REPUBLIC OF KENYA

NGEC
National Gender and Equality Commission

STATUS OF GENDER EQUALITY AND INCLUSION IN THE PUBLIC SECTOR

Performance Contracting, Financial Year 2024/2025 (The 21st Cycle)

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THE NATIONAL GENDER AND EQUALITY COMMISSION

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The 21st Cycle

KENYA VISION 2030

TOWARDS A GLOBALLY COMPETITIVE AND PROSPEROUS NATION

NGEC National Gender and Equality Commission

REPUBLIC OF KENYA

VISION

An inclusive society free from gender inequality and all forms of discrimination

MISSION

To promote and protect gender equality and freedom from all forms of discrimination in Kenya, especially for Special Interest Groups through ensuring compliance with policies, laws and practice

CORE VALUES

- Dignity
- Equality
- Teamwork
- Integrity
- Inclusivity

Published by

The National Gender and Equality Commission

1st Floor, Solution Tech Place, 5 Longonot Road, Upper Hill, Nairobi

P.O BOX 27512-00506

Nairobi, Kenya

Mobile: +254 (709)375100

Toll Free: 0800720187

www.ngeckenya.org

X: @NGECKENYA

www.facebook.com/NGECKenya

Kisumu Regional Office

Reinsurance Plaza, 3rd Floor, Wing B, Oginga Odinga Street,

Kisumu Town.

Nakuru Regional Office

Tamoh Plaza, 1st Floor, Kijabe Street,

Nakuru Town.

Garissa Regional Office

KRA Route off Lamu Road, Province,

Garissa Town.

Kilifi Regional Office

Malindi Complex, off Lamu-Malindi Road,

Malindi Town.

Kitui Regional Office

Nzambani Park, off Kitui Referral Hospital Road,

Kitui Town.

Isiolo Regional Office

Barsalinga Towers, 2nd Floor RM 2004

Along Isiolo Girls Road

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Performance Contracting, Financial Year 2024/2025 (The 21st Cycle)

1. Introduction

Kenya adopted the Public Sector Performance Contracting (PC) framework in 2003 as a key accountability mechanism to enhance efficiency and service delivery within the public service. In 2013, the National Gender and Equality Commission (NGEC) introduced a set of initial indicators on Gender Mainstreaming within the PC process. Over time, these indicators have evolved to incorporate broader dimensions of inclusion, now referred to as Gender Mainstreaming and Inclusion (GMI).

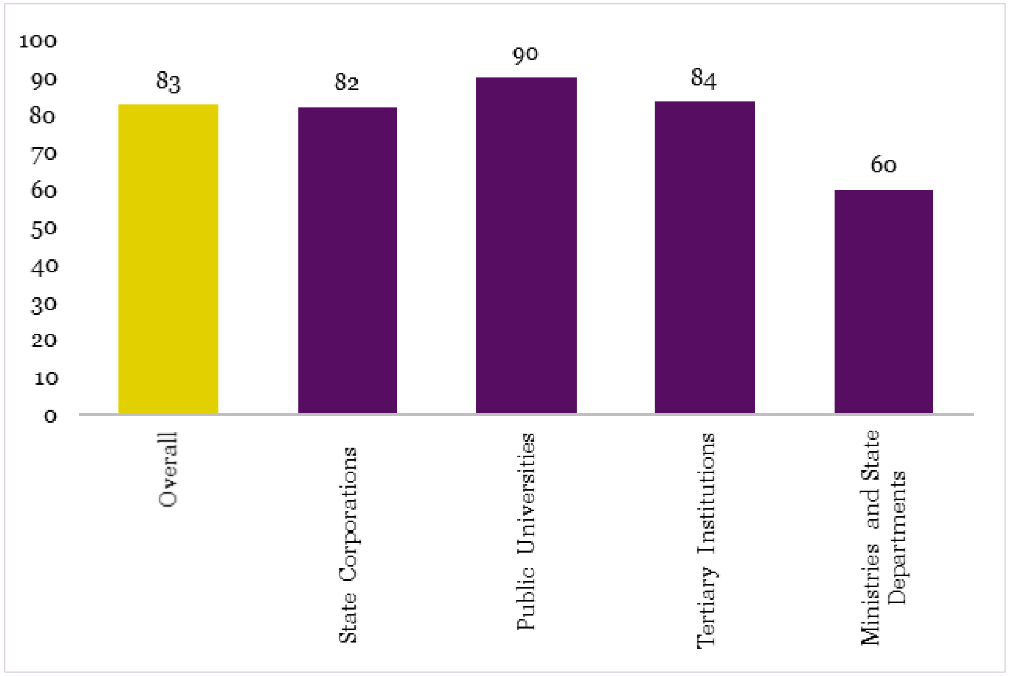
During the 21st Cycle of Performance Contracting for the Financial Year 2024/2025, NGEC, in collaboration with the State Department for Gender and Affirmative Action (SDGAA), developed a standardized reporting template and a minimum set of GMI indicators for use by Ministries, Departments, and Agencies (MDAs).

