



IER NEWSLETTER



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Foreword

Dear Esteemed Reader,
It is my profound honour to welcome you to read our latest edition of IER Newsletter. As Rwanda and indeed the profession of Engineering in the country emerge from the devastating consequences of the COVID-19 pandemic, it's important that we continue to harness the spirit of resilience, a sense of professionalism and responsibility, as well as the ever-growing opportunities that come with the ongoing national recovery effort.

While the pandemic may have derailed our plans in many ways, the Institution still managed to carry out some of its key activities in 2021 nonetheless.

I will try to enumerate some of the key milestones achieved over the past two years.

I am pleased to report that provisional financial projections for the period ended November 2021 indicate total revenue amounting to Rwf268.2 million, compared to Rwf135 million recorded over the same period in 2020.

To successfully implement IER's 5-year strategic plan (2018-2023), it's imperative that we establish strong partnerships with our esteemed local and international partners to enhance efforts to mobilise additional funding (donations and grants) needed to facilitate implementation of our key objectives.

To help achieve this, we developed a comprehensive resource mobilisation strategy, which details the short-, medium-, and long-term actions and applications for funding have since been submitted to an array of potential funders.

The Institution, despite restrictions occasioned by the pandemic, continued with its sensitisation activities to spur membership growth, and I am happy to report that that growth continued on the upward trend.

For instance, the awareness campaigns continued leading to membership growth of 18 percent (442), from 1,915 in the year 2020 up to 2,357 at the end of 2021.

These include Professional Engineers, Graduate Engineers, Professional Technologists, Graduate Technologists, and Technicians.

Elsewhere, we've managed to register notable milestones, including in ensuring IER's relevance and contribution to the socioeconomic transformation of Rwanda.

IER continued active engagement and advocacy with other key stakeholders such as the Higher Learning Institutions as well as Higher Education Council to ensure our active involvement in national curriculum development and accreditation for engineering related disciplines.

We also initiated consultative meetings with relevant policymakers and various stakeholders aimed at discussing and resolving key issues facing the engineering profession, and this led to a decision to review the existing legal and regulatory framework.

In terms of human capital development, the Secretariat continued to improve staff welfare with the rolling out of a medical insurance cover, while we've also focused on building institutional systems and stabilising service delivery by initiating online payment systems for members.

In addition, we have developed new internal policies and guidelines to promote best administrative practices and to

enhance accountability and improved service delivery. For instance, in 2020, we established an internal tender committee with the mandate to ensure clear procurement system processes. In compliance with the institutional corporate governance requirements, IER organised regular Council and Committee meetings which deliberated on key institutional Issues. Indeed, we extend our deepest appreciation to respective members for their continued support and commitment to advisory oversight. In the same context, we solicited external legal counsel for the Institution and efficiently coordinated the external audit exercise which culminated in IER receiving its first clean Audit report.

In addition, we're pleased to report that IER honoured all outstanding membership fees by ensuring timely payment of annual subscriptions to regional and international Engineering Federations to which we subscribe.

And, in a quest to enhance collaboration with key partners, we entered into working arrangements with key organizations, including Nziza Academy, Lenz, and SKAT Consulting, while we also worked closely with different entities ensuring that 75 graduate engineers got professional internships in different engineering disciplines.

To facilitate networking, IER sent representatives to various national, regional and international conferences over the course of last two years.

To help ensure timely information exchange with our members and the general public, we revamped the IER website in 2020, and it is now regularly updated with information and resources. We have also established relations with leading local media outlets to ensure improved coverage of IER events and activities.

Thanks to our members, IER has also been able to contribute in terms of giving back to the community through its corporate social responsibility (CSR) programme, including in 2020 when we completed and handed over a new housing unit worth Rwf25 million to a vulnerable survivor of the 1994 Genocide against the Tutsi in Ntarama Sector, Bugesera District.

Looking ahead, the Institution is committed to consolidating and building on the strong progress made in recent past to make even greater gains. As we inch closer to the end of Q1 of 2022, our focus will continue to be on reengineering our brand identity and information sharing with members as well as creating public awareness about the Institution's mandate. We will also operationalise the new online registration portal for efficient service delivery.

I wish invite you all to join us on this exciting journey of taking IER to the next level through supporting our mission of advancing, promoting and developing the engineering profession in Rwanda.

Steven SABITI
Executive Secretary, IER.



A Word of thanks from a Grateful Chairman

In 2020, the year when the Coronavirus disease (COVID-19) spread to Rwanda, we, at the Institution of Engineers Rwanda (IER), were implementing broader organisational reforms aimed at repositioning us to efficiently and effectively discharge our mandate as outlined in the strategic plan (2018-2022).

While we still made progress that year, organizational activities and performance were generally hampered by the pandemic, which slowed down economic activity.

I am pleased to report that, in 2021, however, despite a challenging operating environment, the Institution successfully navigated the year thanks to the collaborative efforts of the Governing Council (GC) and the Executive Secretariat, as well as members and partners.

Over that period, IER was able to register commendable progress in the implementation of the overall institutional mandate, the limitations occasioned by pandemic restrictions countrywide especially in the first half of 2021, notwithstanding.

