



PROCEEDINGS REPORT

DISTRICT LAND OFFICER AND PROFESSIONAL IN CHARGE OF LAND ADMINISTRATION
TRAINING ON LEGAL FRAMEWORK GOVERNING LAND



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**DISTRICT LAND OFFICER AND PROFESSIONAL IN CHARGE OF LAND
ADMINISTRATION TRAINING ON LEGAL FRAMEWORK GOVERNING LAND**

LAND PROJECT

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ACRONYMS

COP: Chief of Party

DCOP: Deputy Chief of Party

DLO: District Land Officer

GBV: Gender Based Violence

GOR: Government of Rwanda

PLA: Professional in charge of Land Administration

RNRA: Rwanda Natural Resources Authority

TOR: Terms of Reference

USAID: United States Agency for International Development

1. INTRODUCTION

The USAID LAND Project and Rwanda Natural Resources Authority co-organized a series of training courses for District Land Officers (DLOs) and Professionals in Charge of Land Administration (PLAs) to enhance their knowledge on the new legal framework governing land. The course brought together district land authorities from all of Rwanda's districts. Four training courses lasting three days each were held in the following districts: Musanze District, Huye, Rubavu and Rwamagana). These trainings took place in September (Musanze 10-12th; Huye 23-25th) and October (Rubavu 1st-03rd; Rwamagana 8-10th) 2014.

Funded by USAID, the LAND Project aims at strengthening the resilience of Rwandans, communities, and institutions and their ability to adapt to land-related economic, environmental, and social changes. One of the project's primary objectives is to increase the understanding of land laws, policies, regulations, and legal judgments on land-related issues among Government of Rwanda (GOR) officials, local civil society organizations (CSOs), research institutes, and citizens. The training particularly sought to contribute to this objective.

Rwanda Natural Resources Authority is the LAND Project's primary Government of Rwanda (GOR) counterpart.

The September-October training of DLOs and PLAs had four main objectives as follows:

1. To improve the understanding by District Land Officers (DLOs) and Professionals in charge of Land Administration (PLAs) of Rwanda's legal framework governing land, and increase their ability to appropriately apply land laws in their land administration duties;
2. To allow DLOs to know the changes introduced by new legislation governing land and their corresponding implementing measures.
3. To train DLOs and PLAs on their roles and responsibilities concerning land use planning and management, including enhancing their ability to integrate assessment of climate risks into land use planning practices.
4. To deepen DLOs and PLAs familiarity with and practice using the Land Administration Information System (LAIS).

Interactive training methods, including participatory methods and case studies, were employed to impart skills to the participants. Using these methods, the trainers engaged DLOs and PLAs in discussions, allowing them to share their experiences related to the subject matter.

The preparation phase for the training was led by LAND Project DCOP in collaboration with the RNRA Director of Land administration. This phase began in late June 2014 with development of a concept note for the training and its discussion with LAND Project COP and RNRA officials. After the approval of the concept note, other key documents were developed and discussed notably:

- Participant invitation list;

- Terms of Reference (TORs) and contract for the International Trainer on Global Climate Change;
- Draft budget;
- Training syllabus (see Annex 1);
- Needs assessment report (see Annex 2)
- Training evaluation form;
- Completed training materials developed by all trainers;

In total, 44 participants attended and completed the trainings. Annex 3 provides the list of participants for all four trainings.

2. TRAINING CONTENT AND APPROACH

The training content was developed by the training team. The first module of the course focused mainly on highlighting changes to the legal framework introduced by the 2013 Land Law and the law's corresponding implementing regulations. The module also covered important elements of other legislation related to land tenure, land use and land disputes. Particular attention was given to the key legal provisions that are considered essential for DLOs and PLAs duties, including provisions of the 1999 Law on Matrimonial Regimes, Liberalities and Succession; the 2010 Organic Law on Organization, Jurisdiction, Competence and Functioning of the Mediation Committee; the law governing notary profession in Rwanda; and the current and proposed legislation on expropriation.

Another module focused on the roles and responsibilities of DLOs and PLAs concerning land use planning and management. This component also sought to strengthen DLO and PLA capacities to assess climate change vulnerabilities and plan land uses and measures that build in resilience. The training concluded with a half-day session to enable DLOs and PLAs to become familiar with the Land Administration and Information System (LAIS) and engage in practical, hands-on exercises relevant to their daily work.

Key to the success of the training was the working group sessions, which engaged participants in making the link between what they learned through presentations and their everyday realities and responsibilities. These sessions kept DLOs and PLAs highly engaged, letting the trainings be dynamic and draw on the large body of knowledge and experience in the room.

At the outset of the first day of each training course, pre-training evaluations were administered to each participant in order to assess the level of trainee knowledge on the training material, particularly on the legal framework on land and on climate change.

The training was organized in four sessions distributed over the course of three days. The first session covered application of the Land Law and the Law on Matrimonial Regimes, Liberalities, and Succession as it pertains to land issues. The second session focused on the on key

implementations regulations of the Land Law, the Law on Notary Professions, and the Expropriation Law. The third session instructed on legislation governing land use planning together with principles for applying a climate change adaptation lens to planning. The last session focused on the LAIS and enabling participants to have hands-on experience using the system. Print outs for all presentations and training exercises were provided to participants for reference purposes. Annex 4 contains the course materials.

Each session began with a lecture accompanied by a PowerPoint aimed at giving the DLOs and PLAs knowledge of key legal provisions pertinent to the types of cases they most encounter in their daily work. The trainees were allowed to interrupt the presenters in case of any burning issue or needed clarification. Lectures were followed by working group discussions that engaged DLOs and PLAs in reviewing prototype land dispute cases and identifying the most relevant provisions of the law that would help them best advise the disputing parties. The trainers sought to ensure that the participants and the learning process were the focal points of the training and provided participants with ample opportunities to engage in critical thinking, sharing of experiences, and reflection.

3. TRAINING PROCEEDINGS

3.1. Introduction

The first of the four training courses was conducted in Musanze District followed by trainings in Huye, Rubavu and Rwamagana districts. Due to the similarity on the training content and approach across all courses, only the proceedings of the Musanze training is provided in detail in subsection 3.2. For the other three trainings, subsection 3.3 only provides the highlights and differences from the Musanze District program.

3.2. MUSANZE training proceedings

This section summarizes the proceedings of the training for DLOs and PLAs from districts in the Northern Province. The course took place at Faraja Hotel in Musanze from 10th to 13th September 2014.

The training was attended by the DLOs from four of the five districts of Northern Province: Musanze, Gakenke, Burera and Rulindo. The DLO from Gicumbi district did not attend, nor did any PLAs from the district land offices. Also in attendance were officials and staff from the RNRA head office and representatives from the provincial registrar's office based in Musanze.

Although the LAND Project expected about 20 participants for the Musanze training, including DLOs and PLAs from all Northern Province and Kigali City districts (8 in all), only two of the five DLOs from Northern Province had received the invitation. Another two were invited by phone on the first day of the training. This mishap underscored to the trainers the importance of

well-advanced planning, invitation distribution and follow-up to ensure adequate participation and good use of project resources.

Opening Remarks

Opening remarks were made by Dr. Fidele Masengo on behalf of the LAND Project and Mr. Didier Sagashya representing the RNRA. Dr. Masengo thanked everyone for taking part in the training. He underlined the LAND Project's commitment to support GOR institutions to better understand land laws, policies, regulations, and legal judgments on land-related issues. He requested the participants to use the occasion to learn more and acquire knowledge to better manage land issues in their respective districts. He also thanked the RNRA for their close collaboration and support of the project.



Dr. Fidele Masengo delivering his opening remarks

In his remarks, Mr. Didier Sagashya, the Director General of Lands and Mapping Department at the RNRA said that the training is within the government framework of increasing capacity for DLOs and all other officials involved in the land-related issues at the local level to better manage the land resources. He announced that in the near future Sector Land Managers shall undergo a

similar training with the purpose of having each official involved in land issues at the local level better understanding the law governing land in Rwanda. He further thanked the LAND Project in particular and USAID/Rwanda in general for the continuous technical and financial support to RNRA and for the preparation of this training.



Eng. Didier Sagashya delivering his opening remarks

Capacity Assessment

The training started with administration of a pre-workshop assessment of three elements: 1) knowledge of the legal framework governing land, 2) knowledge of climate change and climate change adaptation, and 3) female self-efficiency (the last element administered to female participants only). Estimated to take about 15 minutes, completion of the assessment actually took much longer due mainly to the length of the questionnaire due the fact that that some participants were not fluent in English and required translation assistance to understand some questions. Going forward, the project should allot more time to the program to accommodate completion of the questionnaire (including administering it to participants upon arrival to allow some to get a head start while others arrive) and/or consider translating the questions into Kinyarwanda for easy comprehension.

Day 1: Presentations & Discussions

Due to delayed arrival of participants and the assessment taking longer than earlier anticipated, the first presentation for day one started at around 10:30am and ended at 1:40pm. Delivered by Dr. Masengo, the presentation entitled “Succession Law, GBV and Abunzi Organic Law” was followed by a very rich discussion by participants, especially on issues of succession.



