



Republic of Rwanda



# Labour Force Survey Trends



**-November 2022 (Q4)-**

Labour Force Survey Trends, November 2022 (Q4) report is produced by the National Institute of Statistics of Rwanda (NISR).

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Recommended citation:

National Institute of Statistics of Rwanda (NISR), Labour Force Survey Trends, November 2022 report, January 2023



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## Foreword

Labour statistics play an essential role in the efforts of the country to achieve decent work for all. These statistics are needed for the development of policies towards this goal and for assessing progress towards decent work.

The government of Rwanda needs updated information for monitoring progress on programmes and policies as stipulated in the first National Strategy for Transformation (NST1), Sustainable Development Goals (SDGs) as well as vision 2050. To monitor progress towards these goals and targets, relevant, reliable, coherent, timely and accessible labour statistics have to be produced.

The National Institute of Statistics of Rwanda introduced the labour force survey (LFS) program to provide statistics users, mainly Ministry of Public Service and Labour, Ministry of Finance and Economic Planning, the Ministry of Education, International Labour Organization and other users, with needed labour statistics.

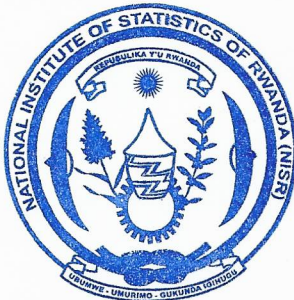
The ultimate goal of the Labour Force survey is to provide data on the structure and trends of labour force, employment and unemployment as well as other related labour market statistics for the implementation and evaluation of economic and social policies related to employment creation, income generation, skills development, and related decent work policies.

After the pilot survey that was conducted in February 2016, the first round of the survey was conducted in August 2016 and continued on bi-annual basis until August 2018. Since the year 2019, the survey was re-designed to provide estimates of the labour market aggregates on quarterly basis. Despite the effect of covid-19 on implementation of different activities, NISR in collaboration with different stakeholders managed to maintain the regularity in the production of quarterly LFS with some adjustments where necessary. Due to movement restrictions measures to avoid the spread of Covid-19 pandemic, telephone interviewing method was introduced for the data collection since May 2020 and was used in all rounds of LFS except for August 2020. The current findings are for quarter four of LFS\_2022 that was conducted in November 2022.

NISR congratulates all those who contributed in one way or the other in this exercise. In particular, NISR expresses its gratitude to the survey coordinators, supervisors, interviewers, Analysts, and respondents for their valuable time that made this survey possible. The National Institute of Statistics of Rwanda invite policy makers, program managers, researchers and all users to play an important role in using the valuable data showcased in the LFS rounds to contribute to enhancing Rwandans' Economic development.



**MURANGWA Yusuf**  
**Director General of NISR**





## Executive summary

The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by the National Institute of Statistics of Rwanda (NISR). It collects data on the labour market activities of individuals aged 14 years and older who live in private households in Rwanda. For the reporting purpose, only persons aged 16 years and above are covered. In this report, the survey results are mainly compared for November 2021, February 2022, May 2022, August 2022 and November 2022. However, some tables and graphs are presented with more data points including results of the previous labour force surveys results.

In November 2022 (Q4), the working age population (16 years and above) was around 8 million of whom 3,571,236 were employed; 1,147,601 were unemployed and 3,324,253 were out of labour force. The sum of employed and unemployed population results to population in labour force were 4,718,837 persons. The proportion of working age population who were in the labour force increased to 58.6 percent in November 2022 compared to 56.6 percent in August 2022 (Q3) and compared to 54.3 percent in May 2022(Q2). This proportion has decreased as compared to 61 percent observed in November 2021(Q4) (One year back). The proportion of the working age population outside the labour force decreased to 41.3 percent in November 2022 as compared to 43.4 percent in August 2022(Q3), 45.7 percent in May 2022(Q2) and it has increased compared to 38.9 percent in November 2021(Q4).

The share of subsistence agriculture in population outside labour force was 35.3 percent in November 2022(Q4). It has decreased by 4.3 percentage points as compared to 39.6 percent observed in August 2022(Q3) and increased by 1.8 percentage points as compared to 33.5 percent observed in November 2021(Q4). The sum of employed population (3,571,236 persons) and subsistence agricultural without employment (1,730,996) gives the estimate number of workforce<sup>1</sup> in November 2022(Q4) equivalent to 5,302,232 persons. Therefore, in November 2022(Q4), the proportion of working age population engaged in employment or subsistence agriculture was 65.9 percent as compared to 68.6 percent perceived in August 2022(Q4) and to 66.5 percent registered in November 2021(Q4).

In November 2022(Q4), the share of agricultural workers in total workforce (employed in agriculture + involved in subsistence agriculture) decreased by around 2.7 percentage points compared August 2022(Q3)

The employment-to-population ratio decreased to 44.4 percent in November 2022(Q4) as compared to 46.4 percent in August 2022(Q3) and 46.5 percent registered one year back in November 2021 (Q4) (46.5 percent). Labour force participation has increased to 58.7 percent in November 2022(Q4) as compared to 56.6 percent observed in August 2022 (Q3).

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<sup>1</sup> This number exclude own-use production in unpaid services, unpaid trainees, and volunteer workers

Round to round comparison shows that the total employment decreased by around 3.8 percent from 3.71 million in August 2022 (Q3) to 3.57 million of employed population in November 2022 (Q4). A comparison with the same quarter one year back shows that the total employment decreased by 1.7 percent.

In November 2022(Q4), about around 74 thousand workers lost employment in agriculture sector, as compared to August 2022(Q3). About 164 thousand workers lost employment in industry sector while 99 thousand of workers gained employment in Service sector.

In industry sector, the important decline of employment was observed in construction (-115,050 workers) and manufacturing (-67,733 workers) while mining and quarrying gained an increase of +13,739 workers.

In services sector, the important gain of employment was observed in education (+58,353), Accommodation and food service activities (+21,081) and Wholesale and retail trade; repair of motor vehicles and motorcycles (+12,950).

The November 2022(Q4) LFS results revealed that the share of paid employees in the total employment increased to 72 percent as compared to 70.8 percent recorded in August 2022(Q3). The share of self-employed persons increased to 24.4 percent from 23.7 percent observed in August 2022(Q3). The comparison of November 2021(Q4) and November 2022(Q4) revealed that the share of paid employees decreased by 2.6 percentage points while the share of self-employed persons increased by 1.9 percentage points.

In November 2022 (Q4), the unemployment rate increased to 24.3 percent as compared to 18.1 percent recorded in August 2022(Q3) which is equivalent to an increase of 6.2 percentage points. The unemployment rate slightly increased compared to one year back (23.8 percent in November 2021 (Q4)). It remained relatively higher among females (28.3 percent) as compared to males (20.9 percent). It is also relatively higher among youth population aged 16 years to 30 years (29.7 percent).

Labour underutilization rate which accounts for unemployment, time-related underemployment and potential labour force slightly increased to 59 percent in November 2022 (Q4) compared to 58.3 percent in August 2022(Q3). It has also increased by 2.2 percentage points as compared to November 2021 (the figure observed one year back). The labour underutilization rate was remarkably higher among females (65.3 percent) as compared to males (52.5 percent).

**Rwanda Labour force survey, November 2022(Q4) Summary labour force indicators**

<b>Working age population 16 years old and over 8,043,090 persons</b>							
Outside the labour force (Not employed nor unemployed) <b>3,324,253 persons</b> <b>Out of LF rate:41.3%</b>			<b>Labour force (The sum of employed and unemployed)</b> <b>4,718,837 persons</b> Labour force participation rate <b>58.7%</b>				
Subsistence agriculture	Exclusively students	Other outside LF (Elderly, disabled, discouraged job seekers...)	<b>Employed</b>  (All who worked for pay or profit) <b>3,571,236 persons</b> <b>Employment to population ratio: 44.4%</b>			<b>Unemployed</b> (All not employed but seeking and available to work for pay or profit) <b>1,147,601 persons</b> <b>Unemployment rate: 24.3%</b>	
			Agriculture excluding subsistence foodstuff production	Industry	Services	Unemployed but engaged in subsistence agriculture	Other unemployed
<b>35.3%</b>	<b>26.3%</b>	<b>38.4%</b>	<b>45.3%</b>	<b>16.7%</b>	<b>38%</b>	<b>48.6%</b>	<b>51.4%</b>
<b>Potential labour force</b> <b>1,169,971</b>		<b>Other out of labour force</b> <b>2,154,282</b>	<b>Time related underemployed</b> <b>1,155,102</b>	<b>Other employed</b> <b>2,416,134</b>			
Labour underutilization (3,472,674 persons): Unemployed (1,147,601) + Time-related underemployed (1,155,102) + Potential labour force (1,169,971) Composite measure of labour underutilization (59%)							

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2022(Q4)





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## Chapter 1: Introduction

The Rwanda Labour Force Survey (LFS) started in 2016 with an annual sample spread into two rounds to provide bi-annual estimates of main labour market indicators at National level. From February 2019, the sample was spread into four rounds to provide estimates of labour market indicators at national level on a quarterly basis.

Since 2020, there was a disturbance in the methodology and techniques of data production not only in Rwanda but also all over the World due to the covid-19 pandemic. The pandemic was identified for the first time in Rwanda in mid-March 2020 and different preventive measures including lockdowns were taken. Despite the pandemic, the labour force Survey continued to be conducted on a quarterly basis with some adjustments to cope with covid-19 prevention measures. It is in this context that NISR introduced the telephone interviews in May 2020(Q2) and was used in all rounds of LFS except for August 2020. The current findings are for quarter four of LFS\_2022 that was conducted in November 2022.

The main objective of the survey is to provide data on the structure and trends of labour force, employment and unemployment as well as other related labour market statistics for the implementation and evaluation of economic and social policies related to employment creation, income generation, skills development, and related decent work policies.

The current quarterly Labour Force survey is designed according to a two-stage stratified design with a rotation scheme. At the first stage of sampling, a stratified sample of 288 census enumeration areas, called primary sampling units (PSUs) are drawn from the 2012 census sampling frame with probabilities proportional to size measured in terms of number of households according to the latest census of population. The strata are composed of the 30 administrative districts of the country, sub-divided into urban and rural areas. At the second stage of sampling, 16 households were selected from each of sampled PSUs with equal probabilities, after a fresh listing of the households in the new sample PSUs. All household members in the sample are then selected for survey interview. At the end of the data collection, the response rate was evaluated to 88.2 percent, which is 2.4 percentage points lower than the previous quarter (90.6 percent).

In the present report, the results of November 2022(Q4) labour force survey are mainly compared with August 2022 (Q3), May 2022(Q2), February 2022(Q1) and November 2021 (Q4). However, in some sections, the tables or figures are presented with the additional time series including results of all quarters of the year from 2019 to 2022(Q4). This comparison allows tracking the change in labour market indicators over time and enabling to compare the labour market performance during the period of the covid-19 pandemic in Rwanda.

The resulting estimates of the main labour force indicators at the national level have standard errors of about 1.0 percent. The focus of the present report is the analysis of trends of employment and labour underutilization including unemployment at the national level by selected demographic and socioeconomic characteristics such as sex, age group, educational attainment, etc.

The survey results analysed in this report are presented into seven chapters including this introduction. The other chapters cover the following: Trend of main indicators, labour force participation, employment, unemployment and labour underutilization, population outside labour force and work in agriculture.

## Chapter 2: Trends of main indicators

The present chapter provides information on the trends of the main labour force indicators since February 2019. The different Labour Force survey rounds results are compared to have the time series of the main indicators such as Working age population, Labour force participation rate, Employed to population ratio, unemployment rate, and labour underutilisation rate.

### 2.1 Working age population

The labour force constituted 58.7 percent of the working age population in November 2022(Q4) (4,718,838 persons). It increased 2.1 percent and decreased 2.4 percent as compared to November 2022(Q4) and the situation one year back (November 2021 (Q4).

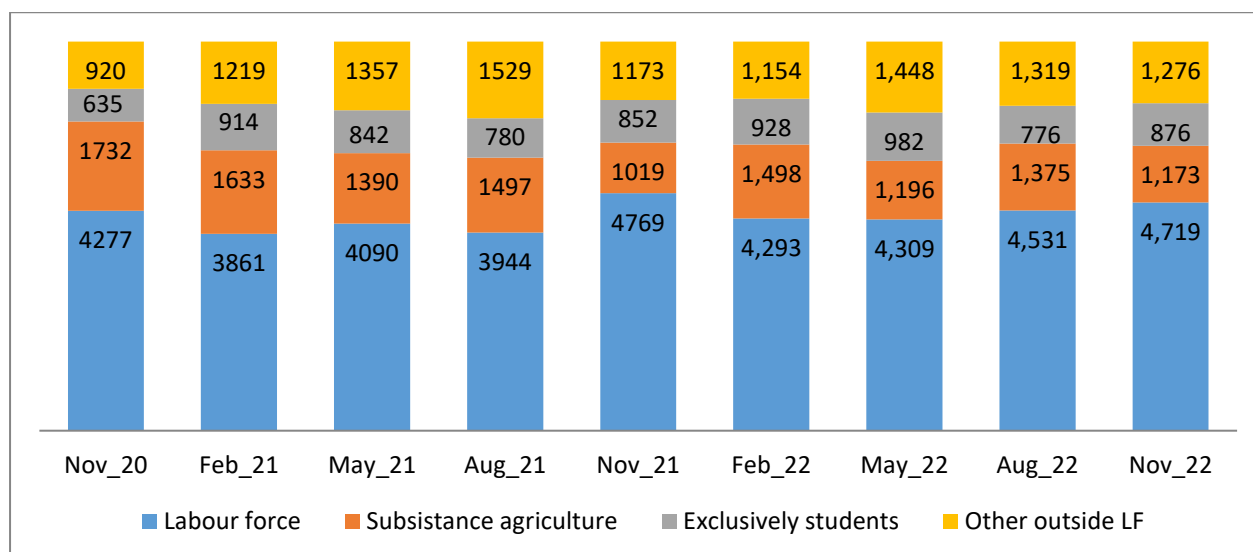
The November 2022(Q4) LFS results indicate that the population outside the labour force was 3,324,253. It decreased by 6.6 percent as compared to the previous quarter August 2022(Q3). Population in working age who were outside the labour force and involved in subsistence agriculture (Food producers) was estimated at 35.3 percent.

Students who are not involved in any economic activity make another important component of the population outside the labour force. Their number was estimated at 875,605 corresponding to 26.3 percent of the population outside the labour force. The proportion of students outside the labour force and not involved in any economic activity increased by 4.0 percentage points from 22.3 percent in August 2022(Q3) due to the holidays as some students were involved in different economic activities.

The remainder of working age population outside the labour force consists of elderly persons, disables, discouraged jobs seekers, etc. Their total number was estimated at 1,275,834 in November 2022(Q4). It has slightly increased by 0.4 percent as compared to August 2022(Q3).



