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MINISTRY OF PUBLIC SERVICE, YOUTH AND GENDER

**ANNUAL PERFORMANCE REPORT FOR  
THE FINANCIAL YEAR 2017/18**

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 22 APR 2020	DAY: WED
TABLED BY:	LEADER OF MAJORITY HON AGEN SHALE
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## FOREWORD

The Ministry of Public Service, Youth and Gender plays a very vital role in providing policy direction, leadership and management of the human resource function in the public service as well as promotion of gender equality, youth and gender empowerment. The mandate of the Ministry broadly covers critical priority areas related to public service, youth and gender.

The Ministry's intent is to put all its efforts towards contributing efficiently and effectively to the achievement of the national development agenda as espoused in the Kenya Vision 2030, keeping in mind the specific priorities of the Ministry. The Strategic intentions during the Financial Year included: facilitating creation of an effective and efficient Public Service that delivers to the needs of Kenyans; facilitating Kenya's youth to achieve their greater potential and effectively play their role in nation building; and providing leadership for gender mainstreaming and equitable socio-economic development within the context of the national development agenda.

The Ministry's approved budget was Kshs.31,374.72 million while the actual expenditure was Kshs.29,495.04 million. This translates to an absorption rate of 94%. There was a 7.53% decline in approved budget from FY 2016/17 to 2017/2018.

Key achievements included training youth in paramilitary service; deploying NYS servicemen and women in units to undertake farming and other public duties; gainfully engaging Community youth in the Youth Empowerment Programme consisting of environmental management, grading of roads, construction of dams, drilling of boreholes and vector control. Community youth were also trained on social transformation and were engaged in peace exchange programme. In Service Delivery, the Ministry Operationalized additional seven (7) huduma centres in West Pokot, Elgeyo Marakwet, Vihiga, Bomet, Tana River, Mandera and Kajiado West counties; reviewed three (3) in-service (SMC, SLDP and Ethics) training programmes in collaboration with the Kenya school of Government, further enhanced access to health care for Civil Servants and Disciplined Services covered under Medical Insurance Scheme, prepared Inter-governmental coordination framework on gender; undertook capacity building for GBVRCs service providers on Standard operating procedures in 5 counties.

The Ministry experienced challenges of inadequate or delayed funding for most projects and programmes thereby delaying projects' completion. Austerity measures too led to a reduction in budgetary allocations while rising operational costs affected key budget items. Consequently, the Ministry incurred pending bills amounting to Kshs 4,015.41 million. Pending bills emanated mainly from lack of exchequer. However, there was a notable decline in pending bills by 5.54% from FY 2016/17 to FY 2017/18.

In order for the Country to have a ***Citizen-focused and results-oriented public service***, the Ministry will continue to seek for adequate funding for its programmes. Additionally the Ministry is committed to ensure youth and gender issues are mainstreamed in all aspects of national development and that there are equal opportunities for girls and women.



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## **1 INTRODUCTION**

The Ministry of Public Service, Youth and Gender was created under the re-organization of the National Government in November 2015. The reorganization placed the then Directorate of Public Service Management, Directorate of Youth Affairs and the State Department for Gender Affairs under the Ministry. The Executive Order No. 1 of June 2018 (Revised) created three (3) State Departments in the Ministry namely: State Department for Public Service; State Department for Youth; and State Department for Gender.

The mandate of the Ministry is anchored in the Constitution of Kenya 2010 particularly Chapter Four ("Bill of Rights"), Articles 21 (3) on "rights and freedom of vulnerable groups including women", 27 on "equality and freedom from discrimination", and 55 on "youth"; Chapter Twelve ("Public Finance"); Chapter Thirteen ("Public Service"); Schedule Four of the Constitution among others.

The Constitution, specifically Article 2 (6), stipulates that any treaty or convention ratified by Kenya shall form part of the laws of Kenya. The relevant instruments and conventions that have been signed and ratified by Kenya and which comprise a broad mandate for the Ministry include the Convention on the Elimination of all forms of Discrimination against Women (CEDAW, 1979), Protocol on the African Charter on Human and People's Rights on the rights of women in Africa (2005), and the African Youth Charter.

### **1.1 VISION, MISSION AND OBJECTIVES**

The Vision, Mission and Strategic Objectives as per the Ministry's Strategic Plan are as follows:

#### **1.1.1. Vision**

A transformed public service, empowered youth and women; gender equity and equality for a high quality of life for all Kenyans.

#### **1.1.2. Mission**

To provide policy leadership for public service transformation, youth and women empowerment, and promotion of gender equity and equality.

#### **1.1.3. Strategic Objectives**

- i. To transform the Public Service for a responsive, citizen centered and quality service delivery;
- ii. To strengthen capacity of National and County governments for efficient and effective delivery of State mandate and functions;
- iii. To strengthen Human Resource management and development;
- iv. To facilitate career planning and succession management;
- v. To harmonize, consolidate and integrate public service human resource information;
- vi. To spearhead youth empowerment in all aspects of national development;
- vii. To spearhead women empowerment in all aspects of national development; and
- viii. To enhance ministry's operations.

## **1.2 MANDATE OF THE MINISTRY**

The Ministry plays an important role of providing policy direction and management of the human resource function in the public service as well as promotion of gender equality, empowerment of women and youth. The mandate, functions and responsibilities of the Ministry are provided in the Executive Order No. 1 of June 2018 (Revised). The mandate broadly covers critical priority areas related to public service, youth and gender. The Ministry has three (3) State Departments with distinct key functions necessary to achieve the set mandates. The functions are as listed hereafter:

## **1.3 STATE DEPARTMENT FOR PUBLIC SERVICE**

The State Department for Public Service, formerly the Directorate of Public Service Management in the Ministry of Public Service, Youth and Gender Affairs was created in June 2018. The Department is responsible for providing strategic leadership and policy direction in public service management.

The functions of the State Department entail Public Sector Reforms and Transformation including operational standards and process engineering; Co-ordination of Huduma Centres; Public Service Performance Management and Monitoring; Government Human Resource Information Systems and Services; Internship and Volunteer Policy for Public Service; Government Payroll Policy and Standards; Shared Services; Research Development and Public Service Delivery Innovations; Public Service Career Planning and Development; and Counselling Policy and Services.

The State Department is organized into three (3) technical Divisions namely Human Resource Development, Human Resource Management, and Management Consultancy Services. The State Department is also in charge of the Huduma Kenya Programme. The

Department also has oversight over one state corporation namely the Kenya School of Government.

### **1.3.1 Kenya School of Government**

The Kenya School of Government (KSG) is a state corporation established under an Act of Parliament (Act No. 9 of 2012, amended in 2014). The Kenya School of Government Act mandates the School to carry out training, consultancy and research services designed to inform public policy, promote national development and standards of competence and integrity in public service. KSG is a flagship project in the Kenya Vision 2030. The School is based at Lower Kabete, Nairobi and has four campuses namely Baringo; Embu; Matuga; and Mombasa. The objectives are to build competencies for the government, develop and grow leadership in the public service and promote best practices in public service delivery.

## **1.4 STATE DEPARTMENT FOR YOUTH**

The State Department for Youth, formerly the Directorate of Youth Affairs in the Ministry of Public Service, Youth and Gender Affairs, was created in June 2018. The role of the State Department for Youth (SDY) is to provide overall policy and strategic leadership on youth affairs and coordinate the implementation of national programmes targeting the youth. The functions of the SDY have been articulated as management of Youth Policy; overseeing the management of the National Youth Service, youth empowerment; harnessing and developing youth talents for national development; mainstreaming youth in national development; managing and promoting engagement with youth for national development; and collaborating with and overseeing stakeholders in the youth sphere.

SDY comprises two (2) technical Directorates that include Directorate of Youth Innovation, Talent and Social Development, and Directorate of Youth Partnerships, Exchange Programmes and Field Services. The Department has three (3) semi-autonomous government agencies. These are Youth Enterprise Development Fund (YEDF), National Youth Council (NYC), the National Youth Service (NYS), and the proposed Kenya Association of Youth Centers (KAYC).

### **1.4.1 Youth Enterprise Development Fund**

The Youth Enterprise Development Fund (YEDF) was established in June 2006 as one of the Government strategies of addressing youth unemployment. YEDF transformed into a State Corporation in 2007 through the Legal Order No. 63 and is one of the flagship projects under the Social Pillar of Vision 2030. The Fund's strategic focus is on the economic empowerment and creation of job opportunities for the youth through provision of affordable credit and business development services to youth enterprises. The YEDF is mandated to provide funding and business development services to youth owned or youth

focused enterprises; incentives to commercial banks through appropriate risk mitigation instruments to enable increased lending and financial services to youth enterprises; and loans to existing micro-finance institutions, registered non-governmental organizations involved in micro financing, and savings and credit co-operative organizations (SACCOs) for on-lending to youth enterprises.

#### **1.4.2 National Youth Council**

The National Youth Council (NYC) was established after the adoption of the National Youth Policy in 2007 and the enactment of the National Youth Council Act in 2009. The Council was operationalized in December, 2012.

NYC is mandated to spearhead advocacy on youth affairs in Kenya and is tasked with regulation and co-ordination of all activities and initiatives relating to the youth; lobbying for legislations on youth issues; and advocating for the inclusion of youth in decision-making bodies, boards, agencies and other public institutions.

#### **1.4.3 National Youth Service**

The National Youth Service (NYS) was established in 1964 as a Department under the NYS Act Cap 208. This has since been repealed following the NYS restructuring process and the institution established as a state corporation under an Act of Parliament (Act No. 17 of 2018). The aim is to strengthen the operations and management of the service as well as address governance and monitoring aspects of the activities of the Service. This reform process is a critical component in the implementation of NYS policies, programmes and projects during the period of this Strategic Plan.

The Act retains the core mandate of the Service as outlined under the NYS strategic blueprint, the 5-Point Vision. This Vision includes paramilitary training and Service regimentation; national Service and youth re-socialization; vocational training and social transformation; enterprise development and youth economy; and a bankable institutional architecture providing an enabling environment to achieve the mandate. The Act further introduces the opportunity to undertake enterprise and commercial activities for sustainability and growth.

### **1.5 STATE DEPARTMENT FOR GENDER**

The State Department for Gender (SDfG) was established in November 2015 in the Ministry of Public Service, Youth and Gender Affairs from the former Ministry of Devolution and Planning. The Department is responsible for the overall coordination of gender mainstreaming into national development; formulation, review and management of gender-related policies; negotiations, domestication and reporting on gender-related international and regional treaties as well as conventions; promotion of equitable socio-economic

development between men and women, boys and girls; and coordination of implementation of Gender Based Violence Policies and Programs.

To perform the broad functions, the Department is organized into four (4) technical Directorates. These are Gender Mainstreaming and Field Services; Gender Policy and Research; Socio-Economic Empowerment; and Anti-Gender-Based Violence. Further, the Department has an Administration Directorate that supports the operations of technical Directorates.

The State Department plays an oversight over three (4) semi-autonomous government agencies. These are the Women Enterprise Fund (WEF); Uwezo Fund; and the Anti-Female Genital Mutilation Board.

#### **1.5.1 Women Enterprise Fund**

The Women Enterprise Fund (WEF) was established under Legal Notice 147 of 2007. The functions of the Fund are provision of affordable and accessible credit to women for enterprise development, capacity building of women entrepreneurs and institutions; facilitation of marketing of goods and services produced and offered by women and their organization; promotion of linkages between micro, small and medium enterprises owned by women with larger companies; and facilitation of infrastructure investments to support women enterprises.

