

# Contribution of Inclusion in Real Estate Practices Amongst Real Property Valuers in Kicukiro District, Rwanda

<sup>1</sup>Iroham, O. C., <sup>2</sup>Munyemana, S., <sup>3</sup>Richard, M., and <sup>4</sup>Oluwole, A. O.

<sup>1</sup>Department of Estate Management, Covenant University, Ota, Ogun State, Nigeria

<sup>2</sup>Department of Estate Management, Covenant University, Ota, Ogun State, Nigeria.

<sup>3</sup>Department of Land Management & Valuation, INES-Ruhengeri, Musanze district, Rwanda

<sup>4</sup>Department of Mathematics, Covenant University, Ota, Ogun State, Nigeria

✉: Corresponding Author: [osmond.iroham@covenantuniversity.edu.ng](mailto:osmond.iroham@covenantuniversity.edu.ng)

## Abstract:

Inclusion has become necessary due to various advantages which has been associated with it. These include but not limited to enhanced social skills, differentiated instructions, higher friendship and productivity, promoting creativity, shared learning opportunities among others. It has been demonstrated that inclusive practices have favorable effects on corporate growth and competitiveness in a variety of sectors. Real estate professionals adopting inclusive behaviors can improve tenant's satisfaction, retention rates, and general property success, which are particularly important aspects in real estate industry, where connections and confidence are crucial. The aim of this study was to assess the contribution of inclusion in real estate practices amongst real property valuers. The study's population were 243 real property valuers, from which a sample size of 151 selected, where males (86.3%) dominated, with over 9 years of experience (55.6%). Simple random sampling technique was used, and questionnaires used for data collection. Data analyzed using frequency distribution, mean rank, and Exploratory Factor Analysis using SPSS. Obtained results revealed that majority of real property valuers (47.58%), frequently apply inclusion in their practices. Major contribution of inclusion found to be promotion of social interrelation by bringing people from different backgrounds together in friendly neighbourhoods. Followed by ensuring that all individuals have equal access to property and guarantee ownership regardless any factor. The study concludes that while inclusion is being adopted, its application can be expanded. The study recommended that, public and private organizations should create partnerships and teamwork to strategically drive inclusive real estate practices.

**Keywords:** Inclusion, Kicukiro, Real Estate, Real Estate Practices, Real Property.

## 1. Introduction

In lexicon of contemporary literature, inclusion has become necessary due to the various advantages which has been associated with it. These include but not limited to enhanced social skills, differentiated instructions, higher friendship and productivity, promoting creativity, shared learning opportunities among others [1]. This is not downplaying the demerits which inclusion is believe to portend. Starting from 1960s when inclusion can be traced it has transcended its initial utilization in education to cater for the disabled and less privileged in schools to other areas of human endeavors such as banking [2]; [3]; Agriculture [4]; [5]; Health Care [6]; politics [7]; Media and Journalism [8] among others. Real estate is not left out in the quest for inclusion in its practices. As far back as the eighteenth century when real estate practices are believed to have commenced with management of wealth belonging to the rich,

the practice can best be described as one sided. This invariably means that the conception, operation and maintenance of such assets are geared towards meeting the needs and aspiration of just one party which most often than not, the owner. That can either be achieved personally or through agents or personal representative who has been commissioned to act in such capacity. Inclusion in real estate has been considered as the practice of ensuring that entire people have equal access to housing and property ownership, irrespective their socio-economic background, race, ethnic, or other factors. It involves the procedures of expanding the market for real estate products and services, to make sure that every person has accessibility to affordable property, so that more people may be able to invest in real estate and stimulate demand for properties. This in return encourage real estate developers to increase their investments in the sector, thereby promoting its growth [9]. Since real estate

practices needs to necessitate inclusion measures that are shaped by factors including family structures, cultural customs, and income differences [10], there is a global idea of inclusion in real estate sector as becoming more and more acknowledged as a crucial part of sustainable development among the countries [11].

A real estate profession requires in-depth knowledge. Perfect real estate practices require fundamental understanding of property rules, accessibility to qualified lawyers, proficiency in communicating skills, capacity to plan and assign duties effectively, abilities to management of time, and strategies for reducing stress. Real estate professionals need to be acutely aware of shifts in the economy in order to help owners prepare for contingencies related to financial budgeting. This may be a difficult task even in advanced economies with well-established market norms and regulations [12]. The process of looking other occupants is one of the main tasks facing real estate professionals. It involves to advertise the property, screen occupants, and prepare lease agreement. Inclusion in real estate sector can be envisaged to quicken the processes of real estate practices. To create inclusive environment where each person has value, respect, and power, clients cutting across various walks of life could be seen as potential occupiers of any given property with strategies put in place to maximize their given potentials. Hence, inclusion in real estate practices goes beyond mere representation. It can involve actively individuals from diverse backgrounds in procedures of taking decisions, offering fair chances for improvement, establishing a feeling of collaboration, and empowering all individuals within a community, regardless of their differences by creating equal opportunities for everyone.

