed at fostering economic and social well-being for all stakeholders. This commitment is underscored by our registration as a Community Benefit Company (CBC) in Rwanda. Our status as a certified B Corp since 2019 reinforces our dedication to meeting high standards of social and environmental responsibility, accountability, and transparency. We have consistently received awards recognizing our positive contributions to two impact areas, workers and the community and we are confident that our efforts to enhance environmental impact will yield even higher scores in future as we plan to adopt solar energy backup and improve our approach to industrial waste management.

## 10 YEAR ANNIVERSARY

Our ten-year anniversary was truly a moment of celebration and a significant milestone in our success. We had the honor of hosting Kate Spade New York’s CEO and Brand President, Liz Fraser, and Kate Spade Japan’s Brand President, Ayako Yanagisawa alongside esteemed delegates from the Women Deliver Conference and the US Embassy. Their presence added a special touch to our festivities and provided an opportunity to shed light on the importance of mental health support, particularly for our predominantly female workforce. We celebrated 117 employees who have been with Abahizi for the last decade.

Our organizational culture remains the cornerstone of our success. Despite economic challenges, we continue to attract and nurture exceptional talent. Mental health support remains a top priority, alongside our commitment to ongoing training programs facilitated by peer educators.

## LOOKING AHEAD

Looking ahead to 2024, we are excited about the possibilities that lie ahead. With the finalization of our five-year strategic plan, we are poised to make an even greater impact in our industry and community. I encourage you to explore the enclosed Social Impact Report for a detailed overview of our achievements over the past year.

We extend our heartfelt gratitude for your unwavering support. Together, we are shaping a brighter future for Abahizi Rwanda.

Yours Sincerely,

*Darius Habamenshi*

**Darius Habamenshi**  
*Managing Director*  
 Abahizi Rwanda

*Caroline Makara*

**Caroline Makara**  
*Chief Financial Officer*  
 Abahizi Rwanda

## ABOUT ABAHIZI RWANDA

Abahizi Rwanda is a B-Corp-certified, employee-owned premiere handbag CMT manufacturer located in the Rulindo District in the Northern Province of Rwanda. The social enterprise employs more than 250 women from the community, providing them full-time employment, health benefits and access to a life skills education program.

In 2014, Abahizi Rwanda partnered with kate spade new york to create and manufacturer a collection of handbags called 'on purpose', an initiative that empowers women, girls, and their communities through responsible supply chain management. Over the past nine years the factory has produced over 290,000 handbags for the international luxury fashion market.

Since 2016, Abahizi Rwanda has conducted an annual survey to uplift employees' voices and asses their social contribution to society. The aim of the survey is to determine the extent to which the factory's daily operations align with its mission.

Every year all Abahizi Rwanda employees are invited to participate in the survey.

Various qualitative tools have been developed to collect in-depth information about lived experiences, emotions, and behaviors in the workplace and in the community. In 2023, Abahizi Rwanda hired ZV Consulting Ltd., a third-party consulting firm registered with Rwanda Development Board to facilitate our annual survey.

## SNAPSHOT OF THE FACTORY

### ABAHIZI RWANDA



- **2000+** families impacted
- **300+** jobs created in Masoro
- **20,000+** hours of continuous vocational training
- Produced **290,000+** handbags for various international luxury fashion brands
- B-Corp certified since **2019**
- Awarded 'Best For The World' by B-Corp in the Workers Impact Area in **2021** and **2022**
- Awarded 'Best For The World' by B-Corp in the Community Impact Area in **2022**
- Abahizi Rwanda offers all of its employees free access to Financial Literacy, Leadership, and Mental and Physical Health resources through its Life Skills Program





# IMPACT AT A GLANCE

Every year, Abahizi Rwanda conducts a survey of all employees to assess the impact of the social impact programs which informs the development of the next year’s social impact programs and partnerships.

Abahizi Rwanda’s impact is measured by four key metrics.

## Workplace Empowerment

Employee Satisfaction with Life

Employee Satisfaction at the Workplace

Employee Self Perception of Anxiety

Employee Self Perception of Empowerment

Employee Emotional and Self-Esteem Perception

## Women Empowerment

Women in Leadership Positions

Women Self Perception in Decision-Making

Women Owning Businesses

Our business and our community are stronger when the women we work with are empowered with the agency and resources to benefit themselves. We use employee satisfaction as one of the main metrics to assess workplace empowerment. This year’s employee satisfaction rate is 84%.

The key indicator of the effectiveness of our impact is providing our women with the tools they need to develop themselves and their communities. Currently, 18% of Abahizi Rwanda women have been successful in creating a second income.



## Economic Empowerment

Employment in the Community

Employees with Passive Income vs. Active Income

Financial Security and Access to Financial Products

Land Ownership and Domestic Animal Ownership

Savings

Loans

## Community Participation

Women Participation in Community Projects

Number of Indirect Jobs Created

Participation in Isooko Community Development

Infrastructure

Village Meetings

Our employees are the heart of our business, therefore ensuring their economic development and sustainability is important to us as it is for them. The results from the report have shown that 78% of our employees have stable saving systems.

Our employees have become community leaders in their own right. As Abahizi Rwanda continues to work to empower its employees while benefiting the community, our artisans have created 138 jobs in the community.

**85%**

of artisans are female

**78%**

of leadership positions at Abahizi Rwanda and within the community are held by women.



**97%**

of artisans have a formal education

**75%**

of artisans are 40 years old and below

**28%**

of artisans are heads of households

**69%**

of artisans are married

**133**

of artisans have been promoted

**52%**

of artisans have worked for the factory for more than 5 years



# DEMOGRAPHICS

This section presents the demographic characteristics of the workforce of Abahizi Rwanda in terms of gender, age, marital status, and household information.

## Age of Abahizi Workforce

Abahizi Rwanda has a young workforce. More than three quarters of employees have indicated being 40 years and younger.

## Marital Status

69% of Abahizi Rwanda's employees are married. The trend has maintained over 60% since 2017 with an increase of 9% over the past year.