It is gratifying that Secretariat reported an increase in total revenue generated last year, amounting to Rwf268.2 million, and significant membership growth. This is a vote of confidence by our members and strong validation of the awareness efforts and strategic direction of IER, which is to professionalise the engineering practice in the country.

Indeed, when our members understand the importance of belonging to IER and the impact their membership contributes to their growth, it is reflected in their compliance to honour registration/subscription fees to the association evidenced by the revenues received.

We appreciate the collaboration of our members and take this

opportunity to urge all member and member firms to honour their contribution obligations.

We are grateful for the continued commitment and support from our local and international development partners with a view to facilitate in the implementation of the IER strategic mandate, particularly in supporting the Engineering workforce skills development. This is designed to play a vital role in fostering economic infrastructure and ICT development in the framework of Rwanda's National Strategy for Transformation (NST1).

I take this opportunity to extend my sincere appreciation to the Governing Council members (through the Standing Committees) who fully discharged their oversight roles and responsibilities of primarily supporting the Executive Secretariat to fulfill its mandate in the day-to-day activities.

To our esteemed Stakeholders, on behalf of the Governing Council, the Executive Secretariat, and staff of IER, I extend my sincere appreciation for your continued collaboration and hope that this amicable partnership will continue. This is how we will be able to deliver on our critical mandate.

Eng. Gentil KANGAHO,
President & Chairman,
Governing Council



Governance Structure of IER

To be able to fully discharge its mandate, the Institution of Engineers Rwanda has four main organs with different roles. These include the General Assembly, the Governing Council, Standing Committees and the Secretariat.

THE GENERAL ASSEMBLY

The General Assembly is the supreme organ of IER. Its roles and responsibilities include approving all policies of IER, examine and adopt the internal rules and regulations of IER and code of ethics, elects members of the Governing Council, approve activity plans and budget for the institution, appoints external auditors and approves audit reports.

GOVERNING COUNCIL

The Governing Council is the policy making arm of the General Assembly. Its main responsibilities including among others; putting in place internal policies, programmes and guidelines for promoting the engineering profession and best practices, examine applications for admission and admits new members, determine the standard rates of professional fees payable to engineers and ensuring compliance with engineering code of ethics.

Other duties for the council include overseeing, monitor and ensure that delivery of engineering services conforms to approved standards of service delivery and monitor the compliance with the professional code of conduct for registered members.

STANDING COMMITTEES

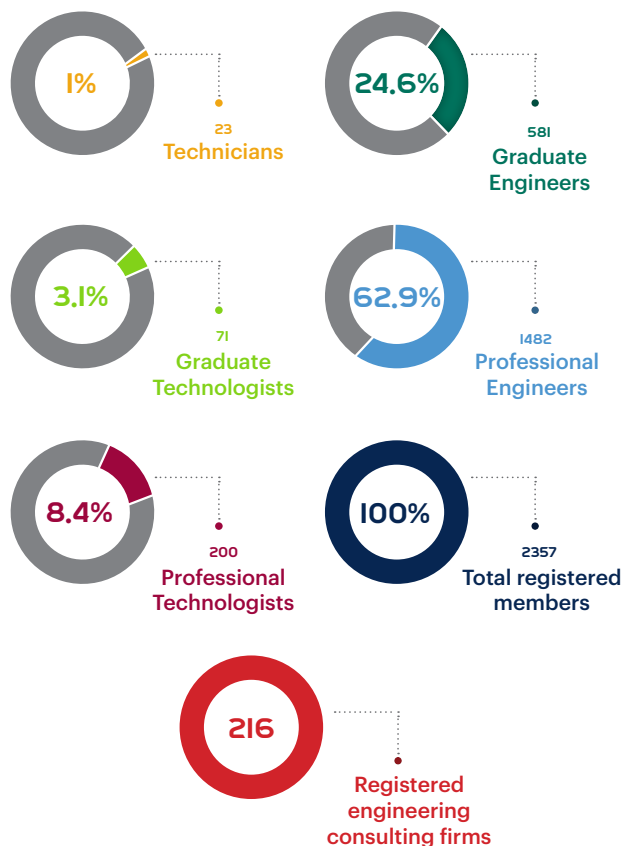
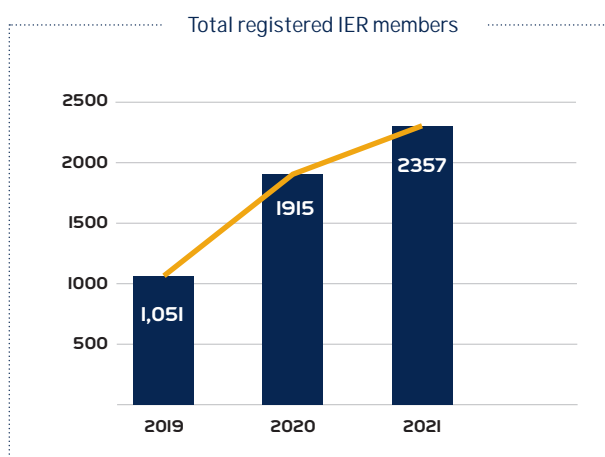
The Governing Council functions through six (6) Standing Committees (SCs) which include; the finance and resource mobilization committee; membership committee; professional development and research committee; professional compliance and inspection committee; conflict resolution committee and the audit committee.