#### **1.5.2 Uwezo Fund**

The Fund was established by the Public Finance Management (Uwezo Fund) Regulations 2014 through a Legal Notice No. 21. The functions of the Fund are to expand access to finances for the youth, women and persons with disability at the constituency level for businesses and enterprises development; generate gainful self-employment for the youth and women; and to model an alternative framework for funding community driven development initiatives.

#### **1.5.3 National Government Affirmative Action Fund**

The National Government Affirmative Action Development Fund (NGAAF) was enacted through Legal Notice No.24 of the Public Finance Management Act, 2012 and published on 13th February 2015. The Fund is governed by the Public Finance Management Act, 2012 (National Government Affirmative Action Development Fund), Regulations, 2016. The Fund was established with the primary objective of empowering the vulnerable groups namely; the women, youth, Persons with Disabilities, children and the elderly at the County level to achieve socio-economic growth towards realization of Vision 2030.

### 1.5.4 Anti-Female Genital Mutilation (AFGM) Board

The Anti-Female Genital Mutilation (AFGM) Board was established by Prohibition of Female Genital Mutilation Act, 2011. The mandate of the Board is to design, supervise, and coordinate public awareness programmes against the practice of FGM; advise the Government on related matters; design and formulate policy on the planning, financing and coordinating of all activities for the eradication of FGM; and to facilitate resource mobilization.

### 1.6 ROLE OF STAKEHOLDERS

The Ministry has a number of stakeholders whose roles are as summarized below:

Stakeholder	Role
The National Treasury	Timely release of exchequer and provision of guidelines for the development and implementation of budgets.
Line Ministries, Departments and Government Agencies	Provision of expertise and synergy in designing and implementing strategies and programmes.
County Governments	Implementation of national policies and priorities and the provision of services.
Development Partners	Provision of technical assistance.
Citizens	Enhance accountability through public participation
Non-State Actors, FBOs, CBOs and Civil society	Compliment Government resource mobilization, community mobilization, dissemination, service provision and capacity building.
Public Servants	Provision of services to the public, policy formulation and implementation and coordination of development projects.
Suppliers	Supply of goods, services and works.
Legislature	Enactment of relevant laws/legislations and provision of oversight.
Private sector	Support and collaborate with the government in community development and service delivery. Compliment delivery of services, creation of wealth and employment.
Trade Unions	Promote industrial harmony.
Media	Dissemination, education and publicity.

## 2 PERFORMANCE REVIEW FOR FY 2017/18

During the performance period under review, the Ministry had two (2) state Departments namely: State Department for Public Service and Youth and State Department for Gender.

### 2.1 ABSORPTION OF ALLOCATED FUNDS

The Ministry of Public Service, Youth and Gender had six (6) programmes and sixteen (16) sub-programmes. The table below shows an analysis of approved budget versus the actual allocation per vote head, per programme and per sub-programme. The Ministry's approved budget was Kshs 31,374.72 million while the actual expenditure was Kshs 29,495.04 million translating to an absorption rate of 94%.

Economic Classification	Approved Budget (Kshs. M)			Actual Expenditure (Kshs. M)		
	2015/2016	2016/2017	2017/2018	2015/2016	2016/2017	2017/2018
<b>State Department for Public Service and Youth (Vote 1211)</b>						
<b>Programme 1: Youth Empowerment</b>	<b>19,230.55</b>	<b>21,109.21</b>	<b>17,599.36</b>	<b>16,184.39</b>	<b>17,392.72</b>	<b>16,689.</b>
Sub-Programme 1. National Youth Service	17,050.05	19,841.34	15,836.28	14,199.19	16,217.40	15,117.
Sub-Programme 2 Youth Development Services	1,911.50	704.06	1,361.06	1,726.00	611.51	1,169
Sub-Programme 3 Youth Employment Scheme	225.00	530.89	367.82	225.00	530.89	367
Sub-Programme 4 Youth Coordination and Representation	44.00	32.92	34.20	34.20	32.92	34
<b>Programme 2: Public Service Transformation</b>	<b>9,467.89</b>	<b>8,614.56</b>	<b>3,621.78</b>	<b>9,621.18</b>	<b>7,981.02</b>	<b>2,869</b>
Sub-Programme 1 Human Resource Management	5,285.89	5,384.55	130.56	5,490.18	4,912.16	122
Sub-Programme 2 Human Resource	980.00	691.64	1,101.55	958.00	661.67	848

Economic Classification	Approved Budget (Kshs. M)			Actual Expenditure (Kshs. M)		
	2015/2016	2016/2017	2017/2018	2015/2016	2016/2017	2017/2018
Development						
Sub-Programme 3 Management Consultancy Services	79.00	73.54	85.25	71.00	65.38	80.92
Sub-Programme 4 Huduma Kenya Service Deliveries.	2,983.00	2,432.76	2,145.96	2,967.00	2,310.50	1,681.54
Sub-Programme 5 Performance Management	140.00	32.07	22.75	135.00	31.31	20.50
Sub-Programme 6 Public Service Reforms	-	-	135.71	-	-	115.35
<b>Programme 3: General Administration Planning and Support Services</b>	-	-	<b>5,637.58</b>	-	-	<b>5,550.99</b>
Sub-Programme 1 Human Resources and Support Services	-	-	5,611.84	-	-	5,529.35
Sub-Programme .2 Financial Management Services	-	-	19.26	-	-	15.03
Sub-Programme 3 Information Communications Services	-	-	6.48	-	-	5.90
<b>TOTAL VOTE-1211</b>	<b>28,698.44</b>	<b>29,723.77</b>	<b>26,858.72</b>	<b>25,805.57</b>	<b>25,373.74</b>	<b>25,110.04</b>
<b>State Department for Gender (Vote 1212)</b>						
<b>Programme 1: Community Development</b>	<b>2,130</b>	<b>2,130</b>	<b>2,130</b>	<b>2,129</b>	<b>2,130</b>	<b>2,130</b>
<b>Programme 2: Gender Affairs</b>						

Economic Classification	Approved Budget (Kshs. M)			Actual Expenditure (Kshs. M)		
	2015/2016	2016/2017	2017/2018	2015/2016	2016/2017	2017/2018
<b>Sub-Programme 1:</b> Gender and Social Economic Empowerment	621	1690	1,446	621	1690	1,402
<b>Sub-Programme 2:</b> Gender Mainstreaming	195	387	268	179	311	209
<b>Total Programme 2</b>	<b>816</b>	<b>2,077</b>	<b>1,714</b>	<b>800</b>	<b>2,001</b>	<b>1611</b>
<b>PROGRAMME 3:</b> <b>General Administration and Planning</b>	-	-	<b>672</b>	-	-	<b>644</b>
<b>Total Vote - 1212</b>	<b>2,946</b>	<b>4,207</b>	<b>4,516</b>	<b>2,929</b>	<b>4,131</b>	<b>4,311</b>
<b>GRAND TOTAL</b>	<b>31,644.44</b>	<b>33,930.77</b>	<b>31,374.72</b>	<b>28,734.57</b>	<b>29,504.74</b>	<b>29,495.00</b>

Absorption of allocated funds for FY 2015/2016 and 2016/17 Financial Years was 90.8% and 86.96% respectively. The approved budget increased by 7.23% from FY 2015/16 to FY 2016/17. There was however a decline in approved budget from FY 2016/17 to 2017/18 by 7.53%.

## 2.2 MINISTRY OF PUBLIC SERVICE, YOUTH AND GENDER PERFORMANCE TARGETS VERSUS ACHIEVEMENT FOR FY 2017/18

The table below shows the Ministry's achievement as per the planned targets for the FY 2017/18.

No	Performance Criteria Category	Unit of measure	Target FY 2017/18	Achievement	Remarks
1.	Youth recruits trained on paramilitary	No.	30,000	32,169	32,169 youth recruits trained on paramilitary
2.	Service men and women (SM/W) deployed to National Service	No.	30,000	32,169	National service involves deployment of SM/W in NYS units to undertake farming and other public duties
3.	Community youth gainfully engaged in YEP	No.	108,000	236,250	The programme was upscaled from 74 in 2016/2017 constituencies to 253 in 2017/2018 Youth Empowerment Programme includes environmental management, grading of roads, constructing dams, drilling boreholes and vector control
4.	Community youth trained on social transformation	No.	75,000	45,603	Youth Empowerment Programme includes environmental management, grading of roads, constructing dams, drilling boreholes and vector control
5.	Youth involve in peace exchange programme	No.	7,500	8,500	8,500 youth involved in peace exchange programme
6.	Skilled youth profiled and linked in housing construction sector	No.	2,500	3,521	3,521 youth profiled and linked in housing construction sector

No	Performance Criteria Category	Unit of measure	Target FY 2017/18	Achievement	Remarks
7.	Civil Servants and Disciplined Services covered under Medical Insurance Scheme	No.	128,604	128,604	112,625 disciplined services exited the Medical Insurance Scheme for Civil servants
8.	Draft Post-Retirement Medical Scheme	%	100	50	Draft Proposal on Post-retirement Medical Scheme prepared.
9.	Training programmes and opportunities extended to the Public Service	No.	826	581	Target not achieved due to lack of funding
10.	In-service trainings programmes reviewed	No.	2	3	Collaborated with KSG to review SMC, SLDP and Ethics Training programmes
11.	Schemes of service developed/reviewed	No.	30	23	Schemes of Service reviewed to align them to changes in relevant industry
12.	Career Progression Guidelines for ministries and counties		30	22	Career guidelines for agencies developed/reviewed on need basis
13.	Huduma centres established in counties/sub-counties		7	7	The Operationalized Centres are in W/Pokot, Elgeyo Marakwet, Vihiga, Bomet, Tana River, Mandera and Kajiado West.
14.	Business processes re-engineered and uploaded on huduma service delivery channels		8	10	The re-engineered services include NCA, NDMA, KNCCI, NACC, KCB, KeNIC, KEPHIS, GENDER, COUNTY SERVICES, KENYA RED CROSS.
15.	Customer service requests addressed through the call center		5,000,000	5,059,756	28,236 answered calls, 247,520 Facebook, 4,784,000 Twitter
16.	Finalize review of National Gender and Development Policy	%	100	100	Finalized review of National Gender Policy

No	Performance Criteria Category	Unit of measure	Target FY 2017/18	Achievement	Remarks
17.	Finalize the Inter-governmental coordination framework on gender	%	100	100	Intergovernmental coordination framework developed
18.	Capacity building for GBVRCs service providers on Standard operating procedures in 10 GBVRCs	No	10	5	Training undertaken in 5 counties. There were no funds to undertake the training in the remaining 5 counties
19.	Capacity build staff of SDGA on SDG 5 and other gender related SDGs Indicators in other Goals	No	50	76	76 new officers were trained during Induction
20.	Prepare CSW and CEDAW report	No	2	2	Report prepared and submitted to relevant monitoring institutions
21.	Prepare Kenya Gender Score Card 2018	No	1	1	This is part of AU reporting obligation
22.	Undertake sensitization on entrepreneurship Skills for women entrepreneurs	No	1000	1100	Sensitization included awareness on AGPO

## 2.3 PENDING BILLS

The Ministry incurred pending bills amounting to Kshs.4,015.41 million in the FY 2017/18 compared to Kshs.5,376.90 million and Kshs.4,250.8 million in the FY 2015/16 and 2016/17 respectively. A summary of pending bills per nature and type is as shown below:

Type / Nature	Due to lack of Exchequer			Due to lack of provision		
	2015/16	2016/17	2017/18	2015/16	2016/17	2017/18
<b>Recurrent</b>						
State Department for Public Service and Youth	1,797.76	189.77	2,054	272.37	21.29	225.79
State Department for Gender	-	14	314	-	-	-
<b>Total Recurrent</b>	<b>1,797.76</b>	<b>203.77</b>	<b>2,368</b>	<b>272.37</b>	<b>21.29</b>	<b>225.79</b>
<b>Development</b>						
State Department for Public Service and Youth	2,146.26	3,857.90	1,332.37	1,160.51	167.84	89.22
State Department for Gender	-	-	-	-	-	-
<b>Total Development</b>	<b>2,146.26</b>	<b>3,857.90</b>	<b>1,332.37</b>	<b>1,160.51</b>	<b>167.84</b>	<b>89.22</b>
<b>Total Pending Bills</b>	<b>3,944.02</b>	<b>4,061.67</b>	<b>3,700.4</b>	<b>1,432.88</b>	<b>189.13</b>	<b>315.01</b>

Pending bills are mostly incurred due to lack of exchequer compared to lack of provision. There was a notable decline in pending bills by 5.54% from FY 2016/17 to FY 2017/18.

