



MAPPING THE RWANDAN DIASPORA IN CANADA

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MAPPING THE RWANDAN DIASPORAS IN CANADA

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LIST OF ACRONYMS AND ABBREVIATIONS

PAGE- Rwanda	Association of Relatives and Friends of Victims of the Genocide in Rwanda
CARY	Canadian Association of Rwandan Youth
CoD	Countries of Destination
CoO	Country of Origin
EDPRS2	Economic Development and Poverty Reduction Strategy
ICT	Information and communication technologies
IOM	International Organization for Migration
IRCC	Immigration, Refugees and Citizenship Canada
RCA	Rwandan Community Abroad
MINAFFET	Rwandan Ministry of Foreign Affairs and International Cooperation
RDB	Rwanda Development Board
RHCC	Rwanda High Commission in Canada
Technical assistants	Technical Assistants
TVET	Technical and Vocational Education and Training

EXECUTIVE SUMMARY

The Mapping the Rwandan Diaspora in Canada report is the result of an extensive mapping exercise conducted in Canada between November 2021 and February 2022. The purpose of this report is to capture and highlight the insights and input from the 433 Rwandan - Canadian diaspora members who responded to the community survey and/or who participated in interviews and focus group discussions. This report provides a sample of the Rwandan community's socioeconomic profile, professional skills, and expertise, as well as their aggregate capacity, interests, and motivation to support development initiatives in Rwanda. This report concludes with a list of recommendations focused on ways to enhance engagement with the Rwandan diaspora in Canada through government-led initiatives.

The success of this mapping exercise is attributed to the Rwandan community's strong interest and engagement in this mapping exercise. More precisely, the consultants and the Technical Assistants who were procured to lead this mapping exercise have benefited immensely from the input of community leaders across the various Rwandan Community Abroad association(s) as well as from a number of independent leaders, representing a diverse array of identities and experiences. Furthermore, the implementing team extends their gratitude to the project leadership team involved in the planning and implementation of the mapping exercise. This included members of the Rwanda High Commission in Canada (RHCC), IOM Rwanda, the Rwanda Development Board (RDB) and the Rwandan Ministry of Foreign Affairs and International Cooperation (MINAFFET).

The quantitative input of 409 members of the Rwandan community was directly collected through an online survey that was shared widely with members of the community. The consultants and Technical Assistants also collected qualitative input through one-on-one semi-structured interviews and focus groups with 24 key informants as a means to corroborate the findings of the survey. The data collected aligned to the following eight mapping priority categories:

- **Personal Characteristics** – to examine the sociodemographic composition of respondents.
- **Personal Financial Contributions** – to examine the respondents' interest and degree to which they contribute financially to members of their community living in Rwanda i.e. friends and family.
- **Diaspora Community Engagement in Canada** – to examine the respondents' levels of engagement with the Rwandan diaspora groups in Canada.
- **Awareness of Diaspora Projects, Policies and Initiatives** – to examine the respondents' levels of awareness of diaspora-related programmes, policies and initiatives available.
- **Social and Economic Development Projects in Rwanda** – to examine the respondents' interest in supporting social and economic development projects in Rwanda
- **Business and Investment** – to examine the respondents' interest in business and/or investment opportunities in Rwanda.
- **Returning to Rwanda** – to examine the respondents' interest in returning and resettling in Rwanda.
- **Methods of Communication** – to examine the best methods of communication to reach respondents.

Overall, the respondents can be described as highly educated and employed across a variety of professional fields, and are mostly located within the most populated municipalities across Canada (particularly within the provinces of Ontario and Quebec). They also represent a younger age range, with 30 to 45 years of age as the predominant age group represented in the survey (40%). The majority of respondents indicated that they are married (61%) and the vast majority of them (93%) are first generation Canadians i.e. those who are born outside of Canada. While there was a high degree of distribution of answers across all questions in the survey, the following are a number of high-level introductory findings:

- The majority of survey respondents provide financial support to relatives and friends in Rwanda (83%).
- The majority of respondents have contributed to social and/or economic development projects in Rwanda (63%).
- Most respondents (85%) are interested in contributing (or continuing to contribute) to social and economic development projects in Rwanda.
- Approximately three in 10, 122 respondents; 30 per cent currently own or invest in a business in Rwanda.
- Only five per cent of respondents 18 respondents indicated that they were not interested in supporting Rwandan-based business development initiatives.
- More than half of the respondents (60%) indicated that they participate in diaspora initiatives in the form of social events, meetings and networking opportunities with other Rwandan community members.
- Almost two-thirds of respondents indicated that they plan to relocate in Rwanda at some point in the future (64%).

The following sections of this report provide an introduction to the mapping exercise, a description of the project's methodology and an overview of the profile of Rwandans living in Canada. The *Key Findings Section* expands on the high-level findings mentioned above and provides a detailed analysis of the insights gathered in the survey and the qualitative data collection opportunities. The final section of this report provides a summative note on the unique position of the Rwandan diaspora in Canada in terms of contributing to their Country of Origin (CoO). It further provides a list of recommendations that can support an increase in engagement with the community.

1. INTRODUCTION

IOM Rwanda, the Rwanda Development Board (RDB), the Rwandan Ministry of Foreign Affairs and International Cooperation (MINAFFET) and the Rwanda High Commission in Canada (RHCC) have launched a mapping exercise of Rwandan diaspora members in Canada. This mapping exercise builds on the successes and key learnings from Rwandan diaspora mapping exercises conducted across other Countries of Destination (CoD) where a considerable proportion of the Rwandan diaspora resides. Similar mapping exercises covered the United Kingdom, Belgium, the Netherlands, Germany, and most recently, the United States.

The overall objective of this mapping project is to provide the Government of Rwanda with the necessary information to implement more evidence-based and targeted diaspora programmes, projects and services to support development initiatives in Rwanda. For all stakeholders involved, including members of the Rwandan diaspora in Canada, the results of this mapping exercise report provide information on the composition, interests, levels of awareness and motivations of Rwandans living in Canada to support development initiatives in Rwanda.

The information gathered on the available knowledge, skillsets and resources among the Rwandan diaspora has previously guided the Government of Rwanda in planning and implementing targeted programmes. For example, the bilateral “Diaspora Skills Transfer in Technical and Vocational Education and Training (TVET) and Youth Empowerment” project provides matching opportunities for European-based diaspora members with students and trainers from eight Integrated Polytechnic Regional colleges across the country. The objective of this project is to facilitate knowledge and skill transfer that empowers and trains Rwandan students within unique sectors, such as health care, information and communication technologies (ICT), and energy. This project, along with others, seek to match members of the Rwandan diaspora with skill sharing and knowledge transfer opportunities in Rwanda. This directly supports domestic labour demands and contributes to positive outcomes in key industry areas outlined in Rwanda’s Second Economic Development and Poverty Reduction Strategy (EDPRS2). Current priority areas include TVET sectors, such as ICT, construction, hospitality, health care, mining and renewable energy.

Given that diaspora groups typically maintain informal structures and that datasets seldom capture the composition, motivations and interests of diaspora communities to support their Countries of Origin (CoO), the methodology and findings from this exercise can also offer valuable insights into future diaspora mapping exercises and research initiatives in the area of diaspora engagement. This is applicable both in the Rwandan context and beyond.

2. RESEARCH OBJECTIVES AND METHODOLOGY

2.1. RESEARCH OBJECTIVES

As mentioned, the purpose of this report is to capture the results of the mapping study of the Rwandan diaspora¹ in Canada. The study offers insights on the socioeconomic profiles, professional skills, and expertise, as well as the capacity, interests, and motivation to support development initiatives in Rwanda, such as skills transfer programmes and investment opportunities. This report also includes recommendations for best practices that can be applied in policy and programme planning.

This report provides unique insights applicable to the Canadian context, while still being complementary and comparable to data gathered across the other mapping exercises. Central to the project's inception, the following detailed objectives were prioritized throughout this mapping project:

- to provide an overview of the number and composition of the Rwandan diaspora in Canada, wherever possible, across demographic and personal characteristics such as education, profession, sex, age, skills and geographical location;
- to examine existing diaspora networks, organizations or associations, with specific information on skilled diaspora members as well as student and professional associations;
- to assess the levels of awareness among the Rwandan diaspora in Canada about diaspora engagement initiatives and policies, including a focus on awareness and knowledge gaps about Rwanda's current economic and social development priorities;
- to provide an overview of the diaspora's expectations and needs from the Government of Rwanda to be able to sufficiently engage in financial, social and human capital transfer;
- to identify the skills and knowledge areas that diaspora members are interested in transferring to Rwanda;
- to identify the sectors and forms of social and economic development as well as business and investment areas that diasporas seek to contribute to.

2.2. METHODOLOGY

2.2.1. Methods of Data Collection

Mixed data collection methods were used to fulfill the mapping exercise objectives (these methods are described in further detail in Table 1 below).² This included a desk review examining available research and data on Rwandan diaspora communities in Canada. Following the desk review, a survey was disseminated to diaspora members across Canada using existing networks, primarily made available through Rwandan diaspora associations and community leaders. Finally, semi-structured one-on-one interviews and focus

groups were scheduled with diverse groups of diaspora members to substantiate the quantitative data attained through the survey. Members of the community were provided the option to sign up for one-

¹A working definition of the term diaspora was used in this mapping exercise, primarily to represent Rwandan emigrants living permanently in Canada. This definition is based on IOM's standard definition, adapted from IOM's Strategy to Enable, Engage and Empower Diasporas: "Migrants or descendants of migrants whose identity and sense of belonging, either real or symbolic, have been shaped by their migration experience and background. They maintain links with their homelands, and to each other, based on a shared sense of history, identity, or mutual experiences in the destination country." Please find a glossary of key migration-related terms and definitions available by IOM [here](#).

² Outline of Data Collection Methods, page 4.

on-one semi-structured interviews through a sign-up link that was shared as a prompt upon completion of the survey. This link led respondents to a separate webpage where they could sign up without having their survey responses connected or converged within one dataset.

To ensure that the data collection tools were accessible to a wide audience, survey respondents and interviewees were able to choose their language preference for the survey and interviews. Available language options included English, French and Kinyarwanda. The consultants note that the available language options for informants likely contributed to the high response numbers. The survey responses were distributed relatively evenly across the three language options.

The selection of questions and response options reflected considerations for standardization and comparability across other datasets. More specifically, the consultants prioritized questions and responses that could compare to the other mapping exercises in Europe and the 2016 population census in Canada (note that Statistics Canada collected their population census data in 2021 and is expecting to release public briefs throughout 2022).

The data collection process was supported by two technical assistants identified by the High Commission and selected by the consultants. The technical assistants provided direct support in the development of a survey dissemination plan and outreach activities, the translation of the survey and marketing tools as well as the facilitation of group meetings. For example, they promoted the focus groups through their networks at the regional chapters of the Rwandan Community Abroad. The consultants also worked closely with members of IOM Rwanda, RDB, MINAFFET and the RHCC to define the stakeholder register and communication plans used for the mapping exercise. Regular meetings were scheduled between the key stakeholders involved in this mapping exercise.

Due to restrictions associated with the COVID-19 pandemic, the consultants used online/virtual communication methods exclusively to collect data. Initially, the consultants and the technical assistants planned to attend large events organized by the RHCC or the Rwandan diaspora groups as a method to disseminate the survey and familiarize members of the community with the mapping project. To promote the project, they prioritized digital outreach and marketing, resulting in a larger number of survey respondents than initially planned.

Table 1. Outline of Data Collection Methods

Data Collection Tool	Detailed Activities
Desk Review	<p>Open-source information that exists about the Rwandan community in Canada was examined including:</p> <ul style="list-style-type: none"> ● Statistics Canada and Immigration, Refugees and Citizenship Canada datasets (2016 long-form and short-form census; Admissions of Permanent Residents 2016 to 2021) ● United Nations, Department of Economic and Social Affairs Population Division, IOM and World Bank datasets ● Government of Rwanda reports ● Government of Canada reports ● Academic publications ● Social networking websites like LinkedIn
Comprehensive Survey	<p>The survey acted as the primary tool to assess the Rwandan communities’ awareness, interest, composition and motivations (Annex 1). It was offered in English, French and Kinyarwanda.</p> <p>The online survey tool was structured around the following components, with both quantitative and qualitative question options:</p> <ul style="list-style-type: none"> ● Data Privacy and Consent ● Personal Characteristics/Demographics ● Engagement with Diaspora Community in Canada ● Personal Financial Contributions to Rwanda ● Awareness of Diaspora Projects, Policies and Initiatives ● Interest in Social and Economic Development Projects ● Interest in Business and Investment ● Returning to Rwanda ● Methods of Preferred Communication <p>The survey also acted as a tool for members of the community to volunteer for one-on-one semi-structured interviews or focus groups, led by the consultants and the technical assistants. To maintain the anonymity of the survey respondents, a sign-up link was provided at the end of the survey. This link led respondents to a separate webpage where they could sign up without having their survey responses connected or converged within one dataset.</p>
Semi-Structured one-on-one Interviews and Focus Groups with Key Informants	<p>One-on-one semi-structured interviews and focus groups were conducted with Rwandan diaspora members who have first-hand knowledge about the Rwandan community in Canada. This included community leaders, subject matter experts, students, professionals and more.</p> <p>Interview and focus group questionnaires (Annex 2) were adjusted depending on the stakeholder(s) being interviewed. These discussions offered in-depth insights into the experiences, perceptions, expectations, satisfaction and challenges that diaspora member’s face.</p>

2.2.2. Sampling

The collection of primary data was completed by using two non-random sampling techniques: purposeful/purposive sampling and snowball sampling. The former technique was reflected in the stakeholder register developed in collaboration with partners and technical assistants. Through this register, the consultants ensured that there was adequate representation from a variety of demographic categories. The snowball sampling technique was used to disseminate the data collection tools, the survey and interview registration link, to a larger audience. Respondents and community leaders were encouraged to share the survey among their networks.

The use of secondary datasets that utilize random sampling techniques, such as Census Canada and IRCC data, were incorporated into the desk review component of the mapping exercise.

These sources provided contextual insights on the number and composition of Rwandan diaspora members in Canada. Unfortunately, there are no peer-reviewed descriptive or narrative-based studies on Rwandan immigrants in Canada that the report could make direct reference to. This is a research gap that could be addressed in future studies or research initiatives focused on this specific community.

Based on Cochran's sample size formula and 2016 Canadian Census data, a minimum of 370 survey respondents and interviewees were needed to participate in the mapping exercise (acknowledging the limitations of our sample due to the non-random techniques used to survey the Rwandan community). This minimum value would provide a statistically representative sample of the Rwandan population in Canada who are above 18 years of age, within a five per cent margin of error and a (95%) confidence interval. Across the data collection phase of the mapping exercise, a sample size of 409 was captured in the survey, and 24 across the interviews and focus groups. While the exact number of total participants across the mapping exercise may be as high as 433, it is more probable that the individuals participating in the interviews and focus groups also filled out the survey.³

2.2.3. Data Analysis

Qualitative data captured through the surveys, interview and focus groups was coded and themed across key criteria areas. Quantitative data was analysed using descriptive statistical calculations (disaggregated data between subgroups of the sample size are shared internally with project stakeholders using a Chi-square test for independence). The quantitative analysis depended largely on ordinal and nominal variables across survey question scales. Overall, the summative data examines primary and secondary data sources to corroborate key insights and to identify areas requiring additional attention or focus from the Rwandan government and/or IOM.

³ Due to considerations on respondent confidentiality, the consultants did not require key informants participating in the one-on-one interviews or focus groups to disclose if they completed the survey.

2.2.4. Limitations and Mitigation Strategies

The following limitations and associated mitigation strategies were identified during the study inception phase, and utilized by the consultants. The potential effects of situations where mitigation strategies could not address study challenges are noted in this report.

(a) Availability and interest – Diaspora members may have had limited availability or interest in providing input via the survey or through interviews.

Mitigation strategy:

- The consultants ensured that advanced planning for meeting dates allowed for time to reschedule as needed.
- Sending the survey out as early as possible also allowed for more time to disseminate it through as many channels as possible.
 - Connecting with diaspora organizations to assist with the survey deployment and invitation for interviews proved to be more effective in gathering feedback due to their existing connections across Rwandan communities in Canada.

(b) Insufficient data or insufficient representative data collected

Mitigation strategy:

- The consultants received a satisfactory number of respondents and corroborated findings across multiple data sources.

(c) Objective feedback – Interviewees may have felt hesitant to provide honest feedback or information.

Mitigation strategy:

- The consultants ensured that the purpose of the study was clear to all stakeholders, that respondents were informed of the data collection methods, its storage, analysis and deletion, and how the consultants would manage the confidentiality of respondents and anonymization of sources i.e. *distinguishing between confidentiality and anonymity*.
- The consultants, in collaboration with the technical assistants, hosted one-on-one semi-structured interviews, as well as focus groups, to provide a more comfortable environment for honest input.

(d) Response bias – Convenience and voluntary bias may result in an unrepresentative sample.

Mitigation strategy:

- This was noted by the evaluators as a high risk; the project team supported the consultants and technical assistants efforts to connect with the Rwandan community members to ensure that the sample is as representative as possible.
- Detailed communication plans were developed to ensure that there would be sufficient response totals.

(e) Mistrust – Diaspora members may not trust the true objectives of the exercise

Mitigation strategy:

- This was noted by the evaluators as a high risk, as this was an identified challenge in the other diaspora mapping exercises. Strategies to address this concern involved gaining support and utilizing “trusted” channels to connect with Rwandan diaspora members. For example, the consultants and technical assistants connected with organizations that are regarded as highly legitimate to community members, engaged in dialogue to clarify the objectives of the study with key community members, and contacted community members directly through referrals from existing contacts and partnerships.
- The consultants and technical assistants also led presentations at community meetings to explain the purpose of the study and garner community support. The consultants provided a detailed overview of the project and responded to questions raised relating to the research methodology.

2.3. PRIVACY AND CONFIDENTIALITY

The consultants ensured that the privacy and confidentiality of all study informants was maintained throughout the data collection, analysis and reporting process. The consultants shared the purpose of the project and the privacy protection measures utilized with all informants. Informants were made aware that their participation was voluntary, and as such, they were not required to answer any questions and were welcome to withdraw from the call or survey. Interviewees and survey respondents were then actively asked to provide their consent before providing any information. The confidentiality statements for the survey and the interviews and focus groups are available in Annex 1 and Annex 2.