THE EXECUTIVE SECRETARIAT

This is responsible for the day to day administration of IER activities. In this respect, it is responsible for preparation of all technical documents needed by the Governing Council, including policy documents, strategic and operational plans and budgets as well as activity reports. The Executive Secretariat is responsible for implementation of all policies, programs and projects that have been approved by the Governing Council and undertaken by IER. It is also responsible for budget execution and financial reporting.

IER MEMBERSHIP BASE

We are growing



Who's who on IER Governing Council?

The Governing Council is the policy-making arm of the IER General Assembly, and its main roles and responsibilities include;

- i) To put in place internal policies programmes and guidelines for promoting engineering profession and best practices (including active participation in curriculum development and accreditation of engineering training programmes in tertiary and TVET institutions);
- ii) To examine applications for admission and admits new members;
- iii) To determine the standard rates of professional fees payable to engineers;
- iv) To ensure compliance with engineering code of ethics;
- v) To oversee, monitor and ensure that delivery of engineering services conforms to approved standards of service delivery;

vi) To monitor the practice and professional conduct of its members and support them to enhance their professional development.

vii) To ensure that IER has the necessary institutional, organizational and human resource capacity to support the process of delivering on its mandate.

The Governing Council is comprised of seven members, including President and Chairman; Vice President and Chairman; Registrar and Member; Treasurer and Member, as well as three other members. The Governing Council functions through six Standing Committees, including: Finance and Resource Mobilization committee; Membership Committee; Professional development and research committee; Professional compliance and inspection committee; Conflict resolution committee; and Audit committee. The Governing Council works closely with the Secretariat, which is responsible for the day-to-day administration of IER affairs. The Secretariat is headed by the Executive Committee.



Eng. Gentil KANGAHO

President and Chairman

Gentil KANGAHO is a Civil Engineer, with more than 13 years of working experience in the construction sector both in roads and buildings, of which the last four years has been committed to high level management, including as the General Manager, Real Contractors Ltd, one of the biggest construction companies in Rwanda. He was able to turn around the company within a period of two years from an annual turnover of \$13.2 million to \$22.2 million.

Eng. KANGAHO has also previously served as the General Manager of East African Granite Industries Ltd, the biggest granite manufacturing plant in East and Central Africa. He was Senior Engineer at the Rwanda Development Bank overseeing big construction projects such as hotels, hospitals, schools, hostels as well as factories.

He is a Certified property valuer and member of the Institute of Real Property Valuers Rwanda and an Arbitrator with an advanced certificate from CIARB (Chartered Institute of Arbitrators) London and an Adjudicator with certificate in adjudication from KLRCA, Kuala Lumpur Malaysia. He holds a Bachelor's degree in Civil Engineering from Bharathya University India.



Eng. Leo B. KASSANA

Vice President & Chairman

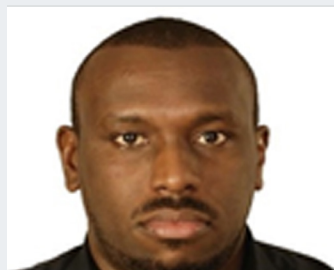
Eng. KASSANA boasts nearly three decades of experience within water resources and energy fields. He is a licenced and professional registered Engineer practising within water resources/energy sectors in East and Central Africa since 1991. He is a Fellow class member of the Institution of Engineers Rwanda with vast experience in Hydropower Sector in East and Central Africa Region (Tanzania, Kenya, Uganda, Rwanda, Burundi, South Sudan and Malawi).

During the period, he has been serving governments, Utilities, UN organizations, Multilateral Development Banks (World Bank, KfW, NORAD, AFD and Trade & Development Bank) as well as numerous independent power producers (IPPs) in the region. He served as a member of Panel of Experts (PoE) for multiple World Bank Funded Dam projects in Rwanda since 2011 to 2018.

He holds MSc (Hydropower), MBA (Energy Utility Mgt), BSc (Geology), Diploma in Eng. Geology, Diploma in River Basin Engineering, Post Graduate Diploma (Hydropower Management & Use) and other numerous professional certificates.

KASSANA has been serving as a Technical Committee member on a number of conferences, including for HydroVision series, WaterPower series, iPAD series, Hydropower Africa series and Africa Utility Week Conferences. He served as peer reviewer for DAM Engineering, an International Quarterly Journal published by Willington Publishing, London, UK. He also serves on the Advisory Board for Hydro Review World (HRW), a magazine published by HCI Publications Inc., Montana, USA and he was recognized as a Power Elite/Personality of the year 2018 by ESI Africa 2018.

He has authored numerous articles in international publications/journals/media as well as featuring a number of professional talks in various international conferences around the globe. For details, visit www.gehydroplanea.com



Eng. Alexis D. HATEGEKIMANA

Registrar and Member

Eng. Alexis Dushimire HATEGEKIMANA is a registered civil engineer with the Institution of Engineers Rwanda (IER) and a Lead Expert registered with the Rwanda Association of Professional Environmental Practitioners (RAPEP).

He holds a Master of Science degree (MSc) in Water Resources and Environmental Management (WREM), and another in Transportation Engineering and Economics (TEE). He is a Member of the Chartered Institute of Arbitration (CI Arb), where he was trained for dispute resolution through arbitration.

