

GENDER STATISTICS

Vol. 1, 2011

Achieving MDG-3: Gender Equality

THE PUBLIC SECTOR IN RWANDA

REPUBLIC OF RWANDA



**NATIONAL INSTITUTE OF STATISTICS OF RWANDA
GENDER MONITORING OFFICE**



**United Nations Entity for Gender Equality
and the Empowerment of Women**

Inprint

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Public Sector – A Gender Equality and Development Issue?

The Government of Rwanda has embarked on an array of public sector reforms aiming to make the public sector more responsive to Rwandan citizens and other users' needs. The Rwanda Vision 2020 aims to transform the country into a knowledge economy with a skilled workforce and a strong public administration which promotes ethics, values, transparency, equity and results.



A gender equality and development issue?

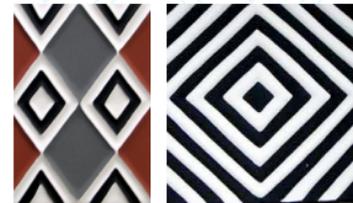


Photos: One UN Rwanda Photograph Database.



Empowering women – Strategy for successful development in Rwanda

A nation wide program to mainstream Gender in all national development programs and activities was initiated by the Government of Rwanda immediately after the emergency period that followed the tragic genocide of the Tutsi of 1994. The change that Rwanda wanted concerning promoting and empowering women was firstly manifested in the new Constitution (2003) that stipulated that women should constitute 30% in all leadership positions in the country, and the establishment of the National Women Council (CNF). This was also followed by establishing Women Affairs, which was later changed to become the Ministry of Gender and Family Promotion (MIGEPROF), establishing the Gender Monitoring Office (GMO) in the country, passing several policies and enacting laws that reinforce the commitment to promote Gender Equality and women empowerment in all sectors of life in Rwanda.



Strategy for successful development in Rwanda



Photos: One UN Rwanda Photograph Database.



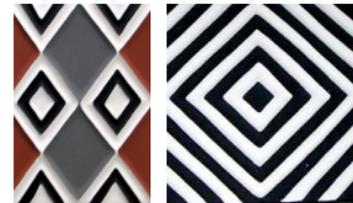
The Gender Statistics Initiative



Achieving development for all requires formulation of inclusive policy that recognizes the role that gender analysis plays in determining outcomes for women and men in the community. Having access to updated and reliable gender statistics is essential in the elimination of gender blindness in the formulation of policies.

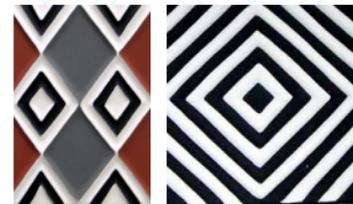


It is from the above background that the National Institute of Statistics (NISR) and the Gender Monitoring Office (GMO) in collaboration with UN Women / UN Delivering as One (DaO) embarked on establishing a comprehensive Gender Statistics Framework (GSF) for Rwanda which will result in Gender Statistics Publications highlighting the status of gender equality in key development sectors. The aim is to encourage policy debate in particular around gender gaps and discrimination but also to capture good practices by providing evidence.



In 2010 the NISR in collaboration with the Ministry of Public Service and Labor conducted a census on public sector employees (“Civil Servants Census”). The final report of the Census was released early 2011. The main aim of the Civil Servants Census was to collect viable information that will enhance an understanding and enable detailed scientific analysis of the civil servants in Rwanda. Simultaneously the Gender Monitoring Office produced a report in June 2011 on “Gender Baseline and Key Indicators in Four Sectors”.

The data presented in this publication have been sourced from the main data set of the civil servants census and the gender baseline. It provides a viable benchmark situation on the gender status in the Public Sector.



Synopsis – Gender Status in the Public Sector¹

54.5 % of civil servants in Rwanda are men and 45.5 % are women – the sector is successfully complying with the Governments' commitment to promote women's participation in decision making.

54.5% MEN



45.5% WOMEN

¹Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



At the level of high decision making organs gender equality is improving– women make up above 40 % of Ministry Permanent Secretaries and Supreme Court Judges and above 30 % of Senators and Deputies Chairing Standing Committees. However positions traditionally occupied by men are still male dominated; for example 90 % of all District Mayors are men and 83.3 % of Vice Mayors of Economic Affairs as well, while 83.3 % of all Vice Mayors of Social Affairs are women. Key positions, such as heads of learning institutions, hospital directors and senior officers of the police force to mention a few, show big gender gaps with very few women. In education the gender gaps increase with the level; primary education employees are equal numbers men and women but in secondary and higher education men occupy 70 % of the posts. Age statistics on the other hand indicate that women aged 20 to 44 years are catching up with men aged 20 to 44 while women above 45 years are under-represented vis-a-vis men above 45 years.