## 2.4 CAPITAL PROJECTS

The Ministry had a projection of twenty-five (25) capital projects in FY 2017/18 but only twenty-one (21) received projects received some allocation. The Concept notes for projected capital projects and the status of the funded projects are provided for in Annex I and II respectively.

## 2.5 CHALLENGES

The Ministry experienced the following challenges:

- i. Inadequate or delayed funding for most projects and programmes which undermine optimal service delivery thereby delaying projects' completion. Some of the delayed projects include infrastructural projects at KSG and expansion of Huduma Centre services to sub- counties;
- ii. Austerity measures leading to reduction in budgetary allocations coupled with the rising operational costs which affected key budget items such as internet connectivity, general office supplies and rent & rates that are essential for service delivery for Huduma Kenya programme;
- iii. A declining trend of resources provided for capacity building activities;
- iv. Embargo on new recruitment and natural attrition has resulted in an ageing workforce and shortage of skills;
- v. Lack of competitive staff retention strategies leading to low morale and increased staff turnover;
- vi. Culture/mind sets of "free goodies" from the Government affect loan repayments especially for YEDF and UWEZO Funds;
- vii. Retrogressive cultural practices; persistence negative cultural practices such as female genital mutilation (FGM), Gender Based Violence (GBV) and early child marriages;
- viii. Inadequate Entrepreneurial Skills amongst the Youth and Women; and
- ix. Inadequate gender statistics thus affecting policy decisions.

## 2.6 RECOMMENDATIONS

In order to surmount the challenges faced, the Ministry is proposing the following recommendations:

- i. Provide adequate and timely funding for projects and programmes in the sub-sector;
- ii. Provide adequate and timely release of exchequer;
- iii. Plan and provide extra budget support to clear pending bills;
- iv. Provide necessary policy framework for Huduma Kenya to generate AIA to supplement some of the operational expenses;
- v. Enhance counterpart funding to support Development Partner support programmes e.g. Performance for Results (PforR) programmes like Kenya Devolution Support Programme (KDSP) and Governance for Enabling Service Delivery and Public Investment in Kenya (GESDeK);

- vi. Provide more resources and support necessary to meet human resource capacity requirements for effective service delivery in the national and county governments;
- vii. Strengthen coordination mechanisms for effective utilization of development partner support for county capacity building;
- viii. Provide adequate funds for expansion of Huduma centres to counties and sub-counties;
- ix. Fast-track the implementation of a succession management policy for the public service;
- x. Adequately fund public service training to ensure quality service delivery and classify capacity development resources as development expenditure to guard against frequent cuts;
- xi. Provide more funding and incentives to attract and retain critical skills in the public service;
- xii. Fast track the implementation of summit recommendations on rationalization of the Public Service;
- xiii. Provide funding to support GBV and FGM survivors;
- xiv. Enhance awareness creation on AAFs; and
- xv. Enhance collection, analysis and dissemination of gender statistics.

## 2.7 CONCLUSION

The Ministry plays a pivotal role in ensuring that the public service is “fit for purpose” in delivering affordable and quality services to the citizens. This includes ensuring that youth and gender issues are mainstreamed in all aspects of national development and that there are equal opportunities for girls and women.

The Vision 2030 envisages a globally competitive and prosperous Kenya, which is in line with the global and regional aspirations outlined in 2030 Agenda for Sustainable Development and Agenda 2063 for Africa. The Country has developed a road map through the Medium Term Plan III and the Big Four Initiatives, the Ministry should therefore put in place measures that will ensure we have the adequate human resource with the right skills and competencies that will propel the country to realize the desired global, regional and national aspirations

In order for the Country to have a ***Citizen-focused and results-oriented public service***, it is imperative that adequate funds are provided to the Ministry. This will enable the ministry to deliver on its mandate of enhancing Public Service performance, particularly for projects relating to: training and capacity building; implementation of succession management strategy and other human resource management and

development policies; development of career management tools such as career progression guidelines and competency framework; expansion of infrastructure and business process reengineering, empowering the youth, girls and women for equity and equality.

### 3 ANNEXTURE

#### ANNEX I CONCEPT NOTES

#### STATE DEPARTMENT FOR PUBLIC SERVICE AND YOUTH

##### Project 1:

<b>1. Project Name:</b> Construction of buildings- residential and non-residential and other infrastructure in NYS					
<b>2. Project geographic location:</b> Various counties					
<b>3. Project Type/Category:</b> Highest priority					
<b>4. Implementing Organization:</b> NYS					
<b>5. Counties covered:</b> Various					
<b>6. Project Purpose:</b> Provide additional infrastructure for servicemen and women in NYS					
<b>7. Project Description:</b> To construct additional assorted infrastructure to for use by the increased number of servicemen and women due to the expanded mandate of NYS under the 5 Point Pillars. <b>(Kshs. 431Mn)</b>					
<ul style="list-style-type: none"> <li>• 15 No. Barracks – Kshs. 142Mn</li> <li>• 68No. Classrooms – Kshs. 101Mn</li> <li>• 14No. Ablution blocks – Kshs. 35Mn</li> <li>• 2No. Septic Tanks – Kshs. 10Mn</li> <li>• Fencing of NYS Headquarters -National Holding Station – Kshs. 25Mn</li> <li>• Renovation of central stores at NYS Hq – Kshs. 5MN</li> <li>• Fencing of NYS Vocational Training Institute Nairobi – Kshs. 25Mn</li> <li>• Upgrading of sewerage systems at various units – Kshs. 30Mn.</li> <li>• Completion of stalled 1No. Block Staff House Category 'E' at VTI – Kshs. 58Mn</li> </ul>					
<b>8. Project Status:</b> New (Phase 2)					
<b>9. Estimated Project Duration:</b> 2 years					
<b>10. Estimated Project Cost: Kshs. 1,096,104,352</b>	<b>FY2015/16</b>	<b>FY2016/17</b>	<b>FY2017/18</b>	<b>FY2018/19</b>	<b>FY2019/20</b>
	Kshs. 60,300,000	Kshs. 503,898,080	Kshs. 396,100,000	Kshs. 300,000,000	Kshs. 300,000,000
<b>11. Economic and social benefits:</b> This will contribute towards enhancing the welfare of the servicemen and women when undergoing paramilitary training, undertaking national service duties and undergoing vocational training.					
<b>12: Source of finance:</b> GOK					

**Project 2:**

<b>1. Project Name:</b> Completion of classrooms at EI, Ruauraka					
<b>2. Project geographic location:</b> NYS HQS Engineering Institute					
<b>3. Project Type/Category:</b> Highest priority					
<b>4. Implementing Organization:</b> NYS					
<b>5. Counties covered:</b> Nairobi					
<b>6. Project Purpose:</b> To cater for vocational training of SM/W					
<b>7. Project Description:</b> To construct additional infrastructure to for use by the increased number of servicemen and women due to the expanded mandate of NYS under the 5 Point Vision.					
<b>8. Project Status:</b> On-going					
<b>9. Estimated Project Duration:</b> 2 years					
<b>10. Estimated Project Cost:</b>  Kshs. 544,237,800	<b>FY2015/16</b>	<b>FY2016/17</b>	<b>FY2017/18</b>	<b>FY2018/19</b>	<b>FY2019/20</b>
	Kshs. 50,000,000	Kshs. 51,700,000	Kshs. 17,000,000	0	0
<b>11. Economic and social benefits:</b> This will contribute towards enhancing the welfare of the servicemen and women when undergoing paramilitary training, undertaking national service duties and undergoing vocational training.					
<b>12. Source of finance:</b> GOK					

**Project 3:**

<b>1. Project Name:</b> Construction of storey classrooms					
<b>2. Project geographic location:</b> NYS Headquarters- Institute of Business Studies					
<b>3. Project Type/Category:</b> Highest priority					
<b>4. Implementing Organization:</b> NYS					
<b>5. Counties covered:</b> Nairobi					
<b>6. Project Purpose:</b> Provide additional classrooms for servicemen and women in vocational training					
<b>7. Project Description:</b> To construct additional infrastructure to for use by the increased number of servicemen and women due to the expanded mandate of NYS under the 5 Point Pillars.					
<b>8. Project Status:</b> On-going					
<b>9. Estimated Project Duration:</b> 2 years					

<b>10. Estimated Project Cost:</b>	<b>FY2014/15</b>	<b>FY2015/16</b>	<b>FY2016/17</b>	<b>FY2017/18</b>	<b>FY2018/19</b>
Kshs. 610,395,645					
	Kshs. 28,737,045	Kshs. 290,829,300	Kshs. 42,100,000	Kshs. 290,829,300	Kshs. 290,829,300
<b>11. Economic and social benefits:</b> This will contribute towards enhancing the welfare of the servicemen and women when undergoing paramilitary training, undertaking national service duties and undergoing vocational training.					
<b>12. Source of finance:</b> GOK					

**Project 4:**

<b>1. Project Name:</b> Proposed completion of drivers' rest room, refurbishment of existing structures and road furniture					
<b>2. Project geographic location:</b> NYS Headquarters					
<b>3. Project Type/Category:</b> Highest priority					
<b>4. Implementing Organization:</b> NYS					
<b>5. Counties covered:</b> Nairobi					
<b>6. Project Purpose:</b> Provide fleet management room and other road furniture					
<b>7. Project Description:</b> To provide additional infrastructure to for use by the increased number of servicemen and women due to the expanded mandate of NYS under the 5 Point Pillars.					
<b>8. Project Status:</b> New (Phase 1)					
<b>9. Estimated Project Duration:</b> 1 years					
<b>10. Estimated Project Cost:</b>	<b>FY2014/15</b>	<b>FY2015/16</b>	<b>FY2016/17</b>	<b>FY2017/18</b>	<b>FY2018/19</b>
Kshs. 68,000,000					
	Kshs. 17,000,000	Kshs. 17,000,000	Kshs. 17,000,000	Kshs. 17,000,000	Kshs. 17,000,000
<b>11. Economic and social benefits:</b> This will contribute towards enhancing the welfare of the servicemen and women.					
<b>12. Source of finance:</b> GOK					