## Head of Household

49% of employees who are head of households hold additional jobs outside of Abahizi Rwanda that include banker, driver, engineer, or Government official.

## Education Level

97% of Abahizi Rwanda's employees have completed some type of formal education. The majority of employees have completed primary and lower level secondary education while 12% of employees have completed a TVAT certificate or have a university degree.

## Survey Methodology

Every year, Abahizi Rwanda hires a third-party consulting firm to conduct a social impact annual survey to assess the workplace, women, economic and community empowerment within its factory. Every year Abahizi Rwanda employees are invited to participate in the survey.

In 2023, Abahizi Rwanda hired ZV Consulting Ltd., a third-party consulting firm registered with Rwanda Development Board to facilitate the annual survey. A number of qualitative tools were developed to collect in-depth information around the employees' lived experiences, emotions and behaviors in the workplace and the community.

The 2023 survey was designed to reflect the learnings from the 2022 survey. This year's survey includes the demographic characteristics of Abahizi Rwanda's workforce and other findings framed around four different areas of empowerment, including workplace empowerment, women empowerment, economic empowerment, and community participation.

This report provides a summary of the findings and provides recommendations towards addressing the identified issues and challenges that the Abahizi Rwanda workforce is experiencing. The survey was administered and successfully completed by 254 out of 276 employees. At the time of data collection some of the employees were on leave or were sick.

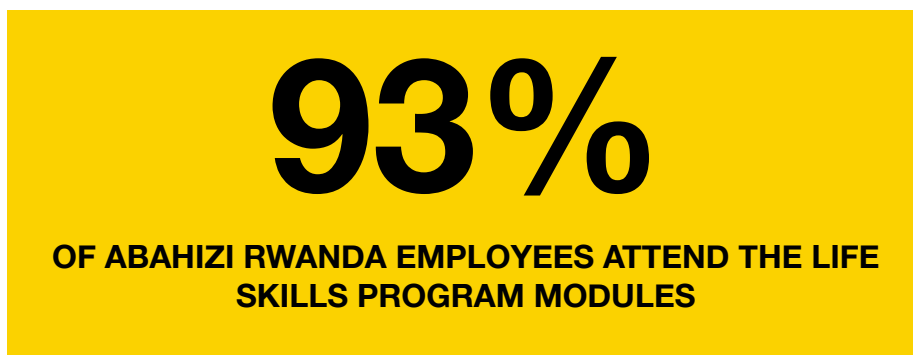
Compared to 2022, the number of employees who participated in the 2023 survey participation increased by 4%. The number increased from 244 in 2022 to 254 in 2023.

# LIFE SKILLS PROGRAM

Our Life Skills Program equips our employees with trainings and resources with various expert partners for Financial Literacy, Leadership Skills, Mental and Physical Health.

Our Life Skills Empowerment Program is structured to benefit individuals, as well as their families. We open specific topics within Counseling, Health, and Finance training to our employees' families. In addition to attending trainings, our health peer educators are provided with the tools from our partners to share their knowledge with people in their community.

**77% of employees are satisfied with the Life Skills Program.**



### Our Social Impact Partners

Our partners play an integral role in helping us carry out our mission. Together, we have created a business and community that empowers women by equipping them with the tools and resources that improve the lives of their families and create a positive economic and social footprint on the broader Masoro community.



#### Physical Health:

In 2023, the Health Module covered seven topics around Reproductive Health, Prostate Cancer, Cervical Cancer, Breast Cancer, Diabetes, General Nutrition and Hygiene, Maternal Health and Child Care.



#### Finance:

In 2023, The Finance Module focused on creating a social enterprise. The module constituted four topics: Understanding of a social enterprise, Investments, Enterprising Leadership Exploring mindsets, and Enterprising Leadership, Exploring New Ideas, and Business Idea and Opportunities.



#### Leadership:

The Leadership Module was covered through workshops in partnership with Resonate. Some of the key topics delivered included; Step up and Lead, Storytelling for Leadership, Conflict Resolution, Managing Up, and Goal Setting.



#### Mental Health:

The Mental Health Module is one of Abahizi's most important components of the overall health module. The mental well-being of our employees is believed to be a key determinant of overall factory productivity.

Employees have access to a full-time counselor at the factory and in addition, are also offered quarterly mental health awareness workshops on various issues, including Post Traumatic Stress Disorders (PTSD).



# INDIVIDUAL AND GROUP COUNSELING

Abahizi Rwanda provides access to a full-time wellness advisor who provides a confidential counseling program, where employees can find resources to manage personal issues outside of the workplace. Artisans can choose between individual sessions, group therapy, or both.

As of this year, 33% of Abahizi Rwanda employees are attending individual counseling and 67% of are attending group counseling.

## INDIVIDUAL COUNSELING SESSIONS

59% of Abahizi Rwanda employees who attend individual counseling sessions rate their satisfaction level 4 out of 5.

During individual counseling sessions, the majority of attendees state that they feel open and comfortable discussing topics with the counselor, while only 7% did not feel comfortable opening up to the counselor or speaking about personal matters.

The majority of attendees found the sessions to be a good use of their time and confirmed that they are able to apply the takeaways into their daily life.

93% of employees mentioned that they would recommend the individual counseling session to others.

## GROUP COUNSELING SESSIONS

Out of 170 who attended group counseling sessions, an overwhelmingly majority mention that “Post-Traumatic Stress Disorder (PTSD)” was the most useful counseling topic followed by Depression Management Skills and the Fight Against Violence.

96% of the attendees confirmed that they are able to apply their learnings into their day to day life and would recommend the group counseling to others.

When asked about what topics they would like to repeat or learn more about, 96% of attendees mention “Post-Traumatic Stress Disorder (PTSD), Depression Management, and Mental Health.

# 87%

of Abahizi Rwanda employees who attend individual counseling have found one-on-one counseling to be a good use of their time and 98% confirmed that they are able to apply the takeaways from the session into their daily life.

# 94%

of Abahizi Rwanda employees who attend group counseling state that Post-Traumatic Stress Disorder (PTSD) topic is most helpful.