The 21st Cycle aligns with the requirements of Section 8(j) of the National Gender and Equality Commission Act, Cap 7K, and the National Treasury Budget Circular No. 11/2024 dated August 23, 2024, specifically, page 12, sub-items 52, 53, and 54, which emphasize Child-Sensitive and Gender Responsive Budgeting.

2. Key Results

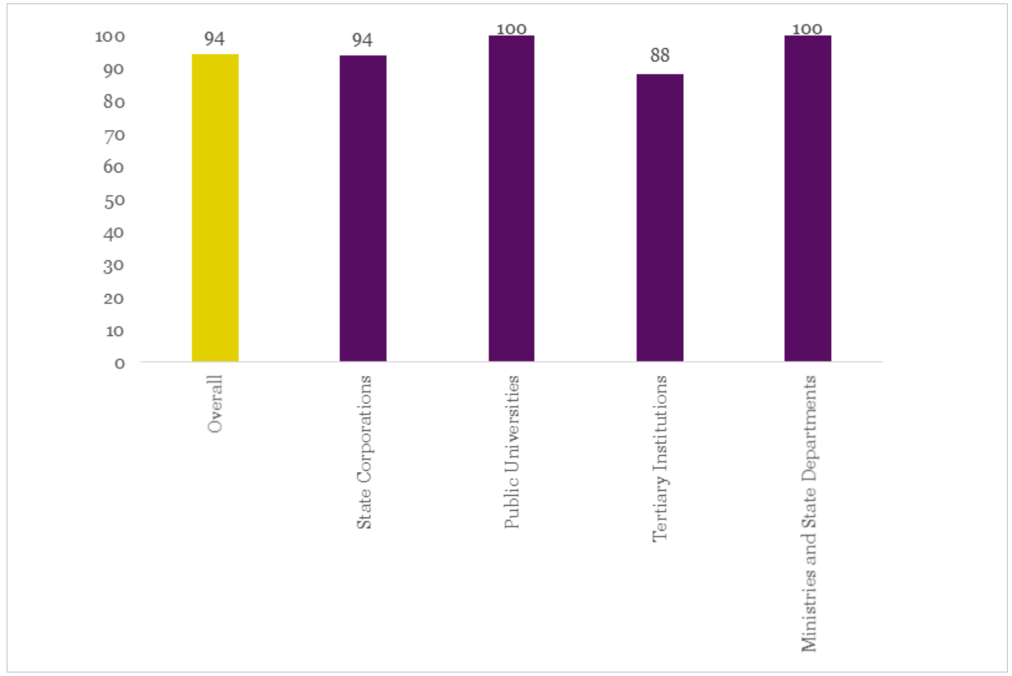
A total of 88 Ministries, Departments, and Agencies (MDAs) submitted their progress reports and were evaluated. This number is far less compared to 201 who submitted in the 2023/2024, and 390 in FY 2022/2023. This report presents a summary of the results from these entities for selected indicators related to Gender Mainstreaming and Inclusion.