Gakenke DLO discussing how to address a succession case

Later in the afternoon, Francois Ntaganda, Director of Land Administration at the RNRA, delivered a presentation on the Law Governing Land in Rwanda, the. His presentation focused on revisions to law governing land in Rwanda.

After the presentations, participants raised a number of issues they face in their day to day duties administering land in their respective districts.

Day 2: Presentations & Discussions

The second day commenced with three plenary presentations by participants on homework they were given the previous day related to material presented on day one

This was followed by a presentation on the key implementing regulations of the Land Law, the law governing the notary profession and the Expropriation Law. The training was delivered by Mr. Damascene Munyagaju, the Deputy Registrar of Land for the Northern Province.

This was followed by a presentation by Mr. Didier Sagashya on the proposed expropriation law that was under review by parliament at the time of the training. In this presentation he clarified the issues that are proposed to be changed from the previous expropriation law, including definition of terms such as “public interest,” revision of some items provided for on the list of acts of public interest, and introducing new competent authorities responsible for taking decisions on expropriation.

Mr. Sagashya also presented the legislation governing land use planning in Rwanda. In this presentation, he highlighted key proposals for effective land use planning and concluded with an exercise for participants on land use planning.

The afternoon session started with a presentation on climate change adaptation by training consultant Courtney Blodgett. Her presentation discussed what is meant by climate change and the effects of greenhouse gas (GHG) emissions. She discussed climate change adaptation activities taking place in Rwanda and the link between climate change and land use planning. This was followed by exercises that engaged groups of participants in examining land use projects planned in their districts, identifying potential climate change effects of those activities, assessing the actual and anticipated impacts from those changes, adaptive measures that could be employed to reduce the climate risks and negative impacts, and possible GHG mitigation alternatives. Groups arranged their work in a matrix format. See Figure 1.



Courtney Blodgett lecturing on climate change risks and adaptation

Representatives of each group then shared the outcomes of their discussions in plenary.

Figure 1: Group exercise matrix on assessing climate risks and corresponding adaptation and mitigation measures

Planned activity or infrastructure	1. Risks associated with challenges caused by the natural environment	2. Possible climatic changes which will affect the risk	3. Impact of climatic changes	4. Measures that can be taken to reduce risk	5. Activities to reduce GHG emissions
Hydropower plant (example)	Rainfall variation	Decreased rainfall amount, droughts, more occurrences of heavy rainfalls	Lower electricity production, increased erosion and siltation of waterways	Ensure back up power sources are available for health centers, develop diverse energy sources including solar and biogas	Hydropower is a clean energy source
Agriculture					
Livestock raising					
Imidugudu					
Road					



Rulindo District Land Officer presenting the group works.

Day 3: Presentations & Discussions

Day three began with a presentation of the Land Administration Information System (LAIS) by Patient Nshimiyimana, Database Administrator at the RNRA. LAIS is a database developed by the RNRA to record land registrations and land transactions. LAIS interacts with other institution's systems through the Web. For example it exchanges information with banks on mortgage registration and with National Identity Card to conduct identity card number verifications.

The presentation was followed by a practical session whereby all DLOs logged into the LAIS and navigated the database. Unfortunately, the practical session was cut short due to loss of connection with the LAIS server.

Training Evaluation & Post Test

Upon conclusion of the course, participants were given the post-training capacity assessments and the training evaluation forms to complete. Unfortunately, only three DLOs filled in these forms due to low turnout as well as the early departure of the fourth DLO. The outcome of the training evaluations from all four courses is reported in Section 4 of this report.

Closing Remarks

In his closing remarks, Dr. Masengo thanked the participants for having followed the training courses from the beginning to the end and for their valuable contributions to the training. He requested them to use the acquired knowledge from the training to make informed decisions and provide a better service to the citizenry.

3.3. Huye, Rubavu and Rwamagana training proceedings

This part of the report provides a summary of the proceedings of the training which took place in Huye, Rubavu and Rwamagana districts from September 17th to October 10th, 2014.

3.2.1 Training venues and attendance

The training in Huye District gathered invited District Land Office participants from Southern Province. The training in Rubavu District gathered DLOs and invited PLAs from Western Province, while the course in Rwamagana training assembled participants from district land offices in Eastern Province and in Kigali City. Annex 3 provides full details on each district's participation in the four training courses.

Compared to the Musanze training, these three courses were much better attended due to proactive measures taken by the LAND Project and RNRA to follow up with invited participants

in advance of the training.



Huye trainees

3.2.2. Introductory and Opening Remarks

Dr. Fidele Masengo and Mr. Francois Ntaganda delivered short introductory remarks for all three training courses, focusing mainly on the missions and the partnership between LAND Project and RNRA in DLO and PLA capacity building. They also stressed the importance of the training, its content and the expected results.

3.2.3 Training delivery

The trainers and format for Day 1 of the three trainings remained the same as the Musanze training.



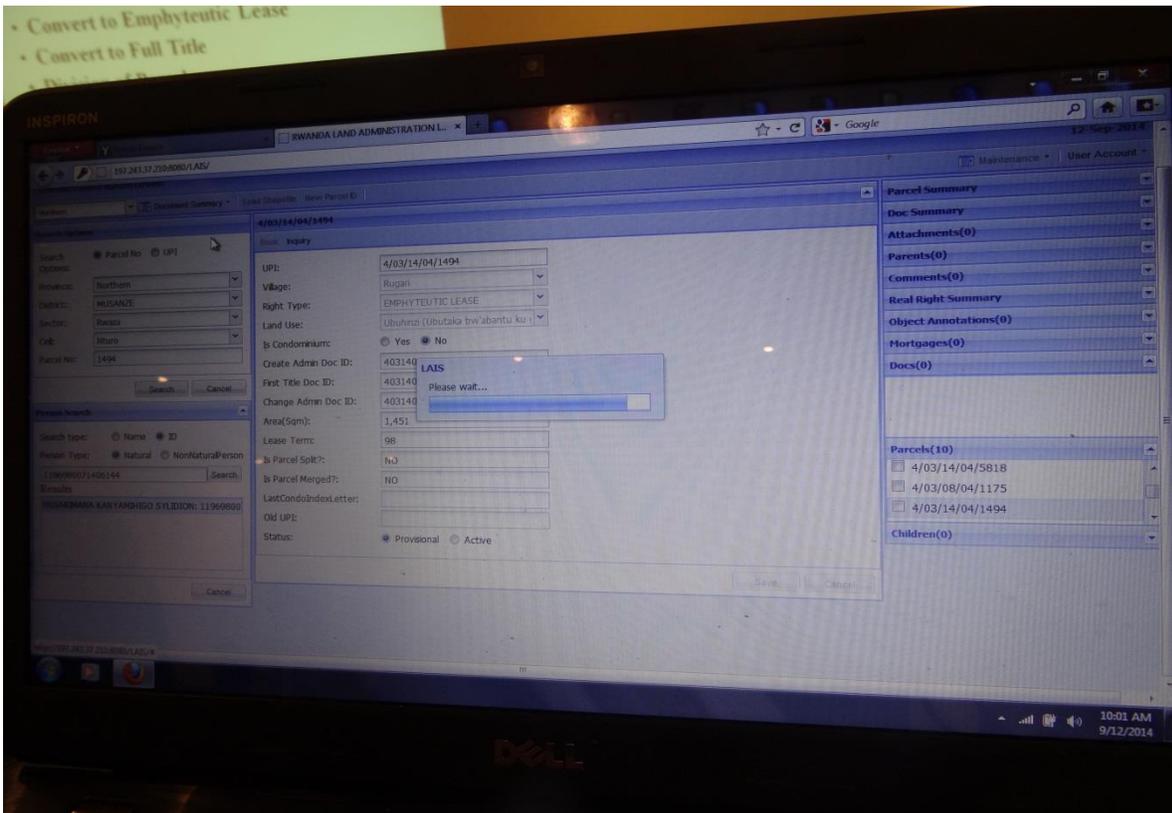
Francois Ntaganda lecturing in Huye

As planned at the outset of the trainings. Mr. Didier Sagashya took over from Ms. Courtney Blodgett to lead both components of the module on land use planning and climate change adaptation.

Day three of the training on LAIS had two trainers from RNRA. Good quality facilities were provided for in all training venues. However, due to weak internet connections, LAIS trainings in Rwamagana and Huye had to be conducted at the District Land Offices.



LAIS training in Rwamagana District Land Office IT room.