Figure 2. 1: Trend of the main component of the working age population (, 000s)



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## 2.2 Labour force participation rate, employment to population ratio and unemployment rate

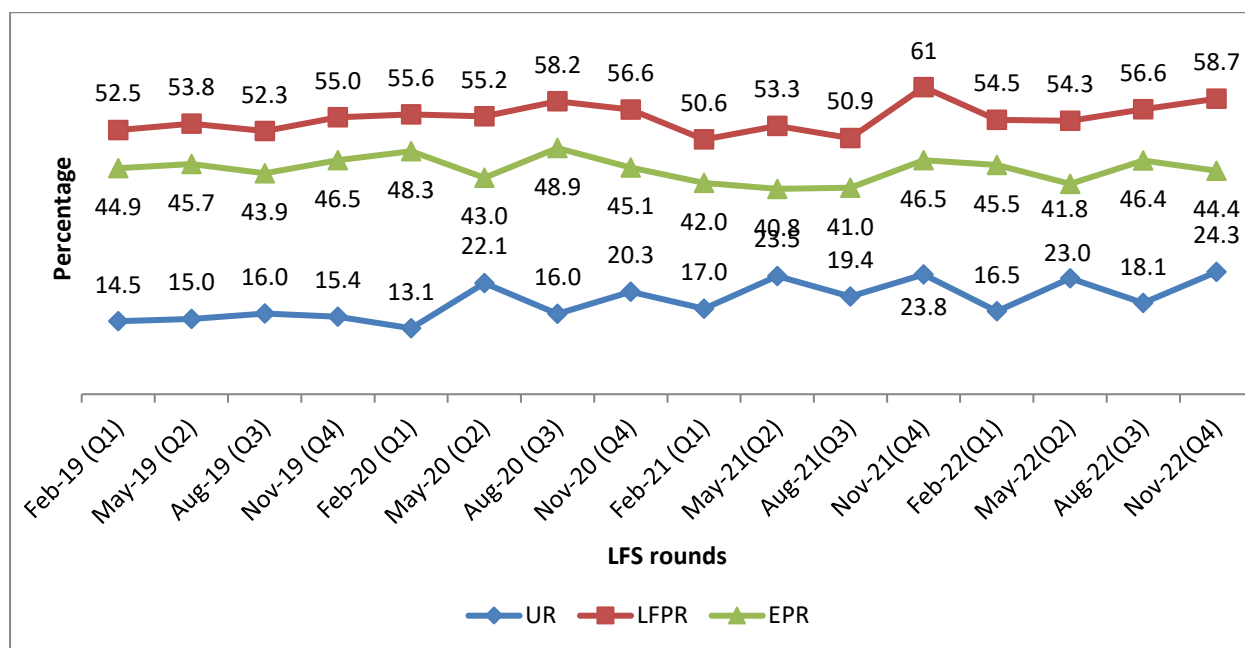
Figure 2.2 illustrates the trends of some of the key labour market indicators. In November 2022 (Q4), the unemployment rate increased to 24.3 percent from 18.1 percent estimated in the previous round. In comparison with the situation one year earlier (Nov 2021 (Q4)); the current unemployment rate slightly inclined by around 0.5 percentage points.

The employment-to-population ratio (EPR), i.e., the percentage of the working age population who is employed, is an indicator of the performance of the national economy in providing employment to its growing population. The analysis of employment trends shows that in November 2022(Q4), the estimated number of employed population was 3,571,236 persons while it was 3,711,254 persons in August 2022(Q3), expressing a decrease of 2.0 percent.

The employment-to-population ratio decreased to 44.4 percent in November 2022 (Q4) as compared to 46.4 percent in August 2022 (Q3). The recorded employment to population ratio in November 2022 (Q4) was lower than the one registered one-year earlier November 2021 (Q4) (46.5 percent).

According to the results of the LFS presented in Figure 2.2, the labour force participation rate increased to 58.7 percent in November 2022(Q4) as compared to 56.6 percent in August 2022 (Q3).

Figure 2. 2: Trend of the main labour force indicators



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

UR=Unemployment rate, EPR=Employment-to-population Ratio, LFPR=Labour Force Participation Rate

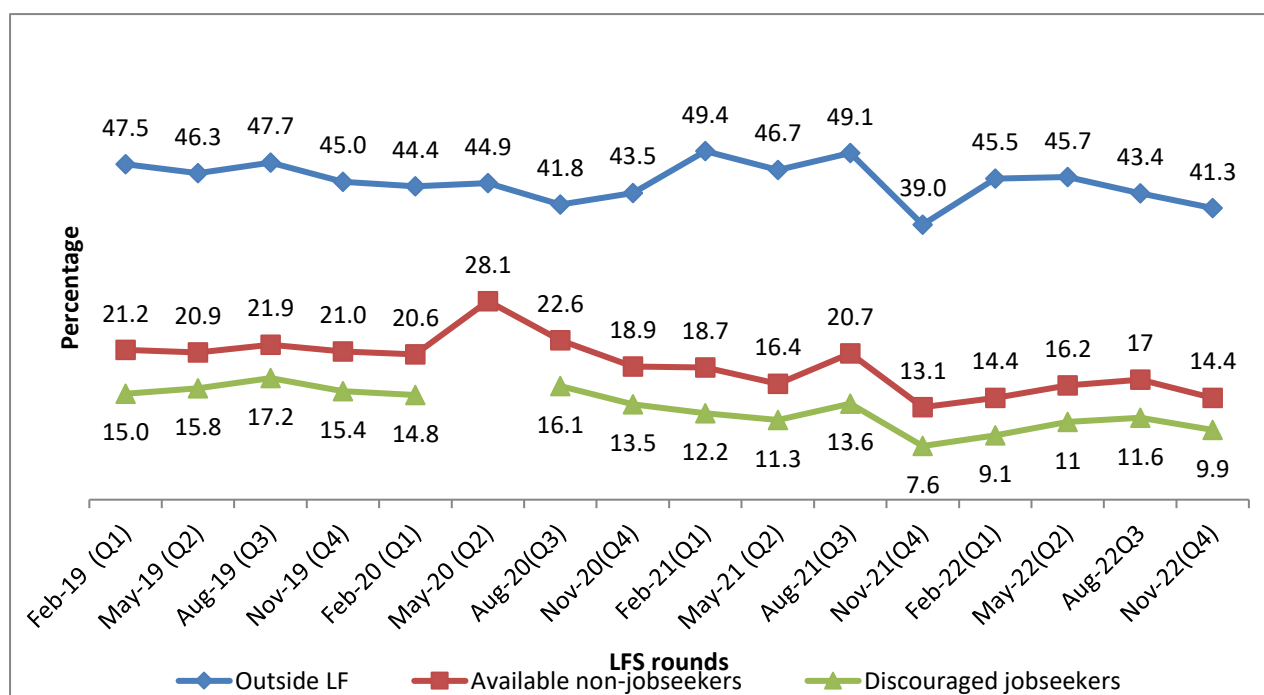
### 2.3 Population outside labour force

Figure 2.3 presents the trend of the proportion of the working age population who was outside the labour force according to different categories. The results show that the proportion of the working age population outside the labour force decreased to 41.3 percent in November 2022 (Q4) as compared to 43.4 percent observed in August 2022(Q3). Round to round comparison has shown that this rate decreased by 2.4 percentage points (38.9 percent, in November 2021(Q4)).

Among the components of population out of labour force; Available non-job seekers constituted a substantial category. In Rwanda, most of the population in this category are mainly subsistence farmers. The proportion of working age population falling in this category in November 2022(Q4) slightly increased by 1.3 percentage points compared to the estimate of year back November 2021 (Q4) while it decreased 3.7 percentage points as compared to August 2022 (Q3).

An important sub-category of the available non-job seekers is the discouraged jobseekers, i.e., those outside the labour force who did not “seek employment” for labour market-related reasons (past failure, to find a suitable job, lack of experience, qualifications or jobs matching the person’s skills, lack of jobs in the area, considered too young or too old by prospective employers). The proportion of discouraged jobseekers among the working age population decreased to 9.9 percent in November 2022(Q4) as compared to 11.6 percent in August 2022(Q3). In comparison to the previous round on year back (November 2021(Q4)), it increased by 2.4 percentage points.

Figure 2. 3: Trend of the ratio of population outside labour force to working age population



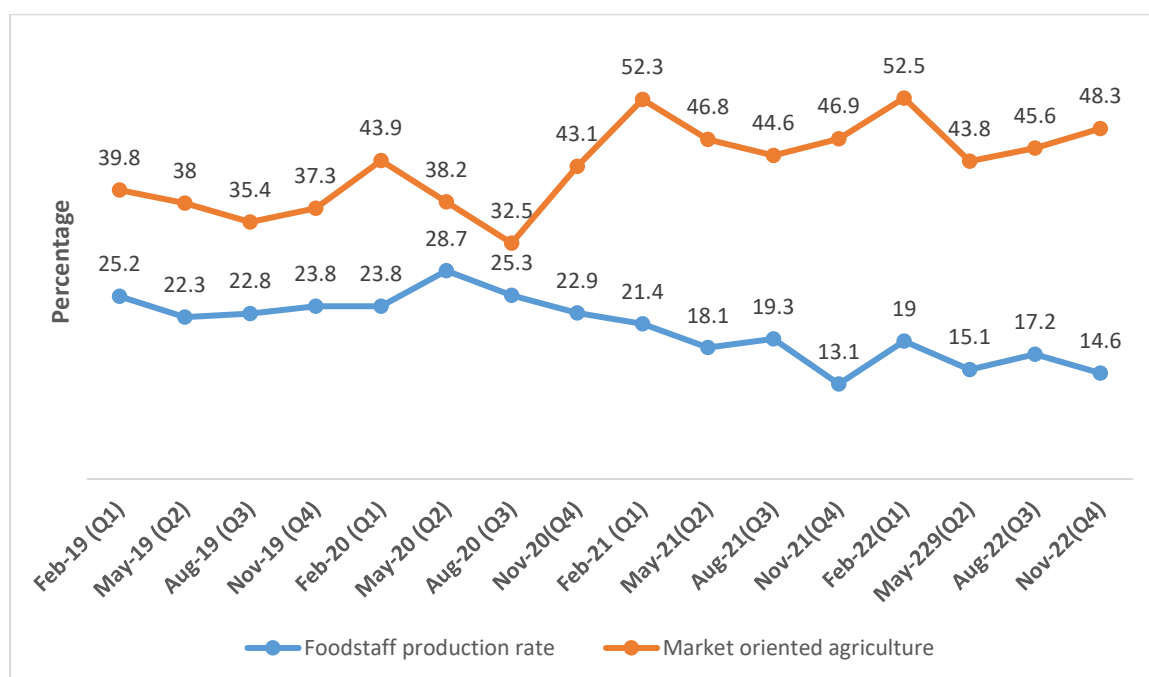
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)  
 Note: Information on discouraged jobseekers were not collected in May 2020

## 2.4 Subsistence foodstuff production participation rate

In Rwanda, there is a substantial number of working age population who are involved in subsistence agriculture and consequently excluded from the count of the labour force according to the 2013 international standards on statistics of work, employment and labour underutilisation. The relatively low labour force participation reported in Figure 2.2 above reflects the relatively high share of subsistence foodstuff producers among population outside labour force.

Figure 2.4 presents the trend of the proportion of the working age population who were outside the labour force but engaged in production of foodstuff for own use but also make a comparison with those who are in Labour and employed in agriculture (market-oriented agriculture). The rate of participation in subsistence foodstuff production decreased to 14.6 percent in November 2022 (Q4) from 17.2 percent observed in August 2022(Q3). The comparison of estimate one year back (13.1 percent in November 2021(Q4)) indicates an increase of 1.5 percentage points.

Figure 2. 4: Trend of subsistence foodstuff production participation rate



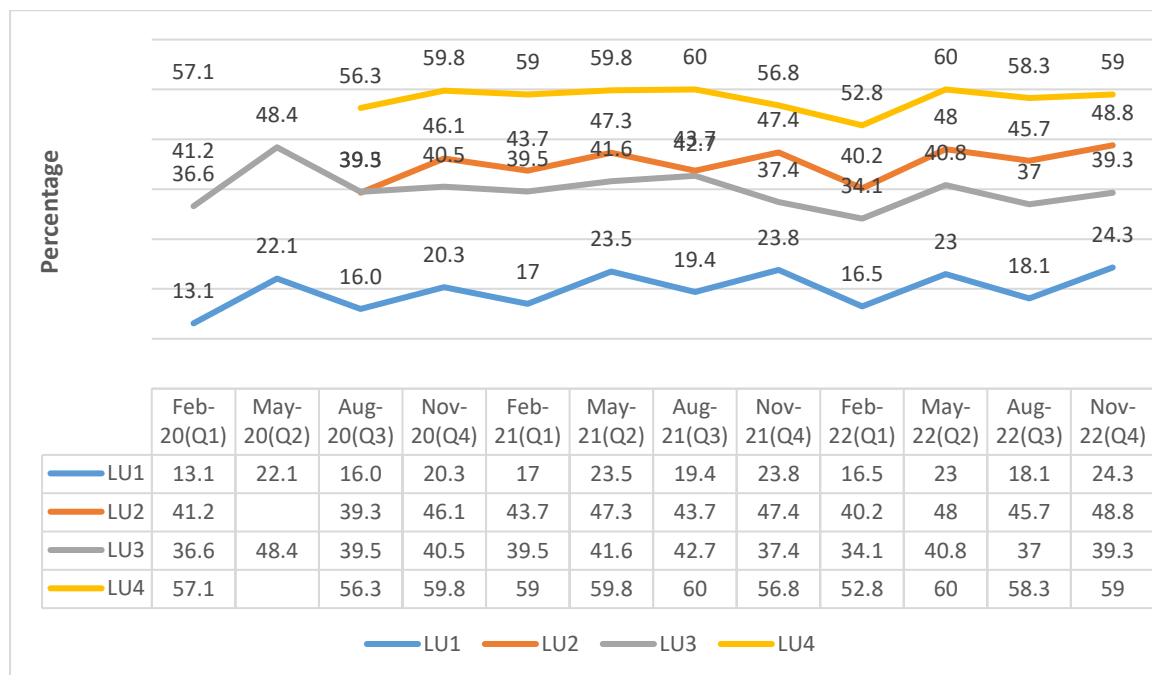
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## 2.5 Labour underutilization rates

Labour underutilization consists of three components namely Unemployment, Time-related underemployment, and Potential labour force. The Labour Force Survey results provide four indicators of labour underutilization: the unemployment rate (LU1); the combined rate of unemployment and time-related underemployment (LU2); the combined rate of unemployment and potential labour force (LU3); and the composite measure of labour underutilization (LU4), defined as the ratio of the sum of people in time-related underemployment, in unemployment and in the potential labour force to the extended labour force defined as the sum of labour force and potential labour force.

The results presented in figure 2.5 compare the labour underutilisation rate and its components in different quarterly LFS series. The quarter-to-quarter comparison shows that the unemployment rate (LU1) increased by 6.2 percentage points in November 2022 (Q4) as compared to August 2022(Q3), LU2 decreased by 1.3 percentage points, LU3 decreased by 1.0 and LU4 slightly decreased by 0.7 percentage points. The comparison of November 2022(Q4) results with the results of the same month one-year back reveals that Combined rate of unemployment and time-related underemployment and Combined rate of unemployment and potential labour force had declined while unemployment rate and composite measure of labour underutilisation increased.