## EMPLOYEE BENEFITS

In addition to offering access to the Life Skills Program, Abahizi Rwanda employees receive competitive monthly salaries, renewable employee contracts, overtime pay, health insurance for themselves and their families, paid maternity leave and sick days.





# WORKPLACE EMPOWERMENT

## THE QUICK READ

Employee satisfaction is the cornerstone for the sustained success of any organization. Abahizi Rwanda prioritizes employee well-being by providing an inclusive and supportive organizational culture and the resources, opportunity, and motivation to do their work.

We measure employee satisfaction in two categories: Life and Work Satisfaction







**We take a holistic approach to empowering our employees.**


In addition to a competitive salary, renewable employee contract, health insurance, overtime pay, paid maternity leave and sick days, Abahizi Rwanda provides all of its employees with access to the Life Skills Program. This developmental program provides employees with resources for Financial Literacy, Leadership, and Physical and Mental Health.


# 77%

of Abahizi Rwanda employees find the Life Skills Program to be beneficial. There was a decline from 86.6% in the previous year, the decrease is due to the nature of theoretical training which lacks practical application driven by low salaries.

 **89%** of employees attended the Finance Module

 **95%** of employees attended the Health Module

 **96%** of employees attended the Leadership Module. Leadership was the most popular Life Skills Program module.

 **33%** of Abahizi Rwanda employees attended individual counseling and **67%** attended group counseling.



*Due to Abahizi Rwanda's competitive employee offering, there has been no significant employee voluntary turnover at the factory. A focus group discussion highlights Abahizi Rwanda has the strongest employee offering in the community.*



# EMPLOYEE SATISFACTION

Our employees are the heart and soul of our business. Our annual social impact survey allows to us track and measure the emotional state, feelings, attitudes, and overall employee satisfaction towards their roles and our organization.

Employee satisfaction is an essential aspect of any business. Year after year, we strive to create a workplace where our employees thrive, resulting in a happier and more successful organization.

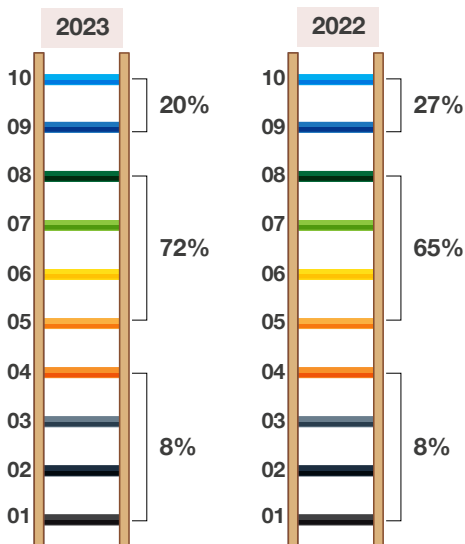
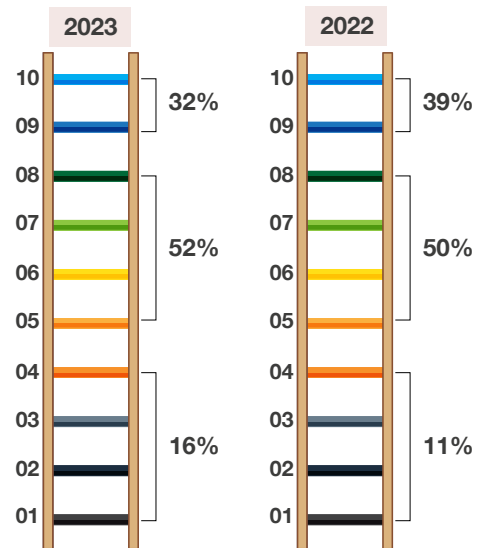
We measure employee satisfaction in two major categories: Workplace Satisfaction and General Life Satisfaction.

The metrics measured reference a 10- step ladder. Assuming that step 1 represents the bottom of the ladder, step 5 the middle of the ladder, and step 10 the top of the ladder, employees were asked to evaluate where they felt they could pin their satisfaction across the 2 areas.

## Satisfaction in the Workplace:

The results indicated that 84% of the representative respondent's sample (steps 5-10 of the ladder) felt satisfied with their workplace. The chart below shows the results from the evaluation across 5 years.

Removal of overtime pay due to adherence of standard operating business hours, manager and employee conflict and inconsistent salary raises are some of the hindrances to satisfaction in the workplace. Abahizi Rwanda is actively working on finding solutions such boosting organizational communication and culture and working to develop formal performance reviews at all levels of the organization.



## Satisfaction with Life:

As above, general life satisfaction was measured against the ladder from level 1 to level 10.

On average, 92% of the respondents highlighted that they were generally satisfied with life rating a score of 5 -10.

While majority of respondents are generally satisfied with their life, it is reported that inflation of consumer goods such as rice, gas, and oil are the biggest contributors to life and household stress.

# Employee Benefits

**We believe in a compensation model that rewards hard work, value creation and shared ownership. Our employee benefits program reflects our commitment to rewarding, supporting and inspiring members of the Masoro community.**