To protect the confidentiality of the informants, the consultants drafted and received approval for privacy protection measures with all project partners, including the confidentiality statements used. The measures involved making the survey responses anonymous, limiting access to raw data to the consultants and technical assistants, anonymizing interviewee and focus group notes and deleting all raw data once it is no longer needed. No recordings were used for the interviews or focus groups.

All data attained through the mapping exercise will only be reported in aggregate format.

3. DESK REVIEW

The desk review conducted for the Rwandan diaspora mapping exercise in Canada relied primarily on centralized data collected by Statistics Canada and Immigration, Refugees and Citizenship Canada (IRCC). Unfortunately, the consultants note that there are limitations in reliable qualitative studies and more in-depth secondary research pertaining to the Rwandan community in Canada.

The 2021 Population Census data, expected to be released by Statistics Canada in 2022, will provide an updated profile of the country's population, with considerations for demographic, social and economic characteristics. However, census data related to Canada's ethno-cultural communities and to immigration patterns are typically available with certain restrictions on the level of disaggregation that is publicly released i.e. limited information is made available to compare data between ethnic groups and variables such as income, educational levels, occupational areas, etc.

Whenever possible, the consultants compare or refer to data captured by Statistics Canada's 2016 Population Census as well as immigration data captured by IRCC, such as admission counts of permanent residents by country of citizenship. The consultants also utilized other international databases detailing information on global migration trends and remittances, such as United Nations and World Bank databases.

3.1. THE RWANDAN DIASPORA COMMUNITY IN CANADA

According to Statistic Canada's 2016 long-form census, there were approximately 10,775 Rwandans living in Canada in 2016.⁴ This estimate was based on a census question pertaining to an individual's ethnic origin. In this case, ethnic origin refers to the ethnic or cultural origins of the person's ancestors. While there are limitations in derived conclusions based on this figure,⁵ it currently provides the best estimate on the number of self-identified Rwandans living in Canada.

Census data pertaining to an individual's current country of citizenship and country of birth are also made publicly available. Regarding the former, the data suggests that approximately 4,260 individuals in Canada maintained their Rwandan citizenship in 2016.⁶ In regard to country of birth, the figure was higher, with 6,480 individuals indicating that they were born in Rwanda.⁷

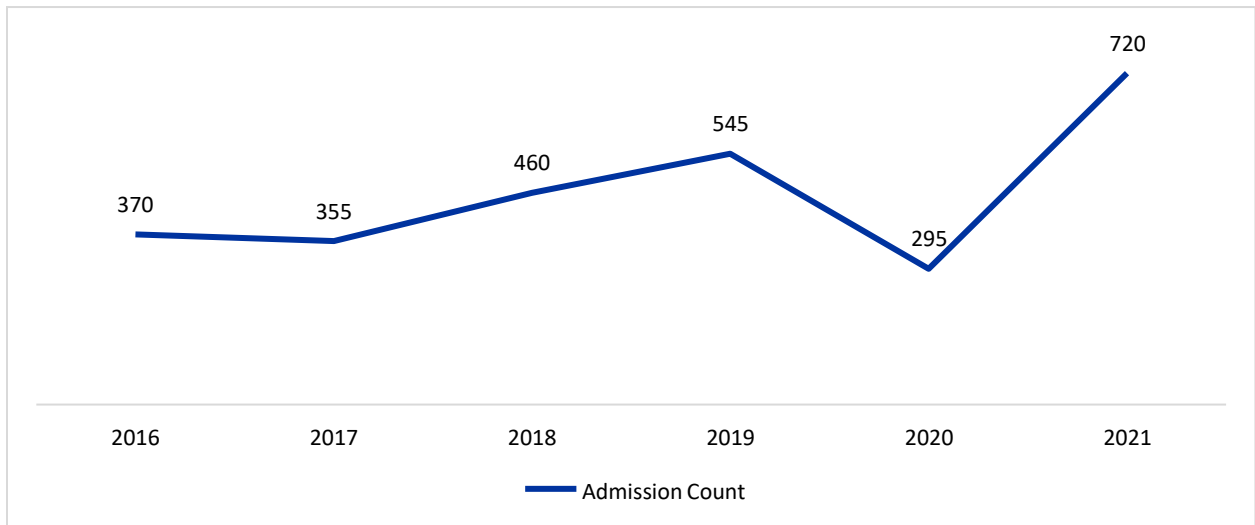
⁴ Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016187.

⁵ Limitations to the census data include: (i) population changes within the Canadian population since the data collection cycle in 2016, (ii) certain questions, including the ethnic origin question, were only included on the long-form census (shared with a 25% sample of the population) and (iii) data is collected through official methods and, therefore, can underreport certain groups who possess irregular or unofficial migration status.

⁶ Statistics Canada, 2016. Census of Population, Statistics Canada Catalogue no. 98-400-X2016215.

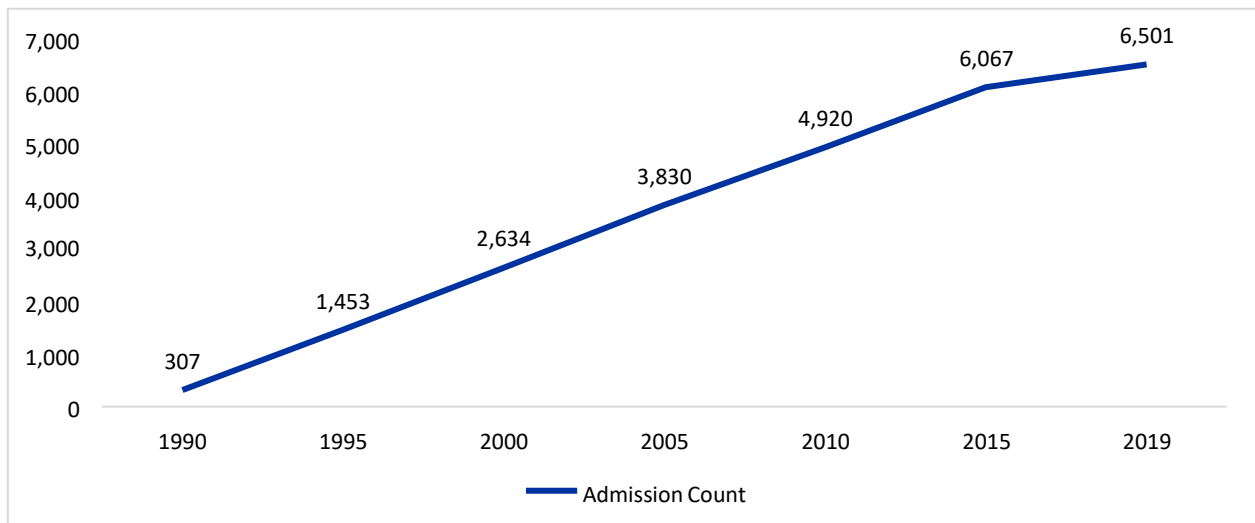
⁷ Statistics Canada, 2016. Census of Population, Statistics Canada Catalogue no. 98-400-X2016184.

Figure 1. Admissions of Permanent Residents into Canada by Country of Citizenship (Rwanda)



IRCC data (**Figure 1**), shows that there has been an increasing number of Rwandans receiving Canadian permanent residency. Since the start of 2016, approximately 2,745 individuals who hold Rwandan citizenship have received their Canadian permanent residence.⁸ The 2020 period was likely lower due to the increasing of restrictions as a response to the COVID-19 pandemic. Given that there were an estimated 10,775 individuals who self-identified as Rwandan in May 2016, it can be estimated that the current population of self-identified Rwandans in Canada will range between 13,000 and 13,500. A more accurate number will be released by Statistics Canada in 2022.

Figure 2. Rwandan-born Immigrants to Canada



A broader set of Government of Canada data figures captured by the United Nations Department of Economic and Social Affairs' Population Division also provides insights to migration stocks and inflows into Canada from Rwanda.⁹ This data suggests that an influx of Rwandans to Canada coincided with

⁸ Immigration Refugees and Citizenship Canada, Admissions of Permanent Residents by Country of Citizenship. Available here.

⁹ United Nations, Department of Economic and Social Affairs. Population Division (2019). International Migrant Stock 2019 (United Nations database, POP/DB/MIG/Stock/Rev.2019).

domestic events in Rwanda, mainly the 1994 Genocide (this aligns with information captured in other mapping exercises as well). While there is limited information on the Rwandan population in Canada (including information on the category of immigration e.g. asylum, family reunification, etc. it can be estimated that the country experienced its most prominent, and likely first sizable, influx of Rwandans in the mid-1990s.

3.2. RWANDAN DIASPORA ORGANIZATIONS AND GROUPS IN CANADA

Despite the relatively small population size of the Rwandan community that is dispersed across Canada, there are many organizations comprised of Rwandan diaspora members. There is a high level of diversity in mandates across many of these organizations, including groups such as informal recreational groups, philanthropic non-profits, formalized diaspora organizations that work in tandem with the Government of Rwanda, among others.

Based on the survey data that was collected through this mapping exercise, there are a few groups that are seemingly popular among the Rwandan community in Canada (**Table 2**). For example, 88 respondents selected that they are a member of a Rwandan Community Abroad (RCA) chapter in Canada. Descriptions of the top four most popular groups among the survey respondents are provided below to demonstrate the broad scope of work pursued through the Rwandan diaspora associations in Canada.

Table 2. Survey breakdown of top four most popular diaspora association/groups in Canada (n= 217)

Group Name (Top Four Most Mentioned)	Number of respondents	Percentage of Respondents
Rwandan Community Abroad (RCA)	88	41%
Canadian Association of Rwandan Youth (CARY)	26	12%
PAGE-Rwanda	13	6%
Réseau des professionnels Rwandais du Canada	14	6%

Rwandan Community Abroad (RCA)

The RCA in Canada is comprised of a national body and regional chapters based in major cities across Canada. Collectively, RCA Canada and its regional chapters are a non-profit association, with strong networks dispersed across the country. The primary objective of the RCA is to connect Rwandans in Canada and to support cultural programming. The RCA works closely with the RHCC to better serve and support the diaspora community.¹⁰

¹⁰ Adapted from the RHCC webpage about the RCA: www.rwandaincanada.gov.rw/diaspora.

The objectives of the RCA are to:

- facilitate cooperation and good communication between RCA members;
- establish of a strong Canadian network of Rwandans;
- promote Rwandan culture in Canada as well as the principles of unity and reconciliation among the Rwandan Community Abroad;
- promote cooperation between Canada and Rwanda in the areas of culture, science, technology; and establish an RCA forum in Canada.¹¹

The Canadian Association of Rwandan Youth (CARY)

CARY was launched in 2011 by Rwandan youth in Ottawa to facilitate the creation of youth networks among Rwandan diaspora members across Canada. Now a recognized non-profit association, CARY has established chapters across major cities in Canada that lead programming such as young professional networks, information sharing for career and educational opportunities, tutoring, mental health and wellness initiatives, newcomer info sessions, and others, that work toward the objective of supporting the empowerment of Rwandan youth in Canada.¹²

PAGE-Rwanda

The Association of Relatives and Friends of Victims of the Genocide in Rwanda (PAGE-Rwanda) was created by Rwandans residing in Quebec in 1994 after the 1994 genocide against the Tutsis. The creators and members of this association are those who lost family and friends during the genocide. Since 2010 PAGE-Rwanda has been an official Canadian charity with the mandate to “enable its members to help each other, to preserve the memory of their loved ones, to come to the aid of survivors and to fight impunity.” Their programmes and initiatives include the support of academic research on the genocide in Rwanda, hosting programmes to pay tribute to victims of the genocide, supporting survivors in the aftermath of their losses, and raising awareness about the genocide to prevent mass violence, among many others.¹³

Réseau des professionnels Rwandais du Canada

The Réseau des professionnels Rwandais du Canada (Network of Rwandan Professionals in Canada) is an organization that aims to support Rwandan professionals in Canada by building connections within the Rwandan community. The Network has four primary objectives to facilitate this mission:

- Support young people and students;
- Support the development of entrepreneurship;
- Promote the socioprofessional aspect; Share opportunities and experiences.¹⁴

¹¹ Adapted from the Rwandan Community Abroad in Canada (RCA CANADA) Facebook page: www.facebook.com/groups/654641278741806/about.

¹² CARY-GHTA: www.carytoronto.com/about.

¹³ PAGE-Rwanda, About Us: <https://pagerwanda.ca/a-propos/>

¹⁴ Réseau des professionnels du Rwandais du Canada: Facebook Page: www.facebook.com/professionnelsrwandais/about/?ref=page_internal.

Programming within these four pillars includes managing mentorship programmes for students and young professionals, hosting professional development conferences and continuing education events, supporting entrepreneurs in their business launches and growth planning, offering networking opportunities to Rwandan professionals and encouraging work life balance by coordinating family friendly activities.¹⁵

There were numerous organisations that were identified by survey respondents, exceeding 130 unique entries. Many respondents also indicated that they participate in the activities organized by diaspora organizations or are members of multiple groups. Twenty-one per cent of respondents indicated that they are not involved with any diaspora association or group but even among these respondents, some expressed interested in becoming more involved or have indicated that they used to be involved but no longer have the capacity to do so.

3.3. GOVERNMENT OF RWANDA'S INSTITUTIONAL AND POLICY FRAMEWORKS FOR DIASPORA ENGAGEMENT

The contribution of diaspora members to Rwanda's development has been recognized by the Government of Rwanda for over a decade. This incentivized the creation of targeted national strategies and initiatives such as its Diaspora Policy in 2009, and the incorporation of diaspora programming in broader initiatives like the Rwandan Economic Development and Poverty Reduction Strategy, Vision 2050 and through the Umushyikirano (National Dialogue Council) initiative.

Rwandan diaspora members are considered direct constituents of the Rwandan government, under the representation of the Prime Minister and its government ministries. This is demonstrated through various policy and strategy documents, as well as the availability of dual citizenship and voting rights from abroad for presidential and legislative elections.

Notable examples of the Rwandan government's cooperative approach to engagement with diaspora include the following:

Vision 2020

Published in 2000 and modified in 2021, Vision 2020 is a strategy that outlines Rwanda's long-term development goals. The importance of diaspora engagement is specifically mentioned in this document, with reference to the goal of limiting reliance on remittances so that they constitute less than 3 per cent of Rwanda's GDP by 2020.

Rwanda Diaspora Policy

In 2009, MINAFFET established the Rwanda Diaspora Policy. This document describes the Government of Rwanda's framework for engaging diaspora to support the national development goals of Rwanda. The framework includes three pillars: "Cohesion of the Rwandan diaspora"; "Rwandans in the diaspora are equipped with accurate information about their nation"; and "the Rwandan Diaspora playing a significant role in the socioeconomic development of Rwanda."

¹⁵ Réseau des professionnels du Rwandais du Canada Web site: www.letsdoitwanda.ca/

National Migration Policy and Strategies

The Directorate General of Immigration, in consultation with members of the Rwandan diaspora, created the National Migration Policy and Strategies in 2015. Part of this strategy involved further defining Rwandan citizenship and nationality as well as creating a stable environment for investment and trade.

Diaspora General Directorate

MINAFFET created a Diaspora Desk in 2001 as part of its efforts to improve engagement with diaspora members and to provide Rwandan government services to these communities. The Diaspora Desk was later established as the Diaspora General Directorate.

Vision 2050

Building on the successes of Vision 2020, Vision 2050 aims to further Rwanda's socioeconomic development and quality of life in a holistic manner. This includes the mobilization of diaspora members as "players in Rwanda's development".¹⁶

Rwanda Diaspora Mutual Fund

Launched in 2011, the Rwanda Diaspora Mutual Fund is an investment pool available to diaspora members to fund development programmes in Rwanda. The investments initially focused on treasury bonds through the National Bank of Rwanda and was later reallocated toward investments in corporate bonds and stocks.¹⁷

¹⁶ Vision 2050. Updated December 2020.

¹⁷ 2011. Fransen and Siegel. The Development of Diaspora Engagement Policies in Burundi and Rwanda. Maastricht Economic and Social Research Institute on Innovation and Technology (UNU-MERIT).

4. ANALYSIS OF FINDINGS

The survey was launched on 30 January 2022 and remained open until 28 February 2022. A total of 409 respondents completed the Rwandan community survey during this period. The responses were cleaned, merged, and analysed by the consultants.

In total, 24 respondents, 16 males and eight females participated in a combination of one-on-one semi-structured interviews and focus group discussions. These consultations were exclusively held online due to COVID-19 restrictions that were implemented across Canada. The questions asked in these consultations were structured to complement the survey questions and to provide elaboration on the priority areas of the mapping exercise. The consultations were held in English, French and Kinyarwanda.¹⁸

Table 3. Key informants participating in one-on-ones

Gender	Approximate Age	Educational Background
Woman	60s	Health-related
Man	Early 20s	Business
Man	Late 30s	N/A
Man	Late 30s	Engineering
Woman	60s	Health-related
Man	60s	Religious Studies
Man	50-60s	N/A
Man	20s	Health-related

¹⁸As mentioned, due to considerations on respondent confidentiality, the consultants did not require key informants participating in the one-on-one interviews or focus groups to disclose if they completed the survey. It is assumed that most key informants completed the survey.