¹Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Central Government²

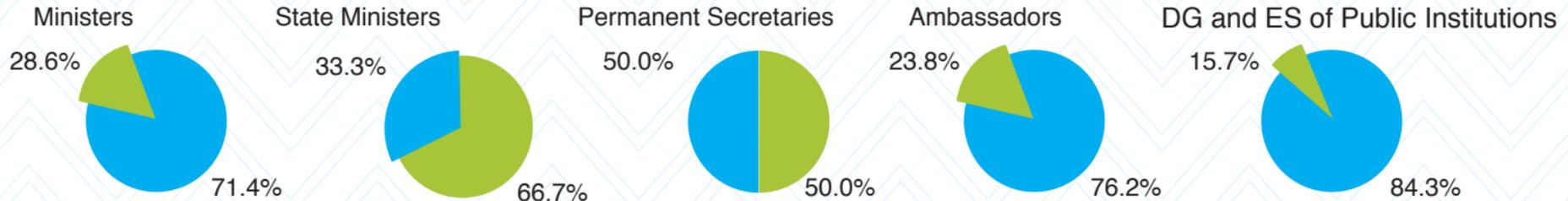
58.3% MEN



41.7% WOMEN



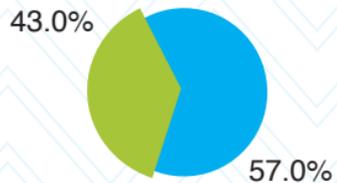
Central Government: Total Proportion women and men



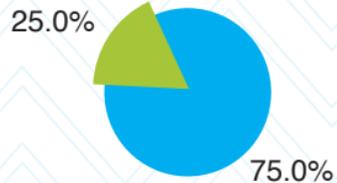
²Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



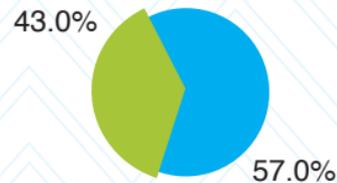
Judges of Supreme Court



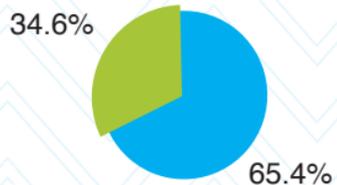
Judges of The High Court



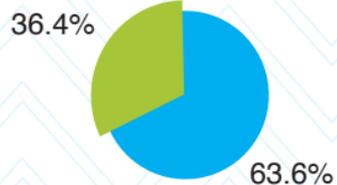
Judges of High Commercial Courts



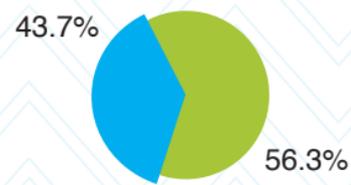
Senators



Deputies chair standing committees



Deputies



²Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Agencies / Commissions / Public Institutions³