Figure 2. 5: Trend of the labour underutilization rate



LU1 - Unemployment rate

LU2 - Combined rate of unemployment and time-related underemployment

LU3 - Combined rate of unemployment and potential labour force

LU4 - Composite measure of labour underutilization

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

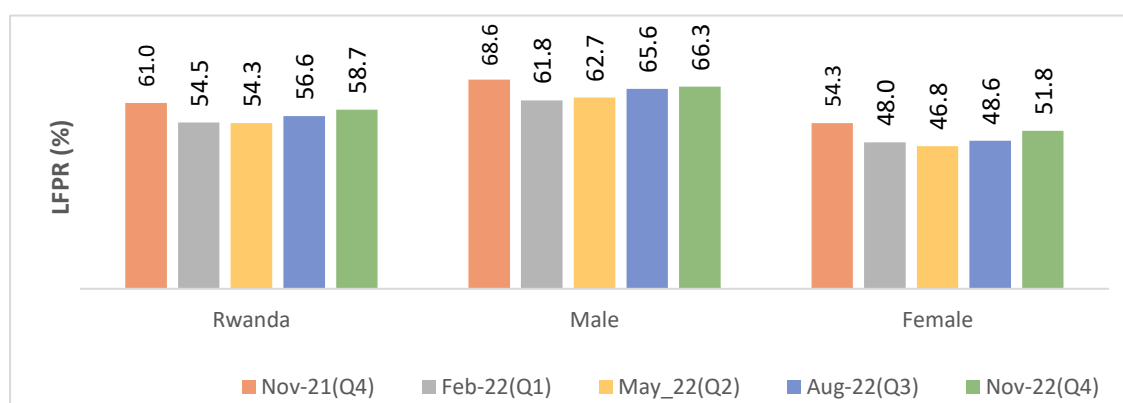
## Chapter 3: Labour Force Participation

### 3.1 Labour force participation among males and females

The labour force participation rate, which is the ratio of the labour force to the working age population expressed in percentage terms, stood at 58.7 percent in November 2022(Q4) compared to 61.0 percent in November 2021(Q4). The results show an increasing rate of labour force participation rate among both male and female population as compared to previous rounds; however, the labour force participation rate was higher among male population than the female population over time.

Gender gap in labour force participation rate was around 14.3 percentage points in November 2021(Q4) and it remained stable, 14.5 percent in November 2022(Q4). The comparison with the quarter one year back shows that the labour force participation rate decreased by 2.3 percentage points in November 2022(Q4) compared to November 2021(Q4) at National level 3 percentage points among male and 2.5 percentage points among females.

Figure 3. 1: Labour force participation rate by sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

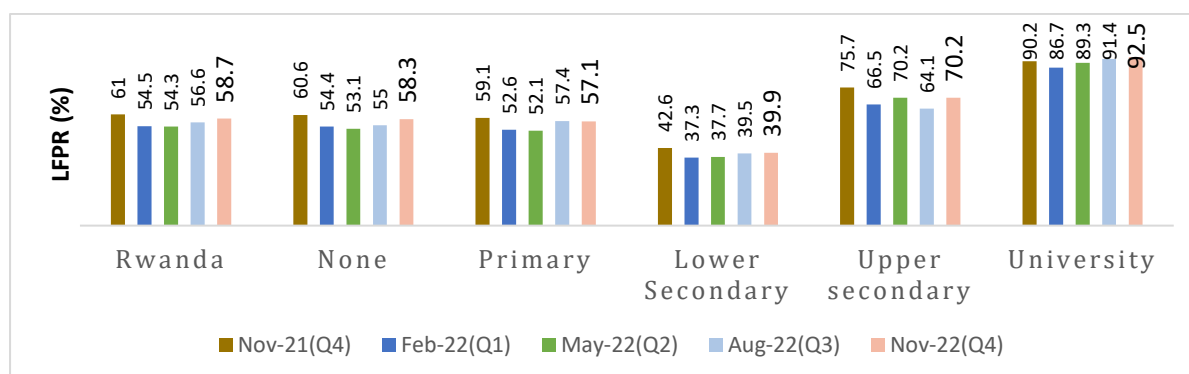
### 3.2 Labour force participation and education

The analysis of the labour force participation rate by educational attainment shows that it was higher among those with relatively higher levels of education compared to those with lower levels of education over time. A comparison of November 2021(Q4) with November 2022(Q4) shows an increase of labour force participation rate in almost all levels of education except in primary.

From August 2022(Q3) to November 2022(Q4), the slight change was observed in primary level of education where the labour force participation rate decreased by 0.3 percentage points and increased by 6.1 percentages points in upper secondary. Labour force participation rate of population with no level of education increased by 3.3 percentage points, tertiary level of education increased by 1.1 percentage points and 0.4 percentage points in lower secondary. The comparison of November 2022 (Q4) labour

force participation with the data of one year back round (November 2021 (Q4)) shows that the rate had increased in all levels of education except in primary.

Figure 3. 2: Labour force participation rate by level of education



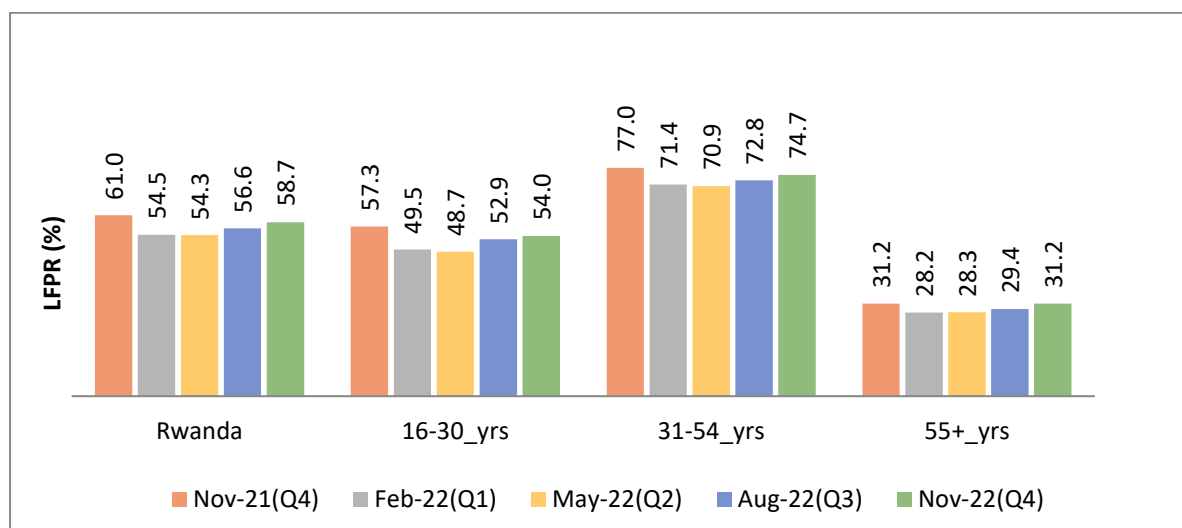
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

### 3.3 Labour force participation by age group

In November 2022(Q4), the labour force participation rate among youth aged 16 to 30 years (54.0 percent) increased by 1.1 percentage points compared to August 2022(Q3). In the age group 31-54 years old, LFPR was 74.7 percent which is 1.9 percentage points more than the one observed in August 2022(Q3). For the age group 55 years old and above, the labour force participation rate in November 2022(Q4) slightly increased by 1.8 percentage points as compared to the previous quarter.

Generally, the age group 31-54 years has shown a high participation rate in the labour force.

Figure 3. 3: Labour force participation rate by age group



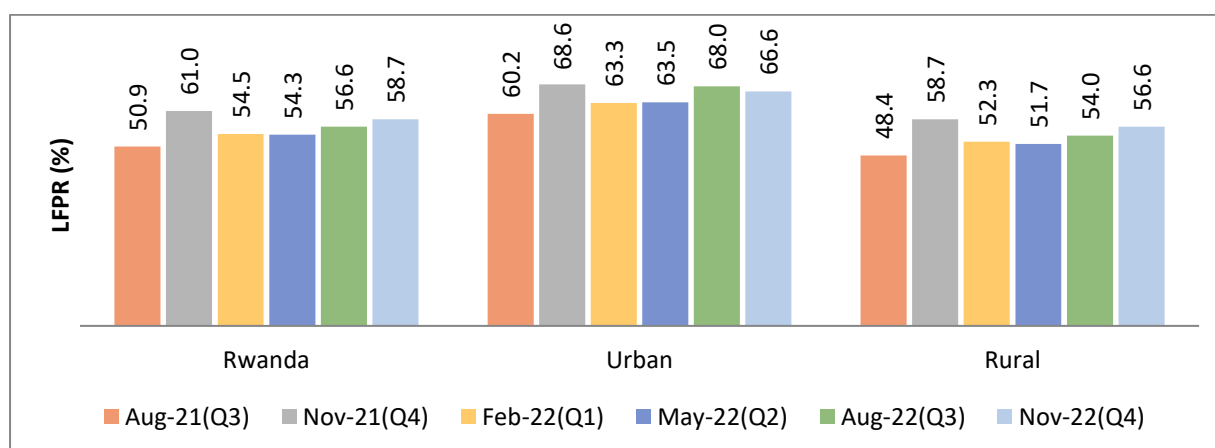
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

### 3.4 Labour force participation and area of residence

Labour force participation rate by area of residence (urban and rural) was revealed to be high in urban areas compared to rural areas. This may be attributed to the diversity of job opportunities in urban areas as compared to rural areas where the number of employment opportunities is limited, and most people are involved in subsistence agriculture. The gap between the labour force participation rate in urban and rural areas slightly increased from 9.9 percentage points in November 2021(Q4) to 10 percentage points in November 2022(Q4).

The comparison of LFS November 2022(Q4) and August 2022(Q3) shows that the labour force participation rate in urban areas decreased by 1.4 percentage points from 68.0 percent in August 2022(Q3) to 66.6 percent in November 2022(Q4) and increased by 2.6 percentage points in rural areas from 54.0 percent in August 2022(Q3) to 56.6 percent in November 2022(Q4).

Figure 3. 4: Labour force participation rate by area of residence



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)





## Chapter 4: Employment

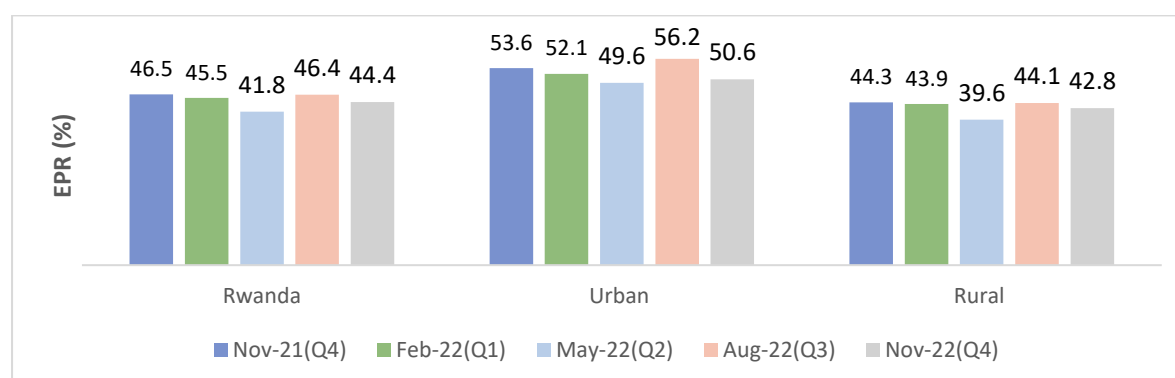
According to the recent international standards, persons of working age are classified as employed if, during a short reference period of 7 days or one week, (i) they did some work (even for just one hour) for profit or pay, in cash or in kind; or (ii) they were attached to a job or had an enterprise from which they were ‘temporarily’ absent during this period.

### 4.1 Employment to population ratio

Aggregate employment generally increases with growing population. Therefore, The EPR is a measure of the extent to which the economy is providing income-generating jobs for persons who are of working age. It thus gives an indication of the demand for labour in the economy, in terms of the quantity of workers. An increase in the employment-to-population ratio is often regarded as an indicator of economic acceleration and an increase in total employment as an indicator of economic stability. In November 2022 (Q4), the Employment-to-population ratio was 44.4 percent. It was observed that the employment-to-population ratio declined in November 2022(Q4) as compared to August 2022(Q3) at the national level as well as in both urban and rural areas. The results show that between August 2022(Q3) and November 2022 (Q4), the employment-to-population ratio declined by 2.0 percentage points at national level, by 5.6 percentage points in urban areas, and by 1.3 percentage points in rural areas.

It was observed that the employment-to-population ratio was higher in urban areas as compared to rural areas in all rounds of the labour force survey. The gap between the employment-to-population ratio between urban and rural areas remained significant in November 2022(Q4) (7.8 percentage points).

Figure 4. 1: Employment to population ratio (EPR) by area of residence.

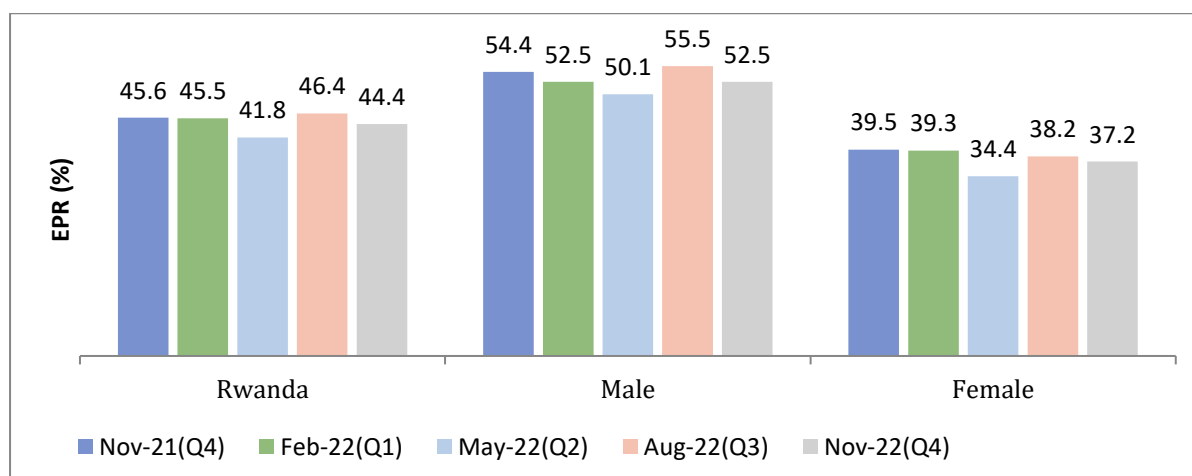


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 4.2 shows the trend in the employment-to-population ratio for the male and female separately. It is informative to note that there is a high gap between the employment-to-population ratio of males and females over time. In November 2022 (Q4), the employment-to-population ratio has declined among both females (1.0 percentage points) and males (3.0 percentage points) as compared to August 2022 (Q3). The gender gap in employment to population ratio in November 2022 (Q4), remained significant (15.3 percentage points). A comparison between the current quarter and the same

quarter one year back (November 2021(Q4)), shows that, the employment to population ratio increased by about 1.2 percentage points at National level.