**Project 5:**

<b>1. Project Name:</b> Refurbishment of Barracks and Classrooms					
<b>2. Project geographic location:</b> Various locations					
<b>3. Project Type/Category:</b> Highest priority					
<b>4. Implementing Organization:</b> NYS					
<b>5. Counties covered:</b> Various					
<b>6. Project Purpose:</b> Refurbishment of existing facilities in NYS Units					
<b>7. Project Description:</b> To refurbish old facilities for use by Servicemen and women.					
<b>8. Project Status:</b> On-going					
<b>9. Estimated Project Duration:</b> 3 years					
<b>10. Estimated Project Cost:</b>  Kshs.1,106,823,456	<b>FY2014/15</b>	<b>FY2015/16</b>	<b>FY2016/17</b>	<b>FY2017/18</b>	<b>FY2018/19</b>
	Kshs. 27,000,000	Kshs. 342,704,352	Kshs. 342,704,352	Kshs. 342,704,352	Kshs. 342,704,352
<b>11. Economic and social benefits:</b> This will contribute towards enhancing the welfare of the servicemen and women when undergoing paramilitary training, undertaking national service duties and undergoing vocational training.					
<b>12. Source of finance:</b> GOK					

**Project 6:**

<b>1. Project Name:</b> NYS Youth Empowerment Programme under the 5 Point Vision					
<b>2. Project geographic location:</b> 76 constituencies and informal settlements					
<b>3. Project Type/Category:</b> High priority					
<b>4. Implementing Organization:</b> NYS					
<b>5. Counties covered:</b> 31					
<b>6. Project Purpose:</b> Empowerment of the youth through gainful engagement, undertaking national service activities, formation of SACCOs and re-socialization through training programmes					
<b>7. Project Description:</b> To undertake targeted interventions in the selected constituencies and informal settlements while at the same time providing for livelihood activities for income generation and generating savings through SACCOs					
<b>8. Project Status:</b> On-going (Phase 1)					
<b>9. Estimated Project Duration:</b> 3 years					

10. Estimated Project Cost:	FY2014/15	FY2015/16	FY2016/17	FY2017/18	FY2018/19
Kshs. 69,785 Mn	Kshs. 12,432 Mn	Kshs. 17,055 Mn	Kshs. 11,620 Mn		
				Kshs. 24,055 Mn	Kshs. 17,055 Mn
<b>11. Economic and social benefits:</b> Provides over 93,000 community youth with gainful employment at a daily wage of Kshs. 471/- which then creates a ripple effect in the local areas and guides them away from anti-social behavior. It also provides critical social infrastructure such as clinics, polis posts, ablution blocks, rural roads murraming, social hall, etc. It in addition, inculcates into the youth a savings culture through formed SACCOs with daily savings of Kshs. 141/- per youth during the duration of the project. It finally provides the youth with technical and social skills through re-socialization training to entrench a sense of nation-hood in them					
<b>12. Source of finance:</b> GOK					

### Project 7:

1. Project name:	Youth Empowerment Centres (YECs)
2. Project geographical location:	290 constituencies
3. Project Type/Category:	High Priority
4. Implementing Organization (s):	Directorate of Youth Affairs
5. Counties covered:	All the 47 counties
6. Project Purpose (Context and need for the Project):	The overarching purpose of establishing YECs at the constituency level is to provide appropriate services and information that can help mitigate youth concerns that impede youth development within the eight thematic areas as articulated in the National Youth Policy. These issues include Youth and Education, Youth and Employment, Youth Empowerment and Participation, Youth and ICT, Youth and Health, Youth Crime and Drugs, Youth Leisure Recreation and Community Service.
7. Brief description of the project (Project summary):	YECs are modeled to be a one-stop-shop constructed in three phases. Phase one consists of a wing A with library, a cyber café, a guidance and counseling room, a room for indoor games, an office and a store funded by the government. Phase two comprises of a wing B with a large multipurpose hall, a physical fitness gym, a reproductive health facility and a changing room. Phase three made up of a wing C with a conference room, a Voluntary Counseling and Testing room, a secretariat office, a drug and substance abuse prevention facility and a nutritionist facility.

<b>8.</b> Project status	130 phases one completed. Out of 130, only 74 are equipped. 138 YECs not yet started and all the 290 yet to start phase B & phase C				
<b>9.</b> Estimated project duration (months):	36 months				
<b>10.</b> Estimated project cost:	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
110,000,000:	Kshs. -	Kshs. 50M	Kshs. 300M	Kshs. 400M	Kshs. 500M
<b>11.</b> Outline economic and social benefits:	Upon completion, the YECs will be fully functional impacting the lives of the communities (youth) in which they are established with expected outcomes.				
<b>12.</b> Outline sources of financing:	GOK				

### Project 8:

<b>1.</b> Project name: "VIVA" ( Vijana Vuka Na Afya) Youth reproductive health service
<b>2.</b> Project geographical location: coast, Nairobi and Kisumu
<b>3.</b> Project type/category: High Priority
<b>4.</b> Implementing organization: Ministry of public service, Youth and Gender affairs- Directorate of Youth affairs
<b>5.</b> Counties covered: Kilifi, Mombasa, Nairobi and Kisumu
<b>6.</b> PROJECT PURPOSE: The project target young people in informal settlement which are characterized by high influx of youth populations, high poverty levels poor health and education indicators.
<b>7.</b> Brief description of the project: The project intends to improve health seeking behaviour among young people. The programme will follow a holistic approach. <ul style="list-style-type: none"> <li>• Improved health seeking behaviour among 50,000 youth</li> <li>• Empowered 700 youth club members for socio economic development</li> <li>• Train 240 service providers on youth friendly service, sexual and GBV</li> </ul> <p>Main activities:</p> <ul style="list-style-type: none"> <li>• training of 50 peer educators;</li> <li>• training of 400 youth club members on voucher distribution;</li> <li>• training of 400 youth club members on sexual and reproductive health;</li> <li>• reach 50,000 youth through media, outreach peer led activities;</li> <li>• sensitize 200 youth cubs on life skills and SGBV;</li> <li>• training of 200 club youth members on leadership and management skills, entrepreneurship and linking of youth clubs to devolved funds and microfinance institutions; support youth clubs in innovative IGA ie bio degradable sanitary towels</li> </ul>

**PROJECT RISK AND MITIGATION:** The partners are well attuned to potential risks and challenges and developed mitigation challenges as follows

A) Loss of motivation on part of peer educators, health workers and official if immediate results are not realized; to mitigation - refresher training and continuous support and face to face meeting and development of specific objectives and creating space of dialogue with stakeholders for a shared ownership.

B) a risk of disruption of voucher promotion and distribution due to high mobility nature of youth, Mitigation - refresher training of new entrant an adoption of modular training when they are available.

C) high turnover due to migration of youth in search of work or long or odd hours could or inconstant attendance, mitigation- provide steady training and modular schedules as well as complementary source of income

Sustainability of the projects:

a) The programme has inbuilt strategies to enable its activities beyond the formal grant period; expertise building activities include in the programmes are to promote ownership among stakeholders

B) The programme adapts the government policies and regulations for MOH and MPSYGA to obtain government support of activities, involve county government and grassroots advocacy to enable policy makers to adopt or implement youth friendly SRH actions

**8. Project status:** on preparatory status to commence this first quarter

**9. Estimated Project Duration:** 48 months

<b>10. Estimated project cost:</b>	<b>FY 2017/2018</b>	<b>FY2018/2019</b>	<b>FY2019/2020</b>	<b>FY2020/2021</b>
	<b>Ksh.162,791,706</b>	<b>Ksh.327,666,790</b>	<b>Ksh.311,193,729</b>	<b>Ksh.126,496,062</b>

**11. Economic and social benefits:** improved health seeking behaviour- healthy and productive young generation; improved economic wellbeing among the young people; increased employment

**12. Sources of Financing:**

- **Kfw Ksh. 650,000,000/=**
- **DSW Ksh. 15,004,000/=**
- **Bayer Ksh. 15,144,602/=**
- **GOK Ksh.84,936,192/=**

**Project 9:**

<b>1. Project name:</b>	Government Human Resources Information System (GHRIS)
<b>2. Project geographical location:</b>	Harambee House

<b>3. Project Type/Category:</b>	High priority			
<b>4. Implementing Organization (s):</b>	Directorate of Public Service Management - DPSM			
<b>5. Counties covered:</b>	All the 47 counties			
<b>6. Project Purpose (Context and need for the Project):</b>	This project enhances service delivery in the service by providing an online platform to address all the Human Resources needs both in the County and national governments. When complete, the system will seamlessly integrate with other existing systems like Pensions, IFMIS, NRB and KRA portal to ensure timely sharing of data.			
<b>7. Brief description of the project (Project summary):</b>	The Government Human Resource Information System (GHRIS) is a web-based system that has made direct and indirect impact in the public sector. It has revolutionized the ways things are done in the sector. Human Resources Officers and other stakeholders are able to access information and key reports to enhance decision making. Officers are now able to access their e-payslips online and only print them where necessary. This has saved the government a lot of money that used to go towards printing and transporting the same to officers in the field from the headquarters. Other services provided by the system include performance appraisal forms, work plans and personal number allocation. The system is available wherever internet is accessible and therefore officers can access these services easily and efficiently. It has also helped enhance confidentiality as officers are now the custodians of their own key data such as dependents and next of kin information.			
<b>8. Project status</b>	The project is ongoing and currently integrated with IPPD. It is in use by the staff of the national and county governments and other stakeholders such as the public service commission to process personal numbers, provide payslips and P9 forms. Other modules which are either not fully developed or rolled out include performance management, training and development, leave management, career management, payroll administration and deduction control. The main pending activities include completing the above mentioned modules and integrating with key government systems such as pensions, NRB, IFMIS and KRA.			
<b>9. Estimated project duration (months):</b>	48 months			
<b>10. Estimated project cost: 110,000,000:</b>	FY2016/17	FY2017/18	FY2018/19	FY2019/20
	-	KShs.35,000,000	KShs.50,000,000	KShs.25,000,000
				FY2020/21
				-

<p><b>11.</b> Outline economic and social benefits:</p>	<p>Some of the major benefits of GHRIS include: cost cutt as CMDAs no longer print payslips and incur the cost of transporting them to staff from the headquarters.</p> <p>It has also enhanced effectiveness and efficiency in service delivery as personal numbers are now issued through the system where details and key documents of an employee such as copies of ID, KRA pin and birth certificate are captured and stored in the system. Current P9 forms as well as archived ones dating as back as from 2004 can be accessed at a click of a button.</p>
<p><b>12.</b> Outline sources of financing:</p>	<p>The system has also reduced cases of theft as financial institutions are now relying on system data while approving loan applications and other related services as opposed to merely on certified copies of payslips which can easily be compromised.</p>
<p><b>12.</b> Outline sources of financing:</p>	<p>GOK</p>