Table 4. Key informants participating in focus groups

Gender	Approximate Age	Educational Background
Group 1	25-30	Female
Group 1	30-35	Male
Group 1	35-40	Male
Group 1	30-35	Male
Group 1	Not disclosed	Male
Group 1	55-60	Male
Group 1	45-50	Female
Group 1	30-35	Male
Group 1	45-50	Female
Group 1	20-25	Male
Group 2	50-55	Male
Group 2	30-35	Male
Group 2	55-60	Female
Group 2	20-25	Male
Group 2	30-35	Female
Group 2	50-55	Male
Group 2	45-50	Female

Gender diversity among interviewees and focus groups participants:

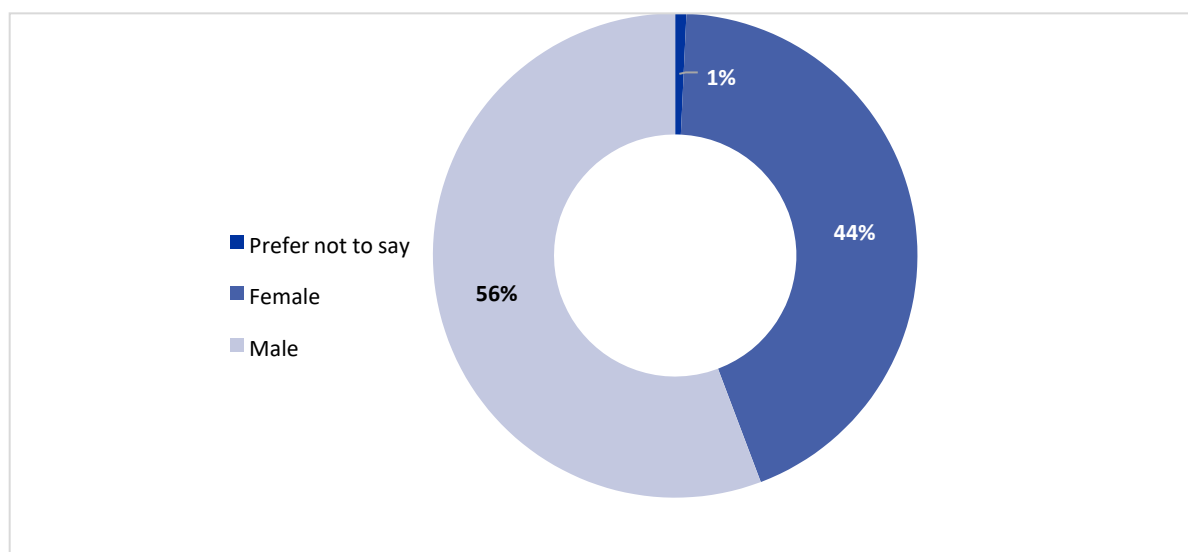
Despite the best efforts of the consultants, technical assistants, and project partners, it was not possible to secure a more distributed gender ratio among interviewee and focus group participants during the later phase of the data collection process i.e. once the survey closed and interviews were scheduled. Attempts to prevent this outcome included monitoring of respondents' gender during the interview and focus group sign-up process, targeted promotion efforts among Rwandan women, additional requests for support from established networks to increase the number of woman-identified volunteers and follow up emails. Ultimately, these efforts yielded a ratio of one-to-three (woman-to-man) for interviewee and focus group participants.

4.1. DEMOGRAPHIC INFORMATION

4.1.1. Sex¹⁹

Out of the survey sample of 409 respondents, 56 per cent identified as male, whereas 44 per cent identified as female. As these numbers were rounded to the nearest unit, the graph below (**Figure 3**) indicates an additional one per cent of respondents who selected that they would prefer not to disclose their sex.

Figure 3. Survey breakdown by sex (n=409)



4.1.2. Age

The most selected age range across the survey was 30 to 44 years of age (40%), followed by those between the ages of 45 and 54 (24%). As a combined total, 67 per cent of the community survey respondents reported being under 45 years of age. The results of the survey coincide relatively well with Census Canada data from 2016, which suggests that among those who identified as Rwandan,

¹⁹ The survey included a question on sex rather than gender, as preferred and selected by Government of Rwanda stakeholders. Gender identity questions were used for the focus group and for the semi-structured interviews.

approximately (80%) were under the age of 45.²⁰ In the Rwanda community survey, the least selected age range was 65 and over representing four per cent of the respondent total. This data also aligns with 2016 Census Canada data in which three per cent of the Rwandan respondents indicated that they are above 65 years of age.

Table 5. Survey breakdown by age range (n=409)

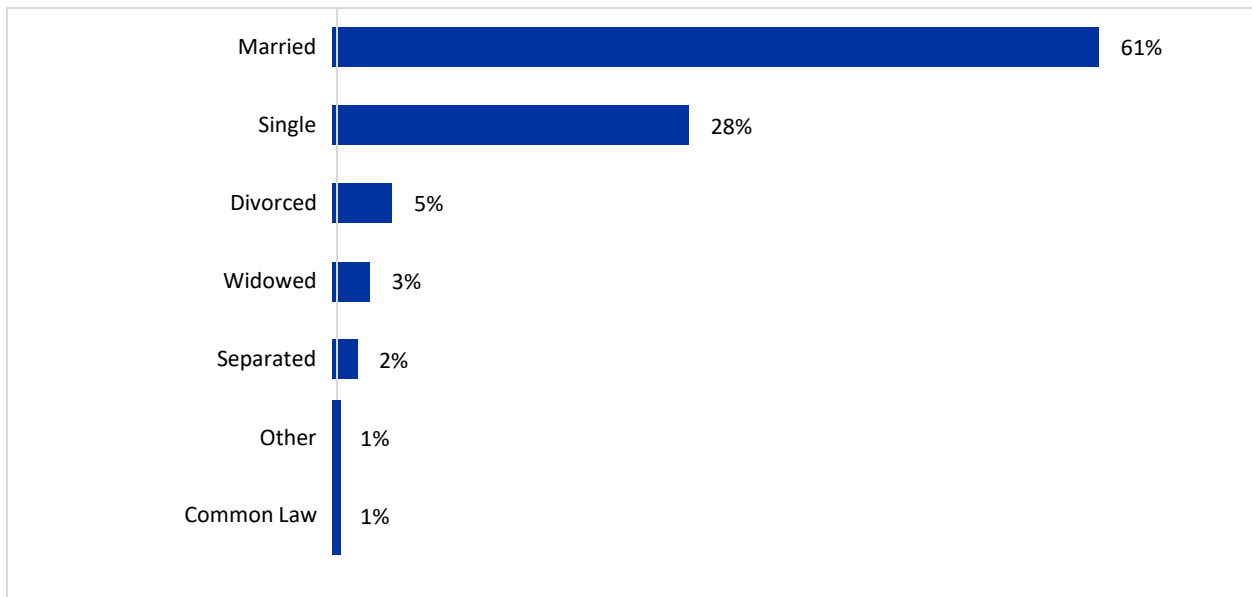
Age Range	Frequency	Percentage of Responses
Under 30 years of age	68	17%
31– 44	165	40%
45–54	99	24%
55– 64	61	15%
65 years of age and over	16	4%

4.1.3. Marital status

The majority of respondents selected that they are married (61%). The second highest category selected by respondents was single (28%). The remaining categories (divorced, widowed, separated, etc.) captured the remaining (12%) of selected responses. Of those who selected that they are under the age of 30, 90 per cent indicated that they are single. This number drastically drops for those between the ages of 30 and 44, in which only 24 per cent indicate that they are single (68%) indicating that they are married).

²⁰ Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue (Age & Country of Birth Table).

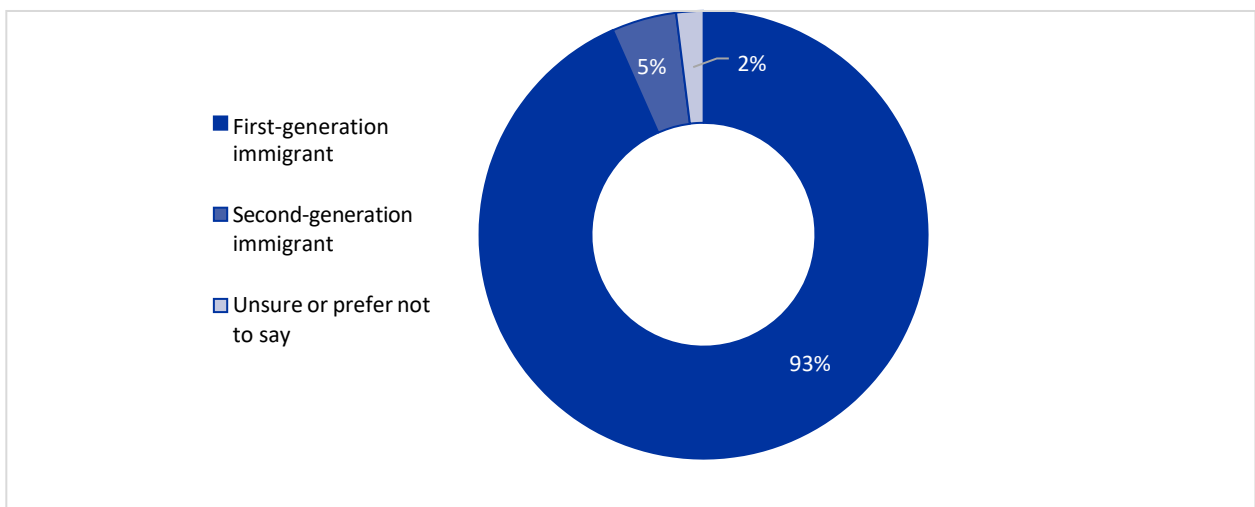
Figure 4. Survey breakdown by age range (n=399)



4.1.4. Immigrant generation status

According to the findings of the community survey, the vast majority of respondents (93%) are first generation Canadians i.e. those who are born outside of Canada. A smaller percentage of respondents (5%) indicated that they are second generation Canadians i.e. those who are born in Canada to at least one parent who was born outside of the country. There were no respondents who selected the third-generation immigrant response option. Given the influx of Rwandan immigrants to Canada following the mid-1990s, this skewed generational distribution among the survey respondents is expected. For the respondents who are under the age of 30, approximately (21%) one in five, identify as second-generation Canadians.

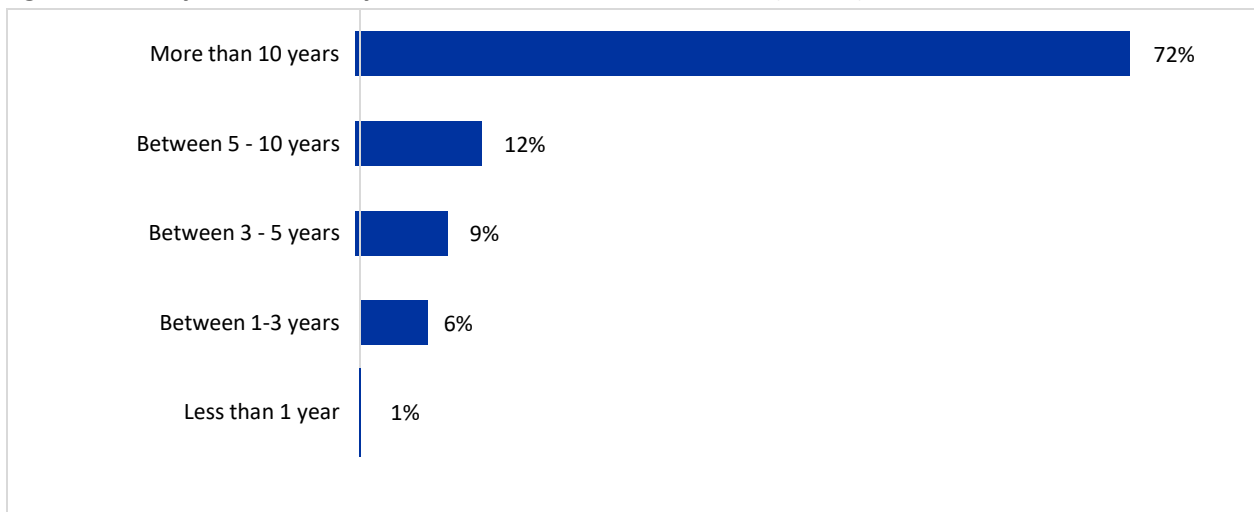
Figure 5. Survey breakdown by classification of immigrant generation status (n=407)



4.1.5. Duration of residence

The vast majority of respondents to the community survey indicated that they have lived in Canada for more than 10 years (72%). In contrast, 28 per cent of respondents have lived in the country for less than 10 years. These findings may suggest that the majority of respondents are relatively well settled and integrated in Canada due to the length of residency in the country.

Figure 6. Survey breakdown by duration of residence in Canada (n=406)



4.1.6. Geographical distribution

Half of the survey respondents indicated that they reside in Quebec (50%), while approximately one in three selected Ontario as their province of residence (29%). The third highest province selected by respondents was Alberta (13%). For the remaining provinces and territories, the respondents were dispersed, ranging between 0 to 3 per cent of the total. Table 6 below provides a full breakdown of the respondent data.

The results relating to geographic distribution were very well aligned with the data captured in the 2016 Census Canada survey. For example, according to Census Canada, 48 per cent of Rwandans in Canada resided in Quebec in 2016 (5,130).²¹ Meanwhile, 30 per cent of Rwandans resided in Ontario (3,210) and (13%) in Alberta (1,420). Similar dispersions across the other provinces and the territories are seen in the census data, when compared to the mapping survey responses.

As indicated in Table 7 below, the vast majority of survey respondents live in major city centers across Canada (71%) residing in Montreal, Ottawa, Calgary, Toronto and Quebec City), with approximately one in three respondents residing in Montreal. Twenty-one other municipalities were selected by respondents.

²¹ Statistics Canada. 2017. Immigration and Ethnocultural Diversity Highlight Tables, 2016 Census.

Table 6. Survey breakdown of geographic distribution at the provincial and territorial levels (n=394)

Provinces and Territories	Frequency	Percentage of Respondents
Québec	196	50%
Ontario	114	29%
Alberta	50	13%
Saskatchewan	12	3%
British Columbia	11	3%
Manitoba	4	1%
New Brunswick	3	1%
Nova Scotia	2	1%
Newfoundland and Labrador	1	<1%
Prince Edward Island	1	<1%

Table 7. Survey breakdown of geographic distribution at the municipal level by 15 most selected towns or cities (n=384)

Municipality (town/city)	Frequency	Percentage of Respondents
Montreal	126	33%
Ottawa	62	16%
Calgary	29	8%
Toronto	27	7%
Québec City	25	7%
Gatineau	24	6%
Edmonton	20	5%
Hamilton	10	3%
Vancouver	9	2%
Regina	8	2%

4.1.7. Highest level of education completed

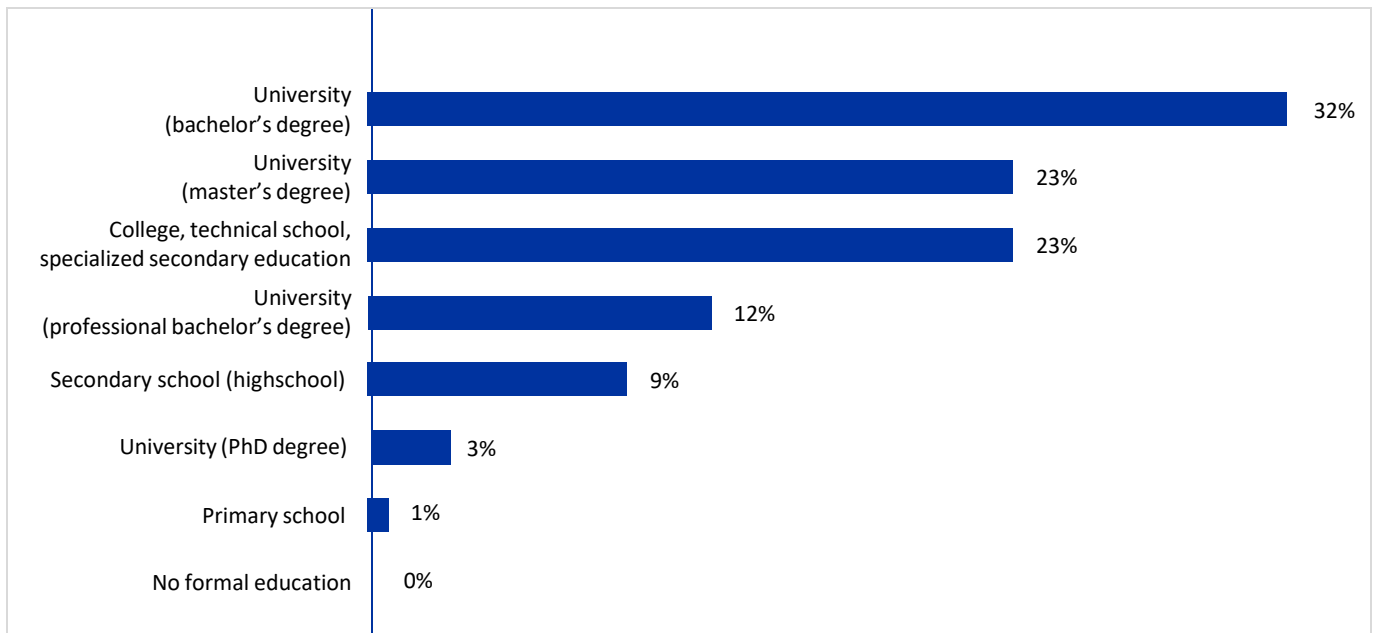
The format for the survey question on the highest level of education attained allowed respondents to select multiple response options to more accurately capture their education levels (**Figure 7**). The findings suggest that approximately one in three have selected bachelor’s degree²² as their highest level of education completed. In comparison, approximately (23%) of respondents completed a master’s degree and (23%) completed a college diploma programme, technical school programme or specialized secondary education programme. Of the 407 respondents, two individuals indicated that they have not completed any formal education.

In comparison to the aggregate Canadian population, the survey respondents were at similar or slightly higher educational attainment levels (acknowledging the limitations of comparing these two datasets). According to Statistics Canada’s 2016 census, approximately 28 per cent of Canadians aged 25 to 64 held a university degree, at the bachelor’s level or higher.²³

²² This category is separate from the “University (professional bachelor’s degree)” category. Based on the Statistics Canada Classification of programmes and credentials, “Professional degree programmes are undergraduate degree programmes that lead to entry-to-practice professions such as Doctor of Dental Surgery (DDS, DMD), Bachelor of Law or Juris Doctor (LLB, JD, BCL), Doctor of Medicine (MD), Doctor of Optometry (OD), Pharmacy (PharmD, BS, BSc, BPharm), etc.”.

²³ Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue (Education Highlight Tables).

Figure 7. Survey breakdown of highest level of education completed (n=407)



4.1.8. Fields of study and occupation

While the findings from the survey show a high level of variety across fields of studies (**Table 8**), including 44 options that were selected but not included below, the broader field of business, management, marketing and related support services was selected most often by respondents 22% (83 respondents). This was consistent across all age and sex subgroups. Business- related studies were followed by the fields of education 7 per cent; (28 respondents), health- related knowledge and skills 7 per cent; (27 respondents) and the social sciences field 7 per cent (25 respondents).

While any comparisons are difficult to make between the survey datasets and Statistics Canada data on fields of study, it is worth mentioning that in 2016, approximately twelve per cent of the Canadian population's major field of study was business, management, marketing and related support services, four per cent was in education, eight per cent was in health-related knowledge and skills, and two per cent was in the social sciences.²⁴

Table 9 highlights data outlining employment by sector. The data suggests that the most popular field of employment for respondents was in business, finance and administrative occupations (22%). This was followed by the fields of health occupations (16%), and occupations in education, law and social, community and government services (14%). In comparison to Statistics Canada data collected in 2018, the results of the community survey align fairly consistently with the percentage of Canadians across each employment sector: business, finance and administrative occupations (16%), health occupations eight per cent and occupations in education, law and social, community and government services (11%).²⁵ While these fields are among the most popular according to the 2018 dataset, the field of

²⁴ Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue (Major Field of Study - Classification of Instructional Programs).