He has more than 15 years working experience as a consultant in building construction, water supply, road construction and environmental impacts management of various development projects.



Eng. Yvette U. MUNYANEZA

Treasurer and Member

Eng. Yvette Uwanjye Munyaneza obtained a Bachelor of Science Degree in Civil Engineering and Environmental Technology from Kigali Institute of Science and Technology (KIST) in 2005 and is candidate on Master of Environmental Resources Management.

She boasts some 11 yrs of working experience in the field of road construction and maintenance in the Governmental Agency of Transport and Development. She is experienced in Disaster Management and quick intervention. Currently, Eng. Uwanjye is working as the District & Feeder Roads Design & Development Senior Engineer.

She was nominated as WIE Committee Deputy Vice- Chair/ Engineering Workforce Diversity, a Standing Technical Committee of the World Federation of Engineering Organizations (WFEO).



Eng. Joseph BYUKUSENGE

Member

Joseph BYUKUSENGE is a certified electrical engineer by the Institution of Engineers Rwanda (IER) and is a member of the Energy Committee of the World Federation of Engineering Organization (WFEO) and the Young Engineers Committee of the Federation of Africa Engineering Organization (FAEO).

He is the co-founder and Managing Director of Certitude Engineering Ltd. Prior to that, he served as Head of Maintenance at Aquahort Export Ltd up to 2018, and as Electrical Design Engineer in Ng'andu Consulting up to 2017.

He holds a Bachelor of Science in Electrical Engineering that he obtained from the University of Rwanda. Among other training gains, he acquired training on Leadership in Energy and Environmental Design (LEED) regarding Green Building. He was also trained at the African Youth Leadership Forum (AYLF).

In professional bodies, Eng. BYUKUSENGE is a Member of Rwanda Green Building Organisation (RwGBO) and the Institute of Electrical and Electronics Engineering (IEEE), the world's largest technical professional organisation dedicated to advancing technology in Electrical and Electronics Engineering.



Eng. Redempta DUSANGWE

Member

Eng. Redempta DUSANGWE is a Design Engineer and Construction Quantity Surveyor Coordinator in NPD Ltd since 2015. She is also a member of Gasabo 3D Board of Directors. She has over 9 years working experience in civil engineering field.

Before joining NPD Ltd, she was a lecturer at INES-Ruhengeri in Civil Engineering Department. She previously worked as Site Engineer in REAL Contractors Ltd.

DUSANGWE holds a Masters' Degree in Civil and Hydraulic Engineering from Institut International d'Ingénierie de l'Eau et Environnement (2iE)/Ouagadougou/Burkina Faso and a bachelor's degree in Civil Engineering from University of Rwanda. She is certified in Project Management (PRINCE2 Practitioner). She speaks English, French and Kinyarwanda.



Eng. Elly SAFARI

Member

Eng. SAFARI obtained a Bachelor of Science Degree in Construction Engineering and Management from the former Kigali Institute of Science and Technology (KIST) in 2009 and a Master of Science in Transportation Engineering and Economics from the University of Rwanda in 2012. He served as a Board Member of the Institution of Engineers Rwanda from 2013 through 2016 and is currently a Member of the Governing Council of the Institution of Engineers Rwanda since June 2019.

Eng. Elie Safari has over 15yrs of working experience in the field of construction industry. He is experienced in project design and Project Management and has versed skills in workshop management. Currently, he is the Production Manager at Real Contractors Ltd, a renowned Construction Company in Rwanda.



Mr. Steven SABITI

Executive Secretary
(SECRETARIAT)

SABITI holds a Master's degree in Business Administration (MBA) specialising in Leadership and Organizational Development from Oklahoma Christian University in the USA, and Bachelor's degree in Business Administration from the former National University of Rwanda.

He is a holder of a certified Balanced Scorecard Profession (BSP) and Organizational Development Certified Professional (ODCP). He also has a Diploma in Leadership and Sustainable Management offered by Swedish Management Institute.

Prior to joining Institution of Engineers Rwanda, SABITI worked at Horizon Group as the Research and Organizational Development Manager. At Horizon Group, he also successfully coordinated pioneering research on integrated green and resilient building in Rwanda as well as managing the Engineering Equipment Division.

Previously, SABITI also worked at the former National University of Rwanda as the Director of Human Resources and Administration, as well as Assistant Lecturer in the Faculty of Economics and Management. He also held the positions of Deputy Director in Charge of Human Resources and Staff Development Office at the same institution, while he was also Team leader for Administration and Finance in the SIDA SAREC Sub-Project.

Our mandate at a glance

The Institution of Engineers Rwanda (IER) started in 2008 as a learned society of the engineering profession whose aim was to promote engineering professional values and best practices in Rwanda.

The idea was to contribute to the ongoing efforts of transforming the country from a predominantly agrarian to a knowledge-based, service-driven economy, by ensuring that activities of its members are professionally regulated and effectively guided to deliver quality engineering services to the market.

The overall mission of IER is to advance, promote and develop the engineering profession in Rwanda, through enhanced awareness of the engineering profession, regulation and capacity building of members. This helps to ensure that they are competent and competitive in the national, regional and international professional engineering job markets.