Figure 4. 2: Employment to population ratio by sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## 4.2 Status in employment

The results in Table 4.1 below reveal that, in November 2022 (Q4) the number of employed population declined by around 1.7 percent as compared to November 2021 (Q4) and by around 3.8 percent as compared to August 2022(Q3). It is observed that the category of employees and paid apprentices recorded the highest share of employment across all rounds of the labour force survey followed by own-account workers, contributing family workers, employers, and member of cooperatives. In November 2022 (Q4), the number of employees and paid apprentices and the one of own account workers also decreased as compared to November 2021(Q4), but the number of employers increased by 8.4 percentage points.

Table 4. 1: Distribution of employed population by status in employment

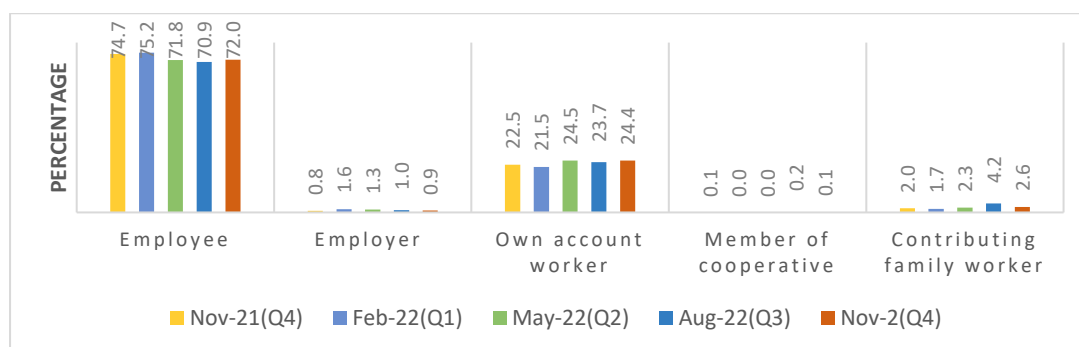
Status in employment	21-Nov	22-Feb	22-May	22-Aug	22-Nov	% Change	
						(Nov21-Nov22)	(Nov22-Aug22)
<b>Total</b>	<b>3,633,132</b>	<b>3,585,651</b>	<b>3,317,006</b>	<b>3,711,254</b>	<b>3,571,236</b>	<b>-1.7%</b>	<b>-3.8%</b>
Employee and paid apprentices	2,714,127	2,696,389	2,382,596	2,630,327	2,571,462	-5.3%	-2.2%
Employer (with regular employees)	28,451	56,647	43,979	38,754	30,837	8.4%	-20.4%
Own account worker (without regular employees)	815,543	769,418	812,760	879,256	870,824	6.8%	-1.0%
Member of cooperative	1,637	1,013	591	5,559	5,023	206.8%	-9.6%
Contributing family worker	73,375	62,183	77,080	157,357	93,090	26.9%	-40.8%

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 4.3 shows the distribution of employed population according to the status of employment. It reveals that the share of employees in November 2022 (Q4) was 72.0 percent, 24.4 percent for Own account workers and about 1 percent was Employers. Compare with August 2022 (Q3), the share of employees increased by 1.1 percentage

points and by 0.7 percentage points among own-account workers while remained relatively stable among employers.

Figure 4. 3: Distribution of employed population by status in employment



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

### 4.3 Main occupation

The table below presents the number of employed persons by occupation and its change over time. The comparison of November 2022 (Q4) with November 2021(Q4) reveals that there was an important loss of employment in three occupation groups: Technicians and associate professionals (-38.8 percent), Clerical support workers (-28.6%) and Elementary Occupations (-5.2 percent). The following occupation groups recorded a gain in employment: Managers (+31.8 percent), Skilled agricultural, forest and fishing (+26.0 percent), plant and machine operators (+18.0 percent), Craft and related Trade (+4.8 percent), and Professionals (+4.6 percent).

Table 4. 2 Number of employed persons by occupation

Major Occupation Group	21-Nov	22-Feb	22-May	22-Aug	22-Nov	% Change
						Nov-21- Nov-22
<b>Total</b>	<b>3,633,132</b>	<b>3,585,651</b>	<b>3,317,006</b>	<b>3,711,254</b>	<b>3,571,236</b>	<b>-1.7%</b>
<b>Managers</b>	31,124	44,042	27,768	38,243	41,033	31.8%
<b>Professionals</b>	238,827	211,286	242,418	215,991	249,863	4.6%
<b>Technicians and associate professionals</b>	57,546	24,767	41,997	46,745	35,240	-38.8%
<b>Clerical support workers</b>	39,742	24,286	29,125	37,910	28,383	-28.6%
<b>Service and sales workers</b>	508,960	507,256	476,022	468,663	513,042	0.8%
<b>Skilled agricultural forestry and fishing</b>	137,635	160,010	153,122	247,882	173,397	26.0%
<b>Craft and related trades workers</b>	277,768	253,785	252,311	371,985	291,008	4.8%
<b>Plant and machine operators and assemble</b>	87,496	99,043	101,160	78,276	103,208	18.0%
<b>Elementary occupations</b>	2,254,034	2,261,175	1,993,084	2,205,559	2,136,062	-5.2%

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The percentage distribution of employed population by occupational categories across selected rounds of the Labour Force Survey as presented in table 4.3 below shows that Elementary Occupations (59.8 percent) usually registered a highest share followed by Service and Sales Workers (14.4 percent) and then Craft and Related Trades Workers (8.2

percent) among others. The result of comparison of Nov 2022 (Q4) with the same quarter in 2021 showed that the distribution has remained relatively unchanged except among Elementary Occupation where a decline of 2.2 was observed and an increase of 1 percentage points in Skilled Agricultural, Forestry and Fishery Workers.

Table 4. 3: Percentage distribution of employed population by major occupation group

Major Occupation Group	21-Nov	22-Feb	22-May	22-Aug	22-Nov	Change in % Nov 21-Nov 22
Total employed ('000)	3,633	3,586	3,317	3,711	3,571	
Total (percent)	100	100	100	100	100	0
Managers	0.9	1.2	0.8	1	1.2	0.3
Professionals	6.6	5.9	7.3	5.8	7.0	0.4
Technicians and Associate Professionals	1.6	0.7	1.3	1.3	1.0	-0.6
Clerical Support Workers	1.1	0.7	0.9	1	0.8	-0.3
Service and Sales Workers	14	14.2	14.4	12.6	14.4	0.4
Skilled Agricultural, Forestry and Fishery Workers	3.8	4.5	4.6	6.7	4.9	1.1
Craft and Related Trades Workers	7.7	7.1	7.6	10	8.2	0.5
Plant and Machine Operators and Assemblers	2.4	2.8	3	2.1	2.9	0.5
Elementary Occupations	62	63.1	60.1	59.4	59.8	-2.2

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

#### 4.4 Main Economic activity

According to the results presented in Table 4.4 below, the bulk of employed population were engaged in Agriculture, forestry and fishing (45.3 percent) in November 2022(Q4). Other sectors that employed a substantial number of population were Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services) with 22.7 percent followed by non-market (Public administration; Community, social and other services and activities) with 15.3 percent, construction (9.8 percent) and Manufacturing (4.8 percent),

Table 4. 4: Percentage distribution of employed population by branch of economic activity.

<b>ISIC High level</b>	<b>21- Nov</b>	<b>22- Feb</b>	<b>22- May</b>	<b>22- Aug</b>	<b>22- Nov</b>
Agriculture forestry and fishing	46.9	52.5	43.8	42.6	45.3
Mining and quarrying	0.9	0.8	1.5	1.6	1.8
Manufacturing	4.5	4.4	5.4	5.7	4.8
Electricity gas steam and air condition	0.2	0.1	0.1	0.2	0.1
Water supply, gas and remediation services	0.18	0.1	0.3	0.2	0.2
Construction	11.3	9.2	9.7	10.6	9.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	10.4	10.1	11.7	13	10.6
Transportation and storage	5	4.7	6.4	4.8	5.9
Accommodation and food services activities	3	1.7	2.1	2.3	2.6
Information and communication	0.3	0.3	0.2	0.3	0.1
Financial and insurance activities	0.9	0.8	0.8	1	0.7
Real estate activities	0.1	0	0.1	0.1	0.1
Professional, scientific and technical	0.6	0.7	0.7	0.7	0.8
Administrative and support activities	1.3	1.2	2.1	1.7	1.9
Public administration and defence; compulsory social security	2.1	1.7	1.8	1.9	1.6
Education	4.3	3.8	4.3	3.6	5.0
Human health and social work activities	1.6	1.3	1.5	1.5	1.4
Arts, entertainment and recreation	0.3	0.3	0.3	0.3	0.1
Other services	2.8	2.9	3.1	2.5	3.0
Activities of households as employers	4.3	3.7	4.2	5.2	4.0
Activities of extraterritorial organization	0	0.1	0	0.3	0.1

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The number of employed populations declined by about 140,018 persons in November 2022 (Q4) as compared to the previous quarter (August 2022(Q3)). The sectors that had a high loss of the number of workers in absolute terms are construction (-115,050 workers); Agriculture (-74,368) and Manufacturing (-677,33). On the other hand, by disaggregating to the main category; the following sectors gain a considerable number of workers from August 2022(Q3) to November 2022 (Q4) as compared to other sectors: Non-market services (Public administration; Community, social and other services and activities) with (+53,921 workers), Market Services (Trade; Transportation; Accommodation and food; and Business and administrative services) with (+45,215 workers) and mining and quarrying with (+17,998 workers)

Table 4. 5: Number of employed persons by economic activity

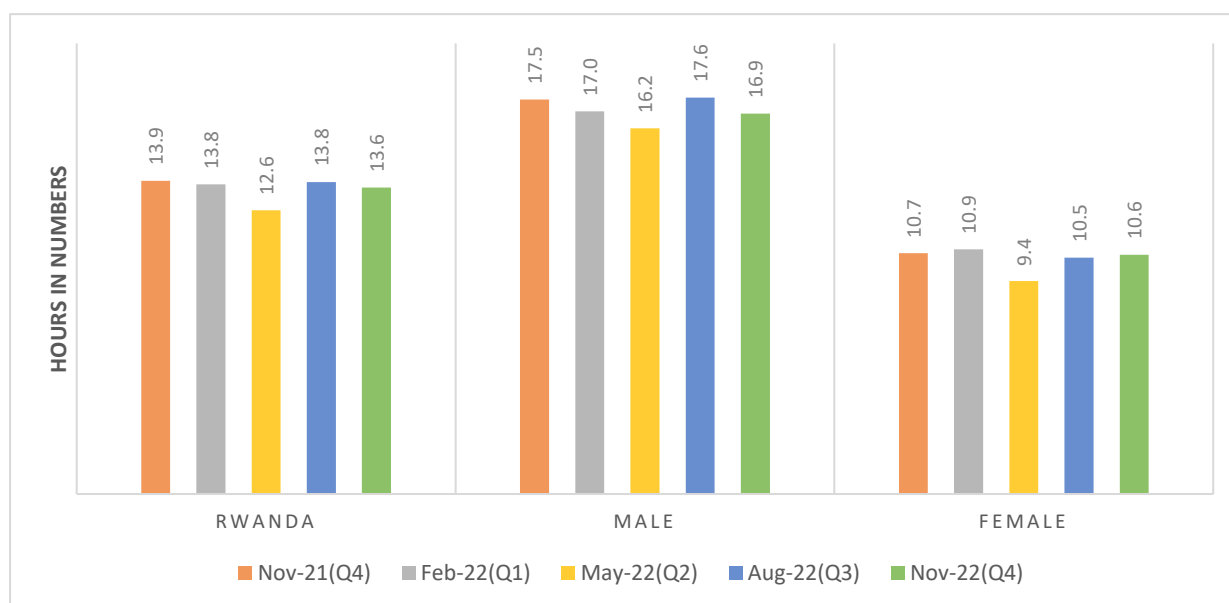
Branch of economic activity	21-Nov	22-Feb	22-May	22-Aug	22-Nov	Change (Aug22-Nov22)	Change (Nov21-Nov22)
<b>Total</b>	<b>3,633,132</b>	<b>3,585,651</b>	<b>3,316,553</b>	<b>3,711,254</b>	<b>3,571,236</b>	<b>-140,018</b>	<b>-61,896</b>
Agriculture forestry and fishing	1,704,624	1,881,040	1,452,245	1,690,912	1,616,544	-74,368	-88,080
Mining and quarrying	32,761	27,353	49,297	51,568	65,304	13,736	32,543
Manufacturing	162,787	158,469	178,466	239,992	172,259	-67,733	9,472
Electricity gas steam and air condition	7,222	4,318	4,684	1,606	4,654	3,048	-2,568
Water supply, gas and remediation services	6,555	5,191	8,785	4,352	5,567	1,215	-988
Construction	409,027	328,658	322,237	464,978	349,928	-115,051	-59,100
Wholesale and retail trade; repair of motor vehicles and motor cycles	379,476	360,222	388,599	363,931	376,880	12,949	-2,596
Transportation and storage	182,777	166,739	212,688	201,368	210,487	9,119	27,710
Accommodation and food services activities	71,698	59,181	67,886	72,964	94,045	21,081	22,347
Information and communication	10,081	9,905	7,489	10,790	4,275	-6,515	-5,806
Financial and insurance activities	33,950	29,714	27,549	25,077	25,775	698	-8,175
Real estate activities	1,648	1,472	3,076	5,115	4,954	-161	3,306
Professional, scientific and technical	20,165	25,109	22,162	30,478	27,121	-3,357	6,956
Administrative and support activities	47,363	41,692	68,430	57,220	68,620	11,400	21,257
Public administration and defense; compulsory social security	76,595	59,168	60,592	66,925	55,676	-11,249	-20,919
Education	157,674	134,330	141,855	120,721	179,074	58,353	21,400
Human health and social work activities	58,904	46,600	49,301	46,737	51,150	4,413	-7,754
Arts, entertainment and recreation	9,758	8,852	8,635	7,621	4,978	-2,643	-4,780
Other services	101,520	103,002	102,031	95,391	105,396	10,005	3,876
Activities of households as employers	157,616	130,875	139,151	148,837	144,071	-4,766	-13,545
Activities of extraterritorial organization	932	3,760	1,398	4,671	4,479	-192	3,547

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## 4.5 Actual hours worked (main and secondary jobs) per person in the working age population

The concept of working time used in the Labour force survey is that of Hours actually worked. This is defined as the time spent in a job for the performance of activities that contribute to the production of goods and/or services during a specified short or long reference period (Last seven days). It covers time spent directly on and in relation to productive activities, as well as down time and resting time. Hours actually worked excludes time not worked, such as annual and sick leave, public holidays, parental leave, commuting time, educational activities and longer pauses, for example lunch breaks<sup>2</sup>. The following section discusses the hours of work as indicators (hours worked per person in the working population, working-hour losses/gain). It can be visually observed that the average number of hours worked per person in working age stood at 13.6 in November 2022(Q4) from 13.8 in August 2022(Q3). Men are likely to work many hours as compared to female.

Figure 4. 4: Actual hours worked (main and secondary jobs) per person in the working population by sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

<sup>2</sup> ILO: Resolution concerning the measurement of working time, adopted by the Eighteenth International Conference of Labour Statisticians: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms\\_112455.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_112455.pdf)



The Table 4.6 below also shows that Weekly actual working hours during the reference period in the current quarter generally increased as compared to total hours actually worked in November 2021(Q4). The gain of working hours has been observed among female workers as well as among those working in rural areas. A comparison of the average of the weekly hours actually worked between the current round and November 2021(Q4) shows a gain of about 1 percent in total hours actually worked. A considerable loss in total hours worked was observed among population living in urban areas (-9.2 percent), the rest of the groups remained relatively the stable.