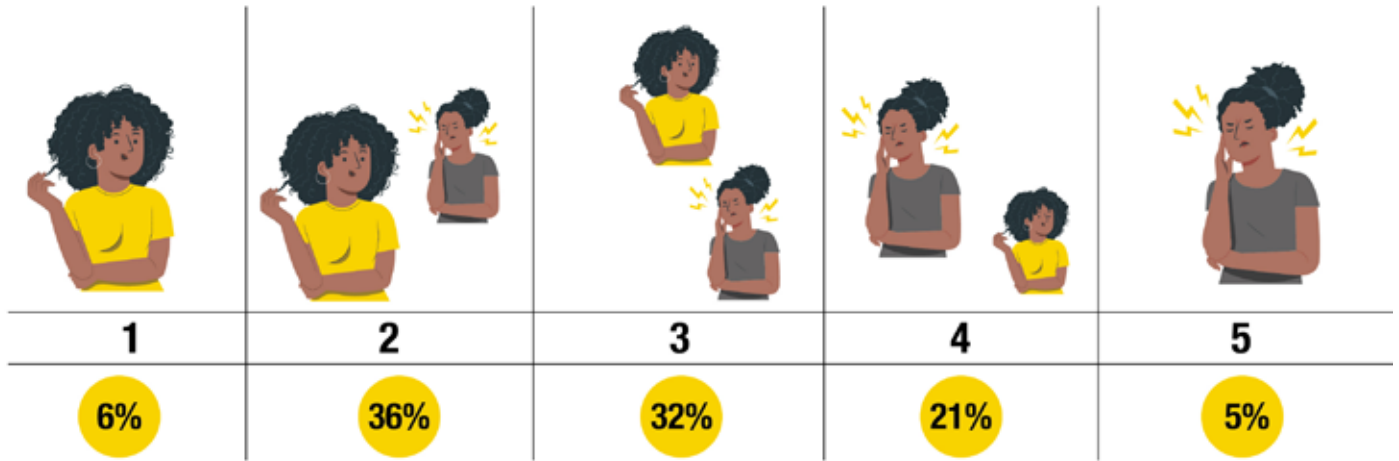
During the qualitative assessment, all the employees indicated that they were happy that their salaries were paid in a timely manner; however, all noted that they prefer to work overtime to receive overtime pay.

This year's employee voluntary turnover rate was six, due to a long work commute, starting a new business or opportunity or wanting to stay home to raise a family full time. According to this year's survey, 2 employees were officially dismissed due to misconduct at the workplace. Abahizi Rwanda has formal processes in place that gives second chances to those who misbehave to redeem themselves and be reintegrated into the company.

Last year, all Abahizi Rwanda employees signed a 3-year employee contract. New employee contracts are scheduled to be finalized and signed in December 2024. A majority of employees suggested that it would be more helpful if they signed open-ended contracts as opposed to 3-year periodic contracts since they could not obtain significant loans from financial institutions for large amounts. In addition, they also stated that they prefer to be paid out for their Paid Time Off (PTO) instead of being forced to take time off when they have too much work to do.

## Employee Self Perception of Anxiety

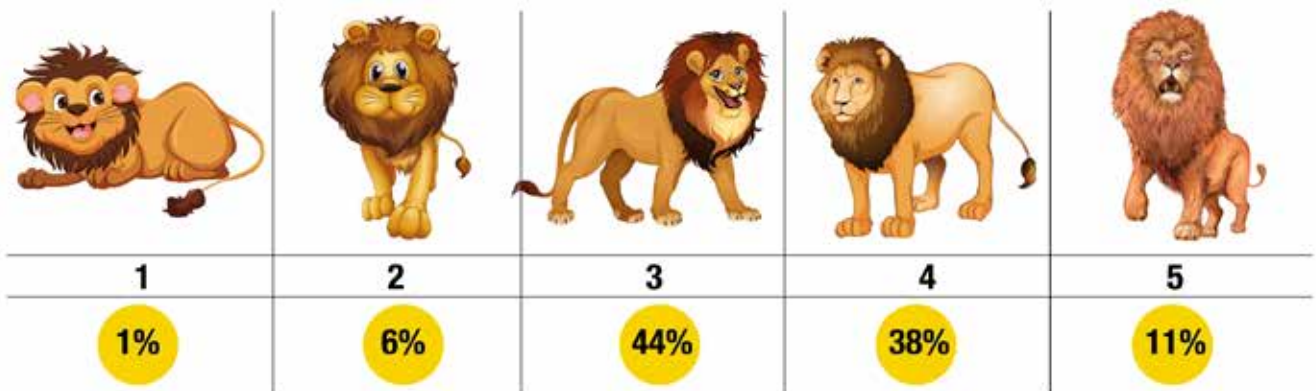
To assess employee perception of their individual anxiety, an image of a female face appearing to be calm (represented by 1) and the one appearing intensely anxious (represented by 5) was used alone or combined during the survey facilitation, as shown in the image below –



Our survey reveals that out of 254 employees, 74% of the respondents demonstrated that they felt always, mostly or equally calm while 26% indicated that they felt anxious and stressed owing to increases in inflation and no change in salaries contribute to the stress of many artisans.

## Employee Self Perception of Empowerment

One of the methods used to assess the self-perception of the employees' empowerment was by simulating the life cycle of a lion from a newborn lion cub to the great and mighty old lion. The employees were asked to measure what they felt they were capable of from a power strength perspective in terms of self-empowerment. This was measured using a strength legend rating of 1 to 5, 1 being weak and 5 being full of strength.