Furthermore, IER seeks to enhance the technical and professional capacity of Rwandan engineers with a view to ensuring that they are competent and competitive in the national, regional, and international engineering job markets and business opportunities. This mission aligned with the Government of Rwanda's commitment to promote science and technology as a vehicle for accelerated national development through improved quality and efficiency of engineering services delivered.

The law establishing IER was published in the Official Gazette No.26/2012 of 29/06/2012 before the body was officially by the Ministry of Infrastructure on April 17, 2013.

The decision to establish the Institution was informed by recurring concerns from professionals in the engineering fraternity, who did not want to see their profession being abused by non-professionals. The latter often masquerade as professional engineers but they end up providing sub-standard services when they undertake engineering works.

Therefore, one of the key roles of the Institution Engineers Rwanda is to issue licence to engineering professionals, a process that begins with one applying for membership and climaxes with an oath of allegiance to the profession.

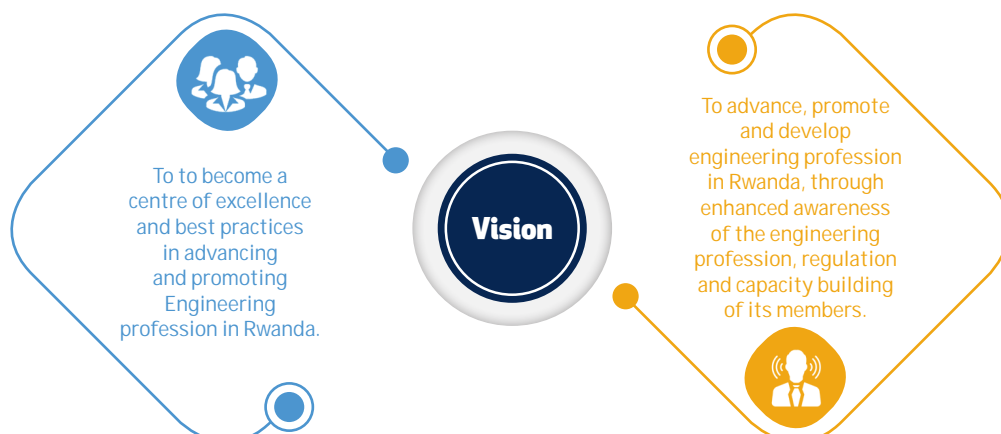
In a vote of confidence in IER, the Government of Rwanda entrusted the body with regulatory powers, a function that was previously carried out by the government itself.

"This has helped promote ethical practices in this critically important profession," said Steven Sabiti, Executive Secretary, IER.

It must be noted that the Institution of Engineers Rwanda is the brainchild of engineers themselves.

This has helped promote ownership among members, now more than 2500.

The professional body, which also plays an advocacy role and organises capacity building programmes for members, has also entered agreements with counterpart institutions in Kenya, Tanzania and Uganda which allows for IER members to work in those countries and vice versa.



STRATEGIC PILLARS



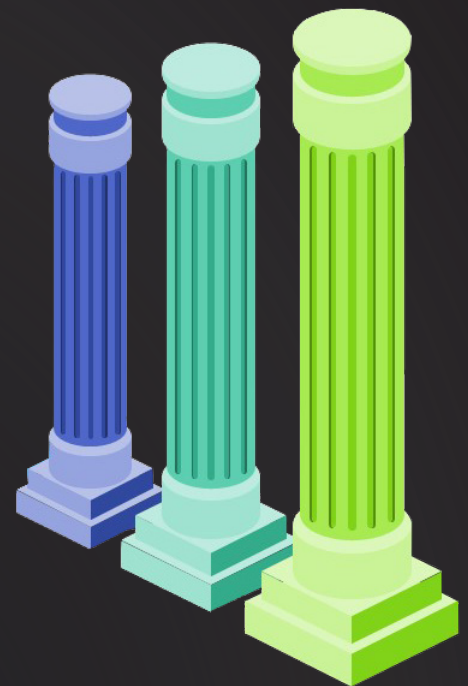
Ensuring that the engineering profession in Rwanda is appreciated and embraced at all levels of the Rwandan society (community, educational and training institutions, organizational entities that consume engineering services and products and professional associations).



Ensuring that the practice of providing engineering services in Rwanda conforms to established standards of service delivery and best practices in the engineering profession



Ensuring that technical capacities and professional competences of the Rwandan engineers are enhanced to enable them deliver quality engineering services.



SCOPE / ENGINEERING DISCIPLINES



How IER family benefits members

• ADVOCACY

IER plays a crucial role in ensuring advocacy for the engineering profession through contributing to changing existing legal and regulatory policies concerning the engineering field.

The Institution is committed to continued advocacy for its members, especially working with relevant institutions to review regulatory frameworks that limit members' access to jobs. For instance, it has worked with Ministry of Education, Ministry of Infrastructure, Rwanda Housing Authority and the Rwanda Institute of Architects to review the building code so that it accommodates IER members who are in the class of technologists and technicians.

In addition, IER is also working to enhance gender mainstreaming in the engineering field through supporting projects designed to increase the quota of women engineers through capacity building and internship opportunities.