**Project 10:**

<p><b>1.</b> Project name:</p>	<p>Public Service Innovation Centre</p>
<p><b>2.</b> Project geographical location:</p>	<p>Nairobi</p>
<p><b>3.</b> Project Type/Category:</p>	<p>High priority</p>
<p><b>4.</b> Implementing Organization (s):</p>	<p>DPSM - Management Consultancy Services</p>
<p><b>5.</b> Counties covered:</p>	<p>The Centre will be in Nairobi and will serve all counties and the entire Public Service</p>
<p><b>6.</b> Project Purpose (Context and need for the Project):</p>	<p>A Public Service Innovation Centre which will incubate and showcase the innovations developed across the service. The Centre will enable the Public Servants to learn, share knowledge and replicate what is relevant to their organizations'. This will create synergy and avoid duplication of efforts while at the same time achieve cost effective ness and improved service delivery. The Centre will also create awareness on the importance of protection of intellectual property rights.</p>
<p><b>7.</b> Brief description of the project (Project summary):</p>	<p>The Centre aims to harness the creativity of the Public servants and use it to improve service delivery through show casing and incubation of innovations. Successful innovations will be documented and shared for replication in relevant organizations. This will lead to knowledge management and sharing and avoid duplication of efforts in the service which will in the long run be cost. The project will initially get funds from the Government but those replicating /benchmarking will be charged a fee that will be plowed back to the Centre to improve and</p>

	sustain it.				
<b>8. Project status</b>	New project				
<b>9. Estimated project duration (months):</b>	Twenty four (24) months: starting on 1st July 2018				
<b>10. Estimated project cost:</b>	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY 2020/2021
100,000,000:	-	-	Kshs. 50,000,000	Kshs. 50,000,000	-
<b>11. Outline economic and social benefits:</b>	This will improve service delivery and generate employment for the youth and ultimately economic growth which will lead to improved living standards for Kenyans.				
<b>12. Outline sources of financing:</b>	GOK				

**Project 11:**

<b>1. Project name:</b>	Public Service Psychological Assessment Centre
<b>2. Project geographical location:</b>	Nairobi
<b>3. Project Type/Category:</b>	High priority
<b>4. Implementing Organization (s):</b>	DPSM – Human Resource Management
<b>5. Counties covered:</b>	The Centre will be in Nairobi and will serve all counties and the entire Public Service
<b>6. Project Purpose (Context and need for the Project):</b>	Professionalize the provision of counseling services in the public Service
<b>7. Brief description of the project (Project summary):</b>	The Centre aims to administer psychological tests and assessments to unearth the underlying issues that may impact on delivery of services. This will enhance the psychological health and wellness of the Public Servants who will then be empowered them to serve the citizens effectively
<b>8. Project status</b>	New project
<b>9. Estimated project duration (months):</b>	Twenty four (24) months: starting on 1st July 2018

10. Estimated project cost:	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY 2020/21
50,000,000:					
	-	-	Kshs.30,000,000	Kshs. 20,000,000	-
11. Outline economic and social benefits:	To ensure the Psychological wellbeing of public servants is professionally measured and maintained. This information will support informed decisions in Human Resource Management. The ultimate objective is to enhance public service productivity and improve service delivery.				
12. Outline sources of financing:	GOK				

### Project 12:

1. Project Name	Completion of tuition complex
2. Project geographic location	Kenya School of Government, Matuga
3. Project Type/Category	High priority
4. Implementing Organization(s):	Kenya School of Government
5. Counties Covered	The campus covers the following 7 counties: Kwale, Kilifi, Taita taveta, Lam, Mombasa, Kitui, Makueni
6. Project Purpose	Hostel facility to accommodate course participants at KSG Matuga. This facility will enable the realization of MTP II 2017-17 on the Social Pillar which envisages to create an efficient, motivated and well trained public service which is one of the major foundations of Kenya vision 2030 in which Kenya intends to build a public service that is more citizen - focused and results oriented.
7. Brief description of the Project	Provision of: (a) Auditorium with multilingual equipment (b) Lecture Halls/Meeting Rooms (c) Modern Kitchen/Dinning Hall facility

	(u) Faculty offices		
<b>8. Project Status:</b> On-going	On-going		
<b>9. Estimated Project Duration</b>	24 months		
<b>10. Estimated Project Cost</b> 469,323,854	FY 2017/18	FY2018/19	FY 2019/20
	Kshs.26,075,828	Kshs.55,272,198	Kshs.193,987,914
<b>11. Economic and social Benefits</b>	This facility is needed to increase the current insufficient training facilities at KSG Matuga to enable the campus to accommodate more participants within campus and hence improve the campus revenue.		
<b>12. Sources of financing</b>	GOK		

### Project 13:

<b>1. Project Name</b>	Construction of ultra-modern complex
<b>2. Project geographic location</b>	Kenya School of Government, Mombasa
<b>3. Project Type/Category</b>	High priority
<b>4. Implementing Organization(s):</b>	Kenya School of Government
<b>5. Counties Covered</b>	The campus covers the following 7 counties: Kwale, Kilifi, Taita taveta, Lam, Mombasa, Kitui, Makueni
<b>6. Project Purpose</b>	Hostel facility to accommodate course participants at KSG Mombasa. This facility will enable the realization of MTP II 2013-17 on the Social Pillar which envisages to create an efficient, motivated and well trained public service which is one of the major foundations of Kenya vision 2030 in which Kenya intends to build a public service that is more citizen - focused and results oriented.
<b>7. Brief description of the Project</b>	Provision of: <ul style="list-style-type: none"> <li>(i) Executive and VIP Accommodation facilities</li> <li>(ii) Auditorium with multilingual equipment</li> <li>(iii) Lecture Halls/Meeting Rooms</li> <li>(iv) Modern Kitchen/Dinning Hall facility</li> <li>(v) Laundry facility</li> </ul>

	(vi) Underground Parking and Lifts (vii) Gym Facilities (viii) Equipped with projector Screens				
<b>8. Project Status</b>	On-going				
<b>9. Estimated Project</b>	48 months				
<b>10. Estimated Project Cost</b> 1,037,750,000	FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20
	Kshs.17,719,385	Kshs.55,841,049	Kshs.461,900,000	Kshs.377,431,432	Kshs.70,000,000
<b>11. Economic and social Benefits</b>	This facility is needed to increase the current insufficient accommodation space at KSG Mombasa to enable the campus to accommodate more participants within campus and hence improve the campus revenue.				
<b>12. Sources of financing</b>	GOK				

#### Project 14:

<b>1. Project Name</b>	Completion of administration block and external works
<b>2. Project geographic location</b>	Kenya School of Government, Embu
<b>3. Project Type/Category</b>	High priority
<b>4. Implementing Organization(s):</b>	Kenya School of Government
<b>5. Counties Covered</b>	The campus covers the following 10 counties: Meru, Embu, Isiolo, Mandera, Garisa, Wajjar, Tharaka, Machakos, Kitui, Makueni
<b>6. Project Purpose</b>	Tuition complex to accommodate course participants at KSG Embu. This facility will enable the realization of MTP II 2013-17 on the Social Pillar which envisages to create an efficient, motivated and well trained public service which is one of the major foundations of Kenya vision 2030 in which Kenya intends to build a public service that is more citizen - focused and results oriented.
<b>7. Brief description of the Project</b>	Provide additional kitchen and dining facility, Seminar rooms, conference facility and offices

<b>8. Project Status: On-going</b>	On-going				
<b>9. Estimated Project Duration</b>	24 months				
<b>10. Estimated Project Cost</b> 182,170,000	FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20
	Kshs.94,033,169	Kshs.59,033,170	Kshs.34,224,580	-	-
<b>11. Economic and social Benefits</b>	This facility is needed to increase the current insufficient Conferencing and seminar space at KSG Embu to enable the campus to accommodate more participants within campus and hence improve the campus revenue.				
<b>12. Sources of financing</b>	GOK				

**Project 15:**

<b>1. Project Name</b>	Completion of two hostels to 112 self-contained single rooms
<b>2. Project geographic location</b>	Kenya School of Government, Embu
<b>3. Project Type/Category</b>	High priority
<b>4. Implementing Organization(s):</b>	Kenya School of Government
<b>5. Counties Covered</b>	The campus covers the following 10 counties: Meru, Embu, Isiolo, Mandera, Garisa, Wajiar, Tharaka, Machakos, Kitui, Makueni
<b>6. Project Purpose</b>	Tuition facility to accommodate course participants at KSG Embu. This facility will enable the realization of MTP II 2013-17 on the Social Pillar which envisages to create an efficient, motivated and well trained public service which is one of the major foundations of Kenya vision 2030 in which Kenya intends to build a public service that is more citizen - focused and results oriented.
<b>7. Brief description of the Project</b>	Upgrading of the hostels to single occupancy so as to cater for senior management and leadership m training programmes
<b>8. Project Status</b>	Ongoing
<b>9. Estimated Project Duration:</b>	24 months

10. Estimated Project Cost:	FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20
11.272,662,876	-	-	Kshs.27,497,284	Kshs.91,721,864	Kshs.91,721,864
12. Economic and social Benefits	This facility is needed to increase the current insufficient accommodation space at KSG Embu to enable the campus to accommodate more participants within campus and hence improve the campus revenue.				
13. Sources of financing	GOK				

### Project 16:

1. Project Name	Completion of tuition complex
2. Project geographic location	Kenya School of Government, Baringo
3. Project Type/Category	High Priority
4. Implementing Organization(s):	Kenya School of Government
5. Counties Covered	The campus covers the following 23 counties: Turkana, West Pokot, Samburu, Trans Nzoia, Uasin Gishu, Elgeyo/Marakwet, Nandi, Baringo, Nyandarua, Nakuru, Narok, Kericho, Bomet, Kakamega, Vihiga, Bung'oma, Busia, Siaya, Kisumu, Homa Bay, Migori, Kisii, Nyamira.
6. Project Purpose	Hostel facility to accommodate course participants at KSG Baringo. This facility will enable the realization of MTP II 2013-17 on the Social Pillar which envisages to create an efficient, motivated and well trained public service which is one of the major foundations of Kenya vision 2030 in which Kenya intends to build a public service that is more citizen - focused and results oriented.
7. Brief description of the Project	Provision of: (a) Auditorium with multilingual equipment (b) Lecture Halls/Meeting Rooms (c) Modern Kitchen/Dinning Hall facility (d) faculty offices

8. Project Status	new project				
9. Estimated Project Duration (months)	36				
10. Estimated Project Cost: 443,248,026	FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20
	-	-	Kshs.55,272,198	Kshs.193,987,914	Kshs.193,897,914
11. Economic and social Benefits	This facility is needed to increase the current insufficient accommodation space at KSG Baringo to enable the campus to accommodate more participants within campus and hence improve the campus revenue.				
12. Sources of financing	GOK				

### Project 17:

#### KENYA DEVOLUTION SUPPORT PROJECT (KDSP)-DPSM

<b>1. Project name:</b> Kenya Devolution Support Project (KDSP) – Human Resources and Performance Management
<b>2. Project geographical location:</b> Nairobi
<b>3. Project type/category:</b> High Priority
<b>4. Implementing organization:</b> Ministry of Public Service, Youth and Gender Affairs, State Department of Public Service & Youth - Directorate of Public Service Management
<b>5. Counties covered:</b> All
<b>6. PROJECT PURPOSE:</b> KDSP is a Performance for Results (PforR) Programme aiming to support the National Capacity Building Framework – Medium Term Interventions (NCBF-MTIS).
<b>7. Brief description of the project:</b> The Kenya Devolution Support Program (KDSP) supports implementation of the NCBF-MTI. It finances results around the strengthened capacity of national and county institutions in the key results areas (KRAs) under the NCBF-MTI. The PforR provides incentives and support to critical parts of each KRA. In the case of the State Department of Public Service and Youth it is responsible for the KRA on Human Resources and Performance Management including development of county staffing plans, development of county schemes of service/career guidelines and organization structures, HR competency frameworks, appraisal and performance contracting systems.
<b>Project Output:</b> The Program incentivizes and supports National and County Governments to strengthen the core human resource and performance and management systems that are needed for effective service delivery. The intended outcomes are :

- i. Enhanced competencies of staff at national and county level.
- ii. Strengthened policy and legal framework developed and optimal structures established.
- iii. More efficient systems, processes and procedures for service delivery in counties.
- iv. Improved county staff motivation.
- v. Improved achievement of performance targets by counties.
- vi. Enhanced leadership and management competencies in counties.