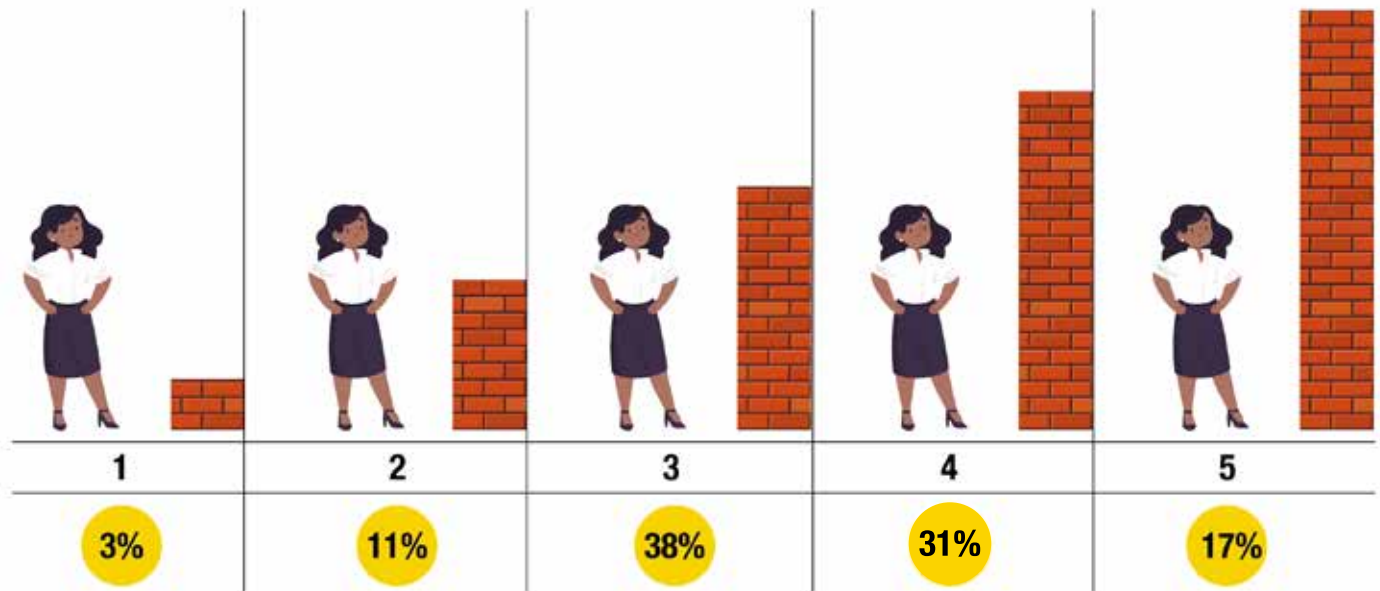


Our survey shows 237 employees out of 254 representing 93% of the total respondents indicated that they felt self-empowered with a rating of 3-5. The level of self-empowerment among the employees increased by 8% compared to the results from the previous report.



## Employee Emotional and Self-Esteem Perception

The main goal of this section was to evaluate how the Abahizi Rwanda supported its employees towards emotional self-perception and self-esteem improvement.



The employees were assessed on how effectively they coped with and/or managed their relationships or issues arising within their lives. 48% of the total respondents indicated that they almost or always successfully managed to tackle issues arising and managed their relationships with minimal to no difficulties. Compared to last year, there has been a 9% decrease in the ability to cope and/or manage relationships is reported to be due to prevailing negative perceived impact and changes within relationships post COVID-19.



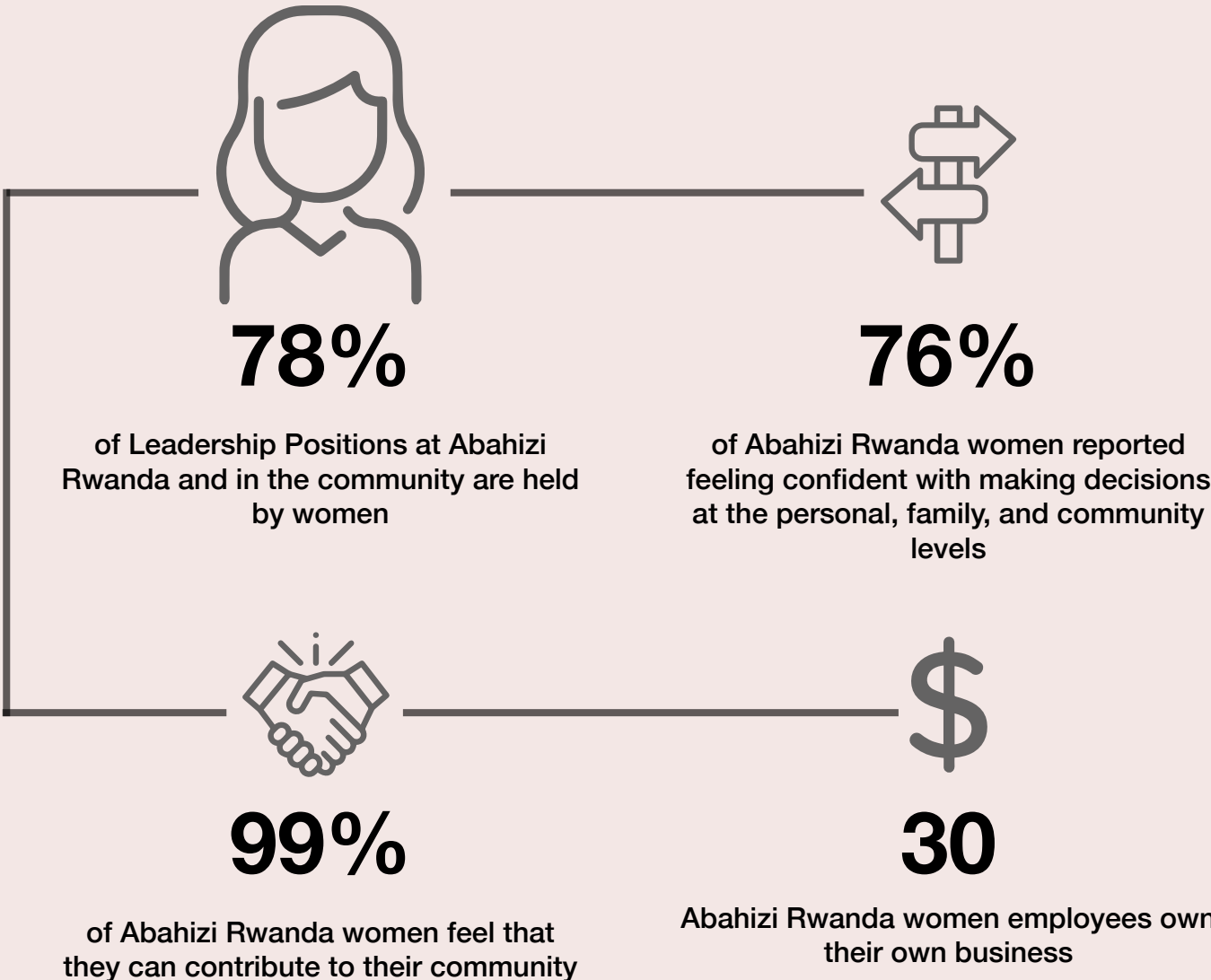




# WOMEN EMPOWERMENT

THE QUICK READ

Female employees are the backbone of our factory.