²⁵ Statistics Canada. Labour force characteristics by occupation, annual, inactive (x 1,000), 2016 Census.

sales and service occupations was the most common (24%). In comparison, this field only represented 7 per cent of the community survey aggregate. Across the community survey, the lowest frequency by sector included the natural resources, agriculture and related production occupations, and occupations in art, culture, recreation and sport (note that at least seven people selected these sectors).

Table 8. Top 10 selected fields of study (n=378)

Field of Study	Frequency	Percentage of Respondents
Business, management, marketing and related support services	83	22%
Education	28	7%
Health-related knowledge and skills	27	7%
Social sciences	25	7%
Communication, journalism and related programmes	24	6%
Computer and information sciences and support services	14	4%
Engineering	14	4%
Liberal arts and sciences, general studies and humanities	14	4%
Public administration and social service professions	14	4%
Legal professions and studies	13	3%

Table 9. Survey breakdown of employment by sector (n=377)

Occupational Sectors of Work	Frequency	Percentage of Respondents
Business, finance and administration occupations	82	22%
Health occupations	61	16%
Occupations in education, law and social, community and government services	53	14%
Legislative and senior management-related occupations e.g. Mid and senior management public servants and private sector employees)	42	11%
Student	29	8%
Sales and service occupations	27	7%
Trades, transport and equipment operators and related occupations	27	7%
Natural and applied sciences and related occupations	15	4%
Occupations in manufacturing and utilities	12	3%
Unemployed	9	2%
Natural resources, agriculture and related production occupations	9	2%
Occupations in art, culture, recreation and sport	7	2%

4.2. Employment, Income and Personal Financial Contributions

4.2.1. Individual annual income range

The most common selected income range among the survey respondents was USD 60,000 and USD 79,999 (21%). As demonstrated in Table 10, adjacent income ranges were relatively distributed around this specific range. Ranges between USD 40,000 and USD 59,999 and USD 80,000 and over were both balanced at approximately (28%) of survey respondents, each. 22 per cent of respondents selected ranges between “under USD 5,000” and “up to USD 39,999”. These results held true when disaggregating by sex, although male respondents had a higher likelihood of selecting the USD 100,000 and over category by approximately 14 percentage points. Those who are under 30 years of age or those who are over the age of 60 were less likely to earn USD 60,000 or more compared the to the other age categories.

According to Statistics Canada, in 2019, the average individual employment income for full-year and full-time workers in Canada was USD 65,900. This figure decreases to USD 47,300 when considering all persons with employment income (including part-time and casual employment).²⁶ In reference to the former criteria (full-year and full-time), the range USD 60,000 to USD 79,999 was the most common for Canadians (approximately (17%). These findings are relatively consistent with the Rwandan community survey respondents.

Table 10. Individual annual income range in Canadian dollars (CAD) (n=366)

Individual annual income range	Percentage of Respondents
Under USD 5,000	2%
USD 5,000 to 9,999	2%
USD 10,000 to 19,999	3%
USD 20,000 to 29,999	7%
USD 30,000 to 39,999	8%
USD 40,000 to 49,999	14%
USD 50,000 to 59,999	14%
USD 60,000 to 79,999	21%
USD 80,000 to 99,999	14%
USD 100,000 and over	14%

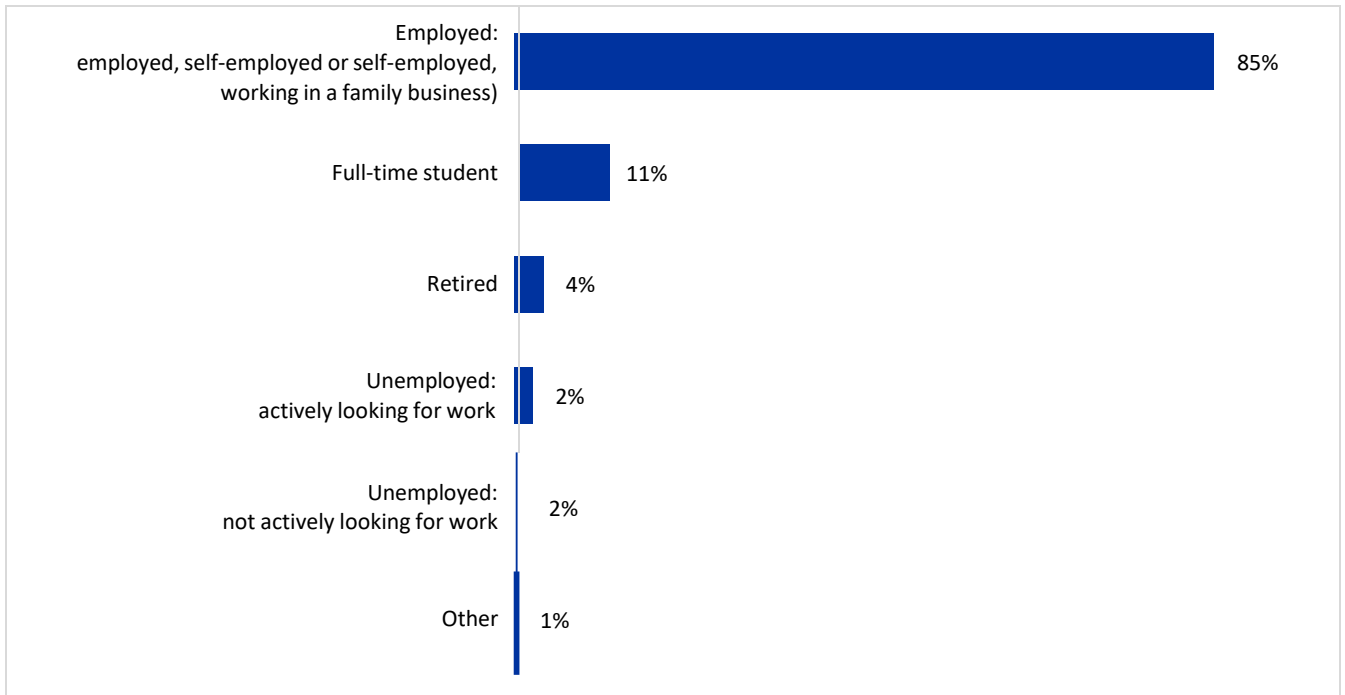
4.2.2. Current employment status

The format for the question on employment status (**Figure 8**) allowed respondents to select multiple response options to more accurately capture employment data across the Rwandan community. The majority of respondents were employed (85%), including those under 30 years of age (66%). The second highest category selected by respondents was full-time student (11%) at the aggregate level, and 31 per cent for those under the age of 30.

²⁶ Statistics Canada. Distribution of employment income of individuals. Centre for Income and Socioeconomic Well-being Statistics.

Approximately 4 per cent of respondents were unemployed and another 4 per cent are retired.

Figure 8. Survey breakdown of employment status (n=392)



4.2.3. COVID-19 pandemic's effect on income

Respondents were also asked if their income decreased as a result of the COVID-19 pandemic. 76 per cent of respondents noted that they do not believe that the COVID-19 pandemic impacted their income level. Nineteen per cent of survey respondents indicated that it did lead to a decrease in their income level. Of those, 65 per cent indicated that it decreased slightly or moderately, and 32 per cent indicated that their income decreased significantly (Figure 10).

Figure 9. Survey breakdown of income change as a result of the COVID-19 pandemic (n=408)

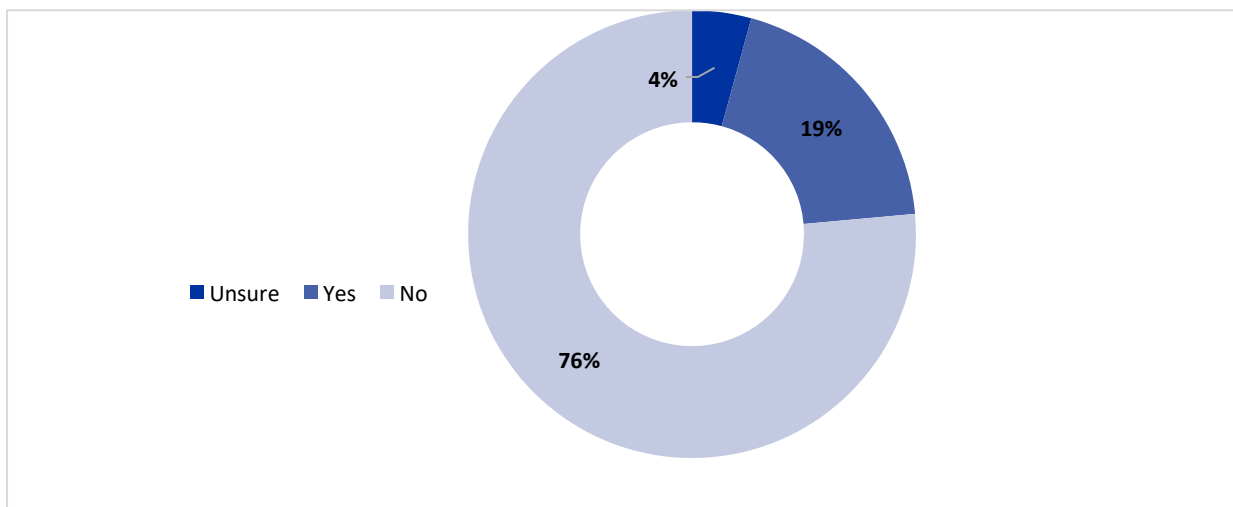
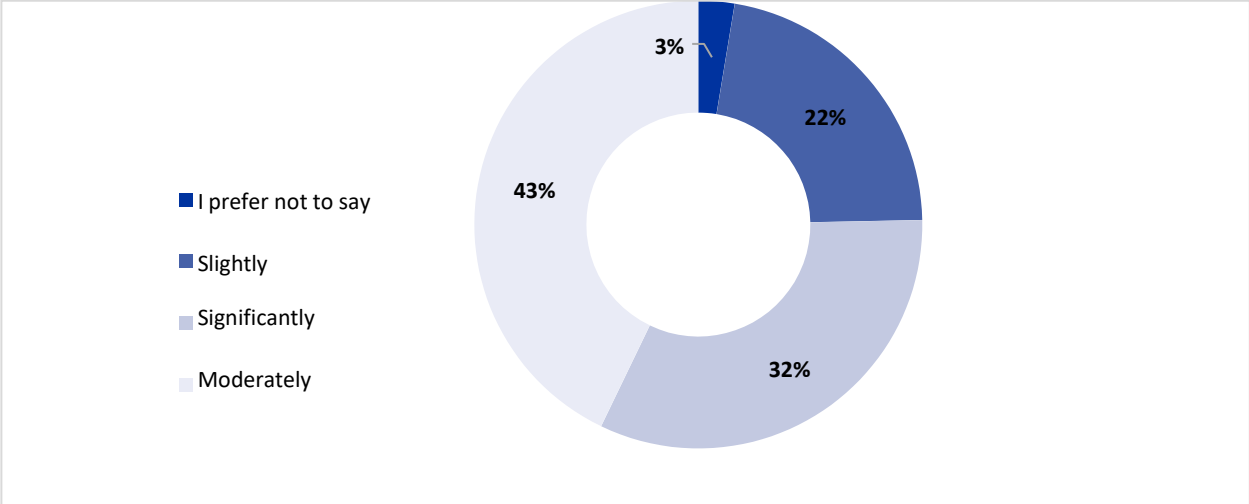


Figure 10. Extent of decrease as a result of the COVID-19 pandemic (n=77)



4.2.4. Personal Financial Contributions to Rwanda

The vast majority of survey respondents provide financial support to relatives and friends in Rwanda (83%) (Figure 11). Of those, 53 per cent provide financial support on a regular basis and (30%) provide financial support in times of emergency. About one in 10 respondents (11%) indicated that they did not provide any financial support. Disaggregating this data point highlights that those who are under the age of 30 are 34 percentage points less likely to financially support family or friends living in Rwanda in comparison to the average between the other age subgroups.

Personal remittance payments to family and friends in Rwanda is predominantly conducted through international money transfer operators among the survey respondents (93%). Thirty-one per cent of respondents selected that they opt to take money to Rwanda either through friends or by themselves when traveling to Rwanda (Figure 12).

When asked what percentage of their income they send home on an annual basis (Table 11), the majority of respondents selected a range up to ten per cent, 77 per cent of respondents. Only approximately four per cent (13 respondents) indicated that they send over (30%) of their annual income back to their family or friends in Rwanda.

Figure 11. Survey breakdown of financial support offered to relatives or friends living in Rwanda (n=406)

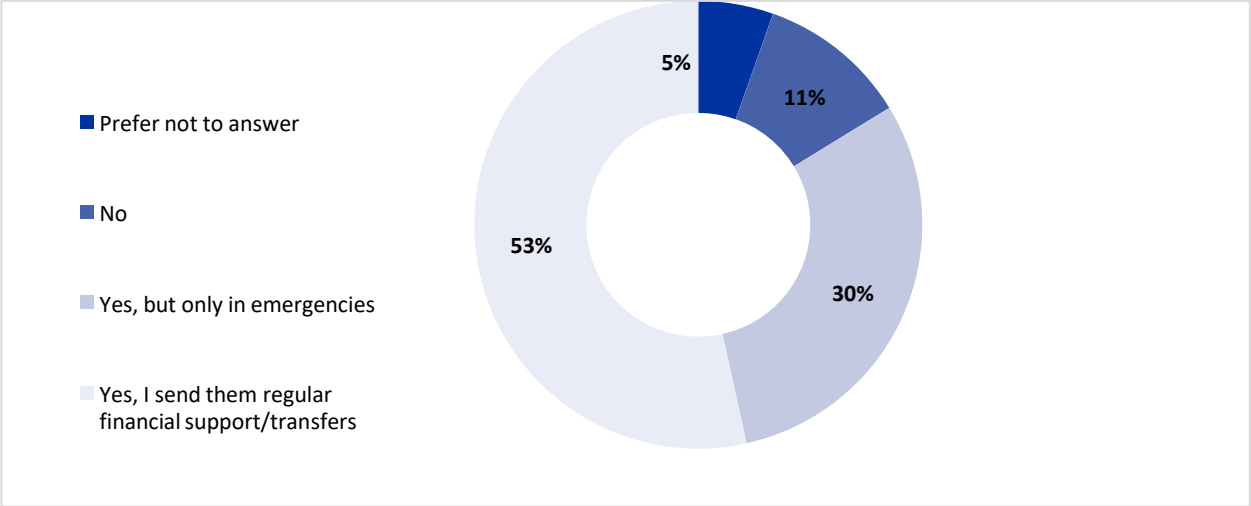


Figure 12. Method of transferring financial support (n=334)

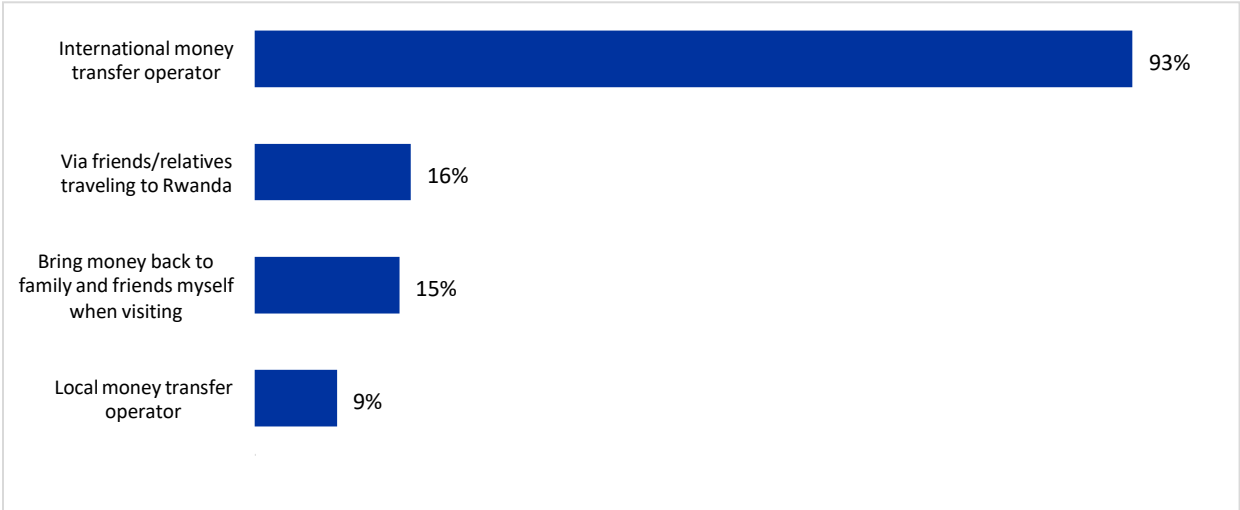


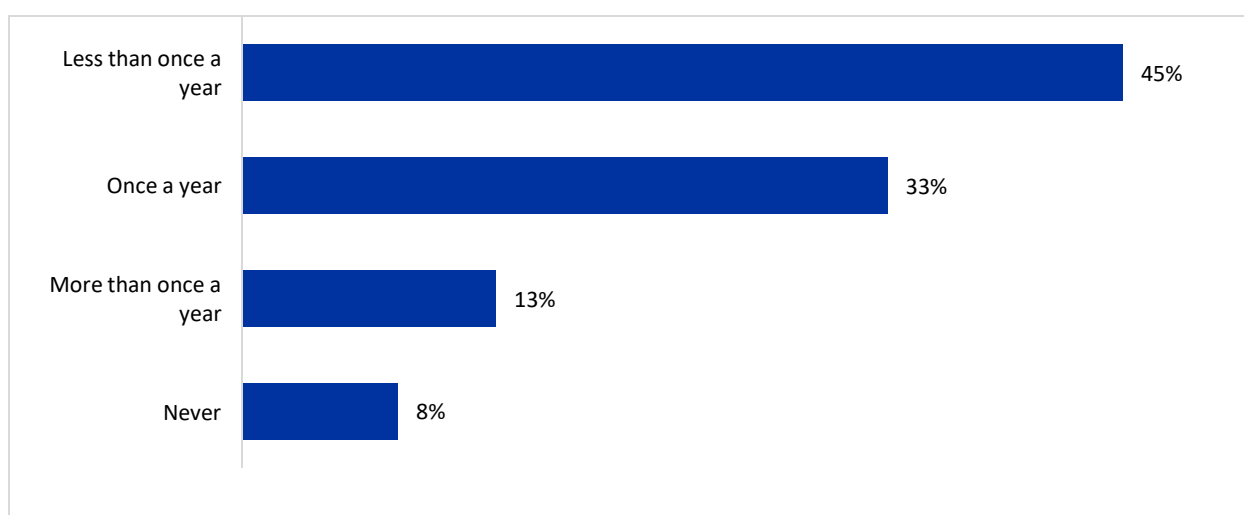
Table 11. Percentage of income sent home on an annual basis (n=322)

Percentage of Income Sent Home	Frequency	Percentage of Responses
Less than 5%	128	40%
6 - 10%	120	37%
11 - 20%	43	13%
21 - 30%	18	6%
More than 30%	13	4%

4.2.5. Visiting Rwanda

In terms of frequency of visits to Rwanda (Figure 13), most respondents noted that they visit less than once a year. About one-third of respondents visit once a year, and 13 per cent visit more than once a year. Of course, due to the COVID-19 pandemic and restrictions on travel, these figures have certainly declined since the start of 2020. According to key informants during focus group discussions, many anticipate that once travel restrictions are removed and it is safe to do so, they will visit Rwanda once every one-three years.