66.6% MEN



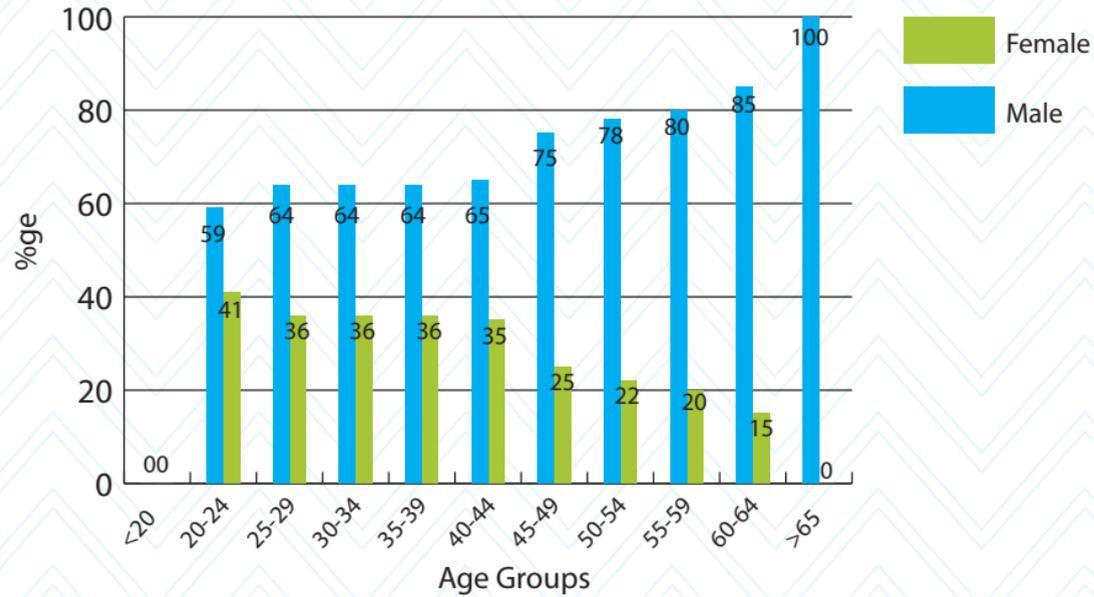
33.4% WOMEN

Agencies, Commissions, Public Institutions: Total Proportion women and men

³Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Central Government Agencies/Commissions/Public Institutions



³Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Government Projects⁴

63.5% MEN



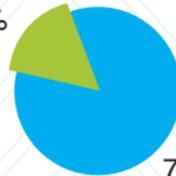
36.5% WOMEN



Government Projects: Total Proportion women and men

Coordinators Government Projects

22.6%

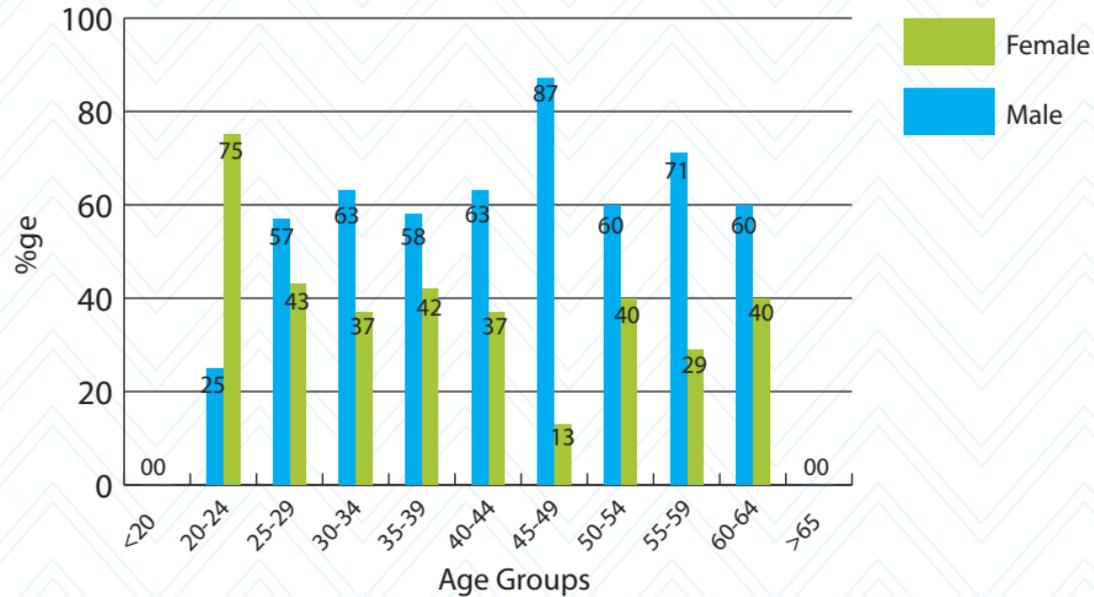


74.4%

⁴Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Government Projects, Total Employees: Proportion Women and Men by Age Groups



* Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Province Level⁵

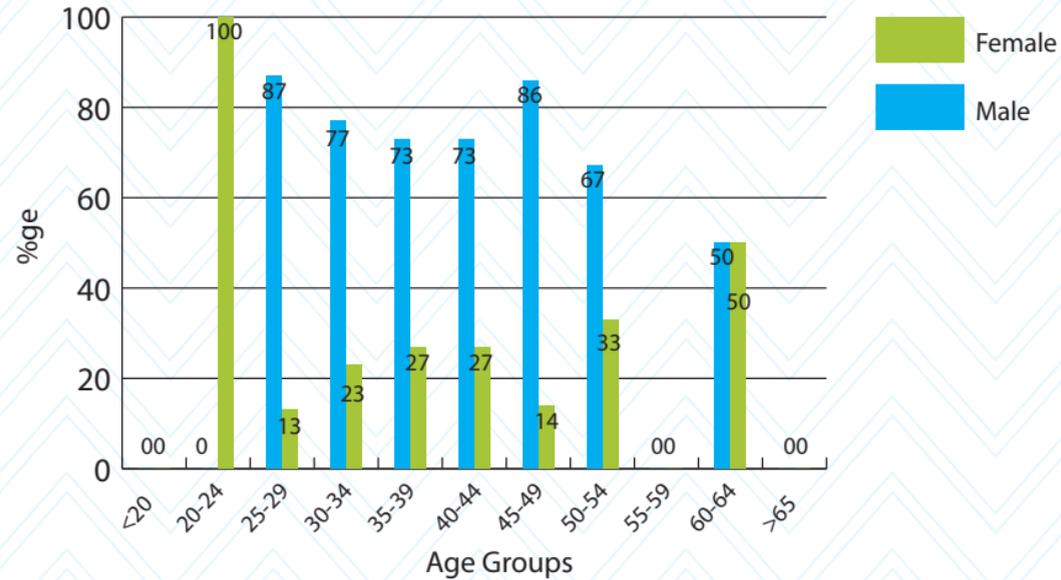


Province Level: Total Proportion women and men

⁵Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Province Level, Total Employees by Age Groups