This research aims to assess the contribution of inclusion in real estate practices amongst real property valuers and other stakeholders and relevant interest groups, needs to focus and consider the demographics, cultural, socioeconomic and environmental factors, strategies or policies with respect to inclusion within the field of real estate. Moreover, there is a need to engage in the practices of creating and maintaining an inclusive environment within the existing properties a number of individuals and professionals involving in other several fields. With these in mind, the researchers left with agitations concerning various questions that needs to be resolved. These questions include the following: What is the proportion of real property valuers adopting inclusion in real estate practices? What is the contribution of inclusion in real estate practices amongst real property valuers? To respond to the research questions, this study employed a quantitative survey research design. The population of the study comprises of real property valuers in Kicukiro District, and data was collected using questionnaires administered through a simple random sampling technique. The collected data were analyzed using descriptive statistics such as frequency and percentages, and also inferential statistics such as mean ranking, and Exploratory Factor Analysis using SPSS. The main research variables included independent variable, the adoption of inclusive practices, and dependent variable, the contribution of inclusion to real estate practices.

## 2. Literature review

### 2.1. Concept of inclusion in real estate

Real estate encompasses the land and any permanent natural or man-made structures or improvements such as houses and other buildings. Real estate practices involve the provision of various services to the clients, where real estate services amongst others may include property purchase, sale, rent, development, management and valuation. The areas often covered in real estate market analysis include the social, physical, and economic environments. In real estate analysis, the economic dimension includes variables such as property valuation, rental rates, market demand, and economic indicators that impact the local and regional economies. Social elements include things like housing preferences, lifestyle trends, and neighborhood demographics. While environmental dimensions involve energy efficiency and green certifications [13]. It is necessary to consider diversity, equality, and inclusion (DEI) in context of real estate given the increasing emphasis on diversity, equality, and inclusion (DEI) in a number of fields, such as management and business. The experiences of renters, owners of real estate, and community at large are greatly influenced by real estate companies. In addition to being morally right, inclusive practices support social ideals of diversity, equality, justice, gender balance, full participation, and respect for various perspectives. It has been demonstrated that inclusive practices have a favorable effect on corporate growth and competitiveness in a variety of sectors. Real estate professionals adopting inclusive behaviors can improve tenant's satisfaction, retention rates, and general property success, which are particularly important aspects in the real estate industry where connections and confidence are crucial. It may also influence in keeping the properties in a good states of health, without property's deterioration and enhance value of property, yielding optimum return on investment. As shown by reference [14], companies that prioritize creating a friendly environment are able to draw in and keep a greater range of individuals. Diverse workforce is empowered by inclusive culture to contribute their knowledge and opinions and create in new ways, which is a major factor in property creation, development, and participation. Participants that are included have the ability to work in various ways that best fit them, and with flexible scheduling to maintain a healthy work life balance and to provide their all for the company. Individuals are better able to contribute to each other's satisfaction and to the achievement of the companies because of this emphasis on inclusiveness. Since work environments must adapt to the expanding world, lots of companies pride themselves on having an inclusive working strategy. Sustainable understanding is always at the heart of genuine inclusion [15].

Ensuring communal spaces are accessible to all is a key component of inclusion. Our capacity for movement, observe, understand, and express ourselves effectively is impacted by the mode neighborhoods are designed. The aim of inclusive planning is to remove the barriers that cause needless conflict and expense. It creates it probable for individuals to take measure in the daily life events without assistance, with confidence, and appropriately [11]. The primary objective of an

inclusion situation is to accommodate each person's requirements by offering a variety of opportunities and efficient preparation. Moreover, the inclusionary concepts fundamentally change techniques of functioning and accommodation, enabling every individual to work in a supportive environment and adapt with ease [16]. A working together, democratic, created, and expanding value frame that prioritizes respect for variations, equal involvement from all parties, standing unity, and mutual respect are the foundations of inclusive working environment. Truly inclusive workplace or setting will make persons from all qualifications feel valued, esteemed, and acknowledged. Global, inclusive workplaces are environments of fairness, respect, and active involvement on both the collective and personal levels. All kinds of people get incorporated within the fundamental framework of the company, essential to its day to day operations. Nobody will ever ask or think that they do not belong in an inclusive community [17]. Provided alternatives are for contextual elements that could influence how inclusion is perceived. Although this is not a comprehensive viewpoint of potential study approach, these subjects may provide a starting point for motivating studies. Contextual factors are elements of the surroundings that give people encouragement and are applied while interpreting information in the working environment [18]. The beginnings include culture, governance, and human resources procedures, which all play a part in the collective activities that create an environment within the organization where people feel included [19].