**Main activities:**

National Government and counties capacity building results are achieved through annual workplans and implementation reports, which are defined and assessed annually. MoDP, State Department of Public Service and Youth (DPSM), NT and KSG each develop annual workplans on interventions to address weaknesses identified by counties and through the Annual Capacity and Performance Assessment (ACPA). These workplans are supported by resources in the Government budget. Departments will monitor and report on implementation of these workplans, which are reviewed by a Technical Committee that includes County Governments' representatives. The Government's Performance Contracting Unit verifies whether departments have met target implementation rates. The activities to be undertaken are:

- i. Development of guidelines, regulations, and systems rollout; Development and dissemination of needed guidelines, regulations, other policy documents in order for counties and national government to effectively carry out their respective mandates in the HR and performance management KRA.
- ii. Structured learning (classroom training). Accelerated roll-out of uncompleted county training curricula and modules (including training manuals, participant's books, trainer notes, ToTs, actual training) in the HR and performance management KRA.
- iii. Technical assistance and on-the-job learning. Scale up the provision of direct in-county technical assistance and handholding to help county staff apply and master new responsibilities in the KRA.
- iv. Knowledge sharing, Peer-to-peer and Action learning. Incorporation of new learning modalities into national and county executed capacity building activities.

**Project risk and how to mitigate**

The Program design identified a number of risks around the devolution process and the implementation of the Program. These included risks around national and county capacity to manage devolution, the transition to devolution, technical risks around the quality and scope of available capacity building support for devolution, and the design and implementation of performance grants and the engagement of counties in program design. They also included fiduciary and environmental/social risks around the capacity of county governments to manage proposed grants to counties, as well as the capacities of oversight institutions and agencies to adequately support and oversee them. However, the Program was designed to strengthen key government capacities and systems that would help to address many of the related technical, fiduciary, social and environmental risks, with specific capacity building actions on public financial and human resource management, monitoring and evaluation, and public participation (e.g., complaints handling mechanisms). These were in-built into project design, including minimum conditions, and performance measures in grants to counties. Further mitigation measures will be designed based on the findings of the assessments and the monitoring and

evaluation of the Programme.

**Sustainability of the projects:**

- a) The programme has inbuilt strategies to enable sustainability as it focuses on strengthening the capacity of core national and county institutions for improved delivery of devolved services.
- b) The strengthened capacity of national and county institutions and the use of the PforR approach was aimed at strengthening and improving county audits, assessments of county capacity, and enhanced provision of policies, systems, guidelines, training modules, and technical assistance by focusing on PFM, HRM, M&E, citizen engagement systems mechanisms and the use of performance-based grantsystem. It was envisaged that this would ensure sustainability.
- c) At the county level, supporting county capacity building activities, investments, and creating incentives for improved performance would lead to creation of sustainable systems.

**8. Project Status:** the implementation of the Project commenced in January 2016, although the financing Agreement between GoK and World Bank was signed in September 2016.

**9. Estimated project duration:** 60 months (1<sup>st</sup> January, 2016 – 31<sup>st</sup> December, 2020)

Estimated project cost (kshs)	FY 2017/2018	FY2018/2019	FY2019/2020	FY2020/2021
	Kshs.120,000,000	Kshs.120,000,000	Kshs.120,000,000	Kshs.120,000,000

**10. Economic and Social Benefits:**

- i. The Programme strengthens the capacity of core national and county institutions to improve delivery of devolved services at the county level.
- ii. Improved service delivery by national and county government has had a positive impact on the social economic development in the country.

**10.Outline sources of financing:**

- i. Gok – Kshs 480 million
- ii. World Bank (IDA Credit No.5765-KE ) – US \$ 2.5 Million

**Project 18:**

**KENYA DEVOLUTION SUPPORT PROJECT (KSG)**

<b>1. Project name:</b> Kenya Devolution Support Project (KDSP) – Kenya School of Government
<b>2. Project geographical location:</b> Nairobi
<b>3. Project type/category:</b> High Priority
<b>4. Implementing organization:</b> Ministry of Public Service, Youth and Gender Affairs, State Department of Public Service & Youth – Kenya School of Government
<b>5. Counties covered:</b> All

**6. PROJECT PURPOSE:** KDSP is a Performance for Results (PforR) Programme aiming to support training activities for the National Capacity Building Framework – Medium Term Interventions (NCBF-MTIS).

**7. Brief description of the project:**

The Kenya Devolution Support Program (KDSP) supports implementation of the NCBF-MTI. It finances results around the strengthened capacity of national and county institutions in the key results areas (KRAs) under the NCBF-MTI. The PforR provides incentives and support to critical parts of each KRA.

**8. The key result areas are**

- a) Public finance management
- b) Planning monitoring and evaluation
- c) Human resource and performance management
- d) Devolution and inter- governmental relations
- e) Civic education and public participation

**9. Project Output:**

The Program will involve supporting National and County Governments to build the capacities through training in Public finance; planning, monitoring and evaluation; human resource systems and performance management; devolution and inter-governmental relations related training and civic education and public participation.

**10. Main activities:**

The main activities will involve

- a. Conducting training needs assessment
- b. Developing curricula and modules for the identified training needs
- c. Roll out of the curricula involving conducting the actual training
- d. Undertaking training impact assessment and reporting to stake holders

**11. Project risk and how to mitigate**

The Program design identified a number of risks around the devolution process and the implementation of the Program. These included risks around national and county capacity to manage devolution, the transition to devolution, technical risks around the quality and scope of available capacity building support for devolution, and the design and implementation of performance grants and the engagement of counties in program design.

**12. Sustainability of the projects:**

The programme will use the School's established system for undertaking all activities related to training and there enhanced sustainability by growing the Schools capacity for devolution capacity building in the future

**13. Project Status:** the implementation of the Project commenced in January 2016, although the financing Agreement between GoK and World Bank was signed in September 2016.

**14. Estimated project duration:** 60 months (1<sup>st</sup> January, 2016 – 31<sup>st</sup> December, 2020)

15. Estimated project cost	16. FY 2017/2018	17. FY2018/2019	18. FY2019/2020	19. FY2020/2021
	20.92,000,00	21.71,000,000	22.61,000,000	23.61,000,000

(kshs) 0

**24. Economic and Social Benefits:**

The Programme strengthens the capacity of core national and county institutions to improve delivery of devolved services at the county level.  
Improved service delivery by national and county government has had a positive impact on the social economic development in the country.

**25. Outline sources of financing:**

Gok – Kshs 285 million  
World Bank (IDA Credit No.5765-KE ) – US \$ 5 Million

**Project 19:**

<b>1. Project Name</b>	Implementation of Huduma Service Delivery Channels
<b>2. Project geographic location</b>	Kenya (country-wide)
<b>3. Project Type/Category</b>	High Priority: Jubilee Flagship Project
<b>4. Implementing Organization(s):</b>	Huduma Kenya Secretariat
<b>5. Counties Covered: 41</b>	Nairobi-Gpo, Nairobi-Citysquare, Nairobi-Makadara, Nairobi-Eastleigh, Nairobi-Kibra, GPO Mombasa, Bungoma, Siaya, Kitui, Makueni, Embu, Kisumu, Kisii, Kakamega, Kajiado, Machakos, Meru, Isiolo, Wajir, Turkana, Nyeri, Kwale, Nakuru, Eldoret, Nyamira, Kiambu-Thika, Busia, Transzoia, Taita-Taveta, Laikipia, Nyandarua, Samburu, Nandi, Baringo, Kilifi, Garissa, Kirinyaga Homabay, Kericho and Tharaka Nithi, Narok, Marsabit, Muranga, Lamu and Migori.
<b>6. Project Purpose</b>	To transform public service delivery by setting uniform and high quality standards of service delivery that meet citizen expectations through one stop shop service delivery channels e.g Huduma Centers, Huduma Card, Huduma Call Centre, Huduma M portal, Huduma Eportal
<b>7. Brief description of the Project</b>	The Huduma Kenya Programme with the objective of transforming Public Service Delivery. The Programme adopts a "one stop shop" approach that enables customers to access a number of public services and information from a single location and through integrated electronic platforms. The Programme is one of the Kenya's Vision 2030 flagship projects under implementation in the Mid Term Plan 2013 – 2017. Further, the Huduma Kenya Programme has laid a lot of emphasis on the quality of customer experience while engaging with the Public Service. There are five main channels of service delivery provided under the Programme in the Kenya Vision

	2030, namely: 1. Physical "one stop shops" / Huduma Centers; 2. Online 'e-Huduma' portal; 3. Mobile phone 'm-Huduma' Platform; 4. Huduma Call Centre and the 5. An integrated multi-channel Huduma Payment Gateway and Smart Card.				
<b>8. Project Status</b>	<p>45 Huduma Centers established: Nairobi-Gpo, Nairobi-Citysquare, Nairobi-Makadara, Nairobi-Eastleigh, Nairobi-Kibra, GPO Mombasa, Bungoma, Siaya, Kitui, Makueni, Embu, Kisumu, Kisii, Kakamega, Kajiado, Machakos, Meru, Isiolo, Wajir, Turkana, Nyeri, Kwale, Nakuru, Eldoret, Nyamira, Kiambu-Thika, Busia, Transzoia, Taita-Taveta, Laikipia, Nyandarua, Samburu, Nandi, Baringo, Kilifi, Garissa, Kirinyaga Homabay, Kericho and Tharaka Nithi , Narok, Marsabit, Muranga, Lamu and Migori. In addition seven new more centres are complete awaiting operationalization. These are; Bomet, Elgeyo Marakwet, Vihiga, West Pokot, Tana River and Kajiado West. This will bring the number of physical centres to 52.</p> <p>The Programme envisages to construct ten (10) additional physical centres at sub-county level and seven (7) mobile centres in this Financial Year. The new approach of "<b>Huduma Mashinani</b>" will be popularized to and adopted as the sixth channel of service delivery.</p> <p>Huduma Card Smart Service and Payment Card Operationalized and 100,000 customers issued with Huduma Cards. Will roll out a mobile App to be available on the App store to manage Huduma card transactions.</p> <p>Huduma Kenya Call Centre will improved to a fully-fledged Contact Center and additional services uploaded. The Customer Relations Management System which is operational will be deployed to manage the customer journey in all transactions with Government.</p> <p>The Data Centre hardware and software will be expanded to support additional centres as well as services.</p>				
<b>9. Estimated Project Duration</b>	Continuous				
<b>10. Estimated Project Cost KSHS.</b> 25,030,000,000	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20	FY 2020/21
	<b>Kshs.1,574 M</b>	<b>Kshs.1,574M</b>	<b>Kshs.4,105 M</b>	<b>Kshs.5,000M</b>	<b>Kshs.5,050.M</b>
<b>11. Economic and social Benefits</b>	<p>Enhanced collection of Government Revenue -The total revenue collected so far from services that require payments in Huduma Centers amounts to over Kenya Shillings 12 Billion. Highest comparative amount of Revenue collected from Government Service Points that offer similar services</p> <p>Global recognition of the Government of Kenya through the Huduma Kenya Programme as a Leader in the transformation of Public Services - Huduma Kenya Programme Scooped the 2015 United Nations Public Services Award on Improving the Delivery of Public Services; African Recognition of Kenya as a Market Leader in Transformation of its Public Service to a Customer Centric, Efficient, Effective Public Service with High Customer Service Standards - Huduma Kenya Programme Scooped the 2015 African Association for Public Administration</p>				