⁵ Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



District Level⁶

63.5% MEN



36.5% WOMEN



Mayors of Districts

10.0%



90%

Vice Mayors Economic Affairs

16.7%



83.3%

Vice Mayors Social Affairs

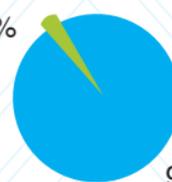
16.7%



83.3%

Executive Secretaries of Districts

6.7%

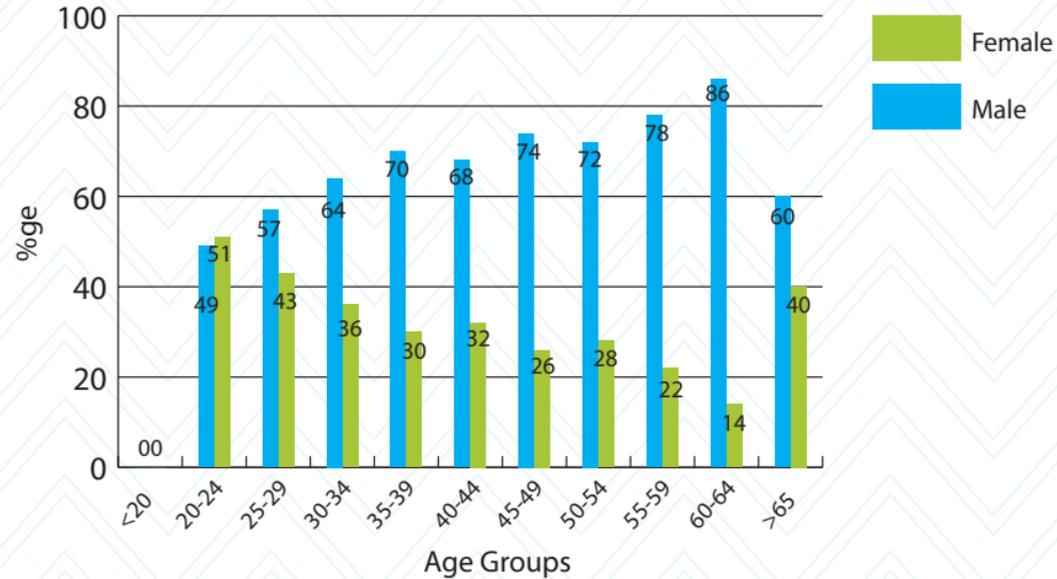


93.3%

⁶Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



District Level: Total Employees by Age Groups



⁶ Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Sector Level⁷

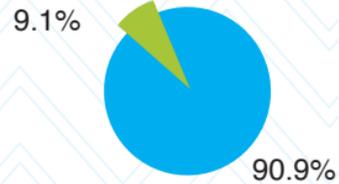
64.4% MEN



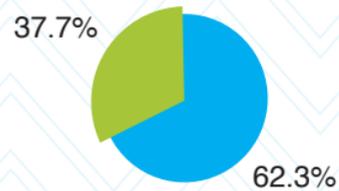
35.6% WOMEN



Sector Executive Secretaries



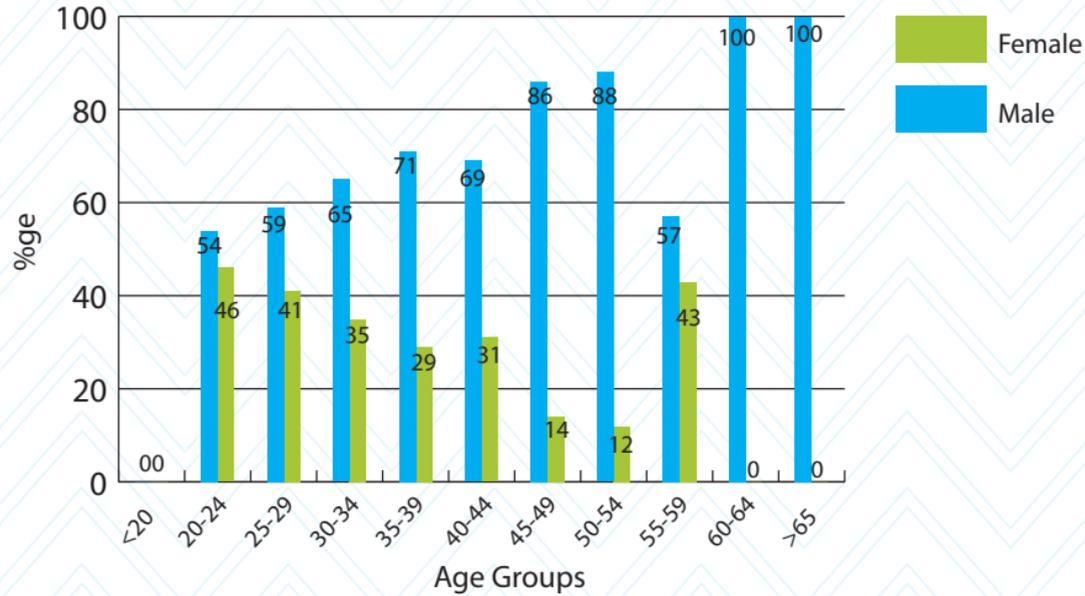
Cell Executive Secretaries



⁷Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Sector Level: Total Employees by Age Groups



⁷Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Primary Education⁸

50.1% MEN

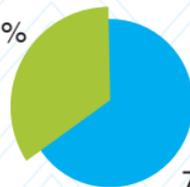


49.9% WOMEN



Heads of Public Primary Schools

29.1%

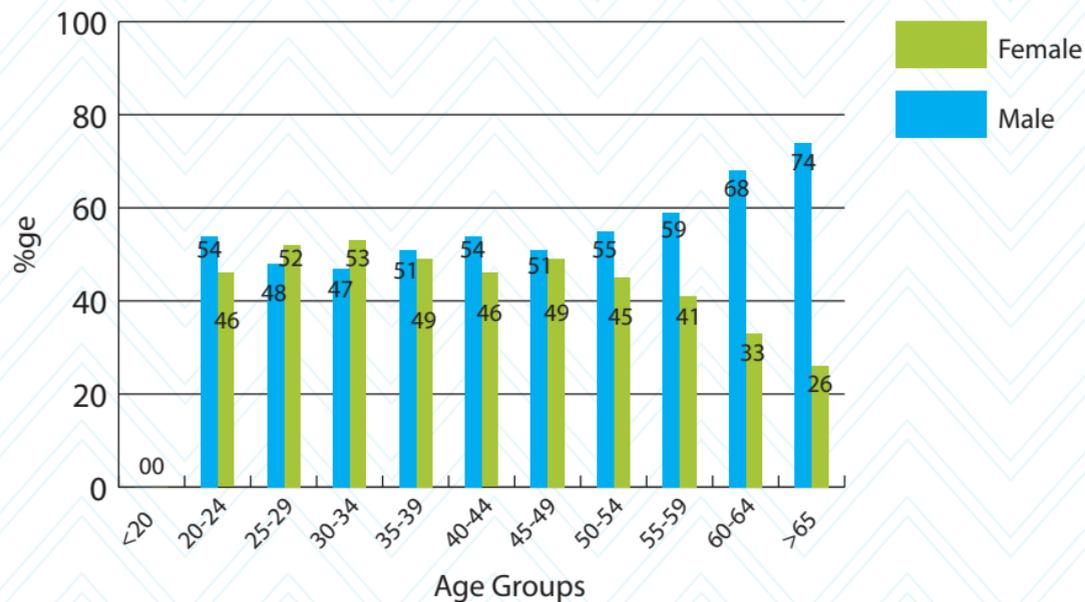


70.9%

⁸Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Education-Primary Level



* Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Nine Year Basic Education⁹ (9YBE)