• WELFARE

IER prioritises improvement of members' welfare through contributing to a medical insurance scheme which has enabled members that have signed up to access quality affordable healthcare. In addition, the institution facilitated members to access services including vaccinations, professional indemnity insurance, and other insurance schemes are in the pipeline.

• JOB CREATION

IER has established a close working relationship with both public and private institutions in an effort to ensure that its registered

members are given priority in accessing available employment opportunities in the engineering fields.

The body also liaises with various networks of employers in the country with a view to enable qualified engineers access jobs that require locally available skills that would otherwise have gone to foreign engineers with similar qualifications.

• UPSKILLING

IER supports members in capacity building and continuous professional development in key engineering fields to keep up with their peers in the regional and international job markets. For instance, the Institution is collaborating with Higher Learning Institutions and Higher Education Council in reviewing the existing curriculum as well as working with the international partners to establish results-based engineering curriculum.

In addition, IER is working with the Rwanda Utilities Regulatory Authority (RURA) to conduct practical exams aimed at certifying electrical installers as prescribed by the Prime Minister's Order that seeks to enforce electrical installation standards in the country.

In that context, IER has supported more than 330 electrical installation practitioners to acquire certification. IER is also collaborating with SKAT Consulting to upskill engineering professionals to grasp upcoming building technologies with a focus on affordable housing and green technologies.



IER hands over house to Genocide survivor

As part of its corporate social responsibility, the Institution of Engineers Rwanda (IER) on July 17, 2020, handed keys to a newly constructed housing unit to a vulnerable survivor of the 1994 Genocide against the Tutsi, in Ntarama Sector, Bugesera District.

By handing over the Rwf25-million home to Gilbert Muhoza, IER honoured a pledge it had made four years earlier.

The house was complete with running water and electricity. Speaking after the event, Eng. Gentil Kagaho, Chairperson and President, IER Governing Council, said that though construction works started immediately after they made the promise, but later stalled because of some members' busy schedules.

“

Support keeps Genocide survivors going, please keep extending a helping hand to needy Rwandans

Patrick Kalinda
President of Ibuka-Ntarama Sector

“However, thanks to the support of the IER Secretariat, the house was constructed and we are glad it is now habitable,” he said. He said they chose Muhoza as the person for whom they would build a house because residents of Ntarama had recommended him.

Muhozi had a plot of land but lacked shelter, Eng Kagabo said. Residents expressed delight at the development, praising the IER family for the act of love and kindness.

They urged the engineering fraternity to keep the spirit of supporting vulnerable members of society.

A jovial and grateful Muhoza extended his gratitude to members of IER for fulfilling their promise and for having a big heart.

On his part, Patrick Kalinda, the president of Ibuka in Ntarama Sector, said the gesture was an important contribution toward the improvement of the welfare of survivors.

Genocide survivors, he said, need to be supported to live happier lives.

“It keeps them going, please keep extending a helping hand to needy Rwandans.”



Officials and IER members during the inauguration of the house.



PROUD HOMEOWNER: Gilbert Muhoza is a resident of Ntarama, Bugesera District.



IER community grows to over 2,500 members

We are now a community of more than 2500 members after a total of 116 engineers and professional technologists officially joined us in February 2022.

Eight-six engineers and 30 professional technologists sealed their membership to the Institution of Engineers Rwanda, on February 11, with an oath of allegiance to the profession and EIR ethical standards.

The swearing-in ceremony was held at the EIR head offices in Kimihurura, Kigali.

During the ceremony, Eng. Gentil Kangaho, the President and Chairman of the EIR Governing Council, congratulated the new

members and called on all of the engineering candidates to register with the professional body.

He said all engineers should work with professional licenses. "You have taken a vital step in your professional journey and I encourage others to come and join us as well," he said. "So we can all work together to advance the profession."

He added: "We often receive claims related to unregistered engineers who operate without license and end up disgracing our profession because they work outside the regulatory framework and have no access to training around international standards of this profession".

Eng. Alex Dushime Hategekimana, the IER registrar, urged the newly sworn-in professionals to look beyond Rwanda and leverage opportunities around the region.

"You have the right to practise in countries of the region with whom we have signed agreements to that effect," he said, citing Uganda, Tanzania and Kenya.

Similar arrangements will be put in place with more countries soon, he said.

Hategekimana pointed out that in most cases Rwandans don't make the most of such agreements as opposed to their counterparts from countries that have such arrangements with Rwanda.

"You can find plenty of foreign engineers practising in Rwanda but rarely do Rwandan engineers go to practise in the other countries. This needs to change," he noted.

Eustache Uwizeyimana, one of the engineers who were sworn in that day, said that joining IER opened new doors of opportunity for him.

"Working illegally and in isolation can't allow you to prosper and experience career growth," he said. "By joining our colleagues new doors have opened for us, it's an opportunity to network with other professionals in Rwanda and beyond."



Some of the new members take oath in February 2022.



IER Executive Secretary Steven Sabiti (right, background), speaks to the new members.



Participants at the swearing-in event.



IER marks World Engineering Day with a focus on knowledge transfer

Rwanda, through the Institution of Engineers Rwanda (IER), on March 4, 2022, joined the international community of engineers in celebrating the World Engineering Day (WED). The day was marked under the global theme, *Build Back Wiser. Engineering the Future.*

Dedicated by the United Nations Education, Scientific and Cultural Organisation (UNESCO), WED is an opportunity to celebrate engineering in general and the contribution of engineers around the world for a better, sustainable Mother Earth.