## 2.2. Overview of real estate in Rwanda

Real estate sector dates back to the colonial period when foreign investors started acquiring land for farming in Rwanda. After gaining independence in 1962, the government of Rwanda started to make investments in the growth of housing industry and encouraged private real estate investment. Real estate has been rising rapidly since 2000, as other domestic and foreign economic sectors grow [20]. To ensure land tenure security, the government of Rwanda launched a large national mapping and registration program in 2009. Since that time, the legal acquisition of land ownership occurs following its registration in district land bureaus and the storage of all land records in the Land Administration and Information System (LAIS). The government has facilitated land purchases and promoted local and foreign investors to the real estate sector. The government of Rwanda has introduced the law no 17/2010 of 12/05/2010 establishing and organizing real property valuation profession in Rwanda, which resulted into creation of Institute of Real Property Valuers in Rwanda (IRPV). Each person has right over individual property, whether they hold it in personnel or group, according to the article 34 of the Constitution of Republic of Rwanda of 2003, as revised by 2015 consider private properties rights. The article states that, the private property is untouchable, whether it is possessed jointly or individually. Property rights must only be violated upon when doing so is in the public interest and in compliance with the law. Real estate sector consists of property market, as well as its participants, products and services. The term property market describes a

system for exchanging properties ownership interests. In this context, land may include land for building, industrial, residential, commercial, and land for infrastructural development, while real estate may include residential properties, offices, shops, warehouses, factories, leisure properties, etc., which are the products traded in the real estate market. Real estate service providers or experts who offer expert assistance to participants involve in real estate transfers such as property valuers, attorneys, estate agents, developers, and real estate investors, who serve as sellers and buyers in real estate transactions makes up the real estate market participants [21].

## 2.3. Benefits of inclusive practices in the built environment

Diversity and inclusivity have gained a lot of attention in recent times, and for good reason real estate industry is also realizing the numerous advantages that come with embracing diversity and fostering inclusion within the firms it represents. Professionals with various skills, and cultures bring a wide range of perspectives to innovation and creativity. When they collaborate and think outside the box together, they create a variety of ideas, thoughts, and solutions that has the potential to completely transform real estate sector. When diverse minds come together, new and creative ways to address challenges are more likely to develop, promoting real estate agencies ahead in a continuously shifting market [22]. In the built environment putting gender inclusivity at the first place from a female perspective, not only expands the sector but permits female to demonstrate their creativeness, innovations, and unique viewpoints to problematic resolving and planned intellectual that complements the opinions of men within the same profession [23]. Developing a network of contacts and relationships is a vital component of real estate company achievement. Encouraging diversity, organizations may bring in professionals from several backgrounds with a range of experiences, which can lead to connections with other networks and greatly increase their visibility in the marketplace. Because of these varied networks, the agency is exposed to a wider range of possible partners, clients, and collaborators, which diminishes interpersonal unfairness [24]. A diverse presence in networking events and community organizations helps to facilitate connections between different communities, bridging gaps and strengthening ties that can lead to lasting business opportunities, as well as the creation of sustainable societies [25]. Furthermore, as the reference [26] demonstrates, implementing property management strategies has the advantage of enhancing wellness and security, a clean and orderly location, high-quality services, and useful premises. While the literature establishes the broad benefits of inclusion, a clear research gap exists. Most of the current studies focused on the specific isolated aspects of inclusion, such as gender based performance or disability awareness. There is a lack of empirical studies that provide a holistic, quantitative assessment of the adoption and contribution of inclusive practices within the real estate profession. More specifically, there is significant geographical and professional gap, with a scarcity of studies focused on real property valuers in the

Rwandan context. This study addresses this gap by providing empirical data on the proportion of real estate professionals in Kicukiro District who are adopting inclusion and identifying its specific contributions to their practice.