Figure 13. Survey breakdown on frequency of visits to Rwanda (n=386)



4.3. Engagement with Diaspora Community in Canada

4.3.1. Participation in Canadian-based diaspora initiatives

More than half of the respondents (60%) indicated that they participate in diaspora initiatives in the form of social events, meetings and networking opportunities with other Rwandan community members. The second most popular category, which was selected by approximately one in three respondents (32%) was involvement through organizations, societies or associations uniting Rwandans across Canada.

Table 12. Participation in Rwandan diaspora groups, organizations, events, programmes and/or services in Canada (n=400)

Types of Diaspora Initiatives	Frequency	Percentage of Respondents
Social events, meetings and networking with other Rwandan community members	238	60%
Organization, society or association uniting Rwandans in Canada more broadly	128	32%
Social media channels	105	26%
Rwandan political advocacy initiatives	92	23%
Sports programmes and activities organized by Rwandan community members	86	22%
Not a member of /participate in any such organizations, programmes, networks or associations	76	19%
Rwandan language and cultural programmes e.g. Kinyarwanda language classes, dance groups, music groups.	62	16%
Rwandan faith-based activities and/or institutions e.g. church, mosque.	55	14%
Rwandan philanthropic and fundraising initiatives to provide humanitarian and/or development assistance	53	13%
Community lectures and activities on Rwandan history, language, culture, etc.	50	13%
Programmes or activities for Rwandan children and youth e.g. summer camps, day care, Rwandan educational programmes.	48	12%
Food-related services e.g. Rwandan food shops, bakeries, restaurants, cafes, etc.	26	7%
Rwandan professional associations e.g. Association of Engineers, Association of Nurses, etc.	25	6%
Rwandan student organization or association	9	2%

4.3.2. Level of awareness of select diaspora-related events, policies and strategies

To assess the level of awareness of diaspora-related events, policies and strategies, respondents were asked to indicate if they are “Aware”, “Somewhat Aware” or “Unaware” of each category. Figure 14 illustrates a general comparison between the levels of awareness among respondents for each category. These results indicate that respondents are most aware of organized events, such as Rwanda Day (79%) and Umushyikirano (National Dialogue Council) (59%), in comparison to government strategies or policies. Interestingly, 61 per cent of respondents were unaware of Rwanda’s Diaspora Policy.

Respondents were also asked to select government-initiated programmes and services that they are aware of that are offered to diaspora members. As illustrated in Table 13, two categories among the listed government-initiated programmes had the highest levels of awareness among survey respondents. Genocide Memorial Days was the most popular, being selected by (77%) of respondents. This was followed closely by the provision of services for access to external voting through the Rwanda Embassy, which was selected by (75%) of respondents. Moreover, half of the respondents selected that they were aware of the Embassy's general consular service offerings such as foreign certificates, recommendation letters to RCA, land registration, etc.

According to most key informants participating in one-on-one semi-structured interviews, they are most directly aware of services and events offered through the diplomatic arm(s) of the Rwandan government. For example, many are aware of consular services relating to passport or ID renewals, external voting or events relating to the Rwanda Genocide commemoration events.

Others noted that their involvement in community organizations, such as the RCAs, has increased their level of engagement with representatives from the RHCC. To a much lesser extent, some respondents noted that they are aware of development projects or programmes launched by RDB. However, most noted that they were generally unaware of government initiatives, regardless of whether they were targeting Rwandans in Canada.

The findings among the focus group participants corroborate the findings obtained through the survey and interviews. All of the focus group participants confirmed that they were aware of the general consular services provided by the RHCC such as the provision of national IDs, passport renewals and voting from abroad. More than half of the respondents indicated that they had previously attended or were at least aware of cultural programmes made available through the Embassy office such as Rwanda Day and genocide commemoration events.

Figure 14. Survey breakdown of levels of awareness of select diaspora-related events, policies and strategies (range n=296 to n=404)

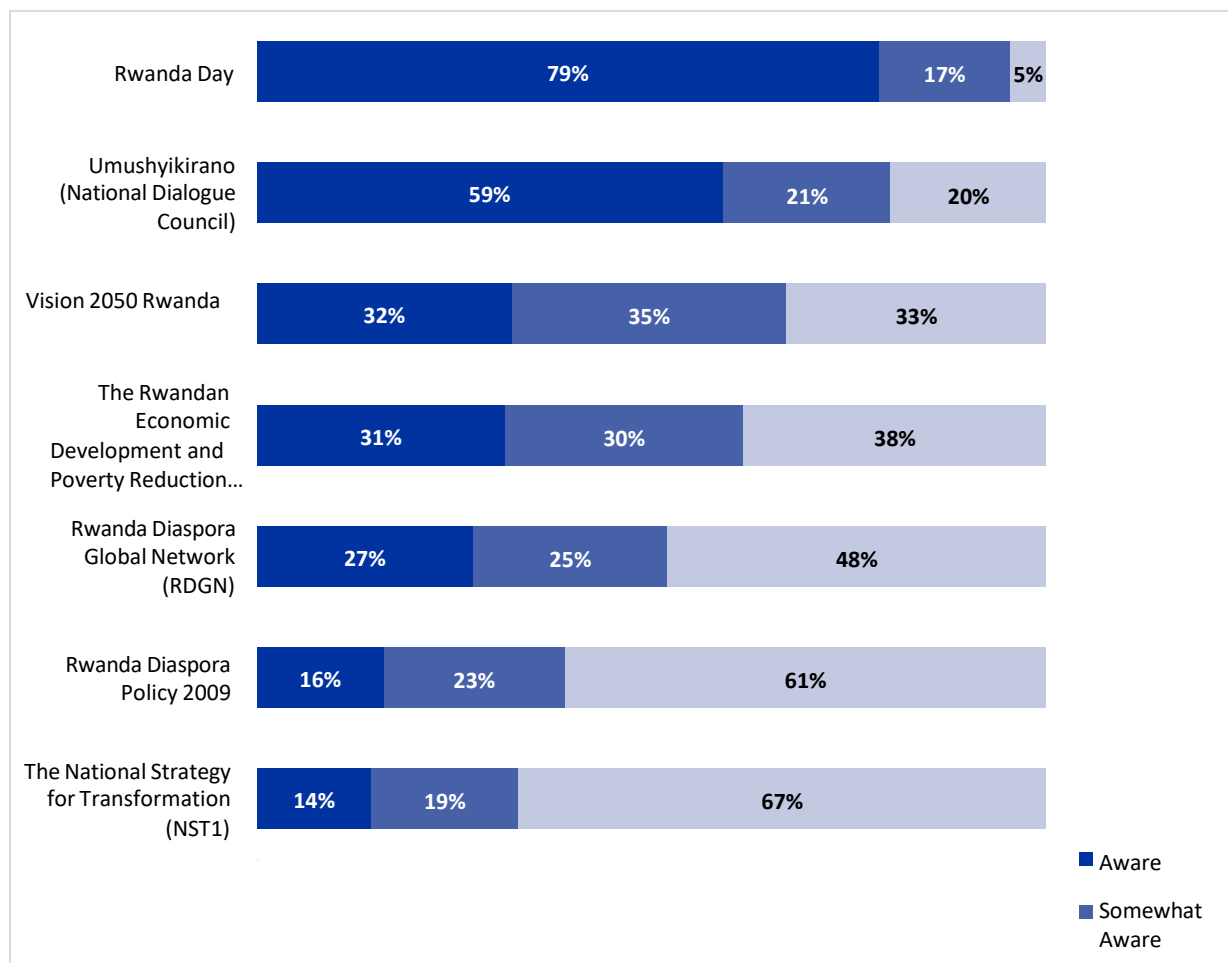


Table 13. Survey breakdown of levels of awareness for government-initiated programmes and services for diaspora members (n=398)

Programmes and/or Service	Percentage of Respondents
Genocide Memorial Days	77%
Access to external voting through the Rwandan embassy or consulate	75%
General consular services e.g. foreign certificates, recommendation letters to RCA, land registration, etc.	50%
Investment Opportunities supported by the Rwandan Development Board	27%
Support of Rwandan cultural societies	19%
Activities related to learning and educating about Rwandan language (language lessons, cultural workshops, etc.)	18%
Repatriation support	15%
Support for educational projects and support for Rwandan publications/media	11%
Prefer not to answer or Unaware	8%
Scholarships to participate in educational programmes in Rwanda	8%

4.3.3. Requested areas of government support

To better assess needs and solutions, respondents were asked to identify the most important things that the Rwandan government should do to support the diaspora (Table 14). Approximately half of the respondents selected the following three strategies:

- Expanding financial and investment programmes for diasporas (diaspora bonds, mutual funds, bank accounts, remittance transfers, etc.) (49%).
- A centralized platform for Rwandan diasporas to access information on various activities, programmes or services made available to them and to enable contact with important institutions (48%).
- Supporting or organizing cultural events abroad e.g. Rwanda Day, Genocide Memorial Days, etc. (47%).

In contrast, the least selected categories were improving process efficiency to vote from consulate/embassy polling stations (23%) and organizing or supporting education for Rwandans living abroad e.g. financing/supporting Rwandan-language programmes and camps, (33%). One possible

explanation for the lower selection of these items is that they are already considered functional and adequate among the members of the diaspora. This was expressed by key informants, who were both aware of, and regularly using, these services.

Throughout interviews and the focus group discussions, all informants noted that access to information was necessary to feel more aware and engaged with government-led projects. This is especially true for members of the diaspora who are unable to frequently visit Rwanda. According to key informants, information should be provided on a number of these areas. (This is a non-exhaustive list):

- the implementation of any diaspora-focused projects and services;
- local needs and priorities in Rwanda (including information on government action plans, strategies and policies);
- information pertaining to international laws and/or standards when opening a business in Rwanda;
- curated information for students and youth;
- supports relating to returning and reintegrating in Rwanda;
- supports and resources for language acquisition e.g. Kinyarwanda classes for children.

A “one-stop” platform where all of this information could be shared was suggested by members of the focus groups. Informants suggested that this centralized platform could have multiple portals for different CoDs, like Canada, and can advertise relevant and applicable information.

One informant also suggested that the RCAs can support the process of information dissemination, and when necessary, they can mobilize technical assistants’ groups made up of community members to support the launch of an initiative, project or event. For example, these could be thematic in nature or focused on a specific sector e.g. technical assistants’ group to respond to a humanitarian crisis or to support skill transfers in the health sector.

Another common theme that was raised during the focus group discussions was to promote networking opportunities for Rwandan youth in Canada. Recommendations in this area include coordinating internship opportunities and hosting networking events for youth.

Table 14. Responses to areas requiring government-led support

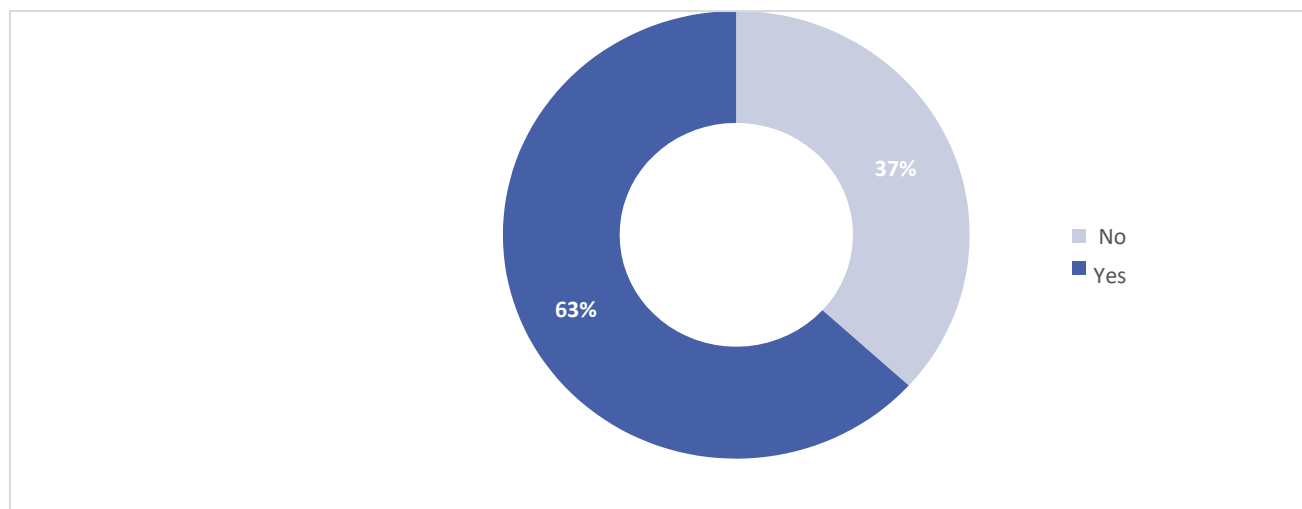
Support Area	Percentage of Respondents
Expanding financial and investment programmes for diasporas (diaspora bonds, mutual funds, bank accounts, remittance transfers, etc.).	49%
A centralized platform for Rwandan diasporas to access information on various activities, programmes or services made available to them and to enable contact with important institutions.	48%
Supporting or organizing cultural events abroad e.g. Rwanda Day, Genocide Memorial Days, etc.	47%
Facilitating internship, training or work opportunities in the public and private sectors in Rwanda.	43%
Offering counselling for settling in Rwanda or returning to Rwanda.	43%
Organizing forums to network with Rwandan diaspora communities internationally e.g. professional and business networking opportunities, humanitarian and development coordination, etc.	40%
Organizing or supporting education for Rwandans living abroad e.g. financing/supporting Rwandan-language programmes and camps.	33%
Improving process efficiency to vote from consulate/embassy polling stations.	23%

4.4. Interest in Social and Economic Development Projects

4.4.1. Contribution to social and economic development projects in Rwanda

The majority of respondents indicated that they have contributed to social and/or economic development projects in Rwanda (63%). Meanwhile, 37 per cent of respondents had not contributed previously to these types of projects. These results only vary when disaggregating by age ranges. The majority of those who are 30 years old or under (66 %) have not contributed to these sorts of projects. This group was 35 percentage points more likely to select “no” in comparison to the other age subgroups. Across sex categories, men were slightly more likely to select “yes” than females (12 percentage points).

Figure 15. Survey breakdown of contributions to social and economic development projects in Rwanda (n=400)

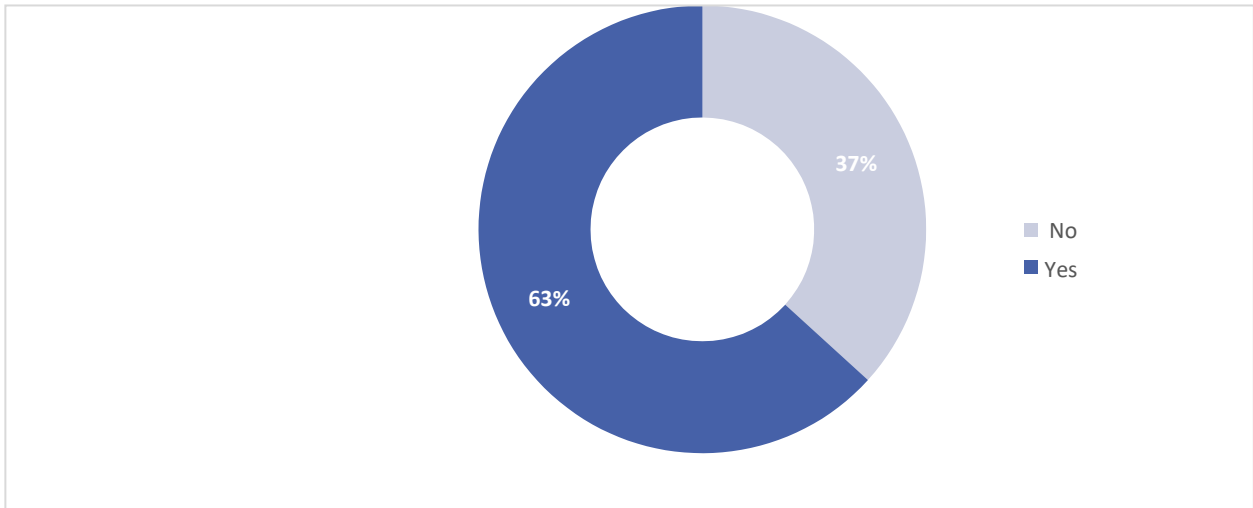


The survey data suggests that most respondents (85%) are interested in contributing to social and economic development projects in Rwanda (Figure 16). There were no major differences between the age or sex subgroups in their interest.

During one-on-one semi-structured interviews and focus groups, key informants were also asked if they believe that the diaspora can play a significant role in the social and economic development of the country. All 24 informants agreed that the diaspora can, and in fact already, play a significant role in Rwanda's social and economic development. They suggested that the methods and forms of contributions that are used by the Rwandan diaspora in Canada are already diverse and unique. For example, members of the diaspora regularly fundraise and share up-to-date information on ways to support development initiatives in the CoO, they volunteer with local charities, schools and non-profits, they transfer portions of their family and personal income to family members, friends and local development initiatives. Many also expressed their personal interest and dedication to supporting mentorship opportunities to support skill and knowledge transfer programmes targeting Rwandan youth and/or to volunteer directly in the country.

