

Special Initiative on Training and Job Creation

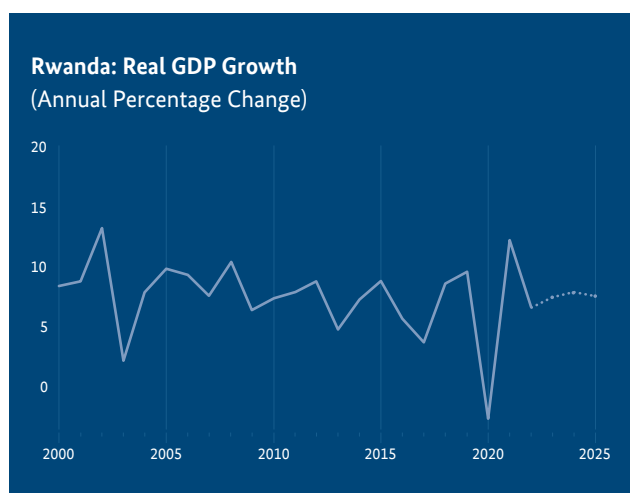
Creating jobs and growth in Rwanda

Setting the course for economic growth

Despite the COVID-19 pandemic, **Rwanda maintains one of the highest growth rates in Africa**. In 2021, economic growth climbed back up to 10.2 percent according to the International Monetary Fund. This is largely due to Rwanda's rapid response to the spread of the coronavirus. The government almost immediately reacted with a six-week nationwide lockdown, while sending out positive signals by announcing an economic stimulus package containing extended social support measures.

Even before the pandemic, Rwanda proved to be an increasingly relevant location for business and investment in the region. The country ranked second highest of all African countries in the Ease of Doing Business Index. Since joining the East African Community (EAC) in 2007, Rwanda increased its volume of business. Direct foreign investments almost tripled between 2008 and 2018. These numbers illustrate that Rwanda is strongly focused on the ambitious targets it set out in its National Strategy for Transformation.

Between 2017 and 2024, the Rwandan government plans to create 1,500,000 jobs in the country. The Special Initiative on Training and Job Creation supports this endeavour.



Project name	Job Partnerships and SME Promotion in Rwanda
Commissioned by	German Federal Ministry of Economic Cooperation and Development (BMZ)
Project region	Republic of Rwanda
Implemented by	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Duration	06/2019-03/2025

Creating and preserving jobs

As one of several organisations, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is implementing the Special Initiative on Training and Job Creation on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). Under the brand Invest for Jobs, the Special Initiative **collaborates with the private sector to support them in creating new jobs in Rwanda**. It also supports businesses in preserving jobs that were put at risk due to the COVID-19 pandemic.

Promoting investment

Invest for Jobs supports the Rwanda Development Board (RDB) in building and strengthening **partnerships with African and European companies** that are seeking to expand business and investment in the Rwandan market. By jointly **identifying and reducing existing barriers to their investment plans**, the Special Initiative provides demand-oriented services that assist companies across all sectors to stimulate growth, foreign investment and create jobs.

Example: According to RDB the business-process-outsourcing (BPO) sector offers a high potential for investment in Rwanda.

To realise this, the Special Initiative works with the Digital Skills Accelerator Africa (DSAA) e.V. and its member companies. So far, 226 trainees graduated from training measures in the areas of software development and BPO. Almost half of them found employment afterwards.



Elevating local companies

Small and medium-sized enterprises (SMEs) are already the backbone of Rwanda's economy. Their continued growth offers major potential for the prosperity of the country and increasing employment opportunities, especially for young people and women. In joint projects, Invest for Jobs promotes these enterprises by training staff members or new candidates, increasing product quality or certification as well as advising on general business and financial acumen. Ultimately, these measures **enhance the competitiveness of SMEs** and extend their reach beyond the markets they currently serve, which in turn creates new jobs.

Example: The COVID-19 pandemic has tremendous effects on food and job security in Rwanda. To counteract these repercussions, the local company SOSOMA Industries set up a project together with the Special Initiative that aims to alleviate food insecurity and create new jobs. As part of the project, the company purchases newly required equipment, strengthens its supply chain and ultimately grows production capacity and product range, by newly offering fortified maize flour. The joint undertaking entails training for employees and supplying cooperatives. Recently, *SOSOMA Industries* created 108 new jobs thanks to the cooperation.

Example: After the COVID-19 pandemic hit, the Special Initiative and Rwanda's Chamber of Tourism started training 960 employees in the hospitality sector. Content covered four operational areas of hospitality: culinary arts, food & beverages, housekeeping and front desk operations. In combination with a module on necessary

COVID-19 adaptations, the training assists participants in remaining employable or reintegrating into a job after they were put on forced leave. Their participation benefits not only the participants, but also the industry at large, as it helps lift hotel services closer to an international standard. So far, 101 trainees found new employment, while 397 participants have benefitted from improved working conditions since the training took place.



Building up geographical clusters

Through its programme on special economic zones (SEZs), the Rwandan government is addressing domestic constraints on the private sector. To alleviate these constraints, the Special Initiative fosters the **further development of Rwanda's SEZs**. Focus is put on the already established Kigali Special Economic Zone covering 276 hectares of land in the country's capital. Together with resident companies, Invest for Jobs aims to **improve business-oriented services** and other offerings provided by the SEZ's park management. Enhancing these benefits within the ecosystem of the SEZ increases growth and investment, while **creating jobs and improving working conditions** for employees.

Example: Since 2020, the Special Initiative supported the Kigali SEZ in developing a more sustainable business model for the park. In addition, park operators and government partners participated in a study tour in April 2022 focusing on eco-industrial park management.

Please get in touch!

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