**In addition to being Abahizi Rwanda employees, they are also Mothers, Wives, Sisters, Daughters, Head of Households, Care Givers, Confidants, Community Leaders and more.**

Our approach to women empowerment is holistic. We make it a priority to empower our female employees at every level, provide opportunities of growth and development, and create a workplace environment that supports them.

# 78%

of Leadership Positions at Abahizi Rwanda and in the community are held by women.



Abahizi Rwanda's workforce is comprised of **85%** women and **15%** men



Among the Leadership training topics held this year, the majority of employees rated effective communication, conflict resolutions, and time management to be the most useful.



**18%** of Abahizi Rwanda women have a business or other source of income



Our social impact annual survey measures decision-making at the personal, family, and community level

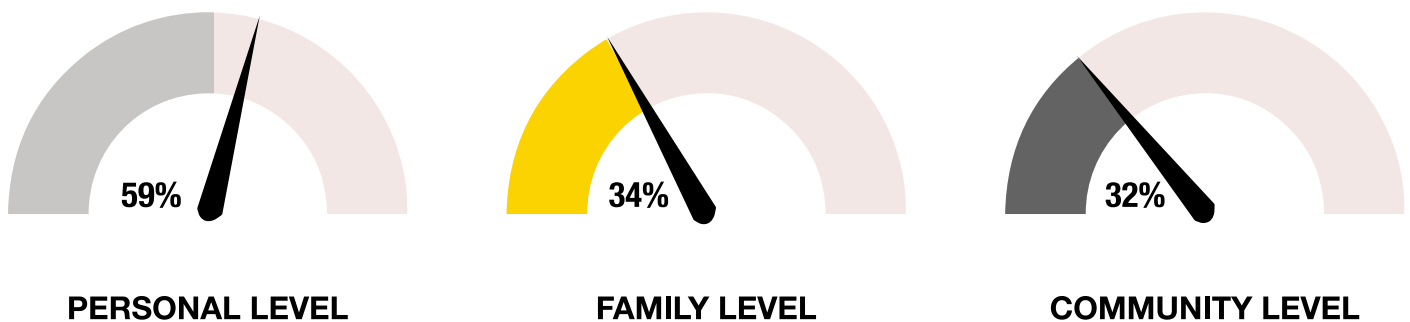
# WOMEN SELF PERCEPTION IN DECISION-MAKING

Referencing the 10-step ladder used in a different section of this report, we noticed that 76% of the total number of women represented in the survey ranked between **5 -10** and indicated that they felt confident with making decisions at the personal, family, and community levels.

PERSONAL		FAMILY				COMMUNITY
Level of Decision-Making	Personal Healthcare	Bearing Another Child	Major Household Purchases	Family Planning	Child Education	Position on Community Issues
Mostly you	59%	35%	32%	35%	32%	32%
Jointly with your spouse/partner	40%	64%	64%	62%	65%	61%
Other	1%	1%	4%	3%	3%	7%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

There has been an **11%** decrease in confidence in decision-making compared to last year is due to negative long-term effects of high stress levels during COVID-19. Pandemic-related stress in addition to inflation and global uncertainty has made decision-making, big or small, difficult to navigate for many Abahizi Rwanda employees.

Decision-making ability was measure in different areas:





# WOMEN PARTICIPATION IN COMMUNITY PROJECTS

Different areas were taken into account while assessing the level of participation of women in community projects.

Respondents' confidence in playing big roles in the community - **99%** of women employees agreed that they were confident enough to play big role in the community, while **1%** remaining mainly stated that the people who play a big role in the community are those who are rich.

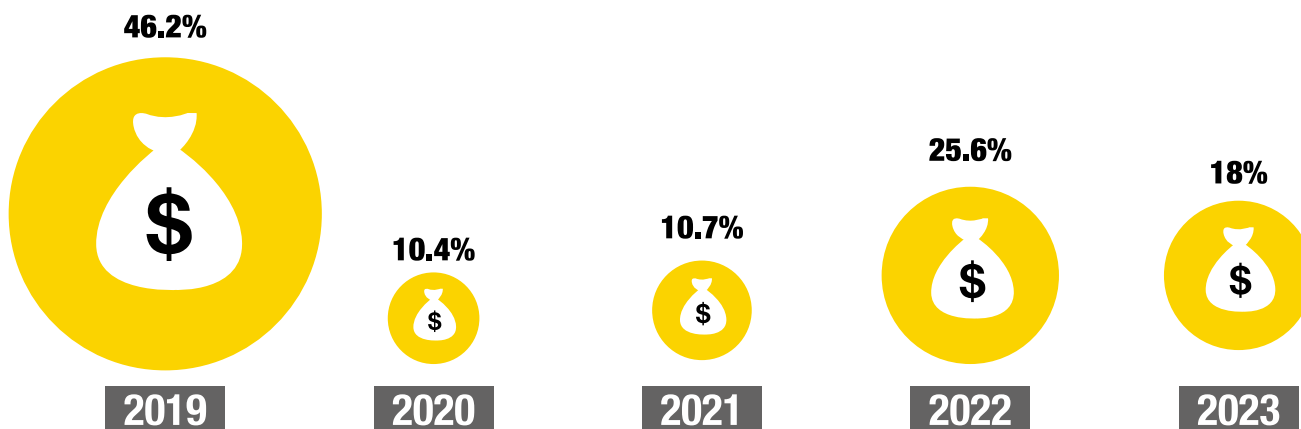
Respondents' Community Contributions – **61%** of women employees reported that they consult all community contribution decisions with their spouses and/or partners, while **31%** reported make community contribution decisions on their own without the involvement of their spouse. The remaining **8%** included outside parties such as parents, friends or other family friends when making community contribution decisions.

# WOMEN OWNING BUSINESSES

Emphasis was placed on the businesses owned by women employees of Abahizi Rwanda as well as how those businesses were monitored. Other types of secondary income beyond owning a business have been taken into consideration as well.

