

**ASSESSMENT OF INCLUSION IN REAL ESTATE PRACTICES
AMONGST REAL PROPERTY VALUERS IN KICUKIRO DISTRICT,
RWANDA**

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Supérieur de Ruhengeri (INES-Ruhengeri), Rwanda**

AUGUST, 2024

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BY

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**A DISSERTATION SUBMITTED TO THE DEPARTMENT OF ESTATE
MANAGEMENT, COLLEGE OF SCIENCE AND TECHNOLOGY,
COVENANT UNIVERSITY, OTA. IN PARTIAL FULFILLMENT OF
THE REQUIREMENTS FOR THE AWARD OF MASTER OF SCIENCE
(M.Sc.) DEGREE IN ESTATE MANAGEMENT, OTA, OGUN STATE,
NIGERIA**

AUGUST, 2024

ACCEPTANCE

This is to attest that this Dissertation is accepted in partial fulfilment of the requirements for the award of a Master of Science (M.Sc.) Degree in Estate Management from the Department of Estate Management, College of Science and Technology, Covenant University, Ota.

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Signature and Date

DECLARATION

I, **MUNYEMANA, SAMUEL (22PCL02430)** declare that the research was carried out entirely by me under the supervision of Prof. Chukwuemeka O. Iroham of the Department of Estate Management, Covenant University, Ota, Ogun State. I attest that the dissertation has not been presented either wholly or partially for the award of any degree elsewhere. All sources of data and scholarly information used in this thesis are duly acknowledged.

MUNYEMANA, SAMUEL

Signature and Date

CERTIFICATION

We certify that this dissertation titled “**ASSESSMENT OF INCLUSION IN REAL ESTATE PRACTICES AMONGST REAL PROPERTY VALUERS IN KICUKIRO DISTRICT, RWANDA**” is original research carried out by **MUNYEMANA, SAMUEL (22PCL02430)** in the Department of Estate Management, College of Science and Technology, Covenant University, Ota, Ogun State, Nigeria under the supervision of Prof. Chukwuemeka O. Iroham. We have examined and found this work acceptable as part of the requirements for the award of Master of Science (M.Sc.) degree in Estate Management.

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DEDICATION

This study is dedicated to God for His blessings and protection in my life which enable me to finish my masters' studies, as well as my lovely parents Nzasabimfura Daniel and Nyirambonankira Judith, and siblings Bazitunga Rene, Ndaruhutse Bienvenu, Mukudente Esther, Rukundo Aimable, and Nyirandayambaje Odette.

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ABBREVIATIONS AND ACRONYMS

DEI	Diversity Equity and Inclusion
DEIA	Diversity Equity Inclusion and Access
DEIB	Diversity Equity Inclusion and Belonging
DEIWG	Diversity Equity and Inclusion Working Group
ESVs	Estate Surveyors and Valuers
GoR	Government of Rwanda
HDMDCP	Human Development Model Disability Creation Process
ICF	International Classification of Functioning, Disability and Health
IRPV	Institute of Real Property Valuers
JEDI	Justice Equity Diversity and Inclusion
NGOs	Non-Government Organizations
NISR	National Institute of Statistics of Rwanda
RPHC	Rwanda Population and Housing Census
RPVs	Real Property Valuers
WB	World Bank
WHO	World Health Organization

ABSTRACT

The term inclusion describes how workers feel about their workplaces and how much a corporation values each individual worker and gives them the opportunity to contribute significantly to the company's development. By embracing inclusion in real estate practices, real estate professionals can better understand the unique needs and preferences of different segments of the population, leading to more tailored and inclusive contributions. However, it appears obvious that real estate sector continues to struggle with a lack of inclusion in its practices. For instance, real estate sector is one of the fields where female and other groups such as poor, disabled, minors, etc. are currently under represented. The aim of the study was to assess inclusion in real estate practices amongst real property valuers. A survey used questionnaires in collecting data directly from the field amongst the respondents. Simple random sampling technique was applied, and the collected data were processed with SPSS and analyzed using frequency and percentage distribution, mean and spearman's rank correlation, ANOVA, Relative Importance Index (RII) and Exploratory Factor Analysis (EFA). Results show that most of the real property valuers in Kicukiro District are quite aware of inclusion in real estate practices. However, there is still need for further sensitization on what inclusion is all about. This will aid everyone coming on board in accepting inclusion as a good strategy among real property valuers. It also revealed that most of them always apply inclusion in real estate practices. However, there is still need for further encouragement on the importance on frequent application of inclusion in real estate practices. From results, the study can conclude that property development is the highest aspect of real estate practices where inclusion is been adopted. However, the presented results show that most respondents gave a yes answer to the aspects of property development at 87.1%, property management at 83.9%, property valuation and property taxation at 80.6% as the aspects of real estate practices where inclusion is been adopted by real property valuers. The study recommends that, there should be creation of partnerships and teamwork within public and private organizations, and other participants which will deal with driving inclusion real estate practices.

Key words: Inclusion, real estate, real estate practices, property, diversity