Practical session on LAIS in Rubavu

3.4. Overall proposed recommendations

During the training, some recommendations, including proposed changes in legislation, were provided as follows:

1. Remove all discrimination in accessing land property (including discriminatory measures on foreigners holding freehold land);
2. Allow the spouse of deceased persons to inherit a certain portion of the deceased's share of the property;
3. Provide DLOs with sample contracts and templates. They expressed that DLOs have limited capacity to prepare contracts in all official languages.
4. In case of change of ID due to loss of the registered ID number, that change brings inconsistencies in the event of transfer of land and LAIS.
5. Limiting certificates (birth, celibates) to 3 months validity causes inconsistencies in the event where the transfer process exceeds 3 months.
6. Require the matrimonial regime to be listed on marriage certificates. Currently, marriage certificates do not have matrimonial regimes indicated yet is critical to inform on whether land should be registered jointly to both spouses or may be registered separately.
7. Update land records in cases of partial expropriations. Land owners who have lost use rights to part of their plots in anticipation of installing future public goods (e.g. roads) are still being asked to pay annual taxes based on the original plot size.
8. Allow landowners to use land that has been designated for a public good if the project will not be implemented in the foreseeable future.
9. Protected areas have no land use limiting subdivision because subdivision is only limited for plots of land reserved for agriculture and animal resources. Need to address the issue of subdividing land where the owner has planted trees.
10. Enact and implement policies and programs (including awareness raising) that tackle men's exercise of coercive power over women in regard to land related decisions.

4. TRAINING EVALUATION

At the end of each training course, participants were given an opportunity to evaluate the trainers' competence, the training content, the training facilities, and the overall training program. Using a questionnaire, trainees were asked to evaluate on a scale of 1 to 5, one being poor and five being excellent, the different aspects of the training program and share their ideas on how subsequent similar workshops could be enriched. Results from participant feedback represented in this section will be used by the LAND Project to inform future land-related capacity building activities.

Of the 52 participants who were scheduled to take part in the trainings, only 44 participants (84.6%), of whom 30 were males and 14 females, were present. Nonetheless, 43 participants (29

males and 14 females) fully attended the trainings. The Musanze training had 3 males and 0 females; Huye had 9 males and 4 females; Rubavu had 6 males and 5 females, and Rwamagana had 11 males and 5 females. Out of the 43 trainees who participated fully in the training, 37 (86.04%) anonymously completed the questionnaires.

Both the trainers' competence and the training content were rated on average as "very good" (4.2 each) on a scale of one to five, while the overall program and facilities received average ratings of 3.9 each.

4.1. Evaluation of the training content

The majority of respondents ranked the relevancy of the training content to their professions very highly with a mean scores of 4.6 (see Figure 1). Both Musanze and Rwamagana participants ranked the relevancy of the content as excellent with 5.0 each (see Figure 2 and Figure 5). Appropriateness of the training content to one's individual professional needs was aggregatedly ranked second with a mean score of 4.2 while clarity and logical organization of the course, the content and the program flow each received scores averaging 4.1 (see Figure 1). The possibility of applying the learning received an average score of 4.0 (see Figure 1).

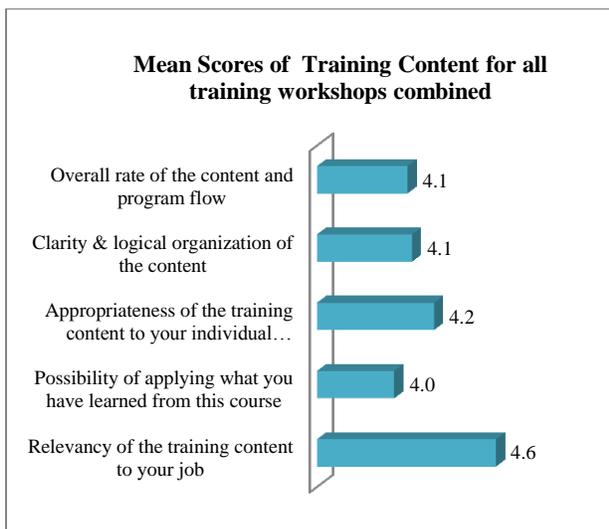


Figure 1: Training Content Rating (Aggregated)



Figure 2: Training Content Rating (Musanze)

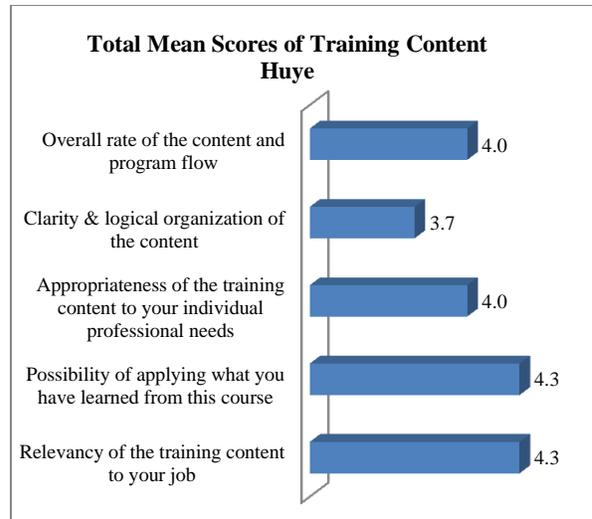


Figure 3: Training Content Rating (Huye)

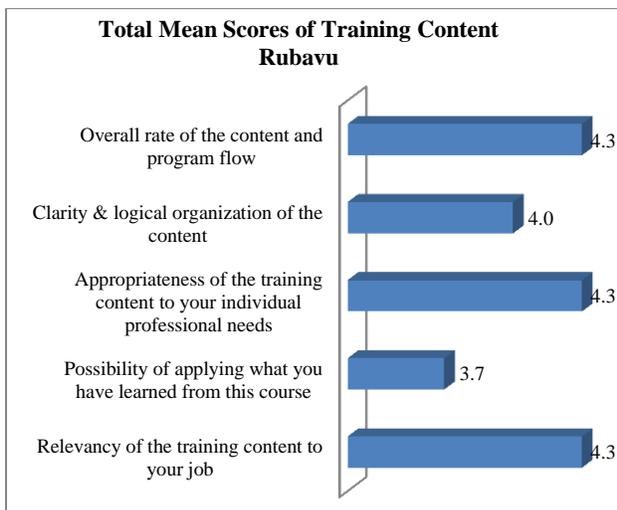


Figure 4: Training Content Rating (Rubavu)

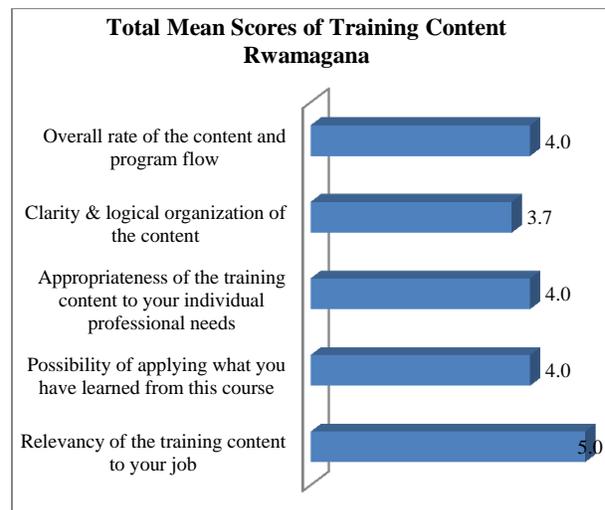


Figure 5: Training Content Rating (Rwamagana)

4.2. Evaluation of Trainers' Competence

Asked to rate the trainers' competence on a scale of 1 to 5, participants on average ranked very high (4.3) the trainers' approaches of clarifying the objective of the course, the trainers' level of interaction with trainees, and the trainers' abilities to listen and satisfactorily answer respondents' questions (see Figure 6). The trainers' activities/exercises to facilitate learning were likewise rated very high with the mean scores of 4.2. The overall ratings of the trainers' abilities and the trainers' capacities to use an appropriate pace in conducting the sessions scored the least with mean scores of 4.1 and 4.0, respectively (see Figure 6).

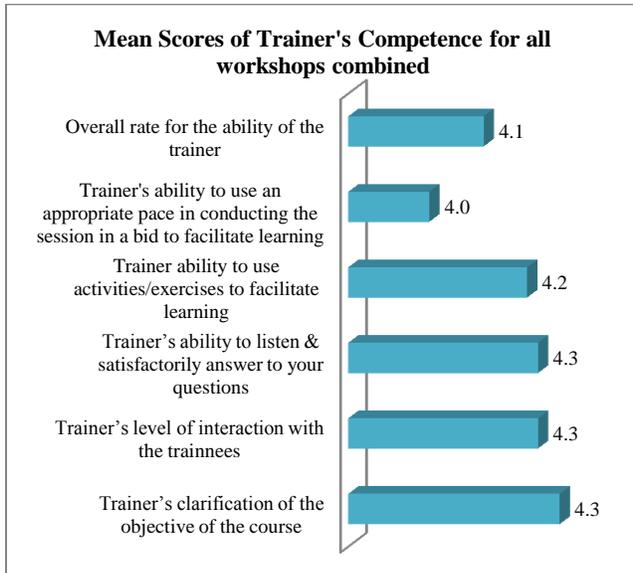


Figure 6: Trainer's Competence Rating (Aggregated)

