Achieving MDG-3: Gender Equality
THE PUBLIC SECTOR IN RWANDA
Publisher: National Institute of Statistics of Rwanda, Gender Monitoring Office, UN Women
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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.
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.
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.

Sources: 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.

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

58.3% MEN

41.7% WOMEN

Central Government: Total Proportion women and men

Ministers
28.6%
71.4%

State Ministers
33.3%
66.7%

Permanent Secretaries
50.0%

Ambassadors
23.8%
76.2%

DG and ES of Public Institutions
15.7%
84.3%

Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011
*Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011*
Agencies / Commissions / Public Institutions

66.6% MEN

33.4% WOMEN

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

Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011
### Central Government Agencies/Commissions/Public Institutions

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

<table>
<thead>
<tr>
<th>Age Groups</th>
<th>Female</th>
<th>Male</th>
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</thead>
<tbody>
<tr>
<td>&lt;20</td>
<td>75</td>
<td>25</td>
</tr>
<tr>
<td>20-24</td>
<td>59</td>
<td>41</td>
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<tr>
<td>25-29</td>
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<td>78</td>
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<tr>
<td>55-59</td>
<td>20</td>
<td>80</td>
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<tr>
<td>60-64</td>
<td>15</td>
<td>85</td>
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<tr>
<td>&gt;65</td>
<td>0</td>
<td>100</td>
</tr>
</tbody>
</table>

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

63.5% MEN 36.5% WOMEN

Government Projects: Total Proportion women and men

Coordinators Government Projects

22.6% 74.4%

*Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011*
Government Projects, Total Employees: Proportion Women and Men by Age Groups

Age Groups

%ge

<20 20-24 25-29 30-34 35-39 40-44 45-49 50-54 55-59 60-64 >65

Female

Male

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

75.7% MEN  
24.3% WOMEN

Province Level: Total Proportion women and men

Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011
Province Level, Total Employees by Age Groups

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

63.5% MEN

36.5% WOMEN

Mayors of Districts: 10.0%
Vice Mayors Economic Affairs: 16.7%
Vice Mayors Social Affairs: 16.7%
Executive Secretaries of Districts: 6.7%

90%
83.3%
83.3%
93.3%

Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011
**District Level: Total Employees by Age Groups**

![Bar chart showing total employees by age groups for both female and male at the district level.]

<table>
<thead>
<tr>
<th>Age Groups</th>
<th>Female %</th>
<th>Male %</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20-24</td>
<td>49</td>
<td>51</td>
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<tr>
<td>25-29</td>
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<td>60-64</td>
<td>86</td>
<td>14</td>
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<tr>
<td>&gt;65</td>
<td>60</td>
<td>40</td>
</tr>
</tbody>
</table>

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

64.4% MEN 35.6% WOMEN

Sector Executive Secretaries
- 9.1% Males
- 90.9% Females

Cell Executive Secretaries
- 37.7% Males
- 62.3% Females

Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011
Sector Level: Total Employees by Age Groups

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

50.1% MEN
49.9% WOMEN

Heads of Public Primary Schools

29.1%
70.9%

Sources: 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 Education\(^9\) (9YBE)

53.7% MEN  
46.3% WOMEN

Nine Year Education: Total Proportion women and men

*Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011*
Education-9YBE Level

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

69.3% MEN  
30.7% WOMEN

Secondary Education: Total Proportion women and men

Heads of Public Secondary Schools

16.7%  
83.3%

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

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

Higher Education: Total Proportion women and men

- Rectors in Public Higher learning Institutions: 69.2% MEN, 30.8% WOMEN
- Vice Rectors Academic Affairs p/p Higher learning Institutions: 5.9%, 94.1%
- Vice Rectors Admin/Finance p/p Higher Learning Institutions: 5.0%, 95.0%
- 5.3%, 94.7%

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

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

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**Chart Description:**
- The chart illustrates the distribution of tertiary education levels among employees across different age groups for both females and males.
- Each bar represents the percentage of employees with tertiary education within a specific age group.
- The age groups are categorized into: 0-20, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, and >65.
- The data is color-coded: green for females and blue for males.

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**Age Groups Percentage Distribution:***
- **0-20:** Females - 50%, Males - 50%
- **20-24:** Females - 50%, Males - 50%
- **25-29:** Females - 33%, Males - 33%
- **30-34:** Females - 67%, Males - 67%
- **35-39:** Females - 68%, Males - 68%
- **40-44:** Females - 60%, Males - 60%
- **45-49:** Females - 77%, Males - 77%
- **50-54:** Females - 66%, Males - 66%
- **55-59:** Females - 34%, Males - 34%
- **60-64:** Females - 20%, Males - 20%
- **>65:** Females - 10%, Males - 10%
Health Centers

41.4% MEN  
58.6% WOMEN

Health Centers: Total Proportion women and men

Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011
Health-Health Centre Level

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

43.2% MEN 56.8% WOMEN

Hospitals: Total Proportion women and men

Hospital Directors

5.0% 5.0%

Specialist Doctors

12.4% 87.6%

Generalist Doctors

18.2% 81.8%

Sources: Civil Servants Census, NISR, 2010 and Gender Baseline in Four Sectors, GMO, 2011
Health-Hospital Level

Age Groups

% Male

% Female

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