The consultants have also noted that many of the key informants have already participated in social and economic development projects in Rwanda. For example, some were involved in knowledge transfer programmes organized by universities in Rwanda. Others were connected to opportunities by the High Commission's Office or the Rwandan Development Board. Many have also supported by donating to development funds such as the *Mutuelle de Santé*, official charities, or through crowdfunding initiatives led by individual community members. When asked why they participate, a large number have expressed their strong altruism toward the country and its people, as well as their fellow Rwandans in Canada.

Figure 16. Survey breakdown of interest in supporting social and economic development projects in Rwanda (n=402)

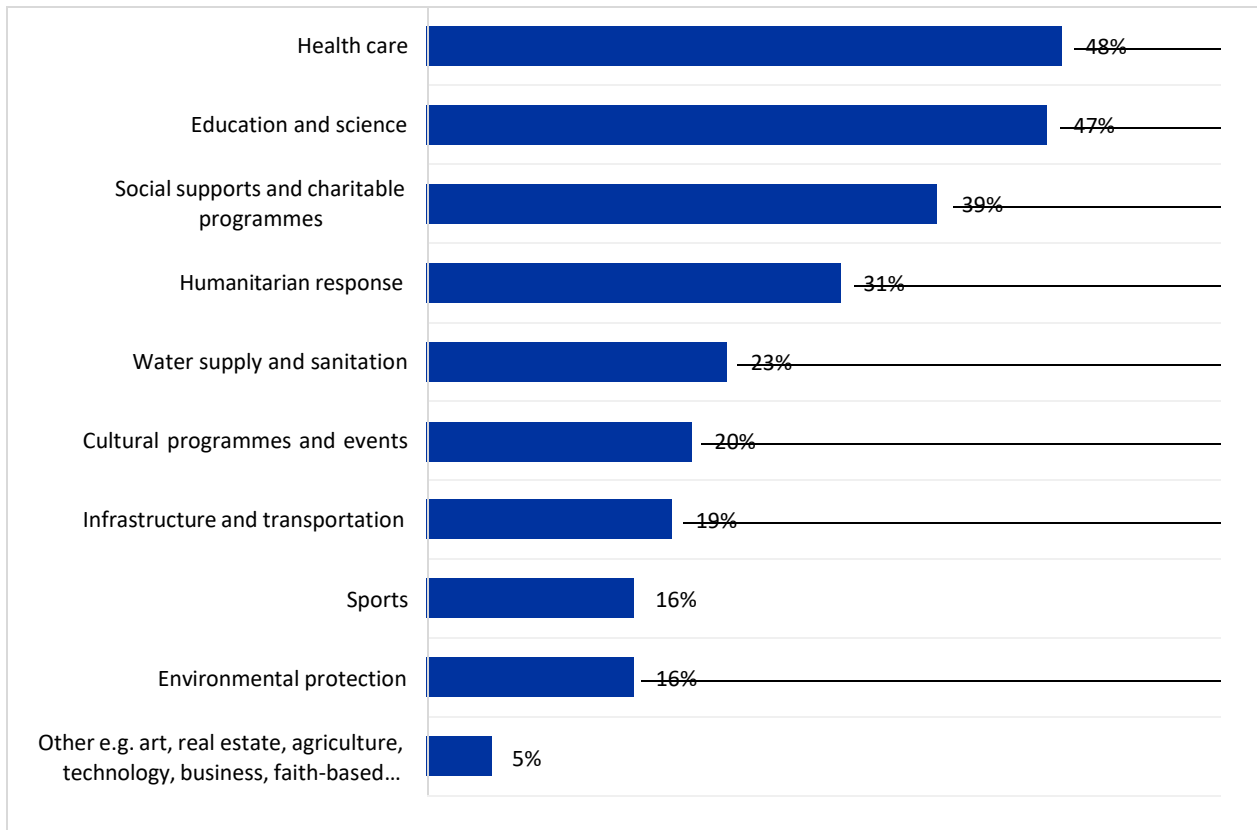


4.4.2. Areas of Interest (social and economic development)

Among those who indicated that they would be interested in supporting or continuing to support social and economic development projects in Rwanda, the three most popular areas of interest were: health care (48%), education and science (47%) and social supports and charitable programmes (39%). Approximately one third of respondents indicated that they would be interested in supporting humanitarian response efforts (31%).

There was clear distribution of responses across multiple items; this suggests that respondents are interested in many different areas. This was corroborated during the semi-structured one-on-ones and focus groups, where informants noted a variety of areas of interests, such as faith-based initiatives, construction, agriculture, etc.

Figure 17. Survey breakdown of thematic and sectoral areas of interest (n=381)



4.4.3. Methods and capacities to support social and economic development (n=381)

In regard to the method through which they would prefer participating to provide their support (Figure 18), the majority of respondents selected that they do not have a preference between in- person or remote opportunities (62%). The remaining respondents were relatively distributed in their preference for in-person (20%) and remote work (17%).

Among respondents, the top three categories for their selected capacity or primary mechanism to support social and economic projects (Figure 19) was through investing in Rwandan-based businesses (49 %), providing vocational training (48%), and providing charitable and philanthropic contributions (39 %).

The results of the survey were consistent with the input provided by key informants. They expressed that they are flexible in their method and form of contribution to these initiatives but would require more information about existing opportunities. Informants also suggested that any supports offering accommodation and transportation would incentivize members of the diaspora to participate in local programmes.

Figure 18. Survey breakdown of preference in method of contribution to support social and economic development (n=381)

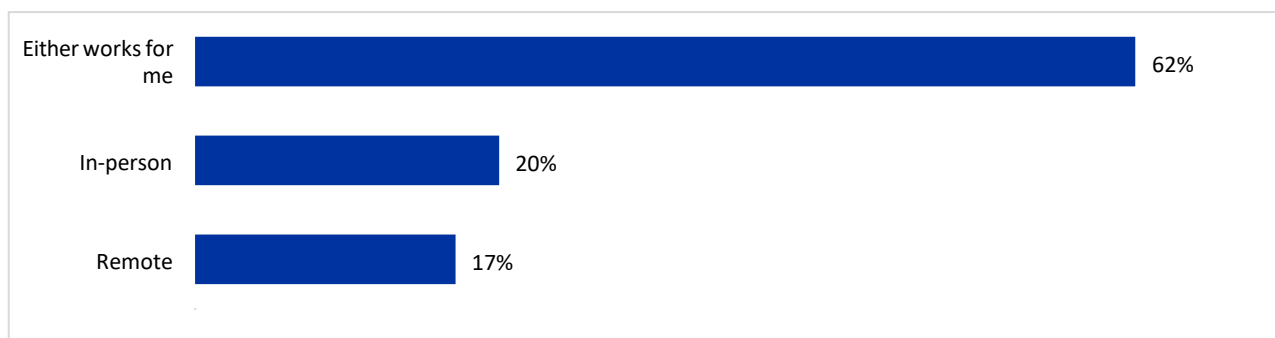
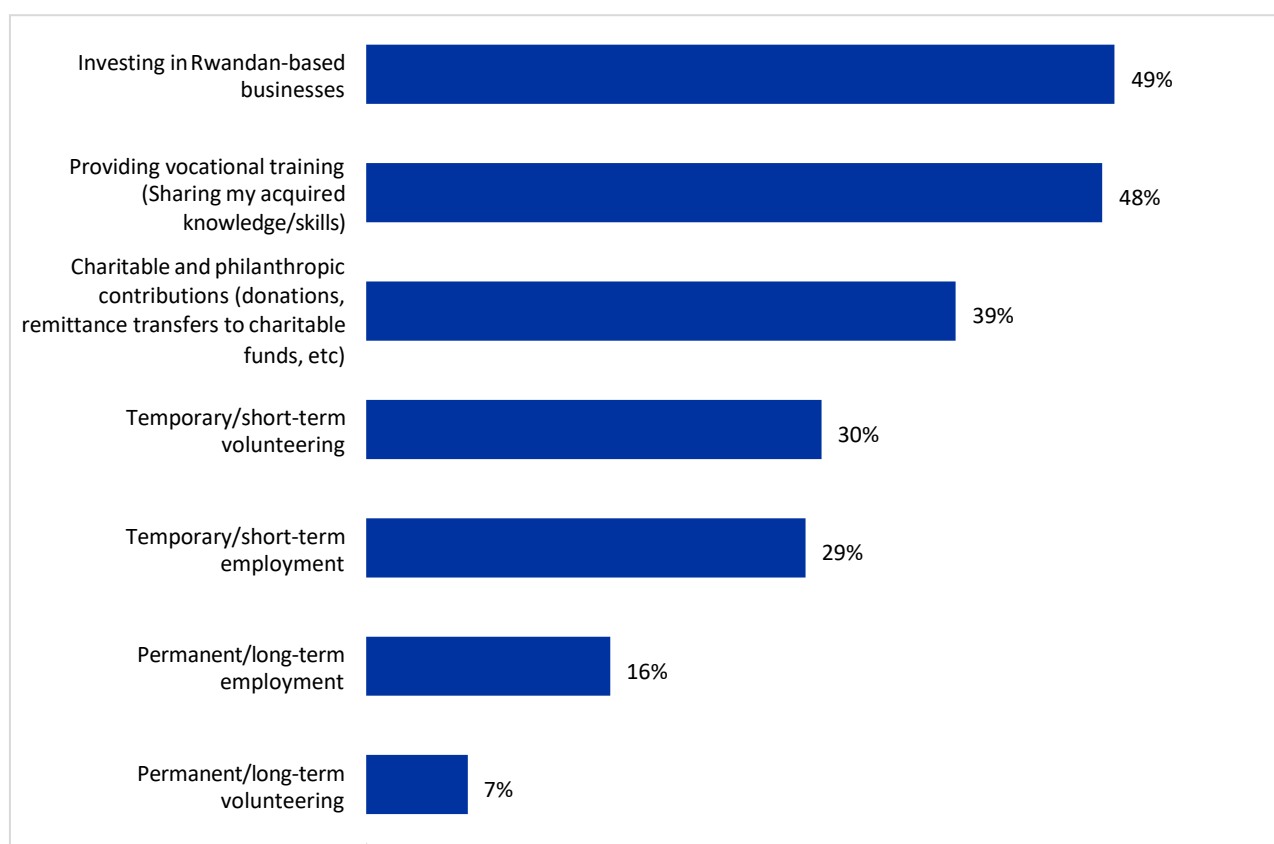


Figure 19. Survey breakdown of capacities to support social and economic development (n=375)



4.5. Interest in Business and Investment

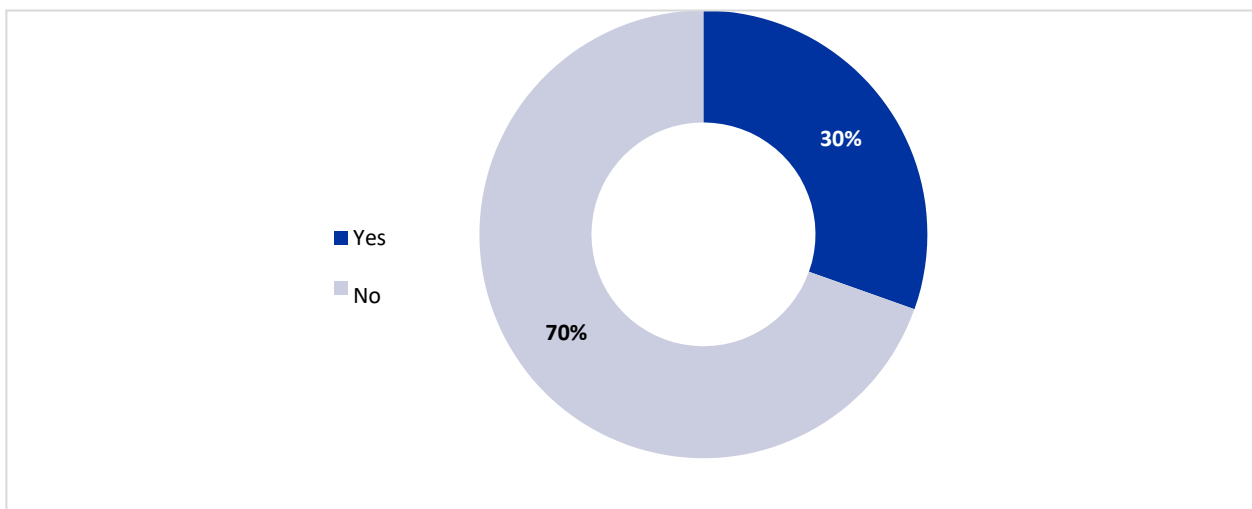
4.5.1. Owning or investing in a Rwandan-based business

According to the findings, approximately three in 10 (30%) currently own or invest in a business in Rwanda. While the majority do not own or invest in a business, 122 survey respondents indicated that they do: a sizable amount. Those who do own or invest are more likely to be between the ages of 30 to 65, and 21 percentage points more likely to be male. These findings were consistent with the input provided by key informants, the majority of whom were not currently investing in a Rwandan-based business but would be interested in receiving more information on this topic.

Approximately one third of focus group participants indicated that they do support business development and/or actively invest in businesses in Rwanda. Examples were very diverse ranging from stock investments in agriculture to small business programmes targeting tea farmers, or women in Rwanda who sell livestock. Others opted to lead or support business development through alternative avenues such as education programmes in human resource management for growing businesses, connecting investors from Canada with Rwandan business leaders, contributing to bidirectional technical skill transfers in areas of brickwork and carpentry, and more.

What was most notable during these focus group discussions was that many of the informants who contributed to business development initiated this work themselves. This was unanimously the result of their desire to contribute to Rwanda’s development. In many cases that were mentioned, their work was also not necessarily part of any formal programme but rather, a programme that they independently launched by leveraging their own Rwandan networks in Canada and Rwanda.

Figure 20. Survey breakdown of investment in a business in Rwanda (n=401)



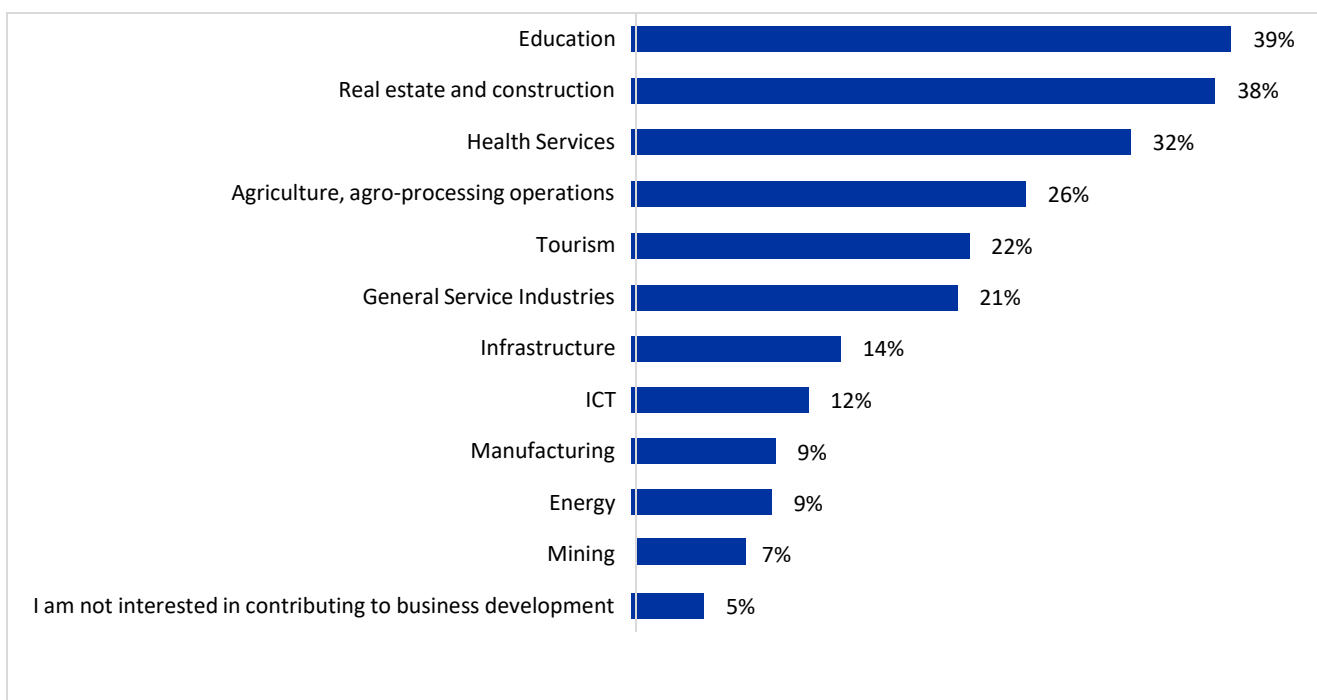
4.5.2. Business development areas of interest

Respondents were also asked to indicate which business development areas they would want to contribute to, if interested at all. While there was a high degree of variance across the selected options, education (39%), real estate and construction (38%) and health services (32%) were the most popular categories. Only five per cent of respondents (18 respondents) indicated that they were not interested in supporting business development initiatives. While not included as a standardized response category, according to informants who provided direct qualitative responses, the area of finance was of interest for many.

Many key informants noted that they would be interested in contributing to a variety of business development areas that were considered low-risk and where there were supports in place for diaspora members to receive regular communication and updates. Areas that were not included in the survey but were mentioned by key informants as business areas they would support included financial industries and the arts e.g. music, art.

Some respondents were asked to describe their level of awareness of the priority sectoral areas (TVET sectors) that the Government of Rwanda was seeking to enhance through diaspora engagement projects. Respondents, other than those connected closely with representatives from the government, were generally unaware of TVET priority sectors or specific skills or knowledge areas that could be leveraged to support development in key business areas.

Figure 21. Survey breakdown of business development areas that respondents are interested in supporting (n=382)



4.5.3. More information on specific business and investment opportunities

Respondents were asked to select a number of business and investment opportunity areas that they would like to receive more information about. The most selected response was projects for investment (61%). This was followed by any general information about business operations in Rwanda e.g. starting a business (49%). One-third of respondents selected that they would like information about business procurement (34%) and a quarter selected information on specific sectors (as mentioned above) (25%). Fifteen per cent indicated that they are not interested in receiving targeted information about business and investment opportunities (56 respondents out of 374).