### 3. Materials and Methods

In conducting this study aims to assess the contribution of inclusion in real estate practices among real property valuers in Kicukiro District, a quantitative survey research design was adopted. The study entailed the distribution of structured questionnaires amongst the respondents for data collection. Collected data were obtained using structured questionnaires that were distributed directly on the field in the study area amongst the study population, containing the real property valuers. As the way to achieve the objectives of this study, a simple random sampling technique was adopted to ensure that each member of the study population had an equal chance of being selected in the survey. A sample size was calculated through the use of Yamane (1967) formula. It is formulated as:  $n = N / [1 + N (e)^2]$

Where;  $n$  signify the sample size,  $N$  signify the study population, and  $e$  signify the margin error or level of precision of which 5% (0.05) was adopted, and assumed reasonable for a confidence level of 95% [27]; [28]; [29]. The study population with a total number of 243 composed of registered real property valuers, a sample size of 151 was considered to represent others. The primary data was collected from the field under this study using structured questionnaires comprised of closed ended questions with responding options such as never, rarely, sometimes, always, or strongly disagree, disagree, neutral, agree and strongly agree. Collected data was processed through editing, coding and tabulation for obtaining the suitable data format for analysis using the analysis tools included descriptive statistics such as frequency and percentage distribution, and also inferential statistics such as mean rank analysis to identify the most significant contributions, and Exploratory Factor Analysis (EFA) to reduce the data and identify underlying factors, using Statistical Package for the Social Sciences (SPSS) software. The findings drawn by the data obtained among respondents surveyed, were recorded and presented using tables and figures. Moreover, among the 151 questionnaires distributed, 124 were completed and returned, representing a response rate of 82.12%.

### 4. Results and Discussion

#### 4.1. Analyzing the rate of responses

The study used questionnaires in collecting the data from the respondents. The researcher distributed 151 questionnaires amongst the Real Property Valuers who were the study population of this research. However, a total number of 124 questionnaires were received and they have generated the responses rate of 82.12% which is reasonable to be used for the study.

#### 4.2. Analysis of the demographic variables

This section was provided to explain the analysis of the

demographic variables of the study. The Table 1 presents frequency and percentage distribution analysis of the demographic variables of the respondents. The result shows particular details on gender, marital status, age, educational level and year of experience of the respondents that were engaged for the research as the demographic characteristics of the respondents.

**Table 1:** Demographic information of the respondents

Variables	Frequency	Percentage
<b>Gender</b>		
Male	107	86.3
Female	17	13.7
<b>Total</b>	<b>124</b>	<b>100</b>
<b>Marital Status</b>		
Single	46	37.1
Married	78	62.9
<b>Total</b>	<b>124</b>	<b>100</b>
<b>Age</b>		
21-25 years	5	4.0
26-30 years	14	11.3
31-35 years	49	39.5
Above 35 years	56	45.2
<b>Total</b>	<b>124</b>	<b>100</b>
<b>Educational Level</b>		
Bachelor's Degree	75	60.5
Master's Degree	46	37.1
Ph.D Degree	3	2.4
<b>Total</b>	<b>124</b>	<b>100</b>
<b>Years of Experience</b>		
1-4 years	24	19.4
5-8 years	31	25.0
9-12 years	36	29.0
Above 12 years	33	26.6
<b>Total</b>	<b>124</b>	<b>100</b>

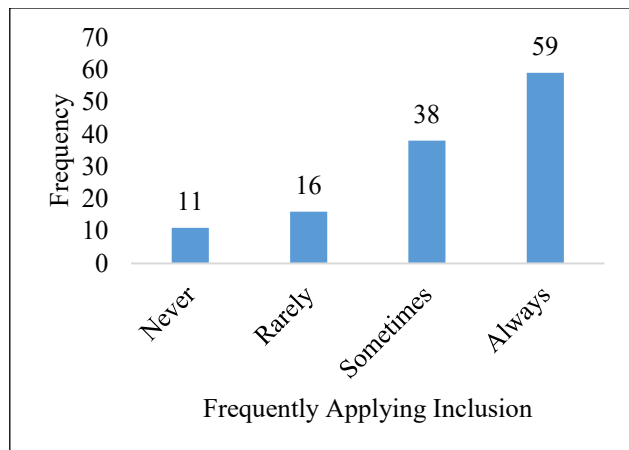
**Source:** (Authors, 2024)

The results presented in the Table 1 show the key demographic characteristics of the real property valuers in Kicukiro District. The respondents were predominantly male (86.3%), while females constituted only 13.7%. This gender disparity demonstrates a high participation level of male professionals, and considered to be more interested in the real estate sector than females. Majority of the respondents were married (62.9%) and were above 31 years of age (84.7%), indicating a mature and stable professional cohort. In terms of education, most of the respondents held a Bachelor's Degree (60.5%), and a Master's Degree (37.1%). Moreover, a significant portion of the respondents were highly experienced, with 55.6% having 9 or more years of experience in the real estate sector. The demographic profile of this study show that the data was collected from a well-educated and experienced group of professionals, who are capable of providing knowledgeable

insights into the industry practices.

#### 4.3. Frequent application of inclusion in real estate practices

The respondents were asked to rate how frequently they apply inclusion in real estate practices, and this was done through the assessment of how frequently they use it, if they are aware of it. The results are presented in the Figure 1.