Indicator 1 (Figure 1): Gender mainstreaming and inclusion performance by sector, FY 2024/2025



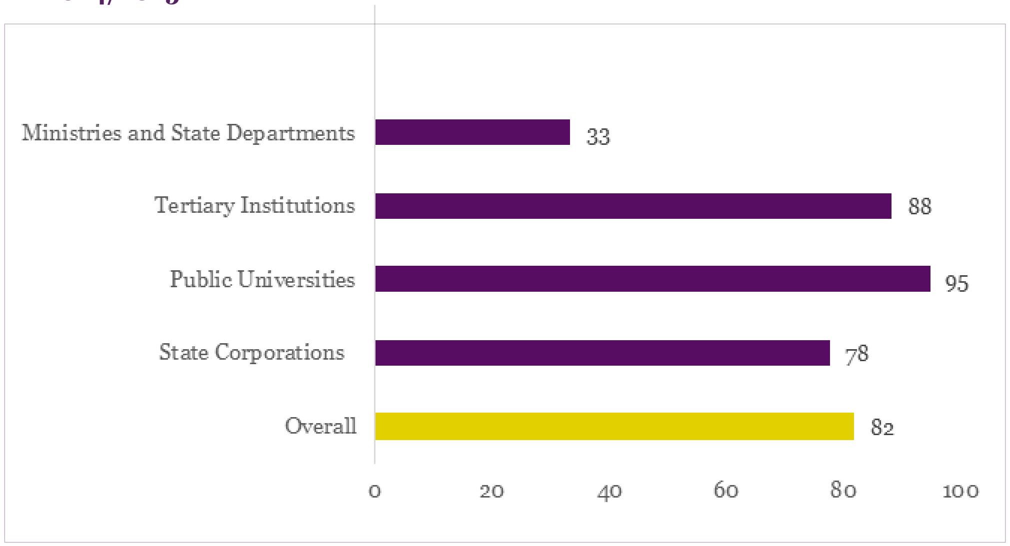
The overall performance of the public sector on Gender Mainstreaming and Inclusion (GMI) is 83%. Performance is highest in Public Universities (90%) and lowest in ministries and state departments (60%).

Indicator 2 (Figure 2): Inclusion of gender mainstreaming activities in public institutions' annual work plan, FY 2024/2025



Ninety Four percent of the public institutions included gender mainstreaming activities in their work plan, FY 2024-2025. This is highest in Ministries, State Departments, and Public Universities, and lowest in tertiary institutions (88%).

Indicator 3 (Figure 3): Whether public institutions allocated a budget for GMI, FY 2024/2025



Eighty two percent of the public institutions allocated a budget for gender mainstreaming, GBV prevention and response. Ninety five percent of Public Universities allocated a budget while only one in three ministries and state departments allocated a budget.

Indicator 3 (Table 1): Public sector budget allocation to gender mainstreaming and inclusion, FY 2024/2025

Sector	No. of MDAs	Total MDA Annual Budget	Total GM Budget Allocation	% Allocation
Overall	88	562,226,910,635.54	54,553,365,815.20	9.70
Ministries and State Departments	3	5,481,991,424.00	1,090,650.00	0.02
Public Universities	19	60,988,511,292.54	24,543,854.00	0.04
State Corporations	49	488,672,995,911.00	54,498,525,034.20	11.15
Tertiary Institutions	17	7,083,412,008.00	29,206,277.00	0.41

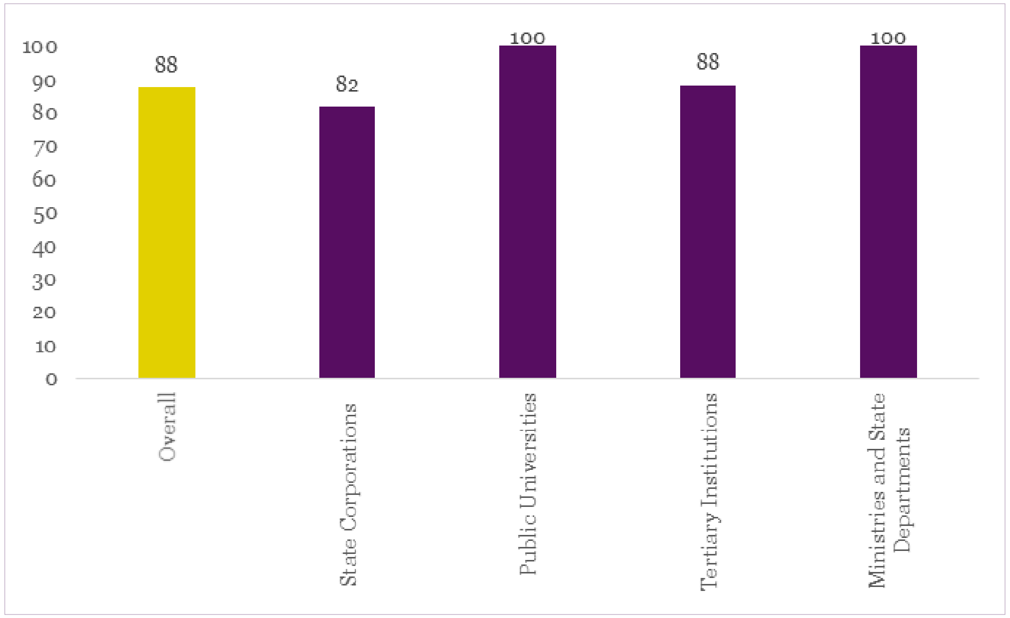
The evaluated public sector institutions allocated approximately KES 54.6 billion (an equivalent of 9.7% of the total budget these agencies received for the FY 2024/2025). Nearly the entire budget allocated to GMI was from State Corporations meaning these agencies have a higher budget commitment to the GMI work.

