



Equality and Inclusion in State Corporations Leadership in Kenya.

The case of 153 state Corporations

The report is for a rapid assessment exercise conducted in December, 2015 for 153 State Corporations on representation in the Boards by gender, persons with disabilities and youth.

Key Findings.

The 153 State Corporationⁱ assessed has 1,428 Board members. The number of Board members varied between 7 and 19 membersⁱⁱ. According to “Mwongozo”, the Code of conduct for State Corporations, a Board consists of a Chairperson and committee members of between 7-9 persons

Table 1. Percentage Distribution of leadership in State corporations by gender.

Position	Women	%	Men	%	Total
Board members	384	26.8	1,044	73.2	1,428
Women Chairs to the Board	17	11.1	136	88.9	153

- 26.8% of the assessed State Corporations Board members (384) are women;
- 73.2% of assessed State Corporations Boards members (1,044) are men;

- 11.1% of assessed State Corporation Chairpersons (17) are women while 92% (137) are men.
- 7% of assessed State Corporations (11) met 33% and above gender requirement threshold;

Table 2. Percentage distribution of leadership in State Corporations by youth

Position	No. of Youth	% youth representation
Number of youth in the State Corporation Boards [N=1428]	6	0.42
Number of State Corporations with youth as chairpersons to Board [N=153]	1	0.65

- 0.42% of assessed State Corporations Board members (6) are youth
- 0.65% of the assessed State Corporations Chairs to the Board are youth

Table 3. Percentage distribution of leadership in State Corporations by persons with disabilities

Positions	No. of PWD	% PWD representation
Number of persons with disabilities in state Corporation Boards [N=1428]	13	0.9

Number of State Corporations with Persons with disability as chairpersons to Board [N=153]	1	0.65
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- Of the assessed State Corporations, 0.9%, had persons with disabilities (13) as members of the Boards;
- 0.65% of assessed State Corporations Board (1) had a person with disabilities as the chairperson to the board

ⁱ Annex of State Corporations Assessed

ⁱⁱ The Size of Board is provided for in the Code of Conducts at 7-9