Table 4. 6: Actual working hour's losses (main and secondary jobs)

	21-May	21-Nov	22-Feb	22-May	22-Aug	22-Nov	Gain/loss Nov 21- Nov 22
Total	93,183,876	108,207,974	108,262,439	100,357,140	110,774,450	109,221,625	0.9%
Male	56,681,455	64,439,448	63,009,643	60,714,740	66,400,886	64,054,716	-0.6%
Female	36,502,420	44,192,687	45,252,796	39,642,400	44,373,563	45,166,909	2.2%
Urban	33,837,044	39,031,707	33,943,943	34,710,587	36,109,570	35,440,257	-9.2%
Rural	59,346,831	69,600,429	74,318,496	65,646,553	74,664,880	73,781,368	6.0%
16-30yrs	39,607,795	44,966,735	42,264,604	41,188,036	44,999,457	44,450,581	-1.1%
30yrs+	53,576,080	63,665,400	65,997,835	59,169,104	65,774,993	64,771,044	1.7%

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## Chapter 5: Unemployment and Labour Underutilization

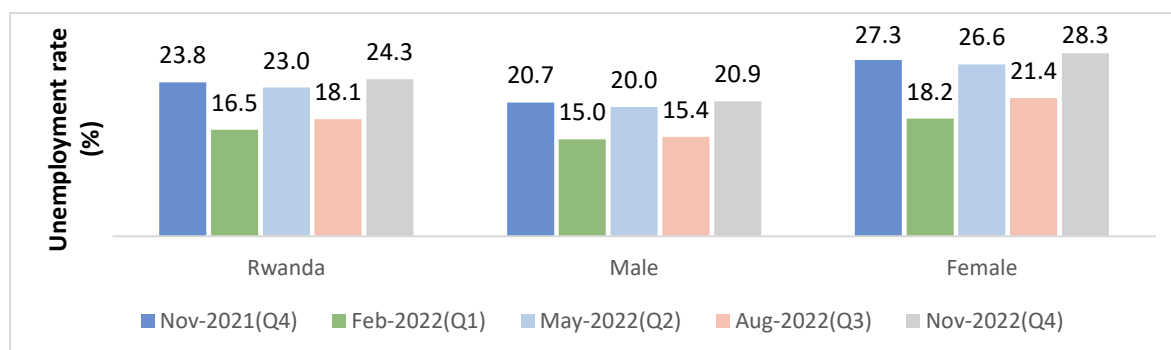
Unemployment is a particular form of labour underutilization. It reflects the pressure on the labour market. It is measured in terms of the number of persons without employment, actively seeking and available for employment. Labour underutilization is a more general concept. It refers to mismatches between labour supply and demand, which translate into an unmet need for employment among the population. Labour underutilization includes unemployment, time-related underemployment, and the potential labour force referring to population not in employment who express an interest in this form of work, but for whom existing conditions limit their active job search or their availability for employment.

### 5.1 Unemployment rate

The unemployment rate is defined as the ratio of the number of unemployed persons to the labour force. It is the most used indicator of the labour market. It is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market.

According to the Labour Force Survey results of November 2022(Q4), the unemployment rate in Rwanda stood at 24.3 and has remained relatively stable as compared with the one recorded one year back 23.8 percent (November 2021). Comparing to the previous round, this rate increased by 6.2 percentage points from 18.1 percent in August 2022(Q3). Comparing to the previous round, the highest increase was observed among females (6.9 percentage points) compared to males (5.5 percentage points). It should be noted that the increase in unemployment rate in the current round may be explained by a high number of populations who lost employment agriculture, in construction, manufacturing and by a considerable number who joined Labour force from subsistence agriculture to market-oriented agriculture due to the effect of seasonality. It is instructive to note that before the pandemic, in February 2020 (Q1), the unemployment rate was 13.1 percent at national level. The unemployment has shown the up and down trends due to seasonality in labour force market statistics. By the time of low economic activity, the unemployment tends to increase and vice versa.

Figure 5. 1: Unemployment rate by sex.

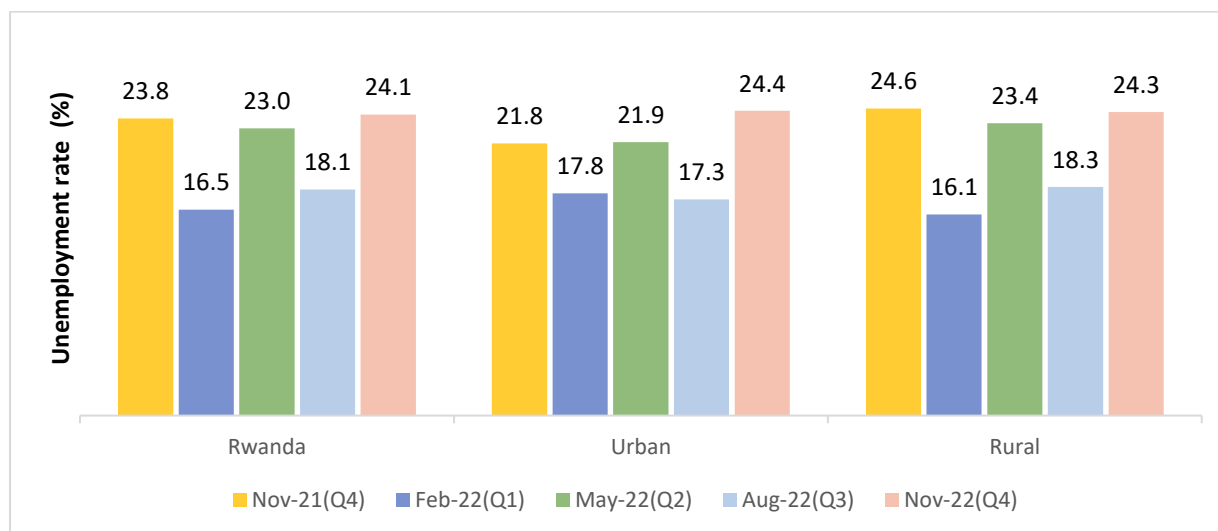


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The survey results of November 2022(Q4) reveals that the unemployment rate was slightly higher among the population living in rural areas as compared to those living in

urban areas of Rwanda (24.4 percent and 24.1 percent respectively). A comparison of results of the current quarter and the previous quarter shows that the unemployment rate increased by 6.8 percentage points in urban areas and by 6.1 percentage points in rural areas. The comparison with November 2021(Q4), one year back, shows that unemployment slightly increased by one 2 percent among population living in urban and remained constant among population living in rural areas of Rwanda.

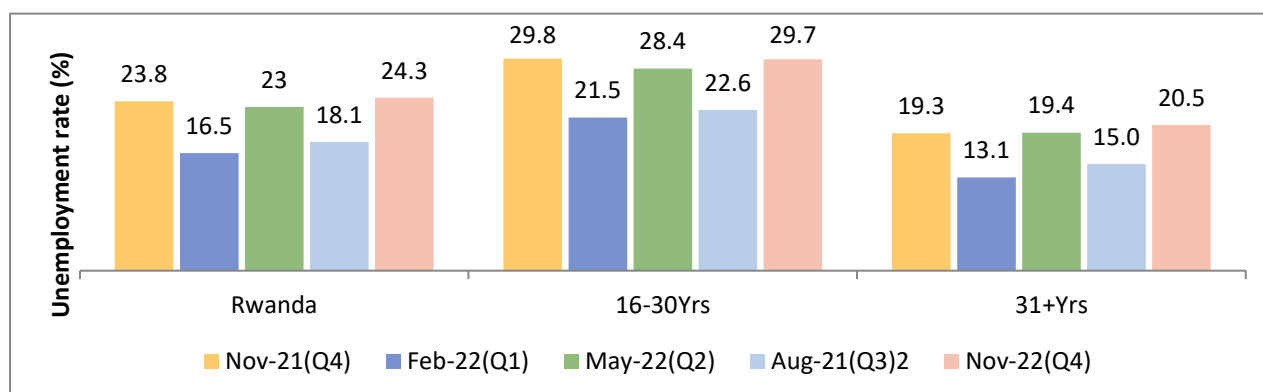
Figure 5. 2: Unemployment rate by area of residence.



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 5.3 shows the trend in the unemployment rate among youth and adults population. In Rwanda, the youth population is defined as persons with 16 to 30 years of age. The results show that the unemployment rate among the youth has been relatively higher than the unemployment rate among adults over time. The unemployment rate among the youth (16-30 years) has increased from 22.6 percent in August 2022 (Q3) to 29.7 percent in November 2022(Q4) and from 15.0 percent to 20.5 percent among adults' in the same period. A comparison of the current survey results with the ones obtained one year back (November 2021) shows that the unemployment rate remained unchanged among youth population and increased by 1.2 percentage points among adults.

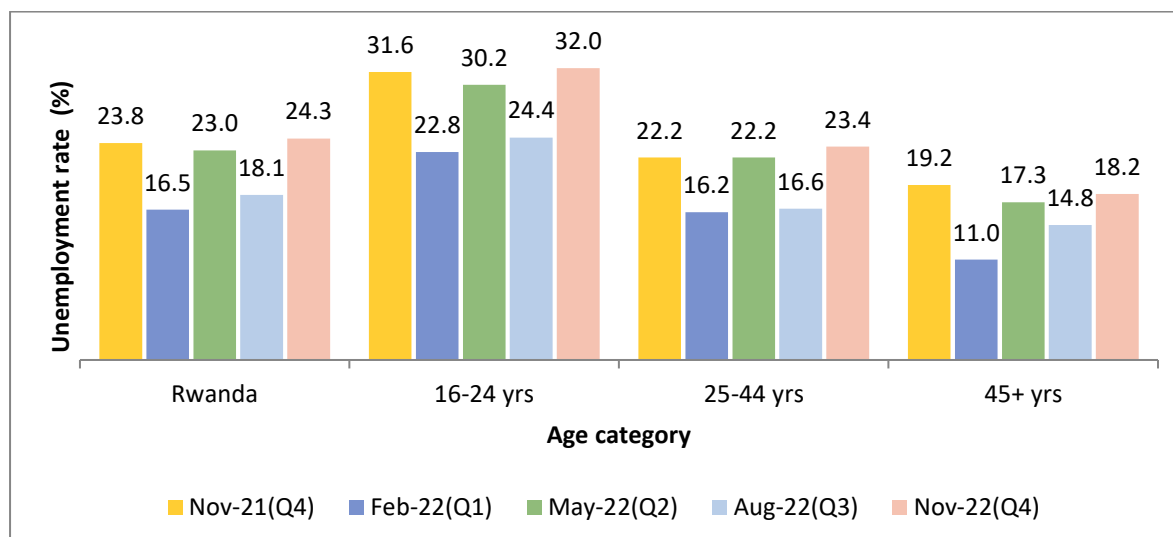
Figure 5. 3: Unemployment rate among youth and Adult



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The figure 5.4 below shows the trend of unemployment rate among selected age groups. It can be observed that unemployment has increased in all selected age groups throughout the four quarter of the year 2022. In November 2022(Q4) the highest unemployment rate was observed among those aged 16 to 24 years old (32.0 percent), while the lowest rate was among those aged 45 years and above (18.2 percent). The comparison between August 2022(Q3) and November 2022(Q4) shows that the rate increased by 7.6 percentage points among young aged 16-24 years old, 6.8 percentage points among those aged 24-44 years old and by 3.4 percentage points among those aged 45 years old and above.

Figure 5. 4: Unemployment rate by selected age groups



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## 5.2 Youth Not in Employment, Education or Training (NEET)

Participation in employment, education or training is important for youth in their transition to the labour market and achieves self-sufficiency. To examine this issue, two age groups (16 to 24 years old) and (16 to 30 years old) are separately used in presenting the results in table 5.1. The full count of young population in the age group 16 to 24 years old, who were neither in employment nor in education or training was 879,474 persons

while for those aged between 16 and 30 years old, was 1,303,564 persons in November 2022(Q4).

The share of young (16 to 24 years old) neither in employment nor in education or training (NEET) stood at 36.0 percent in November 2022(Q4) representing an increase of 3.1 percentage points as compared to August 2022(Q3) (32.9 percent). Quarter to quarter comparison shows a significant decline in the rate of young NEET (aged 16-24) among females (3.8 percentage points) and 2.7 percentage points among males. The decline was 8.6 percentage points among those living in urban areas and slightly declined (2.3 percentage points) among the young population living in rural areas.

The survey results also shows that the NEET rate among youth (16-30 years) was 34.5 percent in November 2022(Q4) with higher rate among females (38.0 percent) than among males (31.0 percent). As regard to the area of residence, the higher rate was observed higher in rural areas (35.8 percent) than in urban areas (29.6 percent). The comparison of the current NEET rate with the results of the previous quarter shows that the NEET rate decreased by 3.2 percentage points at national level, by 2.5 percentage points among youth population living in rural and by 7.0 percentage points among population living in urban areas of Rwanda. It decreased by 4.0 percentage points among females and by 2.4 percentage points among males.

Table 5. 1: Share of youth Not in Employment, Education or Training (NEET) by sex and area of residence

Age group	sex/ Residence							% change Aug. to Nov. 22
		21-Aug	21-Nov	22-Feb	22-May	22-Aug	22-Nov	
16-24 years	Total	34.5	31.1	29.3	36.2	32.9	36	-3.3
	Male	31.1	29.5	28	30.7	28	29.9	-2.7
	Female	37.8	32.5	30.6	41.4	37.6	41.9	-3.8
	Urban	23.9	25	19.5	29.6	21	31.2	-8.6
	Rural	37.1	33	31.8	38.3	36	37.5	-2.3
16-30 years	Total	37.7	33	31.6	33.9	30.7	34.5	-3.2
	Male	31.7	28	27.6	31.5	29.1	31	-2.4
	Female	43.5	37.9	35.3	36.2	32.2	38	-4
	Urban	28.5	27	25	25	18	29.6	-7
	Rural	40.3	35.1	33.4	36.3	33.8	35.8	-2.5

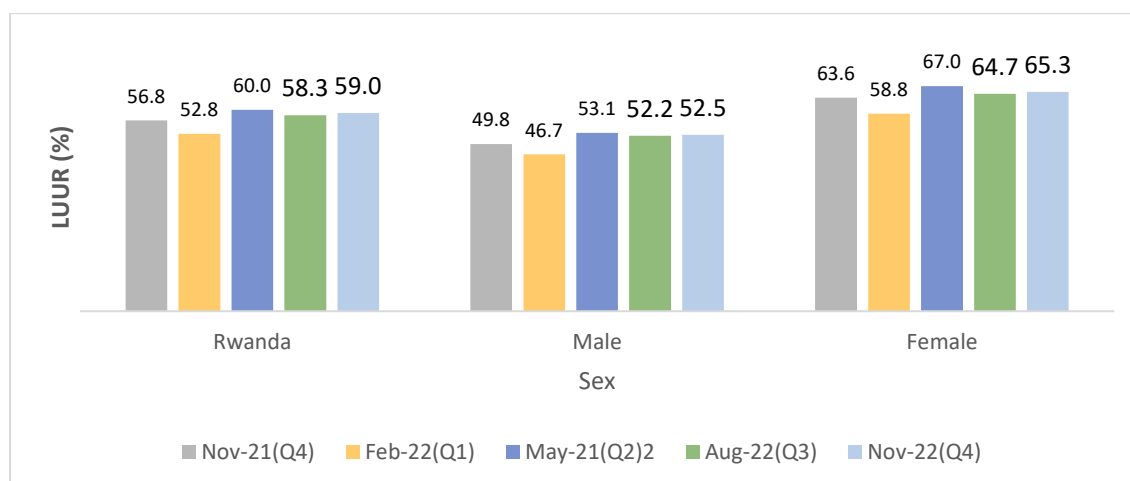
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

### 5.3. Labour Underutilization

Labour underutilization includes unemployment, time-related underemployment, and potential labour force. Time-related underemployment refers to the situation when the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to engage. Potential labour force is defined as all persons of working age outside the labour force who, during the reference period, were neither in employment nor in unemployment but who were considered as either (a) *unavailable jobseekers* (seeking employment but not currently available) or (b) *available potential jobseekers* (currently available for employment but did not carry out activities to seek employment).