Indicator 4 (Table 2): Workforce composition in the public sector, FY 2024/2025

Sector	Total No. of Staff	Total No. of Female Staff	Total No. of Male Staff	% Female	Average Female	Average Male	No of Institutions
Overall	**93,506**	**37,339**	**56,167**	**39.93**	**424**	**638**	**88**
Ministries and State Departments	5,803	2,788	3,015	48.04	929	1,005	3
Public Universities	20,088	8,785	11,303	43.73	462	594	19
State Corporations	63,755	23,724	40,031	37.21	484	816	49
Tertiary Institutions	3,860	2,042	1,818	52.90	120	106	17

Generally, there are fewer women than men employees in the public sector institutions except in tertiary institutions where women were more than men. Of the total workforce in the public sector evaluated, 39% were women and on average public sector has 424 women in the workforce.

Indicator 5 (Figure 4): Compliance of public sector with the not more than two thirds gender principle (total workforce), FY 2024/2025



Eighty eight percent of the public sector institutions have complied with the not more than two-thirds gender principle. All Ministries, State Departments and Public Universities complied with the constitutional threshold in the period under review.

Indicator 6 (Table 3): Compliance with the employment of at least 5% of PWDs in the public sector, FY 2024/2025

Sector	Total No of Staff	Total No of PWDs	% PWDs In Total Workforce	Total Female PWD Staff	Total Male PWD Staff	VG Female PWD	AVG Male PWD	No off Institutions	AVG PWD Per institution
Overall	93,506	1,828	2.0	638	1190	7	13	88	20
Ministries and State Departments	5,803	152	2.6	51	101	17	33	3	50
Public Universities	20,088	504	2.5	181	323	9	17	19	26
State Corporations	63,755	1,138	1.8	392	746	8	15	49	23
Tertiary Institutions	3,860	34	0.9	14	20	0	1	17	2

PWDs constitutes 2% of the total workforce in the public sector, out of which 34.9% were female. Generally, for every one-woman PWD employee, there are two men PWDs.

Ministries and state departments had the highest composition of PWDs at 2.6% and with an average of 50 PWDs employees followed by Public Universities at 2.5% while Tertiary Institutions had the lowest at 0.9% and an average 2 PWDs per tertiary institution.

Indicator 7 (Table 4): Representation of minority and marginalized (MM) communities[1] in the public sector, FY 2024/2025

Sector	Total No of Staff	Total No of MM	% MM In Total Workforce	Total Staff MM Female	Total Staff MM Male	AVG Female MM	AVG Male MM	No of Institutions	AVG MM Per institution
Overall	93,506	5,855	6.3	2402	3453	27	39	88	66
Ministries and State Departments	5,803	14	0.2	6	8	2	2	3	4
Public Universities	20,088	389	1.9	146	243	7	12	19	20
State Corporations	63,755	5,366	8.4	2221	3145	45	64	49	109
Tertiary Institutions	3,860	86	2.2	29	57	1	3	17	5