**Figure 1:** Frequent application of inclusion in real estate practices

**Source:** (Authors, 2024)

In a bid to establish the frequency of application of inclusion in real estate practices among real property valuers in the study area, respondents were asked to rate their frequency application on a scale of 1 to 4 with 1 being never, 2 rarely, 3 being sometimes, 4 always. Results of their responses indicated that 59 (47.58%) of respondents always apply inclusion in real estate practices, followed by 38 (30.65%) with sometimes frequently applying of inclusion. Furthermore, 16 (12.90%) respondents fell in the category of rarely and 11 (8.87%) fell under never apply inclusion. This was done to achieve the second objective of this research. From these results obtained, we can conclude that most of the real property valuers in Kicukiro District, 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. The obtained results can be compared to the reference [30] shows that the performance levels of male and female employee ESVs differ significantly. When it comes to job performance, female ESVs fall short of their male counterparts. This could help to explain why some firms do not record any women among their employees. The idea that female surveyors are less productive than male surveyors may not be unrelated to this, and if it gets out of control, it could result in discrimination in the real estate sector.

#### 4.4. Contribution of inclusion in real estate practices

Understanding the previous effect and contribution of inclusion to real estate practices would be a basis to drive full adoption. In order to establish the areas of impact of inclusion on real

estate practices, respondents were asked to rank ten (10) key areas of real estate practices where they have felt the impact of inclusion and this was done using a 5-point Likert scale with 1 = “Strongly disagree”, 2 = “Disagree”, 3 = “Neutral”, 4 = “Agree” and 5 = “Strongly agree”. The outcome of the analysis is presented in the Table 2.

**Table 2:** Contribution of inclusion in real estate practices

Contribution of inclusion in real estate practices	SD	D	N	A	SA	M	R
Encourage the sharing of skills, experiences, and ideas in real estate practices.	7	13	6	65	33	3.84	8
Facilitate the easy access to real estate services, and create friendly workplace.	6	16	12	62	28	3.73	10
Improve professionalism in real estate practices.	11	6	14	39	54	3.96	4
Facilitate the provision of satisfactory real estate services to the clients.	11	7	17	51	38	3.79	9
Improve the quality of decision making.	11	7	10	43	53	3.97	3
Encourage innovation and creativity amongst real property valuers.	7	9	15	54	39	3.88	5
Ensure that all individuals have equal access to property and guarantee ownership regardless any factor.	6	14	11	36	57	4.00	2
Improve institution's global image and good will in their practices.	6	12	14	52	40	3.87	7
Promote social interrelation by bringing people from different backgrounds together in the same friendly neighborhoods.	6	9	16	37	56	4.03	1
Facilitate the procedures of expanding the market for real estate products and services.	6	11	14	54	39	3.88	5

“SD = Strongly disagree, D = Disagree, N = Neutral, A = Agree, SA = Strongly agree, M = Mean, and R = Rank”

**Source:** (Authors, 2024)

The results as shown in Table 2 show the obtained order of ranking by the respondents, on the existing contributions of inclusion in real estate practices within the study area. The results revealed that inclusion promote social interrelation by bringing people from different backgrounds together in the same friendly neighbourhoods ranked 1<sup>st</sup>, followed by it ensure that all individuals have equal access to property and guarantee ownership regardless any factor ranked 2<sup>nd</sup>, it improve the quality of decision making ranked 3<sup>rd</sup>, it improve professionalism in real estate practices ranked 4<sup>th</sup>, it encourage innovation and creativity amongst real property valuers, and

also facilitate the procedures of expanding the market for real estate products and services ranked 5<sup>th</sup>, it improve institution's global image and good will in their practices ranked 7<sup>th</sup>, it encourage the sharing of skills, experiences, and ideas in real estate practices ranked 8<sup>th</sup>, it facilitate the provision of satisfactory real estate services to the clients ranked 9<sup>th</sup>, it facilitate the easy access to real estate services, and create friendly workplace ranked 10<sup>th</sup>, with the mean of 4.03, 4.00, 3.97, 3.96, 3.88, 3.87, 3.84, 3.79, and 3.73 respectively. From the obtained results presented in the Table 2 shows that the major contributions of inclusion in the real estate practices ranked high are; to promote social interrelation by bringing people from different backgrounds together in the same friendly neighbourhoods, ensure that all individuals have equal access to property and guarantee ownership regardless any factor, improve the quality of decision making, and also improve professionalism in real estate practices. Reference [31] shows that real estate is included in pension funds' investments due to its capacity to reduce portfolio risk and the absence of trustworthy investment options that could protect capital and contribute or generate a consistent income stream. Legislative actions are nevertheless necessary to ensure that the real estate sector is held more accountable, which will reduce transaction costs and make real estate a more secure and profitable investment overall for institutional investors. Reference [25] shows that, the noteworthy outcomes have been ascertained across multiple classifications, encompassing urban, workplace, and home domains. The study's conclusions show how gender equality in society and the built environment are related, thus architects need to consider these as important design considerations for contributing to the needs of the community.