At the national level, IER organised a study tour of engineering practitioners and officials of ongoing works at Kigali's Kicukiro centre where a state-of-the-art flyover is under construction.

The project, which is being implemented by the China Roads and Bridges Corporation, a Chinese firm, is part of the dual carriage highway under construction between Kicukiro-Sonatubes and Akagera Bridge on the Kigali-Bugesera highway.

During the tour, engineers and officials stressed the need for knowledge transfer between Rwandan engineers and their foreign counterparts who are often contracted to carry out major infrastructure projects in the country.

Steven Sabiti, the Executive Secretary, IER, said that the Institution promotes knowledge transfer through workshops, internships and other exchange programmes.

He stressed the importance of creating collaborations between local engineers and the expat engineering community contracted to work in Rwanda, a role he said IER takes very seriously.

"Foreign companies operating in Rwanda provide internships for fresh Rwandan engineering graduates who go on to work as understudies, and this allows them to acquire knowledge in this

work," he said, adding that the idea is for Rwandan engineers to eventually be able to implement such big infrastructure projects on their own.

He said that it was in this context that more than 200 local engineers interned with some of these foreign companies over the last two years.

Echoing Mr Sabiti's sentiments, Eng. Gentil Kangaho, Chairman and President of the Governing Council, IER, said in a press release issued on the occasion of the WED that part of the mandate of the Institution is to enhance the capacity of its members.

"Visiting such major infrastructure that is being undertaken by a foreign firm is to ensure our members draw inspiration and as we grow, we shall soon have our members taking on such projects," he said.

Eng. Kangaho explained that IER's mandate also entails lobbying their partners – especially government – for knowledge transfer, particularly with regard to some of the major projects undertaken by foreign-based companies, with a view to ensure that local engineers acquire skills from the foreign experts who are brought in to implement such projects.

Speaking shortly after the field tour, Peace Liliose Buku, one of the Rwandan engineers under IER, said that there are a lot of lessons to pick from foreign engineers, especially as the profession is at its nascent stage in Rwanda.

"Working with foreign practitioners helps us to learn from them so that we can embark on planning on how we can do it by ourselves in the coming years," she said. "For example, there is a lot to be learned from the design and structure of this flyover."

Currently, the IER counts more than 2500 engineers as registered members, 210 of whom are women.

Rwandan engineers tipped on infrastructure report card

In November 2020, the Institution of Engineers Rwanda (IER) in collaboration with the Federation of Africa Engineering Organization (FAEO), organised a two-day training workshop aimed at equipping their members with expertise and tools to prepare and produce an infrastructure report card.

The two-day workshop that attracted 40 engineers from both public and private engineering disciplines.

While opening the workshop, Eng. Edward Kyazze, the Division Manager in charge of Urbanization, Human Settlement and Housing Development at the Ministry of Infrastructure underscored the importance of the training.

"This is a great opportunity for engineering professionals in the country to acquire relevant and needed skills in development of infrastructure report cards which will facilitate the government and investors to know the comprehensive status of our infrastructure and hence decide on the appropriate interventions," he said.

Eng. Kyazze also re-affirmed the Ministry's commitment to support IER's efforts to organize similar training aimed at elevating member's skills in the various engineering disciplines. In his remarks, the President and Chairman of IER's Governing Council, Eng. Gentil Kangaho said that the training is in line with the organization's mandate.

"This training is aligned with IER's mandate to regularly enhance its members' technical capacities and professional competencies

to remain competitive and adapt to the best practices and new innovations in the global Engineering job markets," he said. Kangaho also among others expressed "appreciation to the Government of Rwanda and other development partners particularly FAEO for their continued support and collaboration rendered to our organization."

TIMELY TRAINING

Eng. Kazawadi Papias Dedeki, World Federation of Engineering Organization (WFEO) and FAEO Chairman for the Committee on Anti-Corruption, reiterated that the training was timely. He said: "This training is essential for the Government, investors and engineers considering that all these key actors need readily available and reliable data on infrastructure to be able to make informed decisions."

"This training will tremendously benefit Engineering professionals by improving their specialized capabilities/expertise (such as in power supply, road network, bridges and many others) considering that this infrastructure reporting mechanism provides quick and easy access to standardized information depository to facilitate in planning, budgeting and knowledge sharing processes," he added.

In his closing remarks, renowned international expert from South Africa, Eng. Martin Van VEELEN who moderated the training highlighted the essence of having skills on infrastructure report card preparation and production.

"This training on the development of an Infrastructure report card increases your awareness on the importance of economic and social infrastructure as well as the associated role of engineering and environmental professionals," he told the participants "It is benchmarked on the SDGs and has well defined performance and evaluation indicators that enhances infrastructure assessment reporting to key stakeholders."

The Institution of Engineers Rwanda (IER) was established as a Professional Regulatory Body in 2012, with a mandate of regulating and guiding the activities of all those practising engineering profession in Rwanda to ensure that engineering services they deliver are in compliance with established engineering standards of service delivery and best practices.