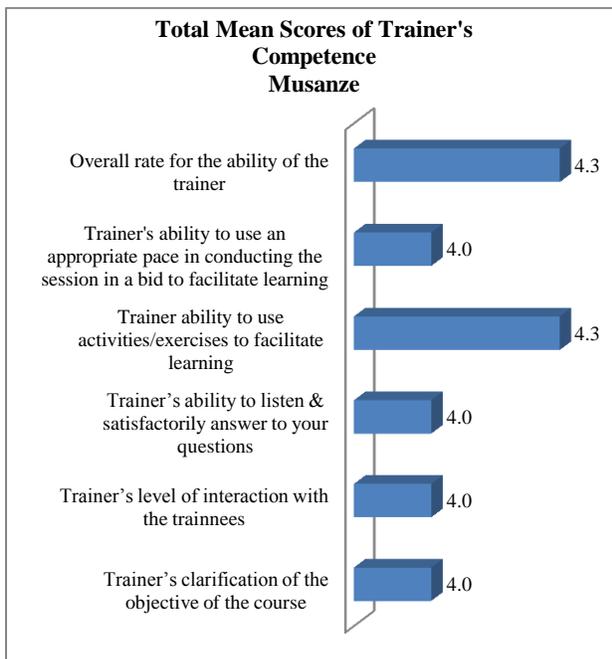


Figure 7: Trainer's Competence Rating (Musanze)

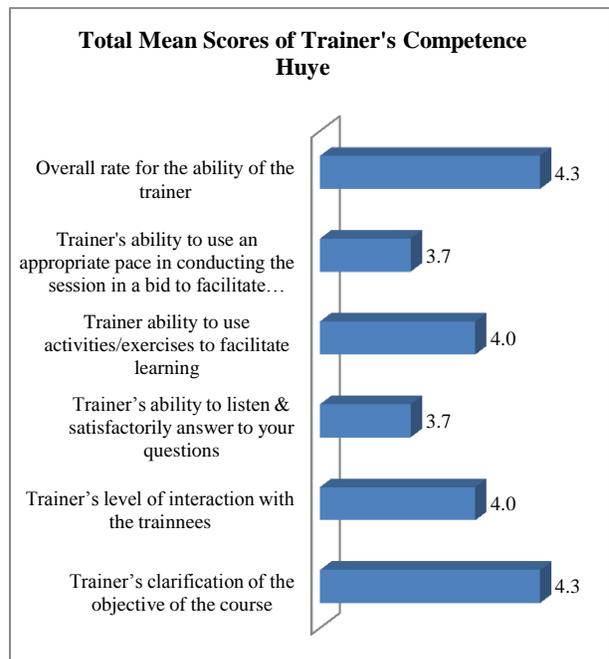


Figure 8: Trainer's Competence Rating (Huye)

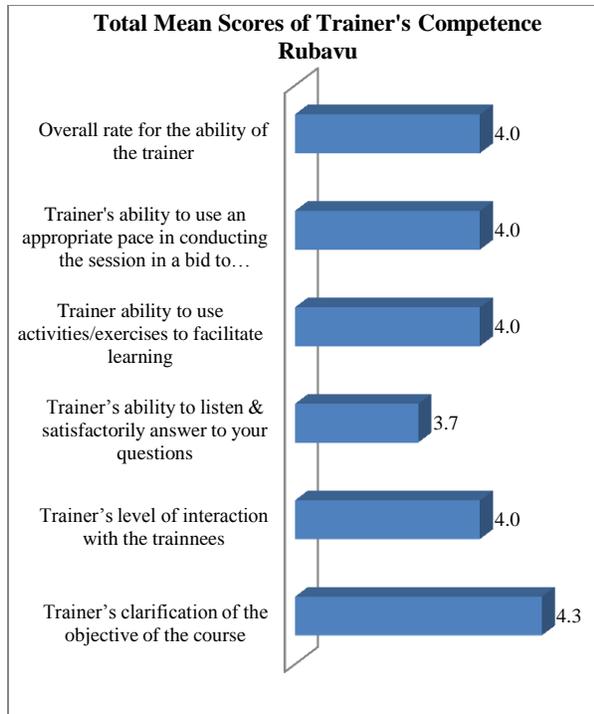


Figure 9: Trainer's Competence Rating (Rubavu)

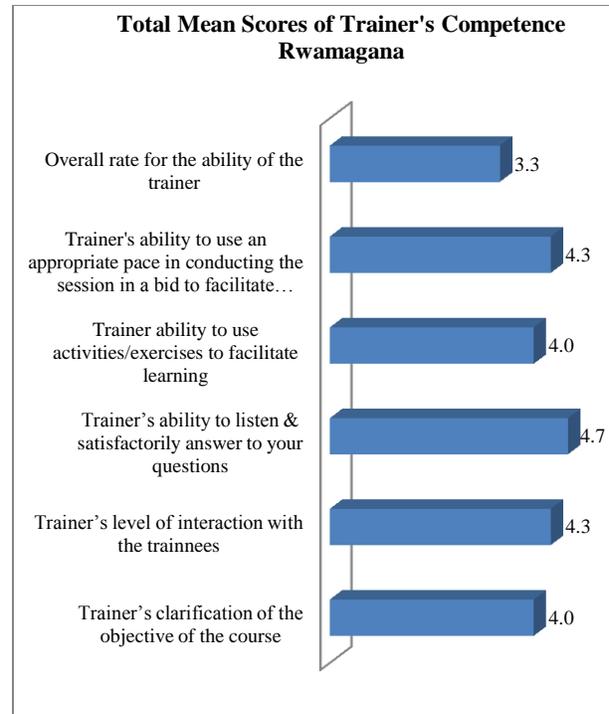


Figure 10: Trainer's Competence Rating (Rwamagana)

4.3. Evaluation of Training Overall Program & Facilities

Asked to rate the overall program and facilities on a scale of 1 to 5, the total mean scores of the comfort of training venue, management of time, handling of service breaks, and the overall rating of the sessions were each 4.0, showing that the majority of participants felt the workshop was reasonably well organized. The comfort of the training venue was rated especially high in Huye with a mean score of 4.7 (see Figure 13), but received the lowest rating in Rubavu with a mean score of 3.7 (see Figure 14). The use of technology to facilitate learning obtained the lowest total mean score of 3.7 (see Figure 11).

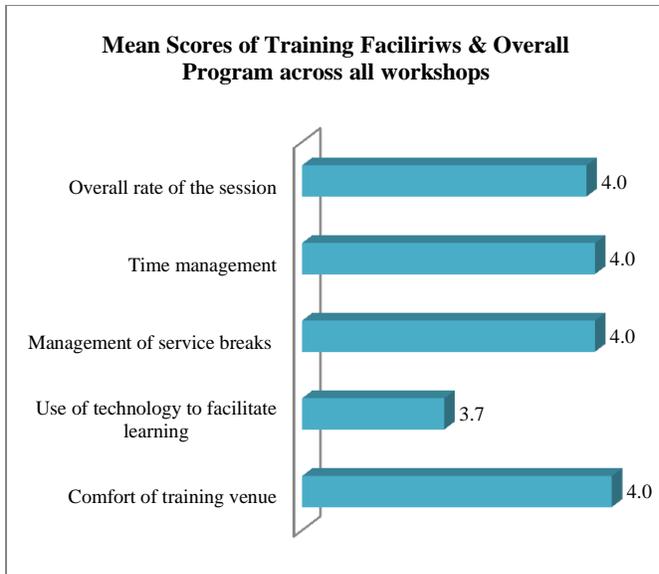


Figure 11: Trainer’s Overall Program & Facilities Rating (Aggregated)

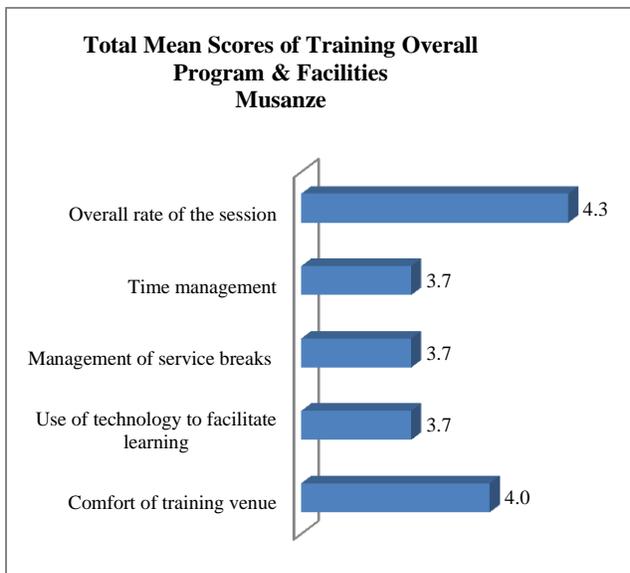


Figure 12: Training Overall Program & Facilities Rating (Musanze)