The Factor analysis (FA) was later applied to the results in Table 2, in order to extract some key major areas of contribution of inclusion to real estate practices. To do this, the first results to be considered was the Kaiser- Meyer-Olkin Measure of Sampling Adequacy (KMO) and Barlett's test of Sphericity for the validation of the method for the data under consideration. From the results, the Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.911 which is acceptable, and the Bartlett's Test of Sphericity was significant (Chi-square = 1086.28,  $p = 0.001$ ; Degrees of Freedom = 45). The tests thus showed that factor analysis (FA) is adequate for the analysis of the given data. The communalities values presented in Table 3 showed the degree of extraction based on the initial.

**Table 3:** Communalities for the contribution of inclusion to the real estate practices

Contribution of inclusion in real estate practices	Initial	Extraction
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Encourage the sharing of skills, experiences, and ideas in real estate practices	1.000	0.746
Facilitate the easy access to real estate services, and create friendly workplace	1.000	0.623
Improve professionalism in real estate practices	1.000	0.752
Facilitate provision of satisfactory real estate services to the clients	1.000	0.680
Improve the quality of decision making	1.000	0.777
Encourage innovation and creativity amongst real property valuers	1.000	0.724
Ensure that all individuals have equal access to property and guarantee ownership regardless any factor	1.000	0.692
Improve institution's global image and good will in their practices	1.000	0.655
Promote social interrelation by bringing people from different backgrounds together in the same friendly neighborhoods	1.000	0.691
Facilitate the procedures of expanding the market for real estate products and services	1.000	0.606

**Source:** (Authors, 2024)

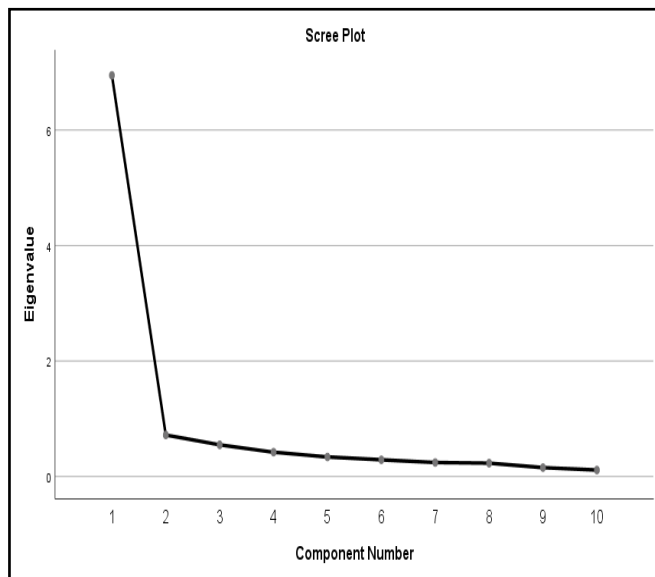
The extraction method used was the principal component analysis and all the extraction values are good and ranged between 0.606 and 0.777. The total and cumulative percentage of the total variance explained by the factor model is presented in Table 4.

**Table 4:** Total variance explained for the contribution of inclusion in real estate practices

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.948	69.481	69.481	6.948	69.481	69.481
2	0.718	7.183	76.664			
3	0.548	5.483	82.147			
4	0.421	4.205	86.352			
5	0.338	3.380	89.732			
6	0.289	2.891	92.623			
7	0.242	2.421	95.044			
8	0.231	2.311	97.355			
9	0.154	1.536	98.891			
10	0.111	1.109	100.000			

**Source:** (Authors, 2024)

Out of the ten (10) dimensions, the exploratory factor analysis model reduced the data to one dimension. The model extracted one components or one major factors. The one factor explained 69.481% of the total variance of the model. The Scree plot is used to determine the number of factors to retain in an exploratory factor analysis (EFA) and in this case, Figure 2 showed that most of the plot changed course from dimension two which is an indication that the greater variability in the exploratory factor model is explained mainly by one dimensions.