The results presented in figure 5.5 shows that the composite measure of labour underutilization rate was 59.0 percent in November 2022(Q4) slightly increased by 0.7 percentage points as compared to 58.3 percent recorded in August 2022(Q3). The labour underutilization rate was higher among females (65.3 percent) than males (52.5 percent). The comparison of the results in November 2022(Q4) and November 2021(Q4) shows that the labour underutilization rate slightly increased at National level as well as among both males and females' population.

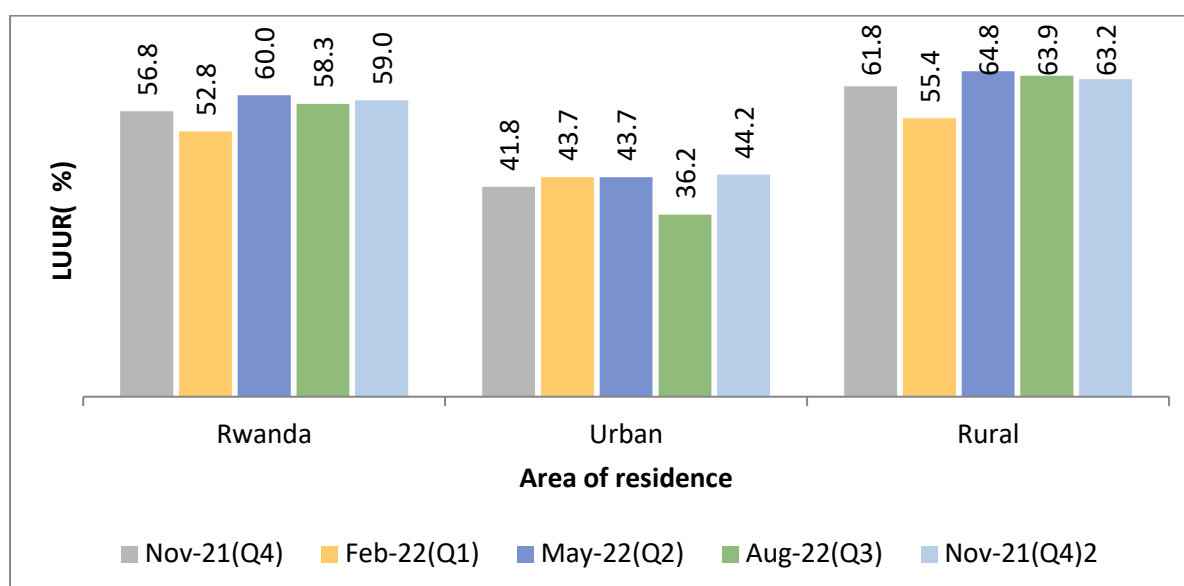
Figure 5. 5: Labour under-utilization rate by sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey Series

The results presented in figure 5.6 below shows also that the labour under-utilization rate was higher among the population living in rural than those living in urban areas of Rwanda. The comparison of November 2022(Q4) and August 2022(Q3) reveals that the labour underutilization increased among the population living urban areas of Rwanda by 8.0 percentage points but slightly declined among population living in rural areas. A comparison of the labour underutilization rate in the current quarter with the situation of the same quarter one year back reveals that the labour underutilisation increased by 2.4 percentage points in urban areas of Rwanda and by 1.4 in rural areas.

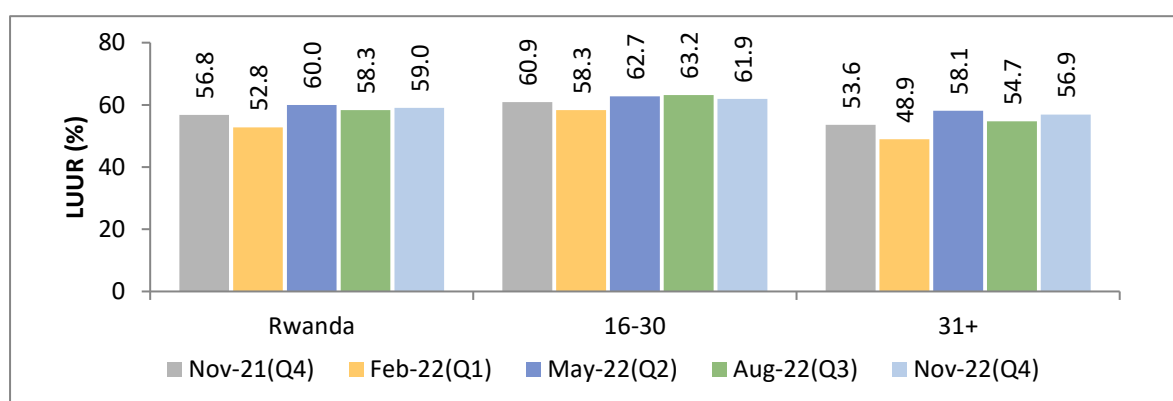
Figure 5. 6: Labour under-utilization rate by area of residence.



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 5.7 presents the results of the labour underutilization rate by age group (youth and adults). It is observed that the labour underutilization rate increased by 2.2 percentage points among adult population from 54.7 percent in August 2022(Q3) to 56.9 percent in November 2022(Q4) and slightly declined (-1.3 percentage points) among the youth's population. Labour underutilization is showing a declining trend as compared to the previous rounds.

Figure 5. 7: Trend in labour underutilization rate by Youth and Adult.

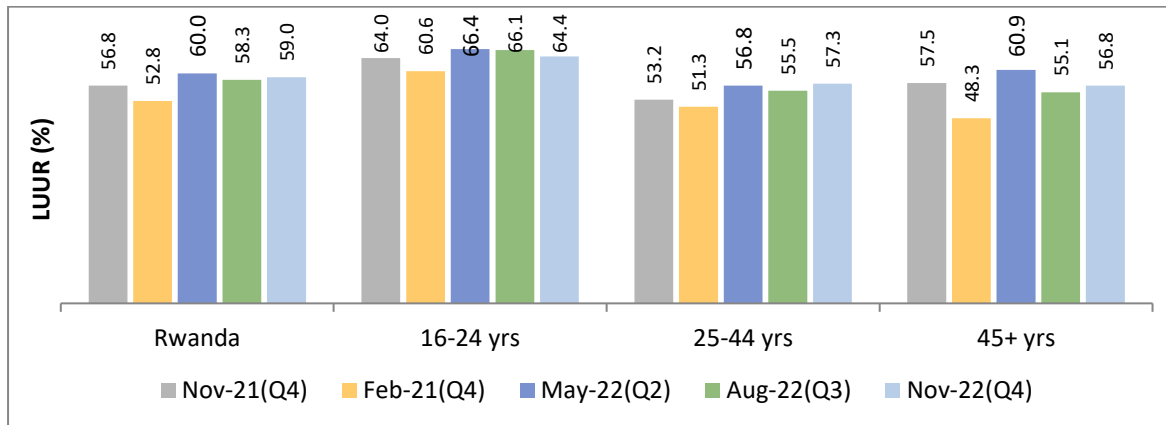


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The survey results presented in figure 5.8 below, reveals that the labour underutilisation rate was higher among population in lower age group than among adult population. In November 2022(Q4), the labour underutilization rate was 64.4 percent among youth in age group 16-24, 57.3 percent among population aged 25-44 years and 56.8 percent among those in age group 45 and above.

A comparison between November 2022(Q4) and August 2022(Q3) revealed that the labour underutilisation rate declined by 1.7 percentage points among those aged 16-24 years and increased by 1.8 percentage points among those aged 25-44 years old and by 1.7 percentage points among population aged 45 years and above.

Figure 5. 8: Trend in labour underutilization rate by selected age group



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)





## Chapter 6: Population outside the Labour Force

The population outside the labour force constitutes a large part of the working age population. It includes population engaged exclusively in activities for producing goods or services such as subsistence production of goods, own use production of services, volunteer production of goods or services and unpaid trainee or apprentice work, who have not carried out any activity for pay or profit during the reference period. It also includes students who are enrolled in schools, persons who currently do not seek for employment opportunities (not job seekers) such as discouraged job seekers. A particular characteristic of countries with large subsistence foodstuff production is the fact that the size of the working age population outside the labour force may be larger than the size of the labour force itself.

The population outside the labour force declined to around 3,324,253 in November 2022(Q4) from 3,469,591 in August 2022(Q3) which is equivalent to a decline of 4.2 percent as compared to the previous round. The comparison of the population outside labour force in November 2021(Q4) and November 2022(Q4) reveals also that they have been a decline of 8.4 percent.

### 6.1 Main components of population outside the labour Force

The population outside labour force can be divided into three important components, namely, students, persons involved in subsistence agriculture and other outside labour force including largely population who are available to work but do not do anything to search for a job, retired persons, people unable to work because of illness or disability.

Table 6.1 presents the main components of population outside the labour force. The population outside the labour force who was engaged in subsistence agriculture represented 35.3 percent in November 2022 (Q4). Those who were exclusively classified as students represented 26.3 percent while the remaining part represented 38.4 percent. The comparison with the previous quarter reveals reliable changes in both magnitude and distribution of the population outside labour force. The share of students increased by 3.9 percentage points, the share of subsistence agriculture decreased by 4.4 percentage points, while the share of other outside labour force increased by 0.4 percentage points.

Table 6. 1: Main components of Persons outside the labour force

Main components	LFS rounds						% Aug-22 (Q3) to Nov.-22(Q4)
	Aug-21 (Q3)	Nov-21 (Q4)	Feb-22(Q1)	May-22(Q2)	Aug-22 (Q3)	Nov-22(Q4)	
Count(,000)	3,806	3044	3,580	3,627	3,470	3,324	
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Exclusively student	20.5	28	25.9	27.1	22.3	26.3	3.9
Subsistence agricultural farmers	39.3	33.5	41.9	33	39.6	35.3	-4.3
Other outside LFS	40.2	38.5	32.2	39.9	38	38.4	0.4

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

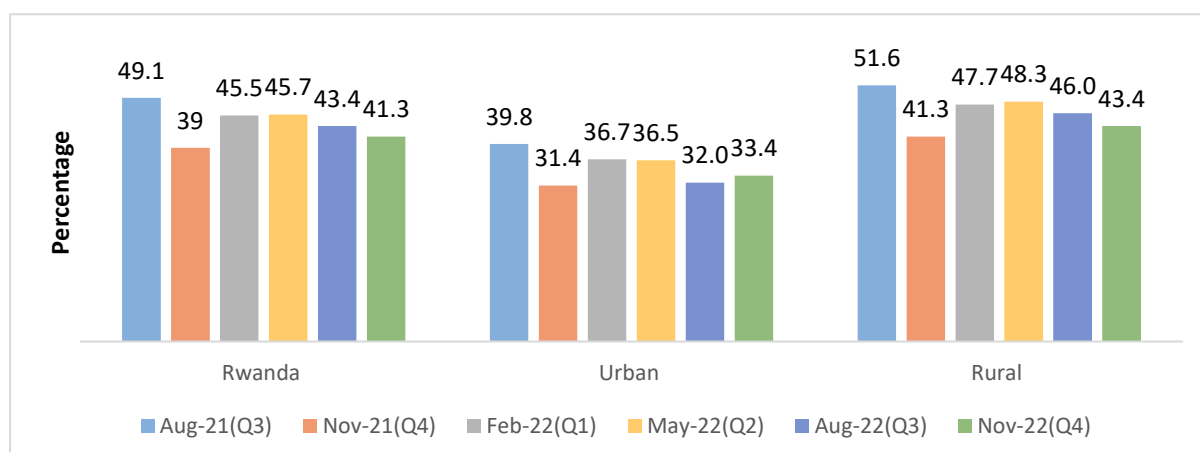
## 6.2 Population outside the labour force by area of residence

The results in figure 6.1 below are about the percentage of population outside labour force as proportion of working age population at national level and in both urban and rural separately.

The comparison of August 2022 (Q3) and November 2022(Q4) reveals that there was a slight decline in the proportion of the population outside labour force at the National level (2.1 percentage points), and a decline of 2.6 percentage points in rural areas while there was an increase of 1.4 percentage points in urban areas. The comparison of November 2021 (Q4) and November2022 (Q4) shows that the proportion of population outside labour force increased by 2.3 percentage points at the national level, by 2 percentage points in urban areas and by 2.1 percentage points in rural areas

It is also observed from Figure 6.1 that the proportion of population outside labour force is normally higher in rural areas relatively to urban areas. In November 2022(Q4), the urban-rural gap decreased to 10 percentage points compared from 14.0 percentage points observed in August 2022(Q3)

Figure 6. 1: Population outside Labour force by Area of residence

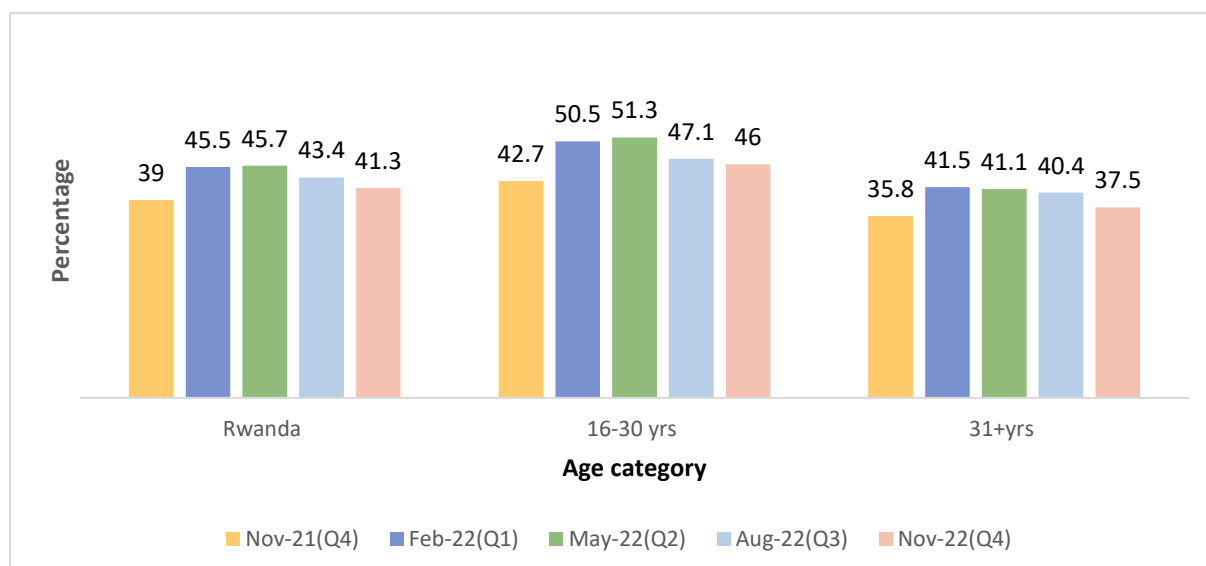


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

### 6.3 Population outside the labour force by age group

Figure 6.2 shows that the proportion of population outside labour force among youth (16-30 years old) increased from 42.7 percent in November 2021 (Q4) to 46.0 percent in November 2022(Q4) and increased from 35.8 percent to 37.5 percent among adult (31 years and above), in the same period. The comparison of August 2022(Q3) with November 2022(Q4) illustrates that the proportion of population out of Labour force declined among youth and adults.