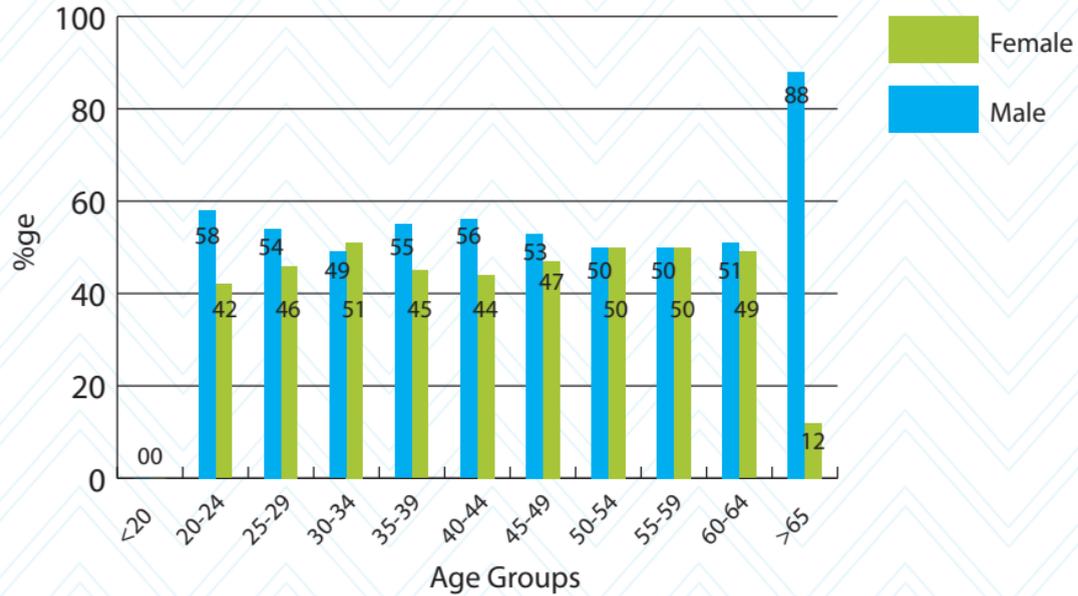


Nine Year Education: Total Proportion women and men

⁹Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Education-9YBE Level



⁹Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011

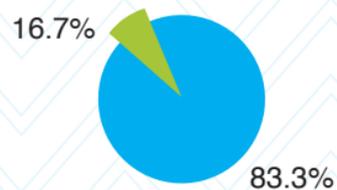


Secondary Education¹⁰



Secondary Education: Total Proportion women and men

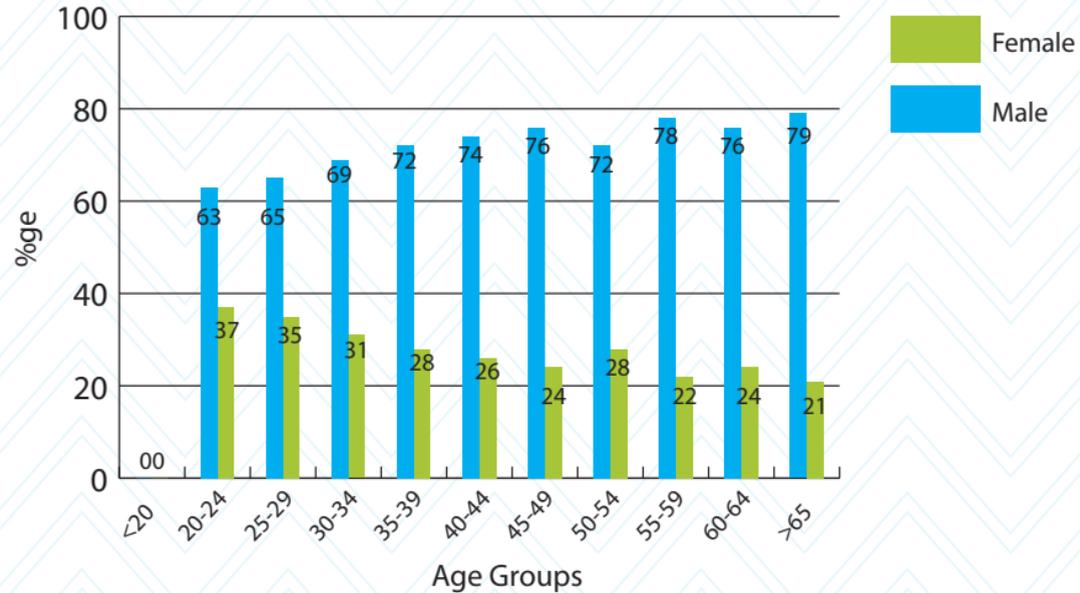
Heads of Public Secondary Schools



¹⁰ Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Education-Secondary Level



¹⁰ Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Higher Education¹¹

69.2% MEN



30.8% WOMEN



Higher Education: Total Proportion women and men