Public sector reported that in the period 2024/2025, Minority and marginalized communities constitute 6.3 % of the total public sector workforce. . State corporations had the highest representation of minorities and marginalized communities at 8.4 % of their total workforce. Ministries had the least proportion of mm represented in their workforce (0.2%)

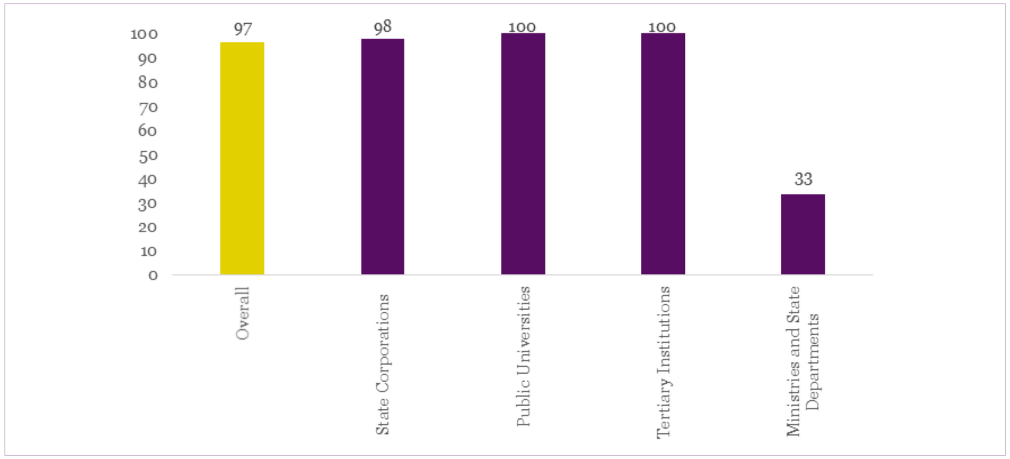
Indicator 8 (Table 5): Representation of the youth in the public sector, FY 2024/2025

Sector	Total No. of Staff	Total No of Youth	% Youth In Total Workforce	AVG Staff 18-34 years	AVG Staff 35 years & above	No off Institutions	AVG Youth Per Institution
Overall	93,506	16,881	18.1	191	692	88	191
Ministries and State Departments	5,803	665	11.5	221	1712	3	221
Public Universities	20,088	1,187	5.9	62	825	19	62
State Corporations	63,755	13,611	21.4	277	779	49	277
Tertiary Institutions	3,860	1,418	36.7	83	108	17	83

The youth constitute 18.1% of the total workforce in the public sector. On average, a state corporation employs 277 youth in the workforce while a public university employs 62 youth.

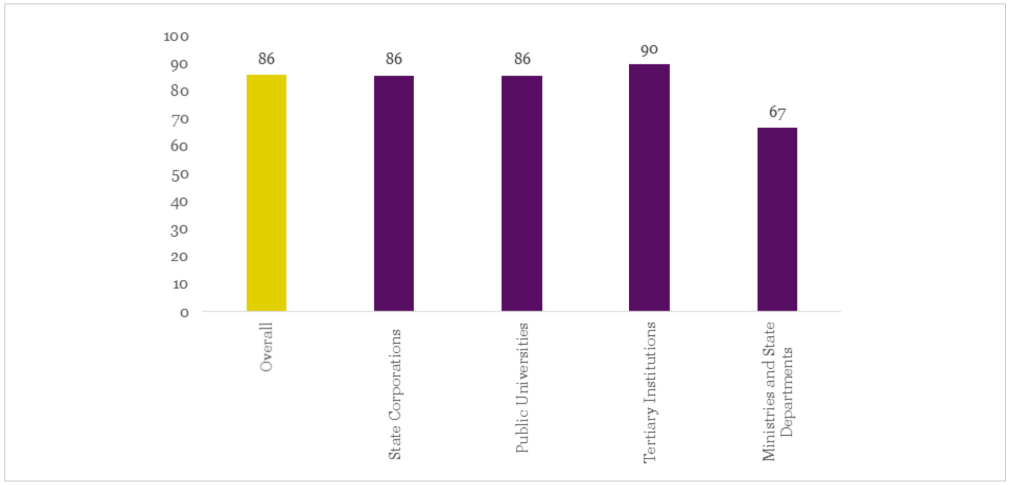
[1]Minorities & Marginalized Communities as defined in Article 260 of the Constitution of Kenya