Figure 6. 2: Population outside the Labour force by Age category

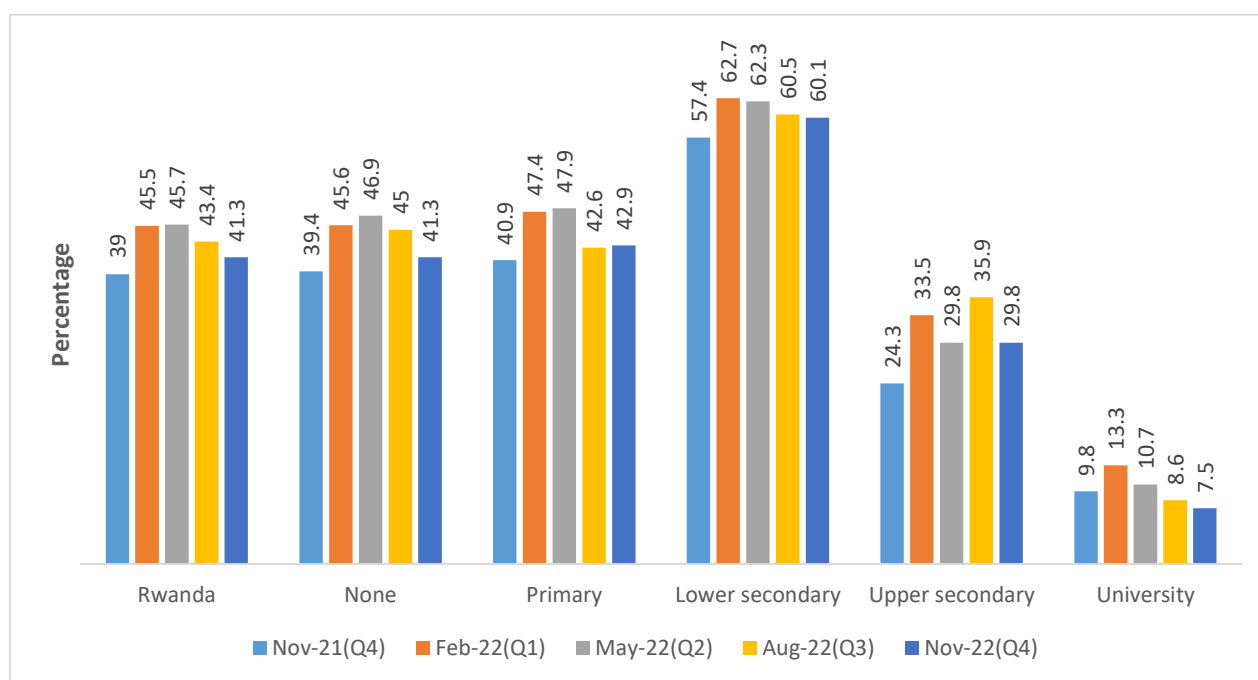


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## 6.4 Population outside the labour force by level of educational attainment

The survey results revealed that the share of population outside the labour force in the working age population was lower among population who hold higher educational attainment as compared to those with lower education levels. From August 2022(Q3) to November 2022 (Q4), the proportion of working age population outside the labour force decreased 2.1 at National level. It has declined by 6.1 and 3.7 percentage points among holders of upper secondary and those with no level of education attainment respectively, 1.1 percentage points among those with university level of education. The level of education is negatively related with the proportion of population outside labour force, the higher is education level, the lower is the proportion outside Labour Force, an exception may be observed among population with lower secondary education since the bulk of them still students. A comparison to the previous round of the Labour Force survey shows that the proportion of population outside the Labour force declined as compared with August 2022(Q3).

Figure 6. 3: Population outside the Labour force by Education level attained



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## Chapter 7: Work in agriculture

Due to the importance of the agriculture sector in the economy of Rwanda, a special attention has been paid to it in the present report. The introduction of 2013 standards on work, employment and labour underutilization statistics split workers in agriculture occupation into two parts: market oriented and non-market oriented. Workers in the former part are considered as employed while those in latter are not counted as employed. In this report, all parts are brought together to analyse the work in agriculture sector.

### 7.1 Agricultural status of workers

Workers engaged in the agriculture sector may be subdivided into four parts: (a) those who were engaged in market-oriented agriculture as main job, working for pay or self-employed; (b) those who were exclusively engaged in subsistence agriculture; (c) those who had the main job outside agriculture but performed foodstuff production activities for own use; and finally, (d) those who were involved in market-oriented agriculture as their secondary job.

The full count of workers in agriculture sector (Market oriented in agriculture + Subsistence agriculture) as presented in table 7.1 revealed that in November 2022 (Q4), 46.9 percent of working age population were involved in agriculture activity. It was decreased as compared to August 2022(Q3) (48.8 percent).

The proportion of agricultural persons in market-oriented agriculture remained almost stable as compared to the previous quarter (August 2022(Q3)) as well as the proportion of agricultural workers exclusively in subsistence agriculture.

Table 7. 1: Works status in agriculture

Categories of agriculture	Aug-21(Q3)	Nov-21(Q4)	Feb-22(Q1)	May-22(Q2)	Aug-22(Q3)	Nov-22(Q4)
Market oriented agriculture as main job (a)	39.6	46.3	45.5	41.7	43.3	42.9
Subsistence agriculture exclusively (b)	51	42.6	45.5	47.3	45.5	45.9
Participated in Subsistence agriculture but have non-agriculture main job (c)	9.1	11	8.6	11.1	11.1	11.1
Market oriented agriculture as secondary job (d)	0.3	0.1	0.4	0	0.1	0.1
<b>Total (100%)</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Count ('000s)</b>	<b>3,584</b>	<b>3,679</b>	<b>4,133</b>	<b>3,486</b>	<b>3,906</b>	<b>3,772</b>
<b>Proportion of working age population</b>	<b>46.2</b>	<b>47.1</b>	<b>52.5</b>	<b>43.9</b>	<b>48.8</b>	<b>46.9</b>

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

Note: The proportion computed here is subject to the agriculture workers not to the employed population.

## 7.2 Characteristics of agricultural workers

The focus of the following sections is on the two first categories of table 7.1 (Workers in market oriented agricultural in main job and those involved exclusively in subsistence agriculture).

The results reveal that the bulk of agricultural workers were involved in subsistence agriculture with the same predominance among females and males.

In November 2022(Q4), the share of population engaged in subsistence agriculture among agricultural workers was 51.7 percent and it kept unchanged as compared to August 2022(Q3). The proportion of males engaged in market-oriented agriculture was 55.8 Percent in November 2022(Q4), it was greater than the corresponding proportion of females involved in the same activity (43 percent). Conversely, the proportion of females engaged in subsistence agriculture was higher than the corresponding proportion of males (57 percent and 44.2 percent, respectively).

Table 7. 2: Trend of proportion of agricultural workers by sex.

		LFS rounds						% Change Aug-22(Q3) to Nov-22(Q4)
		Aug-21(Q3)	Nov-21(Q4)	Feb-22(Q1)	May-22(Q2)	Aug-22(Q3)	Nov-22(Q4)	
Both	Total	100	100	100	100	100	100	
	Market oriented agriculture	43.7	52.1	50	46.8	48.8	48.3	-0.5
	Subsistence agriculture	56.3	47.9	50	53.2	51.2	51.7	0.5
Male	Total	100	100	100	100	100	100	0
	Market oriented agriculture	50.3	58.5	55.6	55	49.1	55.8	6.7
	Subsistence agriculture	49.7	41.5	44.4	45	50.9	44.2	-6.7
Female	Total	100	100	100	100	100	100	0
	Market oriented agriculture	38.9	47.5	45.9	41.3	43.9	43	-0.9
	Subsistence agriculture	61.1	52.5	54.1	58.7	56.1	57	0.9

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

Table 7.3 below presents the trend of the share of market oriented and subsistence agricultural workers among young and adult's persons separately. The share of adults population engaged in subsistence agriculture was higher than the share of youth population in the same activity (53.0 percent and 49 percent respectively) in November 2022(Q4). The share of subsistence agriculture among youth remained unchanged from August 2022(Q3) to November 2022 (Q4) and among adults population as well.

Table 7. 3: Trend of proportion of agricultural workers by age group

		LFS rounds					Change	
		Aug-21 (Q3)	Nov-21(Q4)	Feb-22(Q1)	May-22(Q2)	Aug-22 (Q3)	Nov-22(Q4)	Aug-22 (Q3) to Nov-22(Q4)
Both	<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	
	Market oriented agriculture	43.7	52.1	50	46.8	48.8	48.3	-0.5
	Subsistence agriculture	56.3	47.9	50	53.2	51.2	51.7	0.6
Young (16-30)	<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	0
	Market oriented agriculture	44.7	56.2	53.8	51.5	51.6	51	-0.6
	Subsistence agriculture	55.2	43.8	46.1	48.5	48.4	49	0.6
Adults (31+)	<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	0
	Market oriented agriculture	43.1	50.1	48.1	44.8	47.4	47	-0.4
	Subsistence agriculture	56.9	49.9	51.9	55.2	52.6	53	0.4

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

The distribution of agricultural workers by education attainment, presented in table 7.4 shows that the higher the level of educational attainment, the lower the likelihood of participation in agricultural activities for both market-oriented and subsistence agriculture.



Table 7. 4: Trend of proportion of agricultural workers by level of education attainment

		LFS Rounds					
		Aug-21(Q3)	Nov-21(Q4)	Feb-22(Q1)	May-22(Q2)	Aug-22(Q3)	Nov-22(Q4)
Both	Total	100	100	100	100	100	100
	None	56.3	59.7	58.1	57.1	57.5	56.8
	Primary	33.7	32.3	34.2	34.6	34.1	34.6
	Lower secondary	5.7	4.3	4.4	4.3	5.1	4.5
	Upper secondary	3.8	3.2	3	3.4	3	3.6
	University	0.5	0.5	0.3	0.7	0.3	0.5
Market oriented agriculture	Total	100	100	100	100	100	100
	None	62.1	65.7	63.8	61.2	61.5	62.7
	Primary	30.7	28.7	31.5	32.8	32.2	31.2
	Lower secondary	4.3	3.5	3.2	3.7	4.4	3.7
	Upper secondary	2.6	1.7	1.3	1.9	1.6	2.3
	University	0.2	0.5	0.2	0.5	0.3	0.2
Subsistence agriculture	Total	100	100	100	100	100	100
	None	51.8	53.4	52.5	53.4	53.7	51.3
	Primary	36	36.1	37	36.1	35.9	37.7
	Lower secondary	6.8	5.2	5.6	4.8	5.7	5.4
	Upper secondary	4.7	4.7	4.6	4.8	4.4	4.8
	University	0.6	0.6	0.2	0.9	0.3	0.8

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

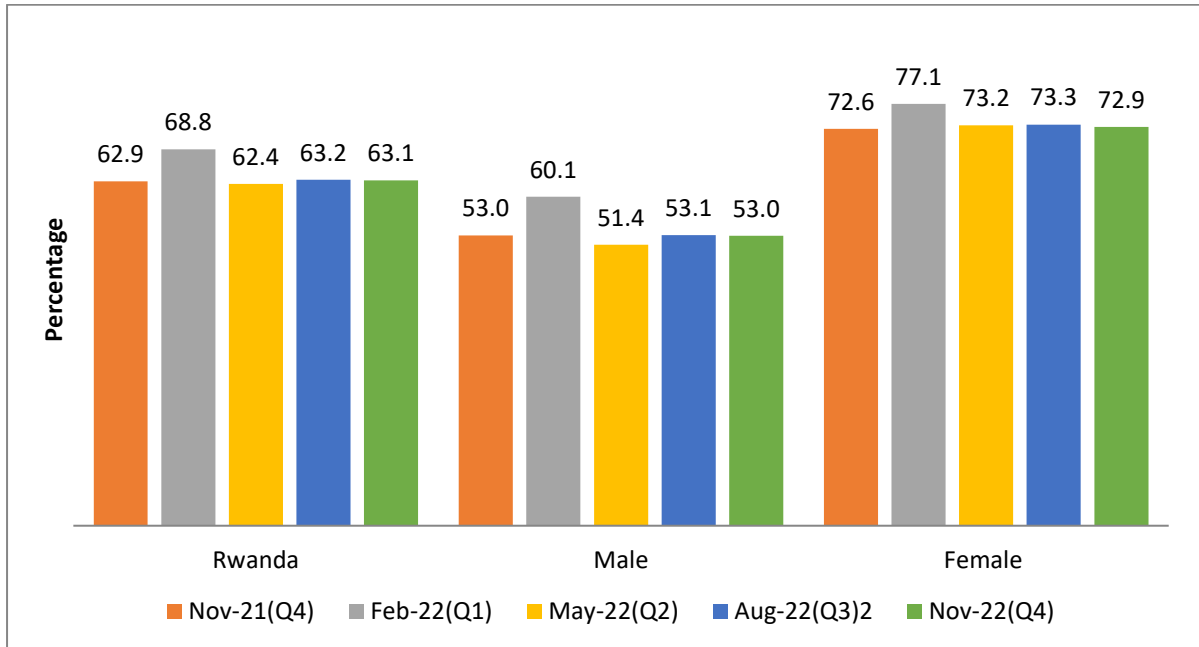
### 7.5 Share of agriculture in the total work force

The total work force can be defined as the sum of total employment (Paid/Profit or cash oriented) and the total number of workers engaged in subsistence agriculture. Thus, the share of agriculture workers in the total work force is the proportion of agriculture workers in the total workforce.

The results presented in figure 7.1 below shows that the share of agricultural workers in the work force was 63.1 percent in November 2022(Q4). It remained unchanged as compared to August 2022(Q3). This share also has remained unchanged among males . The proportion of female workers involved in agricultural activities in November 2022(Q4) (72.9 percent) is far higher than the one for male workers involved in the same

activities (53.0 percent). Compared to November 2021(Q4), there was no change in the proportion at national level, and among both males and females in total workforce.