Creation of a new Government brand that Kenyans and Customers associate with newness, freshness and high standards in delivery of Public services; 40 Operational Huduma Centers – This has provided more convenience to customers as customers are able to access a myriad of Government services end to end at one point and in real time without being referred to other service points; Contributing to the improvement of the Doing Business Index through the devolution of services like search and reservation of business names and enhanced efficiency and effectiveness in the delivery of Public Services; Predictable Service Turnaround Times in accessing Government Services;

High levels of Customer Satisfaction on access to Government Services at 93%; Devolution of Service Delivery of Services that were only available in the Capital City, Nairobi-e.g. Certificate of Good Conduct, Search and Registration of Business Names leading to enhanced access to Government services; High productivity by Government Institutions with the Huduma Centers serving more than 40,000 customers per day and over 12 million customers have been served to date

Huduma Kenya Programme as an African Success Story - The Huduma Kenya One Stop Shop Programme is a unique and successful African Concept for Africa by Africans. Delegations from 16 African Countries have already come calling on benchmarking visits to study the Kenyan Huduma Center Concept and how this can be replicated in their Countries, namely; Lesotho, Malawi, South Africa, Nigeria, Tanzania, Mali, Swaziland, Uganda, Gambia, Rwanda, Togo, Mozambique, Botswana, Lesotho, Zambia

12. Sources of financing

GOK

**Project 20:**

<b>1. Project name:</b> Kenya Youth Employment and Opportunities Project (KYEOP)
<b>2. Project geographical location:</b> KENCOM House, 3 <sup>rd</sup> Floor, Nairobi, Kenya
<b>3. Project type/category:</b> Highest Priority
<b>4. Implementing organization(s):</b> Ministry of Public Service, Youth and Gender Affairs (MPYG), NITA, MSEA, MEACLSP.
<b>5. Counties covered:</b> Nairobi, Mombasa, Kisumu, Nakuru and Kitui.
<b>6. Project purpose:</b> To increase employment and earning opportunities for the targeted youths.
<b>7. Brief description of the project:</b> KYEOP is a five – year safety net project for vulnerable youth funded with a USD 150 Million credit from the World Bank Group and whose development objective is “to increase employment and earnings opportunities for the targeted youths”. The project is implemented through four government agencies with MPYG providing the overall coordinator. The project management aims to achieve its goals through the following means: (i) Providing unemployed youths with relevant skills and internships in the private sector.

- (ii) Enhancing capacity of the Ministry for youth policy planning, Implementation, Monitoring and Evaluation.
- (iii) Improving labour market information to the youths

**Project risk and mitigation:** The project management team is well attuned to potential risks and challenges and developed mitigation challenges as follows:

- A) Monitoring and Evaluation consultant has being brought on board to help and ensure that the project is in line with the plans and is able to achieve its targets.
- B) A project coordinating unit (PCU) has been constituted and is functional.
- C) Project Steering Committee which addresses issues raised by the stakeholders
- D) Each implementing agency receives funds and has to account for them separately through their respective line ministries.

**Sustainability of the projects:**

- a) Each implementing agency is in the process of setting up systems and building capacities of implementing teams. E.g. Training of the project staff so as to increase awareness and increase their confidence levels, motivate them and this will definitely led to better performance.
- b) The Project Coordinating unit ensures that execution of the project is done in compliance with applicable laws and regulations and essential external financing agreements/ covenants. Hence no consequences are likely to be suffered on account of non-compliance.

**8. Project status:** On-going

**9. Estimated Project Duration:** 60 Months

<b>10. Estimated project cost:</b>	<b>FY 2017/2018</b>	<b>FY2018/2019</b>	<b>FY2019/2020</b>	<b>FY2020/2021</b>
	<b>Ksh.130m</b>	<b>Ksh.207m</b>	<b>Ksh.525m</b>	<b>Ksh.525m</b>

**11. Economic and social benefits:**

- (i) provision of trainings and internships in the private sector to targeted youth in order to enhance employability
- (ii) creation of jobs and expansion of existing ones thus increasing earnings for youth interested in self-employment or wage employment
- (iii) enhance access to LMI and ensure availability of liquid information in a timely manner
- (iv) enhancing the MPYG's capacity for youth policy formulation, development and monitoring and evaluation as well as support the establishment and operationalization of a project coordination unit

**12. Sources of Financing:**

- Credit from the World Bank USD 150M

**PROJECT CONCEPT NOTE – AFRICA PUBLIC SERVICE DAY (APSD)**

<b>1.</b> Project name: Africa Public Service Day (APSD)
<b>2.</b> Project geographical location: Nairobi
<b>3.</b> Project type/category:
<b>4.</b> Implementing organization: Ministry of Public Service, Youth and Gender Affairs, State Department of Public Service & Youth - Directorate of Public Service Management
<b>5.</b> Counties covered: All
<b>6.</b> PROJECT PURPOSE: APSD facilitates sharing experiences on Public Service Innovations and good practices in Africa.
<b>7. Brief description of the project:</b> The Africa Public Service Day (APSD) facilitates sharing experiences on Public Service Innovations and good practices in Africa. During the Kigali declaration held on 23 <sup>rd</sup> June, 2017, the offer by the Republic of Kenya to host the 7 <sup>th</sup> Edition of the APSD in June 2019 was accepted.  <b>Project Outcomes:</b> The intended outcomes of hosting the Africa Public Service Day are : vii. A responsive and sustainable Public Service built through partnering with other African countries and development partners. viii. A culture of professionalism nurtured and ethical values in Africa’s Public Service. ix. Leveraging and replication of best practices. x. Benchmarking. xi. Improvement in service delivery.  <b>Main activities:</b> The main activities during Africa Public Service Day will include: i. Vetting of innovations/innovators ii. Exhibitions of innovation iii. Conference iv. Awards ceremony  <b>Project risk and how to mitigate</b> The envisaged risks include low attendance of member states during the Africa Public Service Day and financing of the event. Mitigation measures include Concept paper on APSD circulated across Africa, sensitization and awareness creation across member states. In addition, request will be made to Development Partners to support member states who cannot afford to attend the event and mobilizing resources through Public Private Partnerships(PPPs).  <b>Sustainability of the projects:</b> The knowledge and innovations shared during the APSD will be replicated by the member states.

8. Project status: The Africa Public Service Day has been celebrated and hosted in various countries in Africa from the year 2011. The 7<sup>th</sup> Edition will be celebrated and hosted in Kenya in 2019.

9. Estimated project duration: 1 month (June 2019)

Estimated project cost:	FY 2017/2018	FY2018/2019	FY2019/2020	FY2020/2021
	-	<b>Ksh.150,000,000</b>	-	-

10. Outline economic and social benefits: improvement in service delivery, a culture of professionalism and ethical values nurtured, leveraging and replication of best practices.

11. Outline sources of financing: **GOK Ksh.150,000,000**

### Project 22:

1. Project Name: <b>Youth Enterprise Development Fund</b>					
2. Project geographic location: <b>National</b>					
3. Project Type/Category: <b>Loans disbursement</b>					
4. Implementing organization: <b>Youth Enterprise Development Fund</b>					
5. Counties covered: <b>All 47 Counties</b>					
6. <b>Project purpose:</b> The YEDFB strategic focus is economic empowerment and creation of job opportunities for the youth through enterprise development, facilitating credit access to youth through provision of affordable business loans, as well as facilitating youth to secure jobs outside Kenya. YEDFB has six key mandates namely; <ol style="list-style-type: none"> <li>1. To provide loans for on – lending to youth enterprises</li> <li>2. To facilitate investment in commercial infrastructure for youth enterprises</li> <li>3. To support youth enterprises develop linkages with large enterprises</li> <li>4. Facilitate domestic and international marketing of youth products and services</li> <li>5. To facilitate and provide Business Development Services to the youth</li> <li>6. To facilitate the youth access employment in foreign labour markets</li> </ol>					
7. <b>Brief description of the project:</b> The project aims at empowering the youth through provision of credit, trading spaces, market support and linkages, enterprise development and youth access to employment opportunities abroad. This is done through the diversified loan products which are tailor made to meet the needs of the youth in the country.					
8. <b>Project status</b> (See Annex 2 )					
9. <b>Estimated project duration</b> (months) Continuous					
10. Estimated project cost: in Kshs	FY 2015/16	FY 2016/17	FY 2017/18	FY 2018/19	FY 2019/20

	KShs.305,336,000	KSh.305,336,000	KShs.305,336,000	Kshs.610,672,000	Kshs.793,873,600
<b>11. Outline Economic and social benefits:</b> Economic empowerment and creation of employment for youth who are vulnerable through enterprise development					
<b>12. Outline sources of financing:</b> <b>GoK</b>					

## STATE DEPARTMENT FOR GENDER

### Project No.1

<b>1. Project Name:</b> National Government Affirmative Action Fund (NGAAF)				
<b>2. Project Geographic Location</b> : Countrywide				
<b>3. Project Type/Category</b> : Community Development				
<b>4. Implementing Organization</b> : NGAAF				
<b>5. Counties Covered</b> : 47 Counties				
<b>6. Project Purpose:</b> The National Government Affirmative Action Fund (NGAAF) was enacted through Legal Notice No. 52 of the Public Finance Management Act, 2012. The Fund is governed by the Public Finance Management (National Government Affirmative Action Fund), Regulations, 2016 The Fund was established with the primary objective of empowering the vulnerable groups namely; the women, youth, Persons with Disabilities, children and the elderly at the County level to achieve socio-economic growth towards realization of Vision 2030.				
<b>7. Brief description of the Project:</b> The mandate of the Fund is to undertake the following: Enhancement of access to financial facilities for affirmative action groups Support of value addition initiatives by affirmative action groups Socio-cultural development and nurturing of talent in music, art and sports Support of affirmative action groups through bursaries and scholarships Provide access to services for survivors of GBV, FGM and early/child marriages through provision of rescue and counselling centers Establishment of drug substance abuse rehabilitation centers and, Conduct civic education to sensitize the community on government programs and policies.				
<b>8. Estimated project duration</b> -continuous				
<b>9. Project Status:</b> <ul style="list-style-type: none"> <li>Civic Education - 3,380,465 beneficiaries; Women Economic Empowerment-9,534 groups – 2,273,413 beneficiaries; Bursary - 86,380 students; Value Addition initiatives - 5,066 groups; includes (light industries, processing of Agri-based produce, livestock and poultry rearing by communities); Sanitary Towels -1,266 schools; County wide Projects - 387,047; and County wide projects includes; Tents and chairs, (Market Umbrellas and shades, boreholes, Studios, Talents/tournaments, Mentorship programs, GBVC, Rehabilitation centers)</li> </ul>				
<b>10. Estimated project cost:</b>	FY 2018/19 (in Millions)	FY 2019/20	FY 2020/21	FY 2021/22