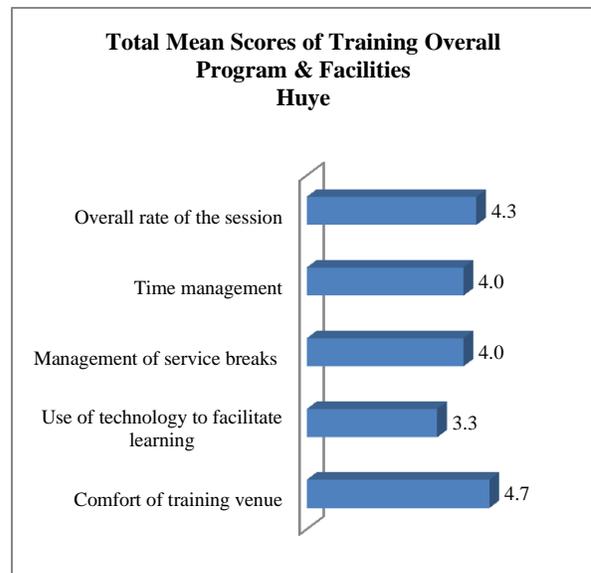


Figure 13: Training Overall Program & Facilities Rating (Huye)

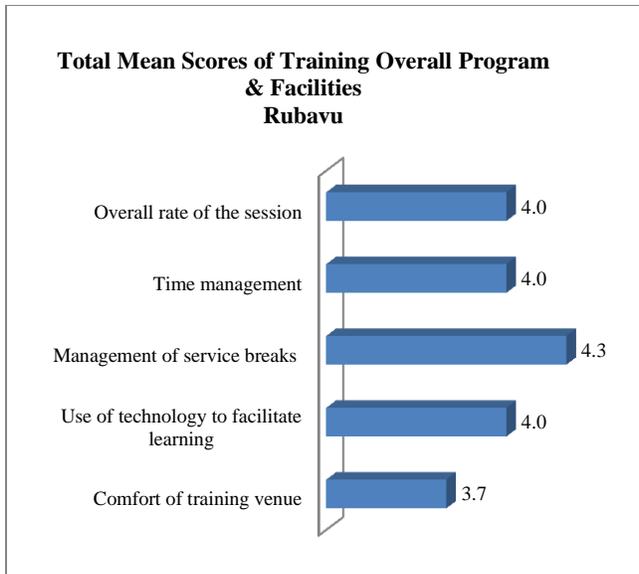


Figure 14: Training Overall Program & Facilities Rating (Rubavu)

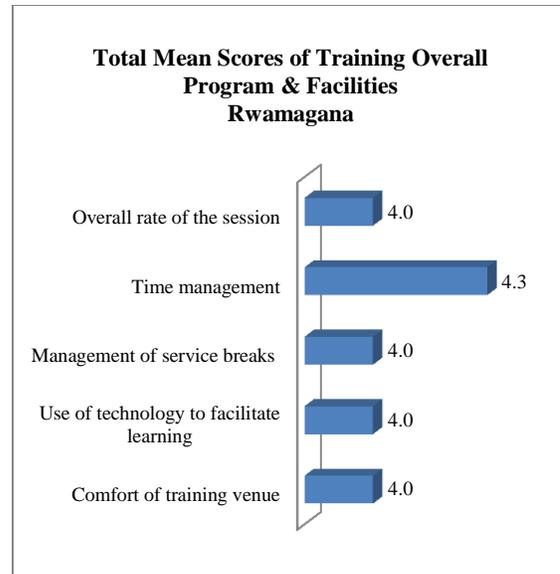


Figure 15: Training Overall Program & Facilities Rating (Rwamagana)

4.4. Aspects of the Training Most and Least Appreciated

Of the 34 participants who responded to this question, the majority of respondents (23) expressed having appreciated the training content and its relevancy to their professions. Eleven respondents enjoyed both participatory discussions and the small numbers of trainees, which allowed for lively interactions, experience sharing, and quick and easy learning. Two participants liked the way the training was prepared and organized.

Of the 19 respondents who expressed what they disliked about the training, 9 of them complained that the internet connectivity was very poor during the LAIS session. Eight of the 19 respondents to this question expressed that the workshop had many topics to grasp and was too short for them to fully learn everything. Three participants did not like the management of time and failure to respect the training agenda. Other respondents complained about the:

- poor training syllabus, which lacked full documentation of topics that were covered,
- ability to practically apply the learned material,
- fact that the capacity assessment questionnaire was only in English, and
- poor lodging facilities.

4.5. Suggestions for Improvements in Future Trainings

Asked about what could be improved in similar future trainings, 17 of the 30 respondents to the question wished that more time be allocated to the training with more practical examples tailored to the specific roles of land officers. These same respondents suggested that LAND Project reach out to sector land officers to learn about their duties in advance of delivering trainings to them. Nine trainees among the 30 participants who responded to this question felt the project should select workshop venues with fast internet connections in order to easily facilitate the learning of LAIS. Moreover, five respondents wished that subsequent trainings would include topics such as GIS data analysis, expropriation, and other laws governing land. Other participants recommended:

- awarding trainees certificates at the end of workshops, and
- using both English and French in the capacity assessment questionnaires.

5.0. CAPACITY ASSESSMENT RESULTS

As part of the Monitoring and Evaluation Plan, a capacity assessment questionnaire was developed and administered to participants of the Land Legal Framework workshop before and after delivery of the training in order to track both the number of individuals from civil society organizations, research institutions and Government of Rwanda institutions demonstrating increased capacity to impart quality land-related legal assistance and the number of institutions with improved capacity to address climate change issues as a result of USG assistance. The results show that **33 out of 43 individuals (22 males and 11 females)** who took both the pre and post-tests increased their knowledge on the legal framework governing land in Rwanda. Regarding the climate change knowledge assessment, **24 institutions out of 29 institutions** increased their capacity to address climate change issues at the closure of the workshop.



ANNEX 1: TRAINING SYLLABUS

TRAINING OF DISTRICT LAND OFFICERS AND PROFESSIONALS IN CHARGE OF LAND ADMINISTRATION ON LEGAL FRAMEWORK GOVERNING LAND

1. Course Description and objectives

This training has an overall objective of increasing the capacity of District Land Officers (DLOs) and Professionals in charge of Land Administration (PLA) to apply the new legal framework governing land in the land administration services they provide to the public. The course will highlight changes to the legal framework introduced by the 2013 Land Law and the law's corresponding implementing regulations. The course will also cover important elements of other legislation related to land tenure, land use and land disputes.

Given the broadness of the content, a particular attention will be given first to those elements of the legal framework that are considered essential for DLOs and their staff to be informed and effective service providers to the public (key provisions of the 1999 Law on Matrimonial Regimes, Liberalities and Succession; the 2010 Organic Law on Organization, Jurisdiction, Competence and Functioning of the Mediation Committee, the law governing notary profession in Rwanda and the current and proposed legislation on expropriation.

Secondly, the training will also focus on the roles and responsibilities of DLOs concerning land use planning and management. Emphasis will be placed on assessing climate change vulnerabilities and planning uses and measures that build in resilience. The training will increase their abilities to integrate climate change matters into land use planning practices.

Thirdly, the course will include a session to enable DLOs to become familiar with the Land Administration and Information System (LAIS) and engage in practical, hands-on exercises relevant to their daily work.

2. Goals and Objectives

The main objective of this training is to improve the understanding of DLOs on the current legal framework governing land in Rwanda and **increase their capacity in understanding and applying the land legislation and** therefore improve their ability to carry out their land administration duties with competence and efficiency. This training intends also to improve the trainees' ability to train others professionals involved in land administration and management at the Sector level. Using the material, the trainees will be able to train others land staff at the Sector level.

At the end of this training, District Land Officer and PLA trainees should be able to master the key provisions of the new land law and implementing regulations that correspond to the land administration duties vested in District Land Offices. Trainees will be expected to gain familiarity with important terminology embedded in the new land law and other legislation related to land, different rights and obligations attached to land, the different roles and responsibilities of institutions involved in land administration, and how District Land Offices and PLA should carry out the responsibilities assigned to them. Furthermore, they should be able to apply key land-related provisions of family law and be able to advise clients who bring disputes to them whether they need to seek resolution through the Abunzi or ordinary courts. The training will also offer an opportunity to learn about the changes in the legislation governing the notary profession in Rwanda given the important role of notaries in the registration of land transactions.

During the training, DLOs will also be taught on their roles and responsibilities concerning land use planning and management focusing on their abilities to integrate climate change matters into land use planning practices.

Last but not the least, DLOs and Professionals in charge of land administration will be also have time to deepen their familiarity with and practice using LAIS.

3. Organization and Methodology

The training will be initiated with a pre-training evaluation to assess the level of knowledge participants have about the subject matter. Ideally, this can be administered in advance of the course to enable the trainer to tailor the material according to the knowledge levels of the participants.

The course is organized in four sessions distributed across three days.

The **first session** covers:

- principles of land law and the extent to which they apply to the law on matrimonial

- regime, liberalities and succession on land issues;
- the jurisdiction of Abunzi in cases involving land; and
- Administrative decisions and penalties as they apply to cases involving land.

The **second session** will focus on the key implementations regulations of land law, key aspects on current and proposed expropriation law, and the legislation governing the notary profession.