Indicator 9 (Figure 5): Do public sector institutions have a gender policy? FY 2024/2025



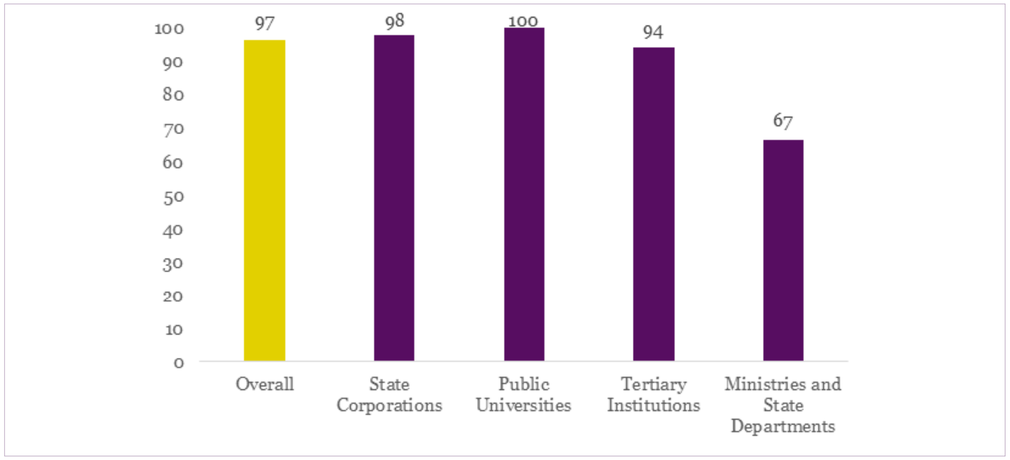
Ninety seven percent of all public sector institutions had a gender policy. All public universities and tertiary institutions had a gender policy.

Indicator 9 (Figure 6): Implementation of Gender Policy, FY 2024/2025



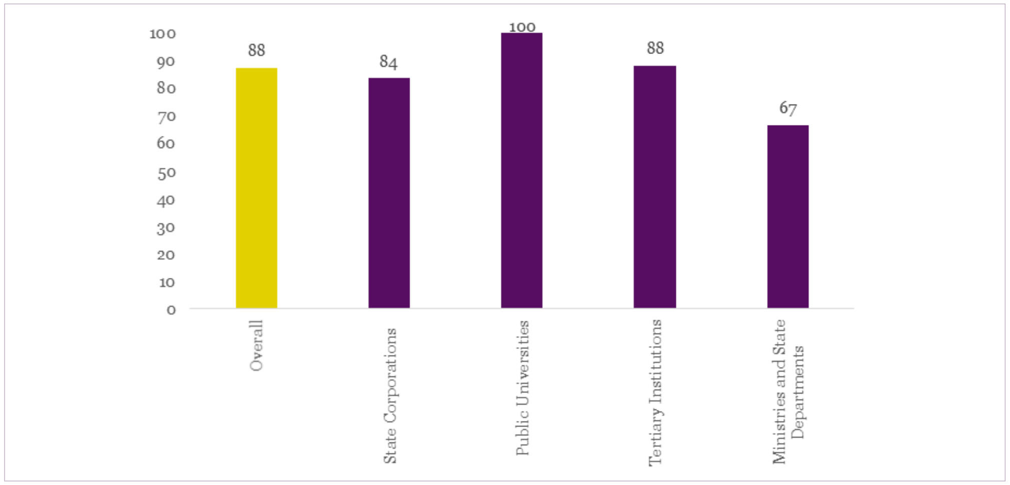
Eighty six percent of all public sector institutions that had a gender policy, reported they had implemented the policy. Tertiary institutions had the highest implementation rate at 90% while Ministries and state departments 67%, each.

Indicator 10 (Figure 7): Do public sector institutions have a GBV policy? FY 2024/2025



Ninety seven percent of public sector institutions had a GBV policy. All public universities and 67% Ministries and state departments had a GBV policy.