	K 2,680	Kshs.2,130	Kshs.2,130	Kshs.2,130
<b>11. Outline Economic and Social Benefits</b>	Uplifting of affirmative action groups to be at par with rest of society; Reduced marginalisation; Generated gainful employment; Improved Standards of Living; Reduced gender inequalities; Enhanced participation of women in Social Economic Development; and Improved access to education			
<b>12. Sources of financing:</b>	GoK			

### Project No.2

<b>1. Project Name</b>	Uwezo Fund					
<b>2. Project Geographic Location</b>	Country wide					
<b>3. Project Type/Category</b>	Revolving Loan Fund					
<b>4. Implementing Organization(s)</b>	Uwezo Fund Oversight Board and the Constituency Uwezo Fund Management Committees					
<b>5. Counties covered</b>	All the 47 counties					
<b>6. Project Purpose</b>	<p>The Fund provides credit to groups of youth, women and PWDs. The groups engage in activities in agriculture (Food and Nutrition Security), tiles and bricks making (housing) and making of livestock feeds (manufacturing). The objectives of the Fund are: -</p> <ul style="list-style-type: none"> <li>• to expand access to finances in promotion of youth, women and Persons With Disabilities businesses and enterprises at the constituency level for economic growth towards the realization of the goals of Vision 2030;</li> <li>• to generate gainful self- employment for the youth, women and Persons With Disabilities; and</li> <li>• to model an alternative framework in funding community driven development</li> </ul>					
<b>7. Brief Description of the project</b>	It is a specific intervention towards the Youth Empowerment and Women Empowerment Flagship Projects of the Vision 2030 that provides access to affordable and interest free credit with the aim of improving the standards of living					
<b>8. Project Status</b>	On-going					
<b>9. Estimated project duration</b>	This is a constituency based revolving fund					
<b>10. Estimated Project Cost</b>	FY	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
	Kshs. Millions	500	300	250	250	250
<b>11. Economic and social benefits</b>	<ul style="list-style-type: none"> <li>• Empowerment of youth, women and person with disabilities</li> <li>• Employment creation</li> <li>• Access to affordable and interest free credit</li> <li>• Improvement of the living standards of Kenyans</li> </ul>					
<b>12. Sources of financing</b>	Government of Kenya					

### Project No.3

<b>1. Project name: WOMEN ENTERPRISE FUND</b>					
<b>2. Project geographic location: NATIONAL FUND – HEADQUATERS IN NAIROBI WITH 16 REGIONAL OFFICES</b>					
<b>3. Project type / category : REVOLVING FUND</b>					
<b>4. Implementing organization (s): WOMEN ENTERPRISE FUND</b>					
<b>5. Counties covered: ALL 47 COUNTIES</b>					
<b>6. Project purpose:</b>					
<p>Women Enterprise Fund is a Semi - Autonomous Government Agency that works with women in Kenya in order to reduce marginalization which stems from inequality. It was established in 2007 through legal notice no.147 under the WEF Regulations of the repealed Government Financial Management Act, 2004. The Government Financial Management Act, 2012 establishes the Fund as a National Fund.</p> <p>The Fund plays a critical role in promoting the realization of 1st and 5th Sustainable Development Goals on poverty reduction, gender equality and women empowerment respectively.</p> <p>The Fund's programmes are currently aligned to the Government Big Four Priority Agenda ,specifically supporting the Government initiative on Food Security and nutrition through financing Women involved in food production and agro-processing</p>					
<p><b>Brief description of the project (project summary):</b> The Fund is a Vision 2030 flagship project under the social pillar that seeks to make fundamental changes in four areas namely; Opportunities, Empowerment, Capabilities and Vulnerabilities. To address the exclusion of women from economic participation through provision of subsidized credit for enterprise development.</p> <p>Main activities of the Fund include;</p> <ol style="list-style-type: none"> <li>Promotion of access to affordable credit to women entrepreneurs.</li> <li>Building capacity of women entrepreneurs in business management skills (financial literacy) and technical skills.</li> <li>Promoting domestic and international marketing of goods produced by women owned enterprises.</li> <li>Support and facilitate development of infrastructure like decent workspaces and incubation for women owned enterprise.</li> <li>Facilitate and support linkages between women owned enterprises and big corporate, for markets and technology transfer.</li> </ol> <p>To ensure sustainability, the Fund has developed a wide range of products to suit beneficiaries and also undertakes extensive research and appraisal of clients' projects before funding to ensure that those funded are feasible and are able to repay back advanced loans. WEF also has a robust ICT system that enhances tracking and recovery of financed projects.</p>					
<b>7. Project status :</b> On- going project as a revolving Fund					
<b>8. Estimated project duration ( months) ONGOING PROJECT AS A VISION 2030 FLAGSHIP PROJECT</b>					
<b>9. Estimated project cost:</b>	<b>FY 2017/18</b>	<b>FY2018/19</b>	<b>FY2019/20</b>	<b>FY2020/21</b>	<b>FY 2021/22</b>
	KSh.....557	KSh.....438	KSh.....400.	KSh...400	Ksh...400
<b>11. Economic And Social Benefits:</b>					
<ul style="list-style-type: none"> <li>Financing women entrepreneurs with start-up capital and Funds for expansion of existing businesses</li> <li>Imparting skills and knowledge to Women entrepreneurs through various training programs</li> <li>Enabling access to Government procurement opportunities through LSO/LPO financing.</li> <li>Realization of Government affirmative action through women empowerment.</li> </ul>					

**12. Sources Of Financing :** Revolving fund that is financed by repayment of loans granted and support through Government of Kenya – Exchequer receipts

**ANNEX II**

**MINISTRY'S CAPITAL PROJECTS**

The Ministry had twenty one (21) capital projects as illustrated in the table below:

Project Code & Project Title	Total Est. Cost of Project or Contract Value (a)	Est Cost of Project (Financing)		Timeline		FY 2015/16				FY 2016/17				FY 2017/18				Remarks
		Foreign	GOK	Start Date	Expected Completion Date	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2016	Completion Stage as at 30th June 2016 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2017	Completion Stage as at 30th June 2017 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2018	Completion Stage as at 30th June 2018 (%)	
	Kshs. Million					Kshs. Million												
Construction of classrooms at IBS NYS HQs	62.6	0	62.6	Apr-14	Apr-19	0	28	28	90	0	0	28	90	0	42.2	28 (not paid)	95	On-going
Construction of double span barracks, dinning and kitchen at EI NYS HQs	192	0	192	Apr-14	May-19	0	130	164.7	86	0	0	164.7	90	0	51.7	175.05	96	On-going
Construction of 4No. Classrooms and 2No. Workshop at EI NYS HQs	88	0	88	Apr-14	May-19	0	44	43.92	70	0	0	43.92	90	0	25.91	69.83	98	On-going
Construction of 12No. barracks at NYS College Gilgil	488	0	488	Aug-16	Jun-17	0	0	0	0	0	0	0	0	0	488	488	100	Complete
Renovation of road	18	0	18	Feb-15	Oct-	0	18	0	100	0	0	18	100	0	0	0	100	Complete

Project Code & Project Title	Total Est. Cost of Project or Contract Value (a)	Est Cost of Project (Financing)		2015/16						FY 2016/17				FY 2017/18				Remarks	
		Foreign	GOK	Start Date	Expected Completion Date	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2016	Completion Stage as at 30 <sup>th</sup> June 2016 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2017	Completion Stage as at 30 <sup>th</sup> June 2017 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2018	Completion Stage as at 30 <sup>th</sup> June 2018 (%)		
	Kshs. Million																		
accessories at NYS HQs					15														
Informal settlement and constituency youth empowerment interventions	51,976.88	0	51,976.88	Feb-15	Continuous	0	10,663.69	19,915.71	38	0	11,651.77	31,566.71	61	0	9,586.66	41,230.36	79		On hold
Youth Enterprise Development Fund - Loans Disbursement and Business Development Services	6,106.72	-	6,106.72	N/A	Continuous	-	250.3	2,442.72	40	-	305.34	2,748.06	45	-	305.34	3,909.2	64		Project is continuous
KYEOP	5,330	5,330	-	2016/17	2020/21	-	-	-	-	130	-	27.93	1	207	-	281.03	5		On-going
Implementation of Huduma Service delivery channels	25,030	Nil	25,030	2013	2022	-	354	415.58	2	-	1,160	1,575.58	6	-	1,574	7,148	19		On-going
Refurbishment of DPSM offices	281.51	Nil	150	2015/16	2016/17	-	-	-	-	-	0	0	0	-	54.74	54.74	19		On-going

Project Code & Project Title	Total Est. Cost of Project or Contract Value (a)	Est Cost of Project (Financing)		Timeline		FY 2015/16				FY 2016/17				FY 2017/18				Remarks
		Foreign	GOK	Start Date	Expected Completion Date	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2016	Completion Stage as at 30 <sup>th</sup> June 2016 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2017	Completion Stage as at 30 <sup>th</sup> June 2017 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2018	Completion Stage as at 30 <sup>th</sup> June 2018 (%)	
	Kshs. Million					Kshs. Million												
Construction of ultra-modern complex – KSG Mombasa	1,037.75	Nil	1,037.75	2010/11	2020/21	-	23.4	142.37	14	-	55.8	198.17	19	-	115.5	311.25	30	On-going
Completion of administration block and external works-KSG Embu	282.17	-	282.17	2015/16	2020/21	-	-	88.92	32	-	59.03	147.95	52	-	-	147.95	52	On-going
Completion of two hostels 112 bed capacity single rooms at KSG-Embu	572.66	-	572.66	2016	2021	-	-	-	-	-	27.5	27.5	5	-	-	27.5	5	On-going
Furnishing of conference and completion of tuition complex KSG Matuga	327.61	-	327.61	2016/17	2020/21	-	5.2	5	2	-	14.98	20.2	6.2	-	6.52	26	8	On-going
Construction of Buildings and other	268.32	-	268.32	2016/17	2020/21	-	6.8	6.8	3	-	-	6.8	3	-	-	6.8	3	On-going

Project Code & Project Title	Total Est. Cost of Project or Contract Value (a)	Est Cost of Project (Financing)		Timeline		FY 2015/16				FY 2016/17				FY 2017/18				Remarks
		Foreign	GOK	Start Date	Expected Completion Date	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2016	Completion Stage as at 30 <sup>th</sup> June 2016 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2017	Completion Stage as at 30 <sup>th</sup> June 2017 (%)	Approved Foreign Budget	Approved GOK Budget	Cumulative Expenditure as at 30 <sup>th</sup> June 2018	Completion Stage as at 30 <sup>th</sup> June 2018 (%)	
	Kshs. Million																	
infrastructure (Tuition complex) KSG Baringo																		
National Government Affirmative Action Fund	6,390	-	2,130	2015/16		-	2,130	2,130	-	-	2,130	2,130	100	-	2,130	2,130	100	These are funds for socio economic empowerment for women, youth, PWDs and the vulnerable in the so
Women Enterprise Fund	2,157	-	800	2013/14		-	800	800	100	-	800	800	100		557	-	-	
UWEZO Fund	1,500	-	500	2013/14		-	500	500	100	-		500	100	-	500	500	100	