The **third session** will cover the roles and responsibilities of DLOs concerning land use planning and management focusing on their abilities to integrate climate change matters into land use planning practices.

The **fourth session** will provide an overview of the LAIS, followed by practical exercises tailored to the different types of information that District Land Offices routinely have to obtain from and enter into the LAIS.

Each session is divided into two parts: **1) Lecture** that aim at giving the trainees knowledge on the most relevant legal provisions applicable to their work in land administration, followed by question and answer, and **2) working group exercises** that aim at building the ability of DLOs and professionals in charge of land administration to apply different provisions of law to their most common daily activities.

Lectures will be supported by Power Point presentations. Slides with only titles formulated as questions may be used if necessary. In this case, the trainer will then ask the trainees to answer the question on the slide before presenting the answers.

Working group exercises shall be based on problems that, although fictional, reflect common issues and cases confronted by DLOs and their staff. During the discussion, DLOs and PLA may wish to present actual cases they have encountered in order to seek advice on how they should be managed. While this is permissible, trainees will be encouraged not to disclose the identity and specific details on those cases to protect the privacy of parties involved. To deepen the instructive value of the discussion, the trainer may introduce more issues and complexity to the problems as discussions progress to allow the trainees to think more critically and apply more provisions of the land law and other relevant legislation.

Working in groups of 5 maximum, participants will be given the problem they need to solve. Each group will also be given a copy of:

- the new Land Law of 2013;
- The 1999 Law on Matrimonial Regimes, Liberalities and Succession and its draft

- law; and
- The 2010 Organic Law on Organization, Jurisdiction, Competence and Functioning of the Mediation Committee and its draft law.
 - Current and proposed expropriation law;
 - The current draft law governing notary profession as adopted by the Parliament.
 - All relevant and enacted implementing regulations of the Land Law of 2013.
 - Land Use Planning Law, Official Gazette, no 31 of 30 July 2012.

Additionally, each group will be given a sheet of paper on which to write their answers. Each group will work to identify the key issues embedded in the problem, identify the applicable law that can help resolve these, and propose the solution(s) to the particular case.

During the working group session, the trainers will walk around the room, talking to each group and clarifying any questions they may have. After the work in group, the working groups will then convene in plenary and each will present their approach and solutions to the problems posed to their fellow trainees. Their peers will then have an opportunity to ask questions and critique their work, after which the trainer will assess the group's work and provide any needed guidance.

The course will conclude with administering a post-training evaluation containing the same questions as the pre-training evaluation in order to assess what was learned.

4. Other useful information about the training

- **Dates of Training:** Beginning and end **September 2014 (exact dates TBD by RNRA).**
- **Organization and venues:** The three-day training is organized in 4 different locations as follows:
 - 1) **Musanze:** DLOs and PLAs from North Province and Kigali. **September 10-12th, 2014. Venue: FARAHA Hotel**
 - 2) **Huye:** DLOs and PLAs from South Province. **September 23-25th, 2014. Venue: BONI CONCILII HOTEL**
 - 3) **Rubavu:** DLOs and PLAs from West Province. **October 1-3th, 2014. Venue: Nyiramacibiri Diane Fossey Hotel**
 - 4) **Rwamagana:** DLOs and PLAs from East Province: **October 8th-10th, 2014. Venue: DEREVA Hotel**

- **Trainers:** Dr. Fidele Masengo, DCOP LAND Project; Francois Ntaganda, Director of Land Administration, RNRA (**the two of them to train on land and land related laws**); Eng. Didier Sagashya DDG, Lambert Urayenzeza at RNRA and Courtney Blodgett (**trainer on Land Use Planning, Global Climate Change and Adaptation**), and LAIS experts Theophile Ndegeya, Patient Bizimana (RNRA). Given their role in DLOs and PLA daily activity, the Deputy Registrars in Province may also attend sessions but not as trainers.
- **Budget:** LAND Project will cover trainee transport, accommodation at the training site or designated guest house/hotel, and a per diem to cover dinner and incidentals. LAND Project will provide accommodation and per diem for co-trainers Fidele Masengo, Francois Ntaganda, Eng Didier Sagashya, Theophile Ndegeya, Patient Bizimana and Lambert Urayenzeza. The Project will also cover the cost of the training venue, tea breaks and lunch, flip charts and markers, and printing training materials. The Project will avail its LCD projector, or otherwise cover the cost of renting one. The Project will also cover the fees for the Consultant to train on GCC and adaptation.

5. Detailed schedule

Day 1

8:00-8h:30: Registration and coffee

8:30:-10:30: Lecture/pp on the new land law, link with Succession law and Abunzi Organic Land law. (Dr. Fidele Masengo and Francois Ntaganda)

10:30-10:45: Coffee break

10:45- 12:00: Lecture/pp on the new land law and discussion questions

12:00-1:00: Lunch

1:00-3:00: Working groups on problems

3:00-3:30: Coffee break

3:30-4:30: Presentations on working groups

4:30-5:30: Discussions on presentations and lessons learned

DAY 2

8:00-10: 00: Lecture/pp on key implementations regulations of land law and Notary Profession governing legislation and expropriation law (Dr. Fidele Masengo and Francois Ntaganda)

10:00- 10:30: Coffee break

10:30-11:30: Working group

11:30-12:00: Presentation on working groups

12:00- 1:00: Lunch

1:00:3:00: **Lecture/pp on Land Use Planning governing legislation and principles for applying a climate change adaptation lens to planning (Eng Didier Sagashya and Courtney Blodgett).**

3:00-3:30: Coffee break

3:30-4:30: Presentations on working groups

4:30-5:30: Discussions on presentations and lessons learned

DAY 3

8:00-10: 00: Lecture/pp on LAIS (Theophile Ndegeya)

10:00- 10:30: Coffee break

10:30-1:00: Practice on LAIS

1:00-1:30: Post training evaluation

1:30: Closing and lunch

ANNEX 2: TRAINING NEEDS ASSESSMENT REPORT

NEEDS ASSESSMENT REPORT: TRAINING OF DISTRICT LAND OFFICERS AND PROFESSIONALS IN CHARGE OF LAND ADMINISTRATION ON LEGAL FRAMEWORK GOVERNING LAND

A. Introduction

An assessment commissioned by RNRA in 2010 showed¹ that District Land Officers are still facing capacity building challenges. Since the period of that assessment, several trainings have been conducted to build capacity of DLOs and other land staff. Some sessions are viewed as merely basic training skills in the land domain rather than being really specialized to the work of DLOs. From our consultations with a number of DLOs and their supervisors, it's clear that DLOs still need more training to effectively perform their duties. In response to the current needs, Rwanda Natural Resources Authority, with the support from USAID LAND Project, is determined to strengthen the DLOs by organizing a training on the legal framework governing land.

B. Necessity of the Training of DLOs and PLAs on Legal Framework Governing Land

1. Laws, regulations and procedures capacity gaps observed

From our communications with DLOs, PLAs and their supervisors, legal issues observed in their daily work deal mostly with the application of the 2013 land law. There is a need for a training that will highlight the changes brought by this new legislation and all its implementing measures. Also, DLOs and PLAs deal with issues relating to land-succession, land expropriation and multiple issues over-land contracts (mortgage, sale, etc.). They also receive disputing parties who need to be advised on the proper conflict resolution organ and procedures.

2. Issues related to Land use plan and Global climate change adaptation

During our discussions with DLOs and PLAs' supervisors, we were informed that the land use planning and land management still have some issues that need appropriate responses to be addressed through a DLOs and PLAs training. It was reported to us that skills on DLOs' roles and responsibilities concerning land use planning and management are really needed. These skills include notably Urban and physical planning, interpretation and implementation of Master plan, and settlement planning are really needed. An emphasis on DLOs abilities to integrate climate change matters into land use planning practices is highly recommended. Hence, an introductory training to DLOs and PLAs on how to approach land use planning with a climate change adaptation lens is very crucial to meet their needs.

¹ Jules S. MAKUZA, Final Report on Review of Training Needs Assessment and Capacity building plan of NLC, May 2011, p.11-24.

3. Issues regarding the practice of Land Administration and Information System (LAIS)

Training needs have also been expressed in the field of Land Administration and Information system. The system is very critical in collection, sharing and maintenance of all existing data as well as documenting the whole process of land transactions. Despite several trainings organized these past years on the matter, DLOs and PLAs interviewed confirmed that they still need more practice sessions. This was also confirmed by their supervisors. During our discussions with RNRA officials, it appears that this particular domain needs to be strengthened by reinforcing the LAIS practice in order to fill the existing gaps.

C. Training objectives and content

This training has an overall objective of increasing the capacity of District Land Officers (DLOs) and Professionals in charge of Land Administration (PLA) to apply the new legal framework governing land in the land administration services they provide to the public. The course will highlight changes to the legal framework introduced by the 2013 Land Law and the law's corresponding implementing regulations. The course will also cover important elements of other legislation related to land tenure, land use and land disputes. The training will also be incorporating climate change adaptation approaches into land use planning processes and to develop corresponding training material.