A similar question was asked to assess the opportunity areas that respondents would be interested in pursuing. The most selected option was information about starting their own business (53%). However, as illustrated in Table 15, a variety of response options were selected by at least 30 per cent of respondents. These include partnering with a Rwandan business (39%), investing in the stock market (37%), importing Rwandan products (35%), and purchasing government bonds (30%).

Figure 22. Survey breakdown of business and investment opportunities that respondents would like more information about (n=374)

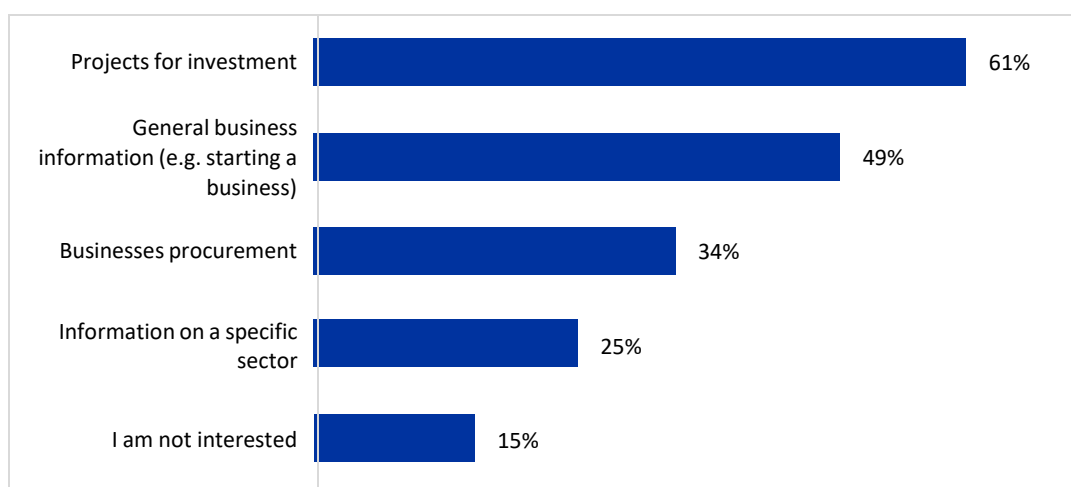


Table 15. Survey breakdown of business and investment opportunities that respondents would like more information about (n=374)

Business Opportunities	Frequency	Percentage of Respondents
Starting my own business (laws and regulations, labour market)	177	53%
Partnering with a Rwandan business	131	39%
Investing in the Rwandan stock market	123	37%
Importing Rwandan products	119	35%
Buying Rwandan government bonds	100	30%

4.5.4. The role of the Government of Rwanda in improving diaspora contributions to business and investment

Consistent with the previous responses, access to information was the most selected item in terms of what the Rwandan government can do to encourage engagement in the area of business and investments. Almost three-quarters of respondents selected this item (73%). Other commonly selected items include creating incentives for foreign direct investment (56%), improving regulations to protect investments (50%) and access to information about relevant regulations (48%).

Key informants elaborated on the options mentioned above and suggested that the sharing of opportunities, ideally through a website, was the most crucial action that the government could take in regard to business and investment. One other response that was popular among the focus group participants was that the government should create and share a list of key strategic areas and needs related to business and investment so that the diaspora can better guide their collaborative development efforts.

Table 16. Survey breakdown of actions the government can take to improve diaspora business and investment (n=367)

Actions	Frequency	Percentage of Respondents
Access to information about opportunities	267	73%
Creating incentives for foreign direct investment by diaspora	207	56%
Improving regulations to protect investments	182	50%
Access to information about relevant regulations	175	48%
Other e.g. internship opportunities for youth, "one stop" centre for information, reducing bureaucracy to function internationally as an investor	5	1%

4.6. Returning to Rwanda

4.6.1. Plans to relocate in Rwanda in the future

Respondents were also asked about their interest to return and relocate in Rwanda in the future. Almost two-thirds of respondents indicated that they plan to relocate in Rwanda (64%). Only nine per cent, 35 respondents, selected that they would not. There were only small differences across the results of the age and sex subgroups, indicating that regardless of identity-markers, diaspora members in Canada do in fact consider resettling in Rwanda at some point in the future. The most significant factors that would influence their decision (Table 17) would be:

- Being close to their relatives and friends (60%)
- Opportunities focused around business investment(s) (42%)
- A democratic and stable political situation (36%)
- Improved infrastructure and living conditions (31%)

Figure 23. Survey breakdown of plans to relocate in Rwanda in the future (n=405)

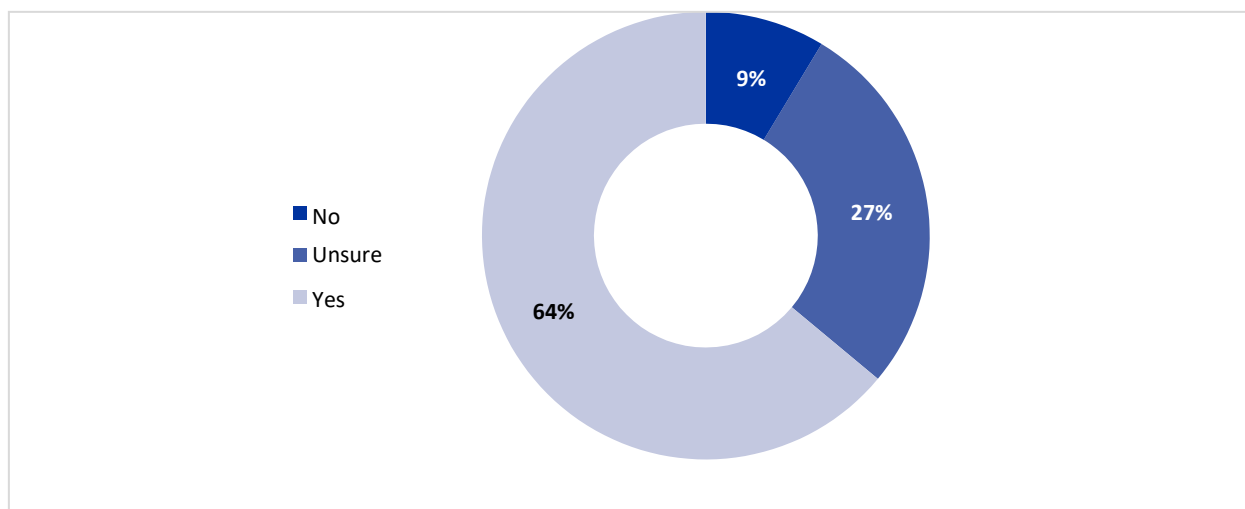


Table 17. Survey breakdown of factors that are the most important for the respondents' decision to return to Rwanda (n=344)

Factors	Frequency	Percentage of Respondents
Being close to relatives and friends	205	60%
Business investment opportunities	144	42%
Democratic and stable political situation	125	36%
Improved infrastructure and living conditions	108	31%
Job opportunities that relate to my professional field	98	28%
Job opportunities with competitive salaries	94	27%
Access to quality medical care	87	25%
Social supports for me and my family	83	24%
Access to quality education	49	14%
Other e.g. altruism, retirement, etc.	5	1%

4.7. Methods of Preferred Communication with the Government of Rwanda

4.7.1. Communication method preferences

When asked to provide their preferred method(s) to receive communications from the Rwandan government on diaspora related content, the vast majority of respondents selected email (59%) and official government websites (51%). Other popular options ranging in selection between 27 to (29%) of respondents include media channels such as radio, television and news sources as well as Instagram, Twitter and Facebook. Four per cent of respondents indicated that they do not want to receive information from the Rwandan government (15 respondents).

Among the focus group and interview participants, the three most popular preferences for communication channels were email, official government webpages and WhatsApp. Other options that were also popular across the informants included disseminating relevant information through diaspora organizations like the RCA and supporting existing or new Rwandan media channels (social media, news publications, radio channels, podcasts, etc.).

Table 18. Survey breakdown of preferences for method(s) of communication (n=395)

Methods of Communication	Frequency	Percentage of Respondents
Direct contact by email	232	59%
Official government websites	202	51%
Twitter	116	29%
Facebook	109	28%
Broadcasting information through traditional media channels (radio, television, newspaper, etc.)	106	27%
Instagram	93	24%
Direct contact by phone	44	11%
Direct contact by regular mail	30	8%
I do not want to directly receive information from the Rwandan government	15	4%
Other (Group): Other mentioned social media platforms	3	1%

5. CONCLUSION AND RECOMMENDATIONS

5.1. Conclusion

The Rwandan community in Canada has strong ties to and interests in Rwanda, as well as a desire to continue fostering community connections in Canada. Through this mapping exercise, this diaspora community has demonstrated their ability to thrive in Canada and to utilize their attained capital, both social and financial, to support their community in Canada and Rwanda.

The majority of respondents indicated that they have completed advanced formal education programmes (professional programmes and university programmes) and are actively employed. The income levels provided through the survey data also show strong alignment to the distribution of incomes across Canada. Moreover, the majority of respondents provide direct financial support to their relatives and friends and have participated in social and/or economic development projects in Rwanda. A smaller percentage of respondents (30%) also currently own or invest in a business in Rwanda. The vast majority of participants are interested in opportunities to support social and/or economic projects as well as business and/or investment ventures. Lastly, many of the respondents, regardless of age, plan to relocate in Rwanda at some point in the future.

Educational areas of focus among the diaspora as it applied to the TVET sectors was varied, with over 50 selected fields of studies. Among the ten most popular categories were business, management, marketing and related support services (22% of respondents) and computer and information sciences and support services (4% of respondents). These two categories collectively capture professions across the field of ICT. However, the remaining categories which would capture hospitality, construction, renewable energy and mining, did not appear in the 10 most popular areas of study. The most popular areas of studies in the community survey, outside of the business-related areas, included the fields of education seven per cent, health seven per cent and the social sciences seven per cent.

Professional areas of interest as it applies to TVET sectors showed similar distributions in some areas as those in the education breakdowns. Business, for example, saw a similar portion of total respondents (22%). Natural and applied sciences, which included utilities and renewable energy, also had a respondent total of four per cent. The trades (construction) and sales/services (hospitality) had much higher values, each with seven per cent of respondents indicating that this is their respective field of work. The lowest value across TVET related sectors was natural resources, encompassing mining, which had a respondent total of two per cent. Similar to fields of study, the most popular occupational sectors beyond those within the TVET sector included health occupations (16%), occupations in education, law and social or public services (14%) and senior-management occupations in the public and private sectors (11%).

The most noteworthy data related to the TVET sectors gathered through the mapping exercise was their selected areas of interest for contributing to business development. Thirty-eight per cent of respondents (145 respondents) indicated that they would be interested in real estate and construction; Twenty two per cent selected tourism (84 respondents); twelve per cent selected ICT (46 respondents); nine per cent selected energy (34 respondents); and seven per cent selected mining (27 respondents). While opportunities to support skills transfer programmes may be limited for certain

fields such as renewable energy or mining, this data shows that there may be alternative modes of development for the TVET fields in Rwanda. This also applies to the desire within the Rwandan community respondents to support the health sector (32% of respondents) for which there is expertise among Rwandan diaspora as (16% of respondents selected this as their field of work. There are clear investment interests in these sectors among the Rwandan community in Canada that could be leveraged to create mutually beneficial opportunities. Encouraging these types of investment opportunities would also better align with the Government of Rwanda's goals to reallocate personal remittances toward business development instead.

In addition to their interests to support business and investment, the vast majority of respondents indicated through the survey and key information consultations that they would like to contribute to social and economic development projects more than (85%). The areas of contribution were well distributed across a diverse array of key areas like health, education, water supply, humanitarian response, etc. These individuals were also flexible in their preference for modes of support delivery (62% selected that they would be comfortable with remote or in-person opportunities). Across the interviews and focus group discussions it was clear that many of these community members already participate or even lead this type of work of their own volition in Rwanda and Canada. These same informants, as well as others who are seeking to become more involved, cited that their most significant barrier to getting more involved with government-led opportunities was a lack of information or awareness.

Lastly, the Rwandan diaspora actively contribute to the development and growth of their community networks in Canada, which are then often leveraged for the benefit of communities in Rwanda. This is made evident through the number of survey respondents and informants who shared that they are members of at least one diaspora organization (n=200+). Many of these individuals are members of multiple diaspora organizations. The RHCC already coordinates well with some of the most popular diaspora organizations in Canada such as the RCA. Additional arms of the Rwandan government, such as RDB, may also find benefit in leveraging these established channels to promote Rwandan development programmes that align with the interests of the Rwandan community in Canada. This also aligns with feedback provided through the interviews and focus group discussions during which recommendations were given to disseminate information through the diaspora associations and organizations.

5.2. Recommendations

Recommendation I:

The Government of Rwanda, perhaps through the RHCC, should consider hosting sensitization meetings or workshops for diaspora members to offer information about diaspora-related policies and programmes, including social and economic and business and investment opportunities specific to TVET sectors e.g. those already coordinated through and promoted by RDB. According to the results of this survey, respondents are much more aware of organized events e.g. Rwanda Day, Umushyikirano and Genocide Memorial Days in comparison to other diaspora-related programmes or services. Therefore, sharing information and organizing workshops that coincide with popular events could be an effective way to share opportunities for diasporas to engage in development or investment programmes. Moreover, targeted meetings and workshops for female and younger

diaspora members on business and investment opportunities may contribute to an increased rate of engagement for these subgroups.

Recommendation II:

The Government of Rwanda and IOM Rwanda should examine the successes of programmes that launched as a result of the mapping processes in Europe related to skills transfer e.g. the Diaspora Engagement in the Rwandan Health Sector project. Creating thorough monitoring and evaluation tools and processes that can be used from the programme's onset will be invaluable to determine these successes. If these programmes proved to be impactful across specific TVET sectors, based on the attained evaluation data, similar opportunities could be explored with the Rwandan diaspora in Canada.

Specific to the Canadian context, respondents have indicated a high degree of educational and professional experience in the areas of business, finance and administrations, health occupations and education. Establishing initial programmes targeting diaspora members with knowledge and skills in these areas may prove effective.

Recommendation III:

The Government of Rwanda may wish to develop and test marketing campaigns to promote existing development programmes among the diaspora community in Canada. Data attained through this mapping exercise could guide the development and execution of these campaigns. When asked to provide their preferred method(s) of communication to receive information from the Rwandan government on diaspora related content, the vast majority of respondents selected email (59%) and official government websites (51%). Other popular options ranged between 27 to 29 per cent of respondents include media channels such as radio, television and news sources as well as Instagram, Twitter and Facebook. Interviewees and focus group participants also added that collaboration with diaspora organizations to support dissemination efforts may prove fruitful because they have legitimacy among the Rwandan community in Canada.

Recommendation IV:

Data attained through the survey and informational consultations demonstrated that the subgroup with the lowest levels of awareness of Rwandan diaspora engagement policies and programmes were those under 30 years of age. This same subgroup also had the lowest levels of engagement with previous development projects, business programmes, and involvement with diaspora organizations in Canada. In addition, it appears that this group may have less of a connection to communities in Rwanda; their likelihood to send any remittances to friends or family in Rwanda was 34 percentage points lower than older age categories. However, their interest levels for supporting business and development programmes or resettling in Rwanda was not significantly different from other groups. Programmes targeting these community members could ensure that:

- the sense of connection to Rwanda for Rwandans under 30 who are living in Canada is strengthened;
- further growth in engagement among diaspora members overall is facilitated;
- and that the continued sustainability in diaspora engagement of Rwandans living in Canada is secured by involving the younger generations.

Recommendation V:

The Government of Rwanda may wish to consider developing a centralized platform or 'go-to' digital hub for Rwandan diaspora members to access information on various activities, programmes or services specifically made available to them. Respondents noted that the most significant barrier to effective engagement is a general lack of knowledge on services and programmes that are applicable to them. According to respondents, a centralized platform should include the following priority areas:

- Relevant diaspora-focused programmes and services offered to Rwandans in Canada e.g. how to be involved in development projects, humanitarian response efforts, charitable fundraising and/or business and investment opportunities.
- Information pertaining to local needs and priorities in Rwanda (including information on key development sectors and government action plans, strategies, and policies).
- Accessible guidelines on navigating regulations and standards when doing business in Rwanda.
- Specific information on opportunities for students and youth, including education and language acquisition programmes.
- Guidelines and resources for those interested in returning and reintegrating in Rwanda.
- Access to relevant and verified government institutions and agencies, local organizations, foundations, educational and health-related institutions and any other actors who may seek opportunities to engage and collaborate with members of the diaspora.

Recommendation VI:

As new Statistics Canada Population Census data is released in 2022, there may be added value in comparing updated demographic data to the findings gathered through this mapping exercise. This will support efforts to create the most accurate picture possible of the composition of Rwandans in Canada.

ANNEX: 1 SURVEY QUESTIONS

Rwandans in Canada Community Survey

The Rwandan diaspora has historically supported the growth of Rwanda while preserving its language, culture and history abroad. To better understand the interests, needs and the makeup of the Rwandan diaspora community in Canada, the International Organization for Migration's (IOM) and the Government of Rwanda have commissioned the development of this mapping study.

Through this study IOM and government partners, such as the Rwanda High Commission in Canada, the Rwanda Development Board and the Ministry of Foreign Affairs and International Cooperation, hope to collect the necessary information to better tailor programmes, projects and services for members of the diaspora living in Canada.

The aim of the survey is to better understand your experiences, interests and awareness of programmes, policies and services offered to the Rwandan diaspora.

This study is being led by independent evaluators. A publicly available report will be published in 2022, providing a confidential summary of the mapping study.

How long does this survey take?

This survey takes **15-20 minutes to complete**. Please note that all survey questions are optional.

If you are interested in providing additional input through a 30-minute phone or video call, you can fill out your name and contact information at the end of the survey through a separate questionnaire link.

Who is this survey for?

This survey is intended to be completed by:

- Those who were born in Rwanda AND who are now living in Canada.
- Those born in Canada or elsewhere AND identify as Rwandan due to their national heritage e.g. second and third generation Canadians AND who are residing in Canada.

We welcome ALL members of the diaspora to fill out this survey. This includes students, professionals, community leaders, etc.

Why should I fill out the survey?

By completing this survey, you are:

- supporting the development of diaspora programmes and policies that are relevant to

- members of the Rwandan community living in Canada;
- informing policymakers on social and business/investment opportunities that relate to your needs and interests to support Rwanda's growth;
- providing confidential data that will develop a profile on the diverse makeup of the Rwandan diaspora community living in Canada.