**18%** of the women employees at Abahizi Rwanda indicated that they own a business or secondary source of income and of those who own businesses, **80%** of them have had their businesses for **5** year or less. Some of the businesses are in agriculture, tailoring, property management, retail shops, trading, and handcrafts.

There has been a decrease of **8%** compared to last year's report. For the women who had to close their businesses they reported that it is due to lack of investment, poor management, post COVID-19 negative effects, lack of customers, and theft issues.









# ECONOMIC EMPOWERMENT

## THE QUICK READ

Investing in our employees' economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth.



**89%**

of Abahizi Rwanda employees are uncertain about other employment opportunities in their community.



**18%**

of Abahizi Rwanda women have a business or a secondary income



**78%**

of Abahizi Rwanda employees have savings



**67**

of Abahizi Rwanda employees are landowners



**Women who are economically empowered contribute more to their families, communities and national economies.**

Economically empowering women is a win-win that can benefit not only women, but society more broadly. It promotes women’s ability to achieve their rights and well-being while also reducing household poverty, increasing economic growth and productivity, and increasing efficiency. Our annual social impact survey allows us to track and measure women’s promotion of financial inclusion and eradication of poverty.

**89%**

of Abahizi Rwanda employees worry about other employment opportunities for women in the community.

As reported in Workplace Empowerment section, employees report that Abahizi Rwanda has the strongest employee offering in the Masoro community.



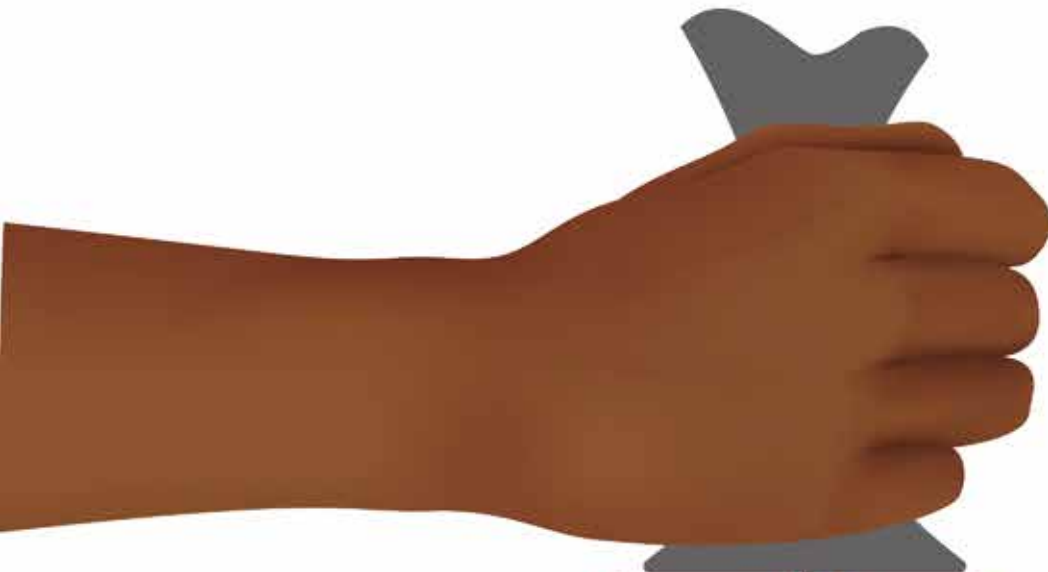
**94%** of Abahizi Rwanda employees offer financial support to the members of their families



**83** out of **254** employees report that they always run out of the money before the next paycheck. The number one most delayed expense is household improvements.

Only **6%** of respondents note that they are financially prepared for future family expected expenses for the next two years, while an overwhelmingly majority state that they are somewhat or not prepared for future family expenses (i.e. school fees, uniforms, books, etc.)

Similarly, only **6%** of respondents state that they are financially prepared for unexpected expenses such as emergencies or last minute family problems.



### Land Ownership

The results indicate that 67% of Abahizi Rwanda employees own their own land.

In the past 12 months, 57% of Abahizi Rwanda employees have made improvement to their homes.

The results show that in the past 12 months, 31 out of 170 households were able to purchase land. Out of the 39 households that purchased land, 33% of them are first-time land owners.

### Loans

In addition to the salary advance requests, 74 of the total 254 Abahizi Rwanda employees reported that they applied for a loan and they all received it.

34% of Abahizi Rwanda employees feel confident to request the loan when they need it.

### Domestic Animal Ownership

26% of Abahizi Rwanda employees have purchased domestic animals in the last 12 months, while 24% only contributed to the purchase of the animal. The four most popular animals to purchase are goats, cows, chickens and pigs.

Half of the respondents stated that they make domestic animal purchases with their spouse or partner.



### Access to Financial Products

42% of Abahizi Rwanda employees have requested a salary advance this year and have all received it. This not a benefit that Abahizi Rwanda generally offers, but in an effort to support their employees they make exceptions.

Personal matters and family businesses are the two main reasons for an advanced salary request.

### Savings

78% of the total 254 employees confirmed that they do have savings.

The majority of employees put their money in the savings groups. Outside of the MCVFC ACBC Cooperative savings group, Sager Garuza is the preferred saving institution followed other banking institutions.

For 22% (56 employees) who do not save, the majority have raised the issue of not having enough wages and having too many family expenses.

### Preferred Institution Accessibility to Loan Facilities

162 out of 254 Abahizi Rwanda employees took out a pay advance from Sager Garuza while remaining 72 employees took it from MCVFC ACBC Cooperative or other financial institutions.