**Figure 2:** Scree plot for the contribution of inclusion in real estate practices

**Source:** (Authors, 2024)

#### 4.5. Areas requires improvement in adopting inclusion in real estate practices

From the survey, it is established that there is a need for improvement in inclusion adoption in Kicukiro District, and in order to achieve this, ten (10) variable that are perceived to encourage adoption were investigated. The respondents were asked to rate the following: share individual's experience and serve as a role model in real estate practices, encourage a sense of appreciation to someone's work, educate and train property practitioners the culture of collaboration, creating inclusive environment, and providing new perspectives, establish the monitoring and evaluation program about inclusion in real estate practices, adopt policy changes at all institution levels that encourage strategies of inclusion in real estate practices, create a workspace where every individual's opinion, suggestion, or question is heard and valued, create partnerships and teamwork within public and private organizations, and other participants deals with real estate practices, create networks of sharing inclusion skills and best practices in order to provide valued opportunities for less experienced to learn from high professionals' real property valuers, establish policies supporting fair and equitable access to real estate services, and promoting transparency and accountability in real

estate practices and; mobilize and strengthen inclusion initiatives within the overall real estate practices using a 5 points Likert scale with 1 = "Strongly disagree", 2 = "Disagree", 3 = "Neutral", 4 = "Agree" and 5 = "Strongly agree". The outcome of the analysis is presented in Table 5.

**Table 5:** Areas requires improvement in adopting inclusion in real estate practices

Areas requires improvement in adopting inclusion in real estate practices	SD	D	N	A	SA	M	R
To share individual's experience and serve as a role model in real estate practices.	5	6	11	50	52	4.11	3
To encourage a sense of appreciation to someone's work.	4	6	17	69	28	3.90	8
To educate and train property practitioners the culture of collaboration, creating inclusive environment, and providing new perspectives.	2	8	16	46	52	4.11	3
To establish the monitoring and evaluation program about inclusion in real estate practices.	5	7	13	69	30	3.90	8
To adopt policy changes at all institution levels that encourage strategies of inclusion in real estate practices.	3	4	14	43	60	4.23	1
To create a workspace where every individual's opinion, suggestion, or question is heard and valued.	4	7	17	61	35	3.94	7
To create partnerships and teamwork within public and private organizations, and other participants deals with real estate practices.	8	1	12	45	58	4.16	2
To create networks of sharing inclusion skills and best practices in order to provide valued opportunities for less experienced to learn from high professionals' real property valuers.	4	7	13	67	33	3.95	6
To establish policies supporting fair and equitable access to real estate services, and promoting transparency and accountability in real estate practices.	4	10	7	59	44	4.04	5
To mobilize and strengthen inclusion initiatives within the overall real estate practices.	8	6	11	64	35	3.90	8

"SD = Strongly disagree, D = Disagree, N = Neutral, A = Agree and SA = Strongly agree, M = Mean, and R = Rank"

**Source:** (Authors, 2024)



The Table 5 revealed that adopt policy changes at all institution levels that encourage strategies of inclusion in real estate practices ranked 1<sup>st</sup>, create partnerships and teamwork within public and private organizations, and other participants deals with real estate practices ranked 2<sup>nd</sup>, educate and train property practitioners the culture of collaboration, creating inclusive environment, and providing new perspectives and share individual's experience and serve as a role model in real estate practices ranked 3<sup>rd</sup> with means of 4.23, 4.16, and 4.11 respectively. Also from the analysis, create a workspace where every individual's opinion, suggestion, or question is heard and valued, mobilize and strengthen inclusion initiatives within the overall real estate practices, establish the monitoring and evaluation program about inclusion in real estate practices, and; encourage a sense of appreciation to someone's work ranked among the lowest 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup> and 10<sup>th</sup> with means of 3.94, 3.91, 3.90 and 3.89 respectively. The results obtained were also emphasized by the reference [32], the reasonable environmental barriers in our facilities have to be taken away in order to contribute to social inclusion.

For further extraction of the major variables that could be of interest, Factor analysis was applied to the results in Table 6, in order to extract some key major factors that will enhance adoption of inclusion in real estate practices. To do this, the first result to be considered was the Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) and Barlett's test of Sphericity for the validation of the method for the data under consideration. From the results, the Kaiser-Meyer-Olkin Measure of Sampling Adequacy was 0.890 which is acceptable, and the Bartlett's Test of Sphericity was significant (Chi-square = 909.108,  $p = 0.001$ ; Degrees of Freedom = 45). The tests thus showed that factor analysis is adequate for the analysis of the given data. The communalities values presented in Table 6 showed the degree of extraction based on the initial.