Data protection and management:

Please note that you are not required to provide any personal or identifying information throughout this survey. **Your responses will be kept confidential by the independent evaluators and your individual responses will only be reported in grouped format in the final study report.** Please also note that all questions in this survey are voluntary and you may skip over questions you do not wish to answer.

At the end of the survey you will be asked if you would like to provide your contact information for the purposes of scheduling a more in-depth discussion (through a phone call or virtual meeting) with the independent evaluators. This is completely voluntary and any contact information provided through our separate questionnaire will be kept confidential and independent from the results of this survey. This information will be deleted no later than two months after the survey is closed.

Do you consent to providing your honest input throughout this confidential survey for the purposes specified above?

- Yes
- No

Personal Characteristics

1. Please select your age range:

- Under 30
- 30–44
- 45–54
- 55–64
- Over 65

2. Please select your gender identity:

- Male
- Female
- Prefer not to say

3. Please select your marital status:

- Single
- Married
- Divorced
- Widowed

- Separated

5. Please select the classification of your immigrant generation status (based on Statistics Canada classifications):

- First generation immigrant (born outside of Canada)
- Second generation immigrant (born in Canada to at least one parent born outside Canada)
- Third generation or more immigrant (born in Canada with both parents born in Canada)
- Unsure

6. Please select the highest education level of completion (select only one answer):

- No formal education completed
- Primary school education
- Secondary school education (high school)
- College, technical school, specialized secondary education
- University (bachelor's degree)
- University (professional bachelor's degree such as engineering, law, medicine, etc.)
- University (master's degree)
- University (PhD degree)
- Other (please, specify) _____

7. This qualification was obtained in:

- Canada
- Rwanda
- Other

8. Please specify your completed field of study, if applicable (choose only one answer that you think is the most appropriate).

- No postsecondary certificate, diploma or degree
- Agriculture, agriculture operations and related sciences
- Natural resources and conservation
- Architecture and related services
- Area, ethnic, cultural, gender and group studies
- Communication, journalism and related programmes
- Communications technologies/technicians and support services
- Computer and information sciences and support services
- Personal and culinary services
- Education
- Engineering
- Engineering technologies and engineering-related fields
- Aboriginal and foreign languages, literatures and linguistics
- Family and consumer sciences/human sciences
- Pre-technology education/pre-industrial arts programmes
- Legal professions and studies
- English language and literature/letters
- Liberal arts and sciences, general studies and humanities

- Library science
- Biological and biomedical sciences
- Mathematics and statistics
- Military science, leadership and operational art
- Military technologies and applied sciences
- Multidisciplinary/interdisciplinary studies
- Parks, recreation, leisure and fitness studies
- Basic skills
- Citizenship activities
- Health-related knowledge and skills
- Interpersonal and social skills
- Leisure and recreational activities
- Personal awareness and self-improvement
- Philosophy and religious studies
- Theology and religious vocations
- Physical sciences
- Science technologies/technicians
- Psychology
- Security and protective services
- Public administration and social service professions
- Social sciences
- Construction trades
- Mechanic and repair technologies/technicians
- Precision production
- Transportation and materials moving
- Visual and performing arts
- Health professions and related programmes
- Business, management, marketing and related support services
- High school/secondary diploma and certificate programmes
- History
- French language and literature/letters
- Dental, medical and veterinary residency programmes

9. Please select your individual annual income range:

- Under USD 5,000
- USD 5,000 to USD 9,999
- USD 10,000 to USD 19,999
- USD 20,000 to USD 29,999
- USD 30,000 to USD 39,999
- USD 40,000 to USD 49,999
- USD 50,000 to USD 59,999
- USD 60,000 to USD 79,999
- USD 80,000 to USD 99,999
- USD 100,000 and over

10. Please indicate your current employment status (considering the last four weeks)?

- Employed (employed, self-employed or self-employed, working in a family business)
- Full-time student (incl. on academic or other leave)
- Unemployed and actively looking for work
- Unemployed and not actively looking for work
- Retired
- Other, please specify: _____

11. What professional sector do you work in?

- I am unemployed
- I am a student
- Legislative and senior management-related occupations e.g. mid and senior management public servants and private sector employees
- Business, finance and administration occupations
- Natural and applied sciences and related occupations
- Health occupations
- Occupations in education, law and social, community and government services
- Occupations in art, culture, recreation and sport
- Sales and service occupations
- Trades, transport and equipment operators and related occupations
- Natural resources, agriculture and related production occupations
- Occupations in manufacturing and utilities
- Other, please specify: _____

12. How long have you lived in Canada?

- Less than 1 year
- Between 1 and 3 years
- Between 3 and 5 years
- Between 5 and 10 years
- More than 10 years

13. How often do you visit Rwanda? Please only consider the frequency of your visits prior to the COVID-19 pandemic.

- Never
- Less than once a year
- Once a year
- More than once a year
- Other, please specify: _____

14. What town/city do you live in?

- Short Input

15. What province/territory do you live in?

- Alberta
- British Columbia

- Manitoba
- New Brunswick
- Newfoundland and Labrador
- Nova Scotia
- Ontario
- Prince Edward Island
- Quebec
- Saskatchewan
- Northwest Territories
- Nunavut
- Yukon

16. Has your income decreased as a result of the COVID-19 pandemic?

- Yes
- No
- Unsure

17. (If selected “Yes”) Please indicate the extent to which your income has decreased as a result of the COVID-19 pandemic?

- Significantly
- Moderately
- Slightly
- I don’t want to answer

Diaspora Community Engagement in Canada

18. Please select the types of Rwandan-diaspora groups, organizations, events, programmes and/or services in Canada that you participate in regularly (please select all that apply):

- Social events, meetings and networking with other Rwandan community members.
- Programmes or activities for Rwandan children and youth e.g. summer camps, day care, Rwandan educational programmes.
- Rwandan language and cultural programmes e.g. Kinyarwanda language classes, dance groups, music groups.
- Community lectures and activities on Rwandan history, language, culture, etc.
- Rwandan political advocacy initiatives.
- Rwandan philanthropic and fundraising initiatives to provide humanitarian and/or development Assistance.
- Sports programme and activities organized by Rwandan community members.
- Rwandan faith-based activities and/or institutions e.g. church, mosque.
- Food-related services e.g. Rwandan food shops, bakeries, restaurants, cafes, etc.
- Social media channels.
- Organization, society or association uniting Rwandans in Canada more broadly.
- Rwandan student organization or association.
- Rwandan professional associations e.g. Association of Engineers, Association of Nurses, etc.

- No, I am not a member of or participate in any such organizations, programmes, networks or associations
- Other, please specify: _____

19. Please list the names of any relevant groups, organizations or programmes that you are involved in:

Personal Financial Contributions

20. Do you financially support your relatives or friends living in Rwanda?

- Yes, I send them regular financial support / transfers
- Yes, but only in emergencies
- No
- Prefer not to answer

21. (If selected “Yes”) How do you send money back home?

- International money transfer operator
- Local money transfer operator
- Via friends/relatives travelling to Rwanda
- Bring money back to family and friends myself when visiting
- Other (please specify): _____

22. (If selected “Yes”) Approximately, what percentage of your income do you send back home on an annual basis?

- Less than 5%
- 6%–10%
- 11%–20%
- 20%–30%
- More than 30%

Awareness of Diaspora Projects, Policies and Initiatives

23. Please indicate your level of awareness to the following diaspora-related projects, policies and initiatives:

- The Rwandan Economic Development and Poverty Reduction Strategy
- Vision 2050 Rwanda
- Rwanda Diaspora Policy 2009
- The National Strategy for Transformation (NST1)
- Umushyikirano (National Dialogue Council)
- Rwanda Day
- Rwanda Diaspora Global Network (RDGN)

24. The Rwandan state and Rwandan state institutions offer several programmes and services to people living outside Rwanda. Please select which of the following programmes or services that you are aware of (select all that apply):

- Access to overseas/external voting through the Rwandan embassy or consulate
- General consular services e.g. foreign certificates, recommendation letters to RCA, land registration, etc.)
- Activities related to learning and educating about Rwandan language (language lessons, cultural workshops, etc.)
- Genocide Memorial Days
- Investment Opportunities supported by the Rwandan Development Board
- Support of Rwandan cultural societies
- Support for educational projects and support for Rwandan publications/media
- Scholarships to participate in educational programmes in Rwanda
- Repatriation support

25. In your opinion, what are the most important things that the Rwandan Government should do to support people from Rwanda abroad? Please choose all the answer options that you believe are relevant.

- Supporting or organizing cultural events abroad e.g. Rwanda Day, Genocide Memorial Days, etc.
- Offering counseling for settling in Rwanda or returning to Rwanda
- Organizing or supporting education in Rwanda abroad (egg financing / supporting Rwandan-language programmes and camps)
- Expanding financial and investment programmes for diasporas (diaspora bonds, mutual funds, bank accounts, remittance transfers, etc.)
- Improving the efficiency to vote from consulate/embassy polling stations
- A centralized platform for Rwandan diasporas to access information on various activities, programmes or services made available to them and to enable contact with important institutions
- Organizing forums to network with Rwandan diaspora communities internationally e.g. professional and business networking opportunities, humanitarian and development coordination, etc.
- Facilitating internship, training or work opportunities in the public and private sectors in Rwanda
- Other, please specify: _____

Social and Economic Development Projects

26. Have you contributed to social or economic development projects in Rwanda either through collective efforts with others or individually?

- Yes
- No

27. Would you be interested in personally contributing to the economic and social development of Rwanda?

- Yes
- No
- Unsure

28. (If selected “Yes”) Which areas would you be interested in contributing to? (Please select all that apply).

- Health care
- Sports
- Education and science
- Cultural programmes and events
- Infrastructure and transportation
- Water supply and sanitation
- Humanitarian response
- Environmental protection
- Social supports and charitable programmes
- Other (please specify) _____

29. In what capacity would you be interested in contributing? (Please select all that apply)

- Temporary/short-term employment
- Permanent/long-term employment
- Temporary/short-term volunteering
- Permanent/long-term volunteering
- Investing in Rwandan-based businesses
- Charitable and philanthropic contributions (donations, remittance transfers to charitable funds, etc.)
- Providing vocational training (Sharing my acquired knowledge/skills)
- Other (please specify) _____
- None

30. Would you prefer to contribute (in the areas outlined above) through in-person or remote support?

- In-person
- Remote
- Either works for me

31. Would you be interested in receiving information on social and economic development projects in Rwanda?

Business and Investment

32. Do you currently own or invest in a business in Rwanda?

- Yes
- No

33. Would you be interested in contributing to one of the following areas of business development in Rwanda? (Please select all that apply)

- Manufacturing
- Agro-Processing
- Tourism
- Real estate and construction
- ICT
- Services
- Mining
- Infrastructure
- Tourism
- Energy
- Health Services
- Education
- I am not interested in contributing to business development

34. Would you be interested in receiving information on business and investment opportunities in Rwanda for any of the following areas? Please select all that apply.

- Projects for investment
- Businesses for sale
- General business information, e.g. starting a business
- Information on a specific sector

35. Please select the business opportunities that you would be interested in pursuing.

- Starting my own business (laws and regulations, labour market access, etc.)
- Partnering with a Rwandan business
- Investing in the Rwandan stock market
- Buying Rwandan government bonds
- Importing Rwandan products

36. What can the Government of Rwanda do to improve the involvement of the Diaspora in business and investment?

- Access to information about opportunities
- Access to information about relevant regulations
- Improving regulations to protect investments
- Creating incentives for foreign direct investment by diaspora
- Other (please specify): _____

Returning to Rwanda

37. Do you have plans to resettle in Rwanda at some point in the future?

- Yes
- No
- Unsure

38. (If selected “Yes”) Please specify which factors are the most important for your decision to return?

- Being close to my relatives and friends
- Job opportunities that relate to my professional field
- Job opportunities with competitive salaries
- Access to quality medical care
- Access to quality education
- Business investment opportunities
- Social supports for me and my family
- Democratic and stable political situation
- Improved infrastructure and living conditions
- Other (please, specify) _____

Methods of Communication

39. The Rwandan Government wishes to share information that may be of interest or importance to Rwandan diaspora members. Please select your preferences from the options below:

- Direct contact by phone
- Direct contact by email
- Official government websites
- Direct contact by regular mail
- Broadcasting information through media channels (radio, television, newspaper, etc.)
- Facebook
- Twitter
- Instagram
- I do not want to directly receive information from the Rwandan Government
- Other, please specify: _____

Conclusion

The completion confirmation page included a link to a Google Form for those interested in scheduling a 30-minute semi-structured 1:1 or in participating in a Focus Group.

ANNEX 2: SEMI-STRUCTURED INTERVIEW AND FOCUS GROUP QUESTIONS

Opening Notes for Interviewer(s)/Introduction

Briefly explain the purpose of the call:

- IOM Rwanda and the Government of Rwanda are mapping the needs, interests and levels of awareness of Rwandans in Canada through an external research team. The information obtained through this call will substantiate/support the insights collected through the survey.
- We do not have access to the interviewee's specific survey results, so some of these questions may be familiar to the interviewees.
- The call will take approximately 30 minutes – 1 hour, depending on the level of detail provided for each answer.
- The interviewer(s) will be capturing notes throughout the interview/focus group discussion.

Data protection and management:

- Only the external mapping team (consultants and technical assistants) will have access to the identifying information captured during the interview (IOM Rwanda and the Government of Rwanda will not have access to this information).
- We are not taking any notes on names, contact information, or anything that will identify the interviewee.
- We will only include aggregate and anonymized references to the answers provided in the final report.
- The interviewees participation in this interview is voluntary. They are not required to answer any questions that they do not wish to answer throughout this interview and are welcome to end the call at any time if they wish to do so.
- We will delete the interview notes once the report is completed (1–2 months)
- Please ask for their consent to this information before beginning with the interview or focus group discussion.

Personal Characteristics

1. May I ask your age?
2. Can you please describe your immigrant status e.g. are you a first-generation immigrant, second generation, permanent resident, refugee, etc.?
3. Please describe why you selected Canada (and the town/city of residence) as your location of immigration?
4. What is the highest education level you completed? (Please describe your field of study?)
5. What field do you work in, or did you work in?

Diaspora Community Engagement in Canada

6. Do you participate in any Rwandan community groups or attend Rwandan community events [interviewers will provide examples from below]? Do these community initiatives have high participation from the diaspora? Why do you like to participate?

- Social events, meetings and networking with other Rwandan community members
- Programmes or activities for Rwandan children and youth e.g. summer camps, day care, Rwandan educational programmes.
- Rwandan language and cultural programmes e.g. Kinyarwanda language classes, dance groups, music groups
- Community lectures and activities on Rwandan history, language, culture, etc.
- Rwandan political advocacy initiatives
- Rwandan philanthropic and fundraising initiatives to provide humanitarian and/or development assistance
- Sports programme and activities organized by Rwandan community members
- Rwandan faith-based activities and/or institutions e.g. church, mosque
- Food-related services e.g. Rwandan food shops, bakeries, restaurants, cafes, etc.
- Social media channels
- Organization, society or association uniting Rwandans in Canada more broadly
- Rwandan student organization or association
- Rwandan professional associations e.g. Association of Engineers, Association of Nurses, etc.
- No, I am not a member of or participate in any such organizations, programmes, networks or associations
- Other, please specify: _____

7. Can you please provide the names of any relevant groups, organizations or programmes that you are involved in? How would you characterize the type of association in which you are involved? [Is it a formal or an informal type of association?]

Personal Financial Contributions

8. Do you financially support your relatives or friends living in Rwanda?
9. How do you send money back home? [interviewers provide examples, such as money transfers, sending money home with friends/relatives, etc.]
10. What do these remittances cover?
11. Have you invested these remittances e.g. in family businesses, community initiatives or nationwide projects?
12. Have you ever encountered any difficulties in sending them that you would like to see be fixed?

Awareness of Diaspora Projects, Policies, and Initiatives

13. [The interviewers will provide examples of several projects, policies and initiatives launched by the Government of Rwanda] Have you heard of any of the following diaspora-related projects, policies and initiatives launched by the Rwandan Government?

- The Rwandan Economic Development and Poverty Reduction Strategy
 - Vision 2050 Rwanda
 - Rwanda Diaspora Policy 2009
 - The National Strategy for Transformation (NST1)
 - Umushyikirano (National Dialogue Council)
 - Rwanda Day
 - RemitPlus Diaspora Bond
 - Rwanda Diaspora Global Network (RDGN)
 - No Rwandan Left Behind
14. The Rwandan State and its related institutions offer several programmes and services to people living outside Rwanda [interviewers will provide examples]. Are you aware of any of these services? If so, could you please let us know which ones you are aware of?
15. In your opinion, what are the most important things that the Rwandan Government should do to support people from Rwanda who live abroad?

Social and Economic Development Projects

16. Do you believe that diasporas can or already do play a significant role in the social and economic development of their country of origin? e.g. humanitarian, social enterprise, education programmes, etc. Do you believe that this is the case with Rwandan diaspora groups?
17. Have you contributed to social or economic development projects in Rwanda either through collective efforts with others or individually [interviewers will provide examples of ways individuals contribute]?
- If so, what was your experience like? Why did you decide to engage with these sorts of projects? Were there groups that supported this process?
 - If not, would you be interested in contributing to the economic and social development of Rwanda? In what ways? In what specific sectors/industries?
18. If you were to support development projects, would you prefer to do so remotely, in-person or both?
19. Would you be interested in receiving information on social and economic development projects in Rwanda?

Business and Investment

20. Have you contributed to business development in Rwanda through investments or vocational training programmes? For example, starting a business, investing and participating in skills transfer programmes [interviewers will elaborate on examples].
- Manufacturing
 - Agro-Processing
 - Tourism
 - Real estate and construction

- ICT
 - Services
 - Mining
 - Infrastructure
 - Tourism
 - Energy
 - Health services
 - Education
21. Would you be interested in contributing to these forms of business development activities in Rwanda through investments or vocational training programmes? If so, what types of opportunities would be of interest to you?
 22. Would you be interested in receiving information on business and investment opportunities in Rwanda?
 23. What do you think the Government of Rwanda could do to improve the involvement of the diaspora in business, investment and vocational training programmes?

Returning to Rwanda

24. Do you have plans to move to Rwanda at some point in the future? If so, what would influence your decision to go?

Closing question

25. Is there anything else you would like to add about how the Rwandan Government could better engage with Rwandans abroad?

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