D. Content of the training

Given the broadness of these issues, a particular attention will be given to key provisions of the 1999 Law on Matrimonial Regimes, Liberalities and Succession; the 2010 Organic Law on Organization, Jurisdiction, Competence and Functioning of the Mediation Committee, the law governing notary profession in Rwanda and the current and proposed legislation on expropriation.

The training will also focus on the roles and responsibilities of DLOs concerning land use planning and management. Emphasis will be placed on assessing climate change vulnerabilities and planning uses and measures that build in resilience. An important component of the training will focus on increasing the DLOs abilities to integrate climate change matters into land use planning practices.

In order to address the weaknesses observed in the practice of LAIS, the training will include a session to enable DLOs to become familiar with the Land Administration and Information System (LAIS) and engage in practical, hands-on exercises relevant to their daily work.

E. Methodology of the training

In order to have a successful result of the training, a curriculum that fits the needs of the participants will be developed. The training delivery will take into consideration the fact that the participants are all adult. Thus, experiential learning cycle will be the system of the training. That is why participative presentations and discussions will be married with simulation fictive cases.

The materials which fit the training curriculum and method will be prepared and multiplied beforehand. The materials will include at least facilitator guides, hand-outs, PowerPoint presentations, and draft fictive cases of common scenarios DLOs may face to form the basis of practical working group exercises.

To ensure the quality and punctuality of the training, a training coordinator will collaborate with the trainers and monitor/supervise every step of the training from its preparation part up to its reporting parts.

Just after the training, an evaluation will be made in order to know if the expected result will have been attained.

F. Expected Outcome of the Training

The training will be successful if the following results are obtained after the training:

- Trainees master key provisions of the new land law and implementing regulations that correspond to the land administration duties vested in District Land Offices;
- Trainees gain familiarity with important terminology embedded in the new land law and other legislation related to land, different rights and obligations attached to land, the different roles and responsibilities of institutions involved in land administration, and how District Land Offices and PLA should carry out the responsibilities assigned to them.
- Trainees are able to apply key land-related provisions of family law and are able to advise clients who bring disputes to them whether they need to seek resolution through the Abunzi or ordinary courts.
- Trainees to know about the changes in the legislation governing the notary profession in Rwanda.
- Trainees to master their roles and responsibilities concerning land use planning and management focusing on their abilities to integrate climate change matters into land use planning practices.
- Trainees master their familiarity with LAIS and effectively use it.

G. Assessment Method Used

To know the needs and expectations of targeted participants, desk review was done, phone calls with few DLOs were conducted and discussions with DLOs and PLAs supervisors were done.

During the phone calls and the discussions several questions were asked including:

- DLOs and PLAs abilities to comply with the existing policies and legislation and provide useful information to their clients;
- DLOs abilities to Interpret maps, plans and integrate climate change matters into land use planning practices;
- DLOs and PLAs to process applications
- DLOs abilities to perform the community planning process and their abilities to monitor approved activities;
- Their familiarity and level of practical knowledge of LAIS and
- Areas of recommended trainings.

ANNEX 3: ATTENDANCE LIST

ATTENDANCE					
Land law Training: Musanze					
S.No	Name	District	Position	Contact	Fully Attended the Training
1	Ir. Felicien Niyoniringiye	Rulindo	Land Officer	0788493929	Yes
2	Sylidion, K. Dusabimana	Burera	Land Officer	0788662724	Yes
3	Niyibizi Innocent	Gakenke	Land Officer	0788545483	Yes
4	Sebasore Javan	Musanze	Land Officer	jsebasore@yahoo.fr	NO
Land law Training: Huye					
5	Ingabire Anne-Marie	Muhanga	Land Officer	annyre42@yahoo.com	Yes
6	Ngayabahiga Sylvere	Gisagara	LS& GIS	sylvones02@yahoo.fr	Yes
7	Iraguha Faustin	Kamonyi	Land Office Receptionist	irastinho@gmail.com	Yes
8	Munyankindi N. Christian	Ruhango	Land Officer	0788418758	Yes
9	Muhirwa Obed	Nyamagabe	Land Officer	0788401235	Yes
10	Kamaliza Triphine	Nyaruguru	LS& GIS	0788552503	Yes
11	Kayonga Roger	Nyaruguru	CS& UP	0788548331	Yes
12	Turikumwe Jean Maurice	Nyamagabe	Land Surveyor	0788842409	Yes
13	Twahirwa Prosper	Muhanga	Land Office Receptionist	0788526798	Yes
14	Musafiri Jean Piere	Gisagara	Land Officer	0788440182	Yes
15	Byiringiro Samuel	Nyanza	Land Bureau Technician	0788846556	Yes
16	Uwumuremyi M. Claire	Nyanza	Land Officer	0788462811	Yes
17	Muhongayire Jacqueline	Huye	Land Officer	0788610043	Yes
Land law Training: Rubavu					
18	Kabagema Roger	Ngororero	Land Officer	0788295812	Yes

19	Ingabire Speciose Ngamije	Ngororero	Land Administrator	0788912732	Yes
20	Mukarubuga Gentille	Rubavu	Land Administrator	0788817401	Yes
21	Gatete Donatien	Rusizi	Survey & GIS	0788758414	Yes
22	Murekeyisoni Prisca	Rusizi	Land Officer	0788434330	Yes
23	Ndayisenga Jean Baptiste	Rutsiro	Agronomist	0784153788	Yes
24	Nkundineza Juvenal	Nyamasheke	Community Settlement and land Use Planner	0788888123	Yes
25	Ngezaoguhora Ladislas	Rutsiro	LS & GIS	0788548361	Yes
26	Nyirashyirambere Jeannette	Karongi	LS & GIS	0788468706	Yes
27	Ndayambaje Willium	Nyabihu	Land Officer	0788849855	Yes
28	Mukeshimana Charlotte	Nyabihu	Community Settlement and land Use Planner	0788730179	Yes
Land law Training: Rwamagana					
29	Munyentarama Emmanuel	Kicukiro	Land Administration Officer	0788655949	Yes
30	Sengindagiwo Fabrice	Gasabo	LAIS processor	0788535224	Yes
31	Hazabumuhanga Erneste	Kayonza	Land Administration Officer	0788616994	Yes
32	Hakizimana Alphonse	Gasabo	Land Officer	0788492103	Yes
33	Nsanzuwera G. Micheal	Ngoma	Land Officer	0788351299	Yes
34	Rubangutsangabo A	Rwamagana	Land Officer	0788767091	Yes
35	Rubibi Thierry	Kirehe	Land Officer	0788800830	Yes
36	Potel Jossam	Kayonza	Land Officer	0788626576	Yes
37	Mukakamanzi Alphonsine	Rwamagana	Land Administration Officer	0788547904	Yes
38	Muyoboke Jaqueline	Nyarugenge	Land Administration Officer	0788537544	Yes
39	Kaberuka Casmir	Kirehe	Land Officer	0788482945	Yes
40	Mugisha D. Livingstone	Nyagatare	Land Officer	0788440153	Yes
41	Ingabire Niwe Emelyne	Kicukiro	Urban Planner	0788535067	Yes
42	Sebatware M. Ruben	Bugesera	Land Officer	0788751067	Yes
43	Munezero Jeannine	Gatsibo	Land Officer	0783185074	Yes
44	Mukanyandwi Chantal	Gatsibo	Sector Land Manager	0788855988	Yes

ANNEX 5: TRAINING EVALUATION MATERIALS

EVALUATION FORM FOR THE TRAINING ON LEGAL FRAMEWORK GOVERNING LAND IN RWANDA

SEPTEMBER 10 – OCTOBER 10, 2014

MUSANZE, HUYE, RUBAVU, RWAMAGANA

The purpose of this evaluation is to acquire immediate feedback on the extent you have appreciated the trainers' ability, the training content, the mode of delivery and facilities we have mobilized for this training. The information you share with us shall exclusively be used to better shape our future training programs to the needs of our trainees. Your sincere feedback is much appreciated and we thank you for taking a few minutes filling this form.

Please rate the following on a scale of 1 – 5: (1) poor, (2) fair, (3) good, (4) very good and (5) excellent.

No		Rank (1-5)
	Trainer	
1	Trainer's clarification of the objective of the course	
2	Trainer's level of interaction with the trainees	
3	Trainer's ability to listen & satisfactorily answer to your questions	
4	Trainer ability to use activities/exercises to facilitate learning	
5	Trainer's ability to use an appropriate pace in conducting the session in a bid to facilitate learning	
6	Overall rate for the ability of the trainer	
	Content	
7	Relevancy of the training content to your job	
8	Possibility of applying what you have learned from this course	
9	Appropriateness of the training content to your individual professional needs	
10	Clarity & logical organization of the content	
11	Overall rate of the content and program flow	
	Over all program and facilities	
12	Comfort of training venue	
13	Use of technology to facilitate learning	
14	Management of service breaks	
15	Time management	
16	Overall rate of the session	

17. In your opinion, what have you liked most about this training? Please explain?

A large, empty rectangular box with a black border, intended for a written response.

18. What did you not like about the training? Please explain?

A large, empty rectangular box with a black border, intended for a written response.