**Table 6:** Communalities for areas requires improvement in adopting inclusion in real estate practices

	Initial	Extraction
To share individual's experience and serve as a role model in real estate practices	1.000	0.740
To encourage a sense of appreciation to someone's work	1.000	0.620
To educate and train property practitioners the culture of collaboration, creating inclusive environment, and providing new perspectives	1.000	0.743
To establish the monitoring and evaluation program about inclusion in real estate practices	1.000	0.740
To adopt policy changes at all institution levels that encourage strategies of inclusion in real estate practices	1.000	0.800
To create a workspace where every individual's opinion,	1.000	0.685

suggestion, or question is heard and valued		
To create partnerships and teamwork within public and private organizations, and other participants deals with real estate practices	1.000	0.862
To create networks of sharing inclusion skills and best practices in order to provide valued opportunities for less experienced to learn from high professionals' real property valuers	1.000	0.823
To establish policies supporting fair and equitable access to real estate services, and promoting transparency and accountability in real estate practices	1.000	0.672
To mobilize and strengthen inclusion initiatives within the overall real estate practices	1.000	0.634

Source: (Authors, 2024)

Extraction method used was the principal component analysis and all the extraction values are good and ranged between 0.634 and 0.862. Total and cumulative percentage of the total variance explained by the factor model is presented in Table 7.

**Table 7:** Total variance explained for areas requires improvement in adopting inclusion in real estate practices

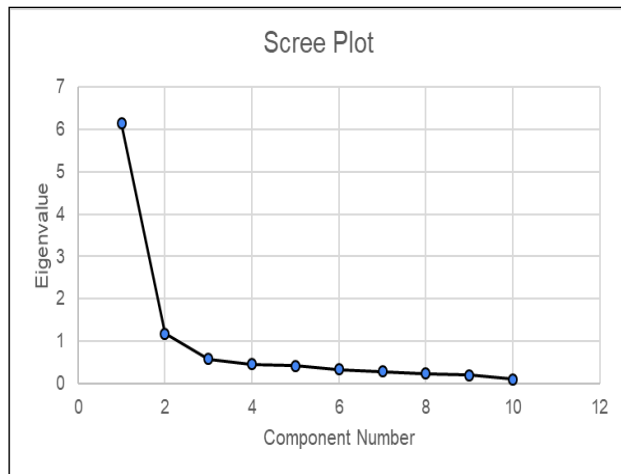
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.133	61.332	61.332	6.133	61.332	61.332
2	1.184	11.837	73.169	1.184	11.837	73.169
3	0.589	5.894	79.063			
4	0.469	4.689	83.752			
5	0.427	4.269	88.021			
6	0.343	3.428	91.449			
7	0.288	2.880	94.329			
8	0.248	2.485	96.813			
9	0.212	2.116	98.930			
10	0.107	1.070	100.000			

Source: (Authors, 2024)

Out of the ten (10) variables under consideration, the exploratory factor analysis (EFA) model reduced the data to two dimension. The model extracted two components or two major factors. The two factors explained 73.169% of the total variance of the model. The Scree plot is used to determine the number of factors to retain in an exploratory factor analysis (FA) and in this case, Figure 3 showed that most of the plot



changed course from dimension two which is an indication that the greater variability in the exploratory factor model is explained mainly by two dimensions.



**Figure 3:** Scree plot for the areas requires improvement in adopting inclusion in real estate practices

## 5. Conclusion

The study successfully assessed the contribution of inclusion in real estate practices amongst real property valuers in Kicukiro District. This has been achieved through to ascertain the proportion of real property valuers adopting inclusion in real estate practices, and assess the contribution of inclusion in real estate practices amongst real property valuers. The study concludes as the findings address the main research variables included independent variable, the adoption of inclusive practices, and dependent variable, the contribution of inclusion to real estate practices. The outcome of the study reveals that though real property valuers in the study area already started adopting and they frequently apply inclusion within the real estate practices. On other hand, the contribution of inclusion to the real estate practices, the promotion of social interrelation by bringing people from different backgrounds together in the same friendly neighbourhoods was found to be the primary contribution of inclusion to real estate practices. Other major contributions among others include ensuring that all individuals have equal access to property and guarantee ownership regardless any factor, and also improve the quality of decision making when it comes to real estate practices.

The research impact of the obtained results under this study is significant. For practitioners, it highlights that inclusion is not just a social model but a practical tool that enhances community building and professional effectiveness. For policymakers, it provides empirical evidence to support the development of policies that order and encourage inclusive practices in the real estate sector. Thus, there is a strong relationship between contribution of inclusion in real estate practices and valuers in real estate industry. The specific new contribution to the real estate sector is the encouragement in promoting social interrelation, as foremost benefit perceived by real property valuers, directly linking their professional practices to extensive social organization goals. Referring to the aforementioned

conclusion, the study recommends that, there should be the creation of partnerships and teamwork within public and private organizations, and other participants. This collaborative effort should focus on developing and implementing strategies to motivate inclusion in all real estate practices. There is a need to educate and train property practitioners the culture of collaboration, creating inclusive environment, and the value of providing new perspectives to be more interested in the understanding and application of inclusion in the daily work. Moreover, policymakers should focus on adopting and enforcing policy changes that support fair and equitable access to real estate services.

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