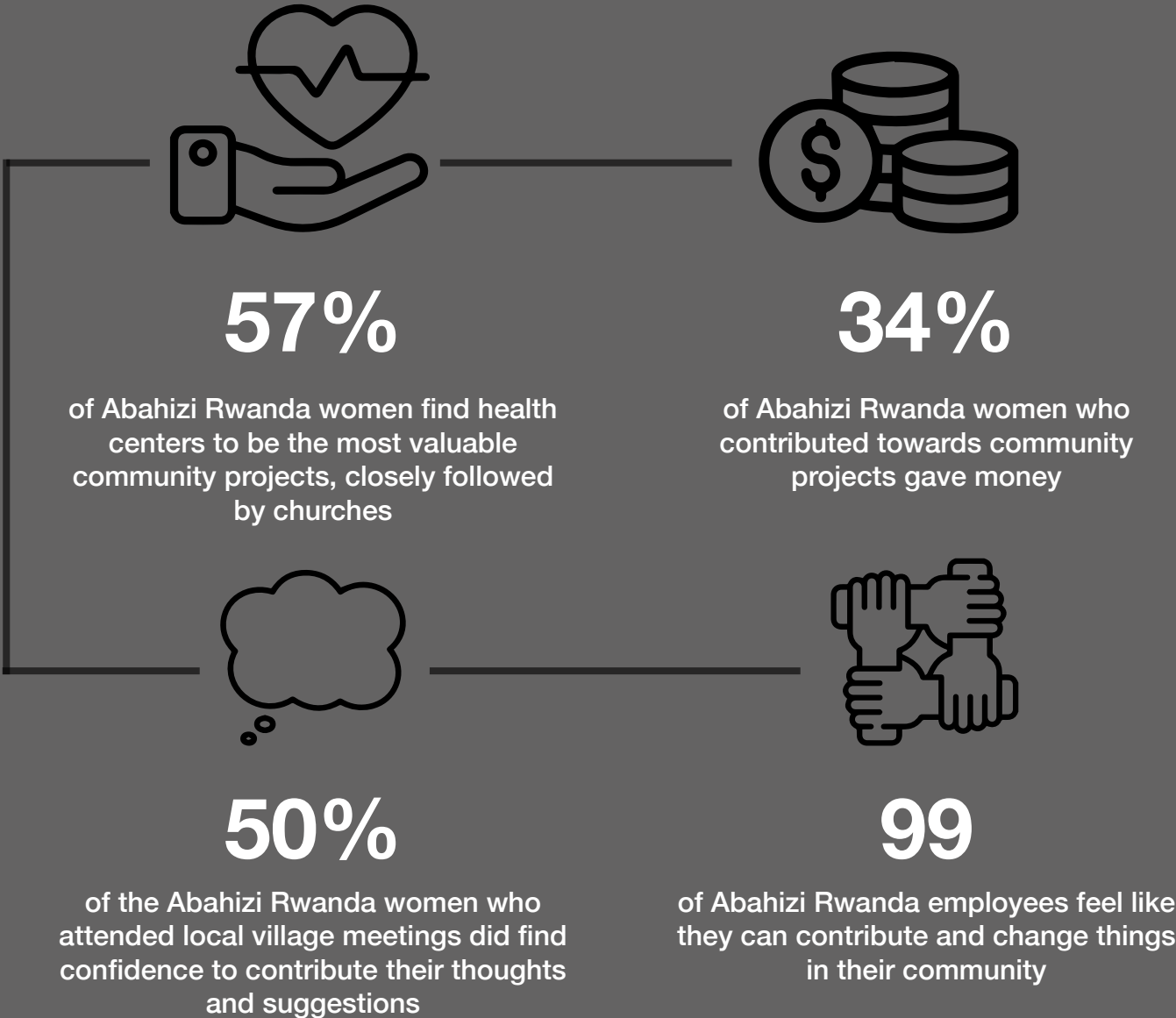




# COMMUNITY PARTICIPATION

## THE QUICK READ

Abahizi Rwanda employees are leaders in their communities.





**Empowered women are better positioned to contribute more to their families, communities, and national economies.**

**Our employees have become leaders in their own right and continue to be trailblazers in their homes and communities.**

# 138

indirect jobs in the Masoro Community have been created by Abahizi Rwanda employees.



**81%** of Abahizi Rwanda women have contributed to the improvement of different infrastructures such as schools, roads, electricity, health clinics, local government offices, and clean water.



**70%** of the total **142** employees living in the Masoro Sector have utilized the Community Learning and Sports Center, run by Isoko Community Development



An overwhelmingly majority of Abahizi Rwanda employees see themselves fitting well in their community.



# Isooko Community Development Programs

73%, 185 employees feel that the programming at the Community Learning and Sports Center has positively impacted themselves and their community.

## Community Contribution in Development Projects

Abahizi Rwanda workforce contributed the most to schools and roads, and their contributions were particularly for labor, money, and ideas.

The most attended program is Inkomoko Entrepreneurship Training.

55%

attended Inkomoko Training

28%

attended IT Training

51%

attended Entrepreneurship Training

6%

regularly visit the Library

13%

regularly participate in Sports

27%

attended Kitchen gardening

23%

attended Nutrition Training

11%

attended Maternal Health Training

17%

attended the Wash Program

## TRANSFORMATIONAL HIGHLIGHTS

Rose M. Imanirakarama started working at Abahizi Rwanda in 2017. She is married and she has 2 kids. Before joining Abahizi, she used to sell avocados and bananas.

“I used to help my mother with housework, which was difficult for me, like the daughter who had given birth at home.

When I joined Abahizi in 2017 I started working as a cleaner later they promoted me to the artisan level. 1 year later I met my husband. And from the life skills program we bought our own plot of land through its finance training. Because of life skills training again I applied for a loan and finally, we built our own house. Through Abahizi life skills program I acknowledged family planning and I hope to achieve more.” Rose said.

**Rose M. Imanirakarama**  
Artisan



Josiane Uwera started in 2013 in Abahizi Rwanda. She is married and has 4 kids. Before joining Abahizi Rwanda, her family was struggling with life because they did not have anything, and no one was working in their house.

Even though I had previously been farming, the soil was unproductive since I had not applied fertilizer. They used to eat once a day in the evening because they did not have money to buy a healthy diet. After joining Abahizi, she was getting a salary and she got training on health which helped her to change her life and the life of her family.

**Josiane Uwera**  
Artisan

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2022 – 2023 Social Impact Annual Report