19. What do you suggest can be done to improve future training?

A large, empty rectangular box with a black border, intended for a written response.

Thank you very much for your contribution!

ANNEX 6: CAPACITY ASSESSMENT QUESTIONNAIRES

Please take a few minutes of your time to fill this questionnaire. By doing so, you will have provided useful information to the Land Project Management regarding your knowledge on existing land laws in Rwanda, climate change adaptation and land use planning and women will in addition share own perceptions on own ability to achieve in life (self-efficacy). The information you provide will be confidential and shall be used only for project related purposes.

The questionnaire is divided into three sections. Section one assesses trainees understanding of the Legal Framework Governing Land in Rwanda. Section two assess trainees knowledge of the climate change adaptation and land use planning. Section three is a gender efficacy measure and that is exclusively to be filled by women. **Note:** This is not an exam, it is just a quiz, please do not spend a lot of time, just fill out what you know and leave what you do not know or remember.

Please indicate by filling or ticking in the provided space/box.

1. Name:.....
.....
2. Sector, District &
Province:.....
3. Institution &
Position:.....
4. Sex Male Female
5. Age 29 Years 30 Years above
6. Level of Education
 Bachelor's Degree Master's Degree

SECTION I: KNOWLEDGE ASSESSMENT: LEGAL FRAMEWORK GOVERNING LAND

A. Multiple Choice (*circle all that apply*)

1. Property law
 - a. Governs the criminal conduct of individuals
 - b. Governs the relationship between states

- c. Regulates the activities of NGOs
 - d. Governs the various forms of rights and interest in both land and personal possessions
- 2. Disputes relating to land are handled by:
 - a. The police service
 - b. The prison service
 - c. The courts and Abunzi
 - d. Gacaca
- 3. The most common form of land holding in Rwanda is
 - a. Freehold
 - b. Easement
 - c. Emphyteutic Lease
 - d. Escheat
- 4. The primary difference between freehold and leasehold estates is that
 - a. the number of rights is greater with leasehold estates.
 - b. leasehold estates involve property which have no liens.
 - c. a freehold interest is permanent and incurs no fees.
 - d. a freehold estate can only be possessory.
- 5. Sub-leasing of land must be registered if it is for:
 - a. 1 year or more
 - b. 2 years or more
 - c. 5 years or more
 - d. 10 years or more
 - e. never, it is optional
- 6. According to the law land cannot be subdivided and registered if it results in a parcel of land that is below:
 - a. 5 has
 - b. 2 has
 - c. 1 ha
 - d. 0.5 ha
- 7. Which of the following is NOT classified as state land:
 - a. Lakes and rivers
 - b. Pastures for animals
 - c. Land occupied by springs and wells
 - d. Swamps
 - e. Roads
- 8. A _____ is a legal document used to transfer ownership rights to real estate from one party to another.
 - a. plot
 - b. lease
 - c. sales contract
 - d. deed
- 9. Which of the following elements are not required for a deed to be valid?
 - a. Names of the parties to the transfer

- b. Signature of the grantee
 - c. Signature of the grantor
 - d. Specification of the physical and legal interests conveyed
10. According to the 2013 Land Law, which is NOT a valid servitude:
- a. Passage by a neighbor to his/her parcel when there is no other access
 - b. Water flowing naturally through the land
 - c. Passage by people to access water from a naturally-occurring well
 - d. Passage by livestock to reach grass pastures
11. Land considered to be properly exploited must not be under fallow for more than:
- a. 10 years
 - b. 5 years
 - c. 3 years
 - d. 1 year
12. Land can be requisitioned by the state for how much time?
- a. 6 months
 - b. 1 year
 - c. 2 years
 - d. 3 years
13. Under which circumstances are you obligated to update registration of the land certificate?
- a. Sale/purchase
 - b. Umunani or other permanent gifts of one's land
 - c. Inheritance
 - d. Mortgage of the land
 - e. All of the above.
14. If a couple married under community of property divorce, what portion of their land is the wife entitled to receive as part of the settlement?
- a. 20%
 - b. 50%
 - c. 35%
 - d. 0% (none)
15. Under what circumstances must one seek their spouse's written consent to transfer land?
- a. When you own the land together
 - b. In the case of a land sale only – not other types of transfers like gifts or mortgages.
 - c. When the spouse has invested their own money in the land
 - d. When you and your spouse have children together.

B. Open-ended Questions (*Fill in the provided space*)

16. How many days of formal written notification must be given before land can be requisitioned?.....
17. Where can the owner of land that has been requisitioned bring an appeal?

18. Abunzi have competence to mediate land disputes up to what monetary value?
Rwf.....

19. Where do you go to register land?

20. Expropriation of individual land by the State is allowed only when

21. Registered right holders of expropriated land are entitled to

22. Name the three matrimonial regimes for property:
1).....2)
3).....

23. What are the inheritance rights of daughters as compared to sons of the deceased?

24. What are the inheritance rights of children when their parents are not married in a civil union?

25. Place a number next to each line to indicate the order of inheritance of a deceased's estate:
Brother of the deceased
Parents of the deceased
Wife of the deceased
Children of the deceased

C. Case Study Essay

Janvier Gisore and Charles Gakuru come into your offices. Janvier Gisore has bought a piece of land sold by Charles Gakuru and they have come to register the land transaction. Charles Gakuru claims to have a full right to sell that property that belonged to his deceased father Emile Nzabamwita who died on 5th

July 2007. Emile Nzabamwita had a daughter, Mss Josephine Uwimana who also died on 2nd January 2011. Josephine Uwimana was married to Claudien Nsanzurwanda. Her two daughters Angelique Igihozo and Marthe Uwase are now married. The only document that Charles Gakuru has to prove that he is the owner of the land that belonged to his father is the death certificate of his deceased father. Janvier Gisore is married with Nathalie Mbonabucya who is not part in the transaction

26. What are the applicable provisions of the law about which you should refer when assessing the registration of this land transaction?

27. Basing on the only documentation mentioned in the casus, state the arguments supporting your decision to reject the transaction registration.

28. Would circumstances be different if Charles Gakuru was the only child of his deceased father? If yes, state the reasons.

29. In that case, what documentation would you require to each party before registering the transaction?

30. When assessing the situation, you are informed by Nathalie Mbonabucya that she lives in a de facto marriage with Janvier Gisore since 1995 up to now. Does she have the right to be jointly registered on the title of the property? If no, state the reasons. If yes, which legal (s) provision (s) would you base on?

SECTION II: KNOWLEDGE ASSESSMENT: CLIMATE ADAPTATION (*Circle all that apply*).

31. Climate change is caused by:
- Natural occurring changes
 - Human activities
 - A mix of natural and human causes
 - It is not occurring.
32. The temperature today is a measure of:
- Weather
 - Climate
 - The amount of rain.
33. Greenhouse gas emissions come from:
- Petrol use
 - Deforestation
 - Cows releasing methane gas
34. Climate change may cause in Rwanda:
- More floods
 - An ice age
 - Sea level rise
 - More droughts
35. Malaria occurrence may increase in Rwanda due to climate change:
- True
 - False.
36. A climate adaptation activity can be:
- Terracing

- b. Agroforestry
 - c. Changing planting times
 - d. Using diesel generators.
37. Observing changes in the rainy season so that adaptation activities can be developed is:
- a. Important
 - b. Somewhat important
 - c. Unimportant
38. Climate change is relevant to land planning:
- a. Yes
 - b. No
 - c. Maybe.
39. If climate change is relevant to land planning, the best time to think about it is:
- a. When natural disasters happen
 - b. When doing risk assessments
 - c. When REMA tells us to consider it.
40. Wetlands play an important role in mitigating climate risk:
- a. Yes
 - b. No.

SECTION III: GENERAL SELF-EFFICACY SURVEY

This section of the questionnaire is TO BE COMPLETED BY FEMALE PARTICIPANTS ONLY. The purpose of this section is to assess the extent LAND Project interventions are contributing to the empowerment of women in Rwanda. By answering these few questions, we will get an understanding of the extent you believe in your capacity as a woman to produce actions that are necessary for achieving desired outcomes/attainments in your life. Your sincere feedback is much appreciated.

Please indicate the extent you agree with each item below, using the following scale: 1= Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree

No	Items	Score (1- 5)
1	I believe I have the necessary knowledge and skills to perform my job well.	
2	I regularly feel I lack the knowledge, skills or experience to perform my job well. (r)	
3	I feel rewarded and self-confident in my job	
4	I feel diminished or unfairly treated in my job. (r)	
6	I am strong enough to overcome life's struggles.	
7	At root, I am a weak person. (r)	
8	I can handle the situations that life brings.	
9	I usually feel that I am an unsuccessful person. (r)	

10	I often feel that there is nothing that I can do well. (r)	
11	I feel competent to deal effectively with the real world.	
12	I often feel like a failure. (r)	
13	I usually feel I can handle the typical problems that come up in life.	

41. Do you think this training might increase your professional or personal effectiveness or self-confidence? If yes, how? If not, why?