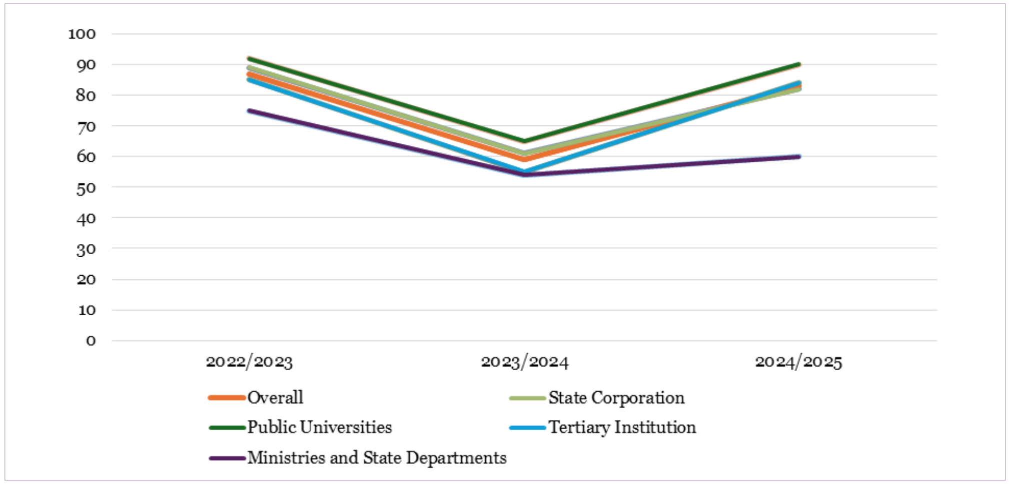
Indicator 10 (Figure 8): Implementation of a GBV Policy, FY 2024/2025



Of public sector institutions that had an institutional GBV policy, 88% reported they had implemented an action in the policy while all public universities reported implementation. 33% of Ministries and state departments reported that even though they had a GBV policy, it was not implemented during the period under review.

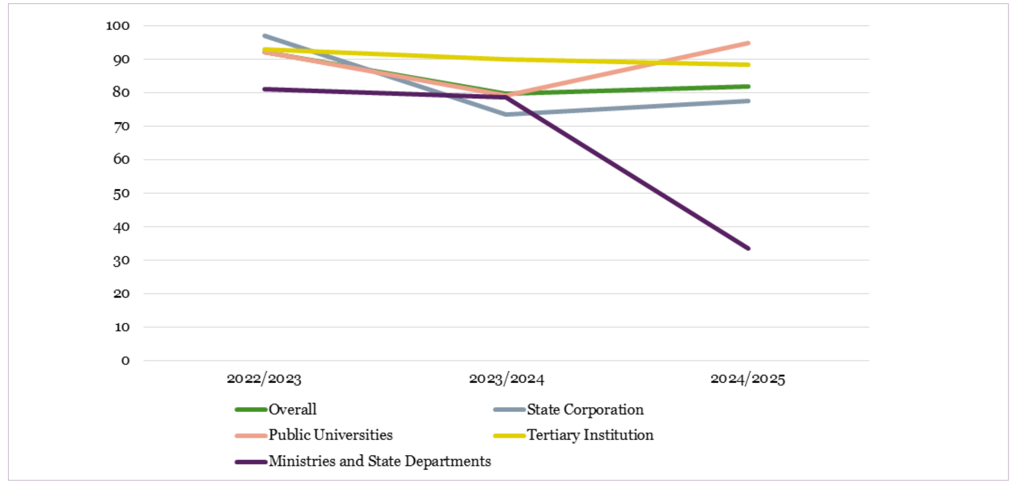
3. Trend analysis FY 2022/23 and 2024/25