Rectors in Public Higher learning Institutions

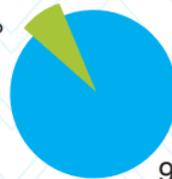
5.9%



94.1%

Vice Rectors Academic Affairs p/p Higher learning Institutions

5.0 %



95.0%

Vice Rectors Admin/Finance p/p Higher Learning Institutions

5.3%

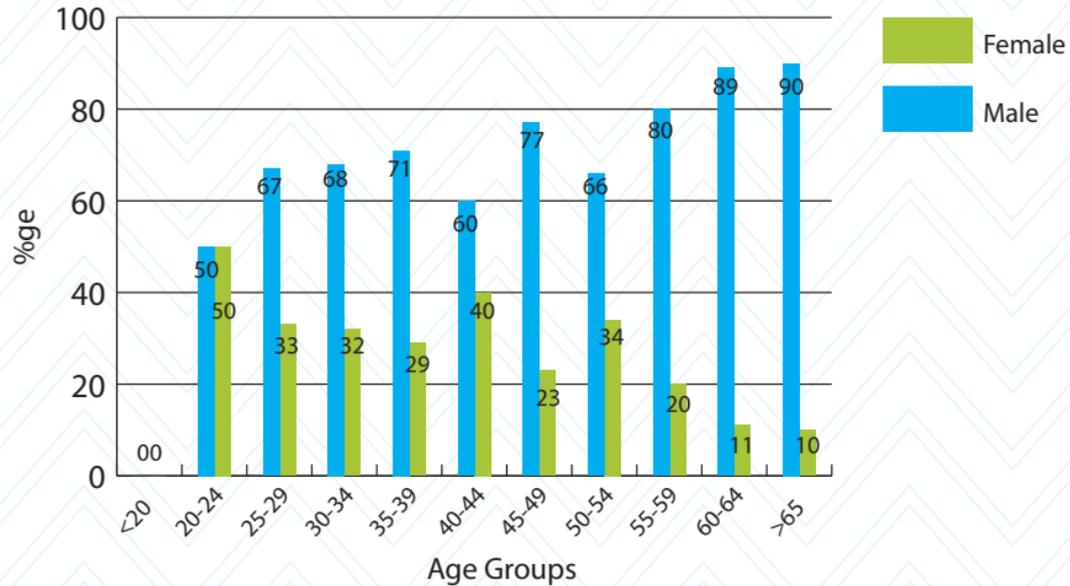


94.7%

¹¹ Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Education-Tertiary Level



¹¹ Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Health Centers¹²

41.4% MEN



58.6% WOMEN

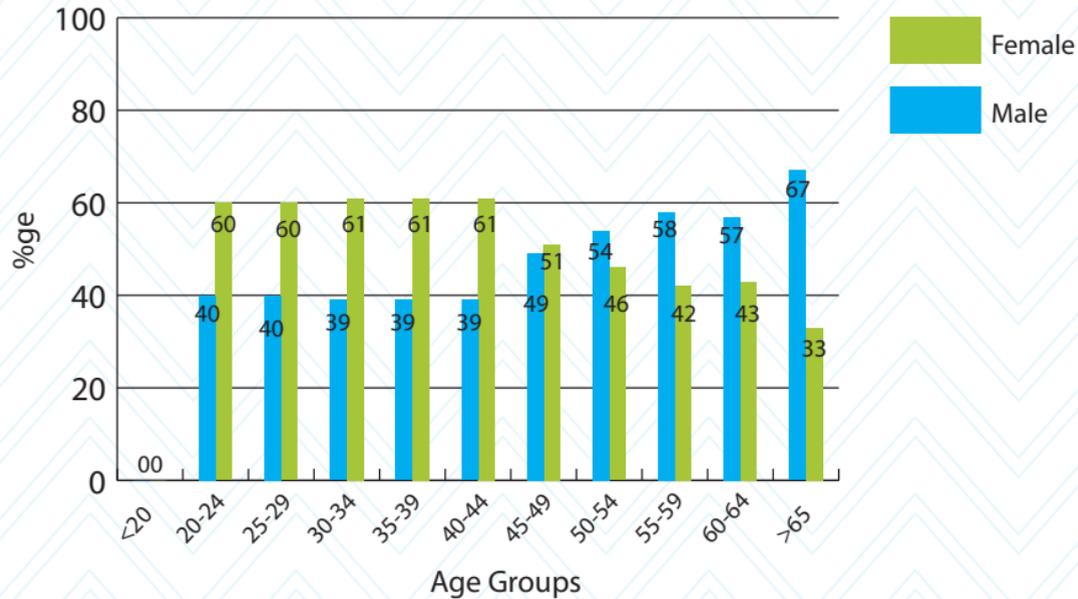


Health Centers: Total Proportion women and men

¹² Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Health-Health Centre Level