Delegates from different countries met in Rwanda to validate an Infrastructure Report Card in November 2020. Here, they were visiting the IER headquarters in Kimihurura, Kigali.



African delegates, including members of the Institution of Engineers Rwanda, attending the Ghana Engineering Conference in October 2021. This was at the ceremony to induct into the Hall of Fame African women who have been trailblazers in the field of engineering.

Organized by the
Institution of Engineers Rwanda
in collaboration with the
Royal Academy of Engineering, UK
Grand Legacy Hotel, 4th - 5th December 2020

IER holds workshop to encourage women to join the engineering field

Women are as capable as their male counterparts when it comes to practicing in the field of engineering, a senior engineer said at a training workshop organised to encourage more women to join this practice.

The workshop, which was held between December 4 and 5, 2020, was organised by the Institution of Engineers Rwanda (IER) with support from the Royal Academy of Engineers of the United Kingdom.

Women remain significantly underrepresented in the engineering sector, with the current registry of the Institution showing that just 210 women are registered as engineering in Rwanda, out of the 2500 members.

This is far below the national threshold of women representation in all areas as enshrined in the Rwandan constitution of 2003 as amended in 2015, which sets a minimum of 30 per cent.



At just under 10 per cent currently, this representation is also below the global standing, which currently at 28 per cent.

At the workshop that was held at Grand Legacy Hotel in Kigali, senior women engineers were on hand to offer tips and strategic guidance and inspire budding women in the profession to break any barriers that may be existing.

The senior engineers, including Eng. Coletha Ruhamyia and Eng. Rita Clemence Mutabazi, also discussed how to create an enabling environment to encourage MORE women (girls/females) to pursue an engineering career.

"It's important to create a conducive learning environment to nurture young girls to take up science-based disciplines (maths, physics etc...); they are equally capable to perform well, gain skills & build confidence as women in engineers," Eng. Ruhamyia, who has served in senior positions in government including in cabinet, said during a panel discussion.

On her part, Eng. Mutabazi encouraged women to jump at the available opportunities and try and gain skills and grow their carrier in the engineering sector.

"The government of Rwanda set clear priorities in national development agenda - providing immense job opportunities in the Engineering field - young women must proactively gain both hard and soft skills required to successfully compete and build an engineering career," she said.

According to Steven Sabiti, the Executive Secretary of the Institution, they will continue working with their different partners to organise such workshops to drum up calls for women to join this field, adding that more have been coming on board over the past few years.

Different speakers also called for ample career guidance especially for girls pursuing STEM subjects at high school, to ensure they proceed and pursue engineering at college and later join the practice upon graduation.

Africa Catalyst Project: Nurturing Rwanda's engineers for tomorrow

In December 2020, the Institution of Engineers Rwanda organized a workshop to discuss the way forward for the Africa Catalyst Project which was implemented over three years, with an aim of linking graduate engineers to private firms for professional internships.

The project, which was implemented through support by the Royal Academy of Engineering of the United Kingdom, saw the placement of over 200 engineering graduates in different institutions on paid internship and many of them ended up being hired by the institutions.

The project was designed around a core justification that for most Rwandan graduate engineers, there was a gap between the theoretical knowledge taught at university and the practical skills that employers need and expect from engineers they hire. "This project was therefore very critical in bridging this gap. Our meeting today, therefore, will be looking at how best to sustain the initiative so that our young engineers can continue getting such opportunities even beyond the funding from our external partners," said Steven Sabiti the Executive Secretary of IER.

Through the programme, successful applicants are provided with stipend and deployed in various institutions where they gain practical skills to supplement the largely theoretical knowledge acquired in colleges.

WOMEN PARTICIPATION IS CRITICAL

Looking at the current gap, Sabiti said that the second component of the meeting was to engage with the stakeholders on how best to increase the number of women in the profession of engineering, citing that it remains alarmingly low, compared to other sectors of the economy.

For instance, he said, there are just over 200 women out of the 2400 registered engineers in the country, making them less than 10 per cent.

"Vision 2050 set by the Government of Rwanda and other short and medium term goals including the National Strategy for Transformation, place the woman at the centre of the achievement of the ambitious targets outlined in these goals," Sabiti highlighted.

Unfortunately, however, the engineering industry remains critically underrepresented.

"It was therefore important that we collectively look at what can

be done in this regard since we had all the industry captains in the same room."

Cecile Uwimana, the ACP Project Lead and a member of the IER Women Chapter, stressed that the issue of the small number of women in engineering requires increased attention in view of organization and inspiration of graduate women engineers to embrace the diversity and inclusion policy.

"As project manager and initiator, I am proud to see the impact that this project brought to the Institution of Engineers Rwanda and to the society in general. This program supported and developed career skills for 210 young graduate engineers needed in the industry. With structured guidance and training under the supervision of senior engineers, this programme needs to be sustainable and supported from all levels," Uwimana reiterated. The event also saw the Institution recognising companies that supported the project by opening their doors to the graduate engineers for internship.



Graduate engineers under a professional internship programme supported by African Catalyst Project. The initiative, which began in 2018 and wound up in March 2021, managed to support over 200 graduate engineers to get placements and professional interns in different private institutions.



Young engineers write an exam for internships in different private firms, courtesy of the African Catalyst Project. The programme would take 60 most successful candidates.





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