a) Gender Mainstreaming and Inclusion Index



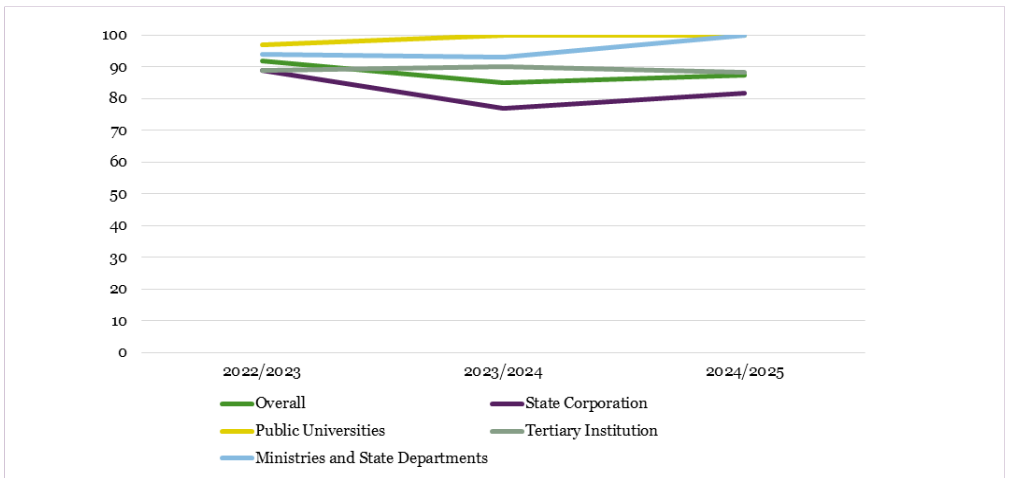
Overall gender mainstreaming and inclusion in the public sector recorded a downward trend between 2022/23 and 2024/2025. The largest drop was recorded by the ministries and state departments. During the review period, Public Universities demonstrated consistent performance on gender mainstreaming and inclusion.

b) Budget Allocation for Gender Mainstreaming and Inclusion (GMI)



Overall public sector showed a negative trend in the percentage of agencies allocating budgets for gender mainstreaming and inclusion. The sharpest decline was recorded among ministries and state agencies. However, the percentage of public universities allocating budgets for GMI increased between 2022/23 and 2024/25.

c) Compliance with the not more than Two-Thirds Gender Principle



Overall there is an insignificant change between 2022/23 and 2024/25 in the percentage of public agencies complying with the requirement that not more than two-thirds of the workforce shall be of the same gender. A positive trend is however noted among Ministries and State departments, and public universities while state corporations and tertiary institutions recorded a downward trend.

4. Emerging Issues and Challenges as reported by the Public Sector

a)Declining rate of reporting on gender mainstreaming and inclusion indicators. The number of public sector agencies reporting on GMI decreased from 390 in 2022 to 520 in 2025. This is mainly due to lack of a policy framework obligating agencies to implement gender mainstreaming and inclusion actions.

b) Inadequate capacity within institutions to effectively implement strategic interventions on gender mainstreaming and inclusions. Many agencies have consistently requested for structured trainings and sensitizations of the gender mainstreaming and inclusion committees on the effective strategies for achieving gender equality at workplaces.

c) Inadequate budget allocation for Gender Mainstreaming and Inclusion activities. Some sectors allocated as low 0.02% of the annual budget to Gender Mainstreaming and Inclusion programs. GMI is only possible when agencies plan and allocated resources to implement GMI activities

d) Persistent gender stereotypes shape career choices, recruitment, training and promotions affecting participation of women and marginalized communities in the public sector institutions. Many public sector agencies reporting in the 2024/2025 PC process cited entrenched gender stereotypes and negative gender norms as greatest barriers to achieving gender equality in public service.

5. Recommendations

01

Reporting Mechanism

The state to establish a mechanism for ensuring routine reporting by the public sector on their compliance with the minimum indicators of gender mainstreaming and inclusion.

02

Capacity Building

Resume continuous capacity building of the public sector institutions on gender equality and inclusion.

03

Adherence to Guidelines

Public agencies to adhere to the national and county GRB guidelines and related budget circulars on mainstreaming issues on gender and inclusion in planning and budgeting. An incentive and sanction scheme to supporting this initiative is encouraged.

04

Gender Oversight

Oversight agencies shall conduct physical verifications of the reports made by MCDAs to assess the correctness, completeness and accuracy of the data provided by state agencies.

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The National Gender and Equality Commission

1st Floor, Solution Tech Place,
5 Longonot Road, Upper Hill, Nairobi
P.O BOX 27512-00506
Nairobi, Kenya.
+254 (709)375100
0800720187
info@ngeckenya.org
www.ngeckenya.org
@NGECKENYA
www.facebook.com/NGECKenya