¹² Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Hospitals¹³

43.2% MEN



56.8% WOMEN



Hospitals: Total Proportion women and men

Hospital Directors

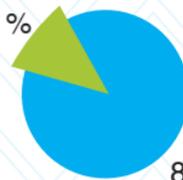
5.0%



95%

Specialist Doctors

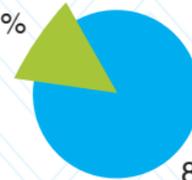
12.4 %



87.6%

Generalist Doctors

18.2%

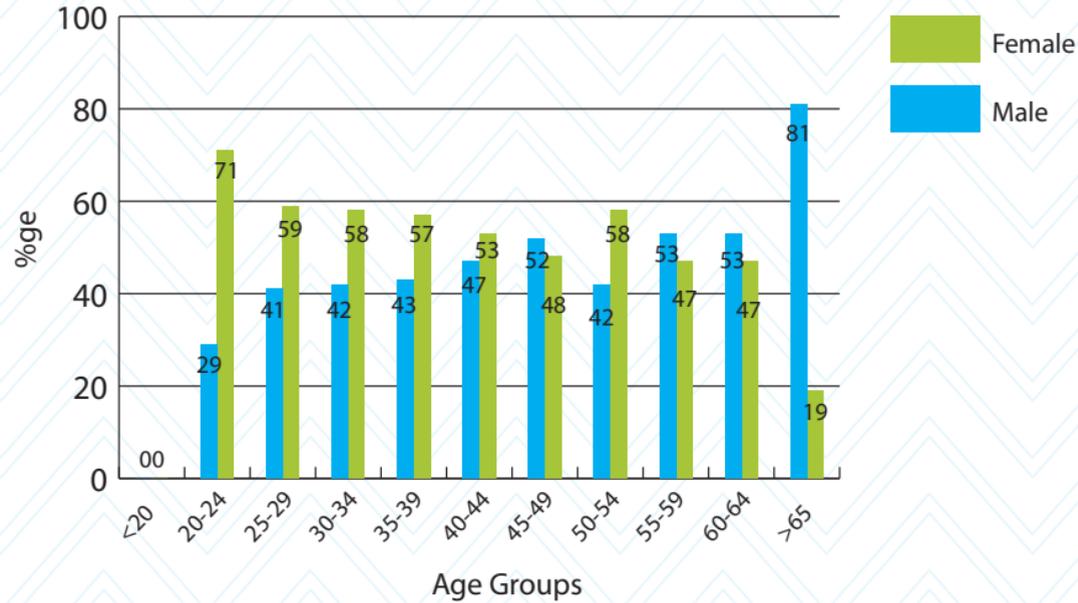


81.8%

¹³ Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011



Health-Hospital Level



13 Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011





For more information please visit:

www.statistics.gov.rw

www.gmo.gov.rw

www.unwomen.org