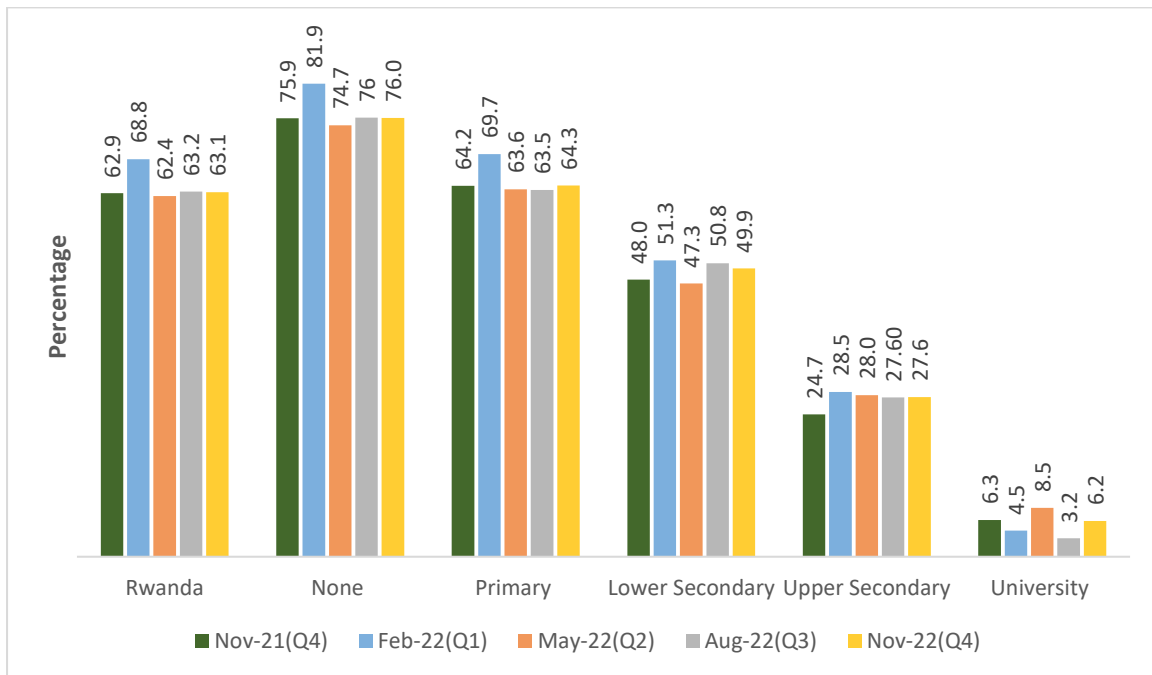
Figure 7. 1: Share of workers in agriculture by sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

The share of agriculture workers in total workforce is inversely correlated with the level of education attainment. Persons with lower level of educational attainment are more likely to join agricultural work as compared to others with higher level of education. The result reveals a declining trend of the share of agriculture workers in all levels of education apart from university as compared to previous quarter.

Figure 7. 2: Share of workers in agriculture by level of education attained



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

## Appendix A: Survey Methodology and Data quality

The current quarterly labour force survey is designed according to a two-stage stratified design with a rotation scheme. At the first stage of sampling, a stratified sample of 288 census enumeration areas, called primary sampling units (PSUs), is drawn from the 2012 census sample frame with probabilities proportional to size (pps) measured in terms of number of households according to the latest census of population.

The strata are composed of the 30 administrative districts of the country, sub-divided into urban and rural areas. At the second stage of sampling; 16 households were selected in all PSUs, with equal probabilities after a fresh listing of the households in the new sample PSUs. Thereafter, all household members in the sample are then selected for survey interview.

The sample size in the current quarter is about 4,608 households, composed of three rotation groups marked with the symbol  $r$  in the table. The proposed rotation design is 1-1-1, that is each sample household is interviewed three times, once every two quarters. Accordingly, a sample household is in the sample in one quarter, leaves the sample in the next quarter, returns in the sample in the following quarter, leaves again the sample in the subsequent quarter, and finally returns in the sample for the third time before leaving the sample altogether.

- **Sample weights**

Three steps were involved in the calculation of the sample weights: Calculation of the design weight, Adjustment for non-response; and Calibration to known population projections.

The design weight of a given sample household is the inverse of the probability of selection of a sample household. This probability is calculated as the product of two probabilities. The first is the probability of selection of the enumeration area  $k$  where the sample household is residing,

$$p_k = \eta \times N_k$$

Where  $N_k$  is the number of households in the enumeration area according to the sampling frame and  $\eta$  is the proportionality factor of the pps-sampling scheme.

The second is the probability of selection of the sample household within the enumeration area  $k$ .

$$p(hh_k) = \frac{16}{N_k^1}$$

Where 16 or 24 is the fixed sample-take in enumeration area  $k$  and  $N_k$  is the listed or estimated number of households in the enumeration area  $k$ .

The designed sampling weights for the quarterly Labour Force Survey are labelled “Qweight”. They are calculated as a function of the weights calculated earlier for the bi-

annual survey, called here “Oldweight”. The Qweight is obtained from the Oldweight as follows:

$$Qweight = Oldweight \times \frac{3}{4} \times \frac{1}{\frac{144}{146}} \times \frac{1}{\frac{1}{3}} = Oldweight \times \frac{219}{96}$$

The old design calculated as,

$$DesignWeight(hh_k) = d_k = \frac{1}{p_k} \times \frac{1}{p(hh_k)}$$

The overall weight of the quarterly LFS,  $d_k$ , is calculated as

$$Qweight = d_x = \frac{1}{p_k} + \frac{1}{p^{(hh_k)}} \times \frac{219}{96}$$

The non-response adjusted weight is then obtained by the dividing the design weight with the response rate,

$$AdjustedWeight(hh_k) = d_k = \frac{d_k}{r_k}$$

Where the response rate in enumeration area  $k$  is the percentage number of responding households among the total eligible households in the sample enumeration area.

Finally, the adjusted weights were calibrated to known population projections for four demographic groups: Males and females under 16 years old, and males and females aged 16 years old and above

The population projections were derived from the NISR census publication.<sup>3</sup> The projections were adjusted by deducting estimated values for the institutional population not living in private households. The calibration procedure followed the methodology of Deville and Sarndäl.<sup>4</sup> Accordingly, the final calibrated weights were obtained from the formula,

$$CalibratedWeight(hh_k) = w_k = d'_k \times (1 + \lambda x'_k)$$

- **Data quality**

Like in all sample surveys, the results of the LFS November 2022(Q4) are subject to sampling and different forms of measurement errors. This section provides information on sampling errors.

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<sup>3</sup> National Institute of Statistics of Rwanda, *Fourth Population and Housing Census, Rwanda, 2012, Thematic Report Population Projections*, January 2014.

<sup>4</sup> Deville, J.C., and Sarndäl, C.E., “Calibration Estimators in Survey Sampling,” *Journal of the American Statistical Association*, Vol. 87, 1992, pp. 376-382.

- **Sampling errors**

Sampling errors arise because the survey did not cover all elements of the population, but only a selected portion. The sampling error of an estimate is calculated based on the difference between the estimate and the value that would have been obtained based on a complete count of the population under otherwise identical conditions.

The table A.1 below gives the sampling errors of the main labour force estimates obtained from the LFS November 2022(Q4) . They have been calculated based on the general principle that in multi-stage sample designs the variance contributed by the later stages of sampling is, under broad conditions, reflected in the observed variation among the sample results for first-stage units. Thus, the sampling variance of a variety of statistics, such as totals, means, ratios, proportions, and their differences can be obtained on the basis of totals calculated for the primary sampling units, here the localities<sup>5</sup>. The calculations took into account the fact that the sampling weights were calibrated and used the residual method proposed by Deville and Sarndäl p. 380.

Table A. 1: Sampling errors of estimates of main Labour force aggregates

	Estimate	Std. error	Relative Standard error	96%CI lower bound	96%CI upper bound
Population 16+ yrs	8,043,091	272,706	3.4%	7,506,077	8,580,105
Labour force	4,718,838	169,971	3.6%	4,384,131	5,053,544
Employment	3,571,236	136,152	3.8%	3,303,125	3,839,347
Unemployment	1,147,601	61,527	5.4%	1,026,420	1,268,783
Outside labour force	3,324,253	139,278	4.2%	3,049,988	3,598,519

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2022(Q4)

As an illustration of the use of the table, consider the fourth row of the table on the labour force. The total labour force is 4,718,838 estimated with a relative standard error of 3.6 percent. The true value at 95 percent confidence level lies within the interval 4,384,131 and 5,053,544.

The next table (Table A.2) gives the estimated sampling errors for the main labour force indicators expressed in rates or percentages. For example, the results indicate that the unemployment rate estimated at 18.1 percent has a standard error of .8 percentage points. This may be interpreted to mean that the true unemployment rate lies with 95 percent confidence within the interval, 22.3 percent to 26.3 percent.

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<sup>5</sup> Verma, Vijay, *Sampling Methods*, Manual for Statistical Trainers Number 2, Statistical Institute for Asia and the Pacific (SIAP), Tokyo, Revised 2002.

Table A. 2: Sampling errors of estimates of main labour force indicators (percentage)

	estimate	Std. error	95%CI lower bound	95%CI upper bound
Labour Force Participation Rate	58.7	9.0	56.9	60.4
Employment to population ratio	44.4	0.9	42.5	46.2
Unemployment rate	24.3	1.0	22.3	26.3

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2022(Q4)

## Appendix B: Statistical Tables

Table B. 1: Summary labour force indicators, November-22 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Population 16 years old and over	8,043,090	3,791,530	4,251,561	1,681,222	6,361,868	2,930,025	5,113,067
Labour force	4,718,837	2,515,236	2,203,602	1,120,027	3,598,810	1,757,212	2,961,627
- Employed	3,571,236	1,990,620	1,580,616	850,518	2,720,718	1,199,029	2,372,208
- Unemployed	1,147,601	524,616	622,986	269,509	878,092	558,183	589,419
Outside labour force	3,324,253	1,276,294	2,047,959	561,195	2,763,058	1,172,813	2,151,440
Labour underutilization	3,472,674	1,523,299	1,949,376	576,021	2,896,653	1,764,185	1,708,489
- Unemployed	1,147,601	524,616	622,986	269,509	878,092	558,183	589,419
- Time-related underemployed	1,155,102	612,561	542,541	122,919	1,032,183	567,967	587,135
- Potential labour force	1,169,971	386,122	783,849	183,593	986,378	638,035	531,935
Labour force participation rate (%)	58.7	66.3	51.8	66.6	56.6	60.0	57.9
Employment-to-population ratio (%)	44.4	52.5	37.2	50.6	42.8	40.9	46.4
Time related underemployment rate (%)	32.3	30.8	34.3	14.5	37.9	47.4	24.8
LU1 - Unemployment rate (%)	24.3	20.9	28.3	24.1	24.4	31.8	19.9
LU2 - Combined rate of unemployment and time-related underemployment (%)	48.8	45.2	52.9	35.0	53.1	64.1	39.7
LU3 - Combined rate of unemployment and potential labour force (%)	39.4	31.4	47.1	34.8	40.7	49.9	32.1
LU4 - Composite measure of labour underutilization (%)	59.0	52.5	65.3	44.2	63.2	73.7	48.9
Youth unemployment rate (16-30 yrs) (%)	29.7	25.7	34.1	28.6	29.7	42.0	24.8
Median monthly earnings at main job	26,000	30,000	25,000	65,000	26,000	26,000	28,167



Table B. 2: Population by sex and age group, November-22 (Q4)

	Total	Sex	
		Male	Female
<b>Population</b>	<b>13,188,709</b>	<b>6,371,931</b>	<b>6,816,778</b>
0-4 yrs	1,557,619	781,981	775,639
5-9 yrs	1,659,573	839,619	819,954
10-14 yrs	1,606,354	795,106	811,248
15-19 yrs	1,660,361	849,360	811,001
20-24 yrs	1,213,526	611,710	601,816
25-29 yrs	908,738	406,254	502,484
30-34 yrs	856,408	419,228	437,179
35- 39 yrs	795,168	380,316	414,852
40-44 yrs	727,856	333,533	394,323
45-49 yrs	520,859	231,592	289,267
50-54 yrs	442,960	196,717	246,243
55-59 yrs	338,138	151,185	186,953
60-64 yrs	329,643	157,201	172,442
65-69 yrs	222,752	83,511	139,241
70-74 yrs	169,760	65,907	103,853
75+	178,994	68,712	110,282

Table B. 3: Households by household size, sex of head of household and urban/rural area, November-22 (Q4)

Household size	Total number households	Head of household		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
	3,134,703	2,288,320	846,382	625,816	2,508,886	1,313,260	1,821,442
1	303,107	177,378	125,729	86,623	216,484	65,063	238,044
2	344,076	187,272	156,804	63,608	280,468	130,141	213,934
3	579,619	387,613	192,006	108,300	471,318	230,386	349,232
4	588,850	432,789	156,061	115,599	473,251	253,501	335,349
5	537,441	431,082	106,359	100,580	436,860	255,992	281,449
6	390,132	330,795	59,337	72,856	317,276	187,216	202,916
7	190,374	168,890	21,484	31,132	159,241	105,217	85,157
8	116,700	95,394	21,306	24,254	92,447	53,222	63,478
9	54,969	52,744	2,225	14,311	40,658	23,614	31,355
10+	29,435	24,362	5,073	8,553	20,883	8,908	20,528

LABOUR FORCE SURVEY, AUGUST 2022 (Q3)

Table B. 4: Population 16 years old and over by labour force status, sex, age group, and urban/rural area, November-22 (Q4)

	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
<b>Total Population 16 yrs and over</b>	<b>8,043,091</b>	<b>4,718,837</b>	<b>3,571,236</b>	<b>1,147,601</b>	<b>3,324,253</b>	<b>58.7</b>	<b>44.4</b>	<b>24.3</b>
16-24 yrs	2,551,815	1,122,980	763,714	359,266	1,428,836	44.0	29.9	32.0
25-34 yrs	1,765,145	1,413,264	1,068,498	344,766	351,881	80.1	60.5	24.4
35-54 yrs	2,486,843	1,796,171	1,422,411	373,760	690,671	72.2	57.2	20.8
55-64 yrs	667,781	311,143	256,254	54,889	356,638	46.6	38.4	17.6
65+ yrs	571,507	75,279	60,359	14,920	496,227	13.2	10.6	19.8
		-						
<b>Male Pop. 16+ yrs</b>	<b>3,791,529</b>	<b>2,515,236</b>	<b>1,990,620</b>	<b>524,616</b>	<b>1,276,294</b>	<b>66.3</b>	<b>52.5</b>	<b>20.9</b>
16-24 yrs	1,297,373	603,662	428,600	175,062	693,711	46.5	33.0	29.0
25-34 yrs	825,482	742,940	603,040	139,900	82,542	90.0	73.1	18.8
35-54 yrs	1,142,157	956,690	779,959	176,731	185,467	83.8	68.3	18.5
55-64 yrs	308,387	171,313	147,013	24,300	137,074	55.6	47.7	14.2
65+ yrs	218,131	40,631	32,008	8,623	177,500	18.6	14.7	21.2
<b>Female Pop. 16+ yrs</b>	<b>4,251,562</b>	<b>2,203,602</b>	<b>1,580,616</b>	<b>622,986</b>	<b>2,047,959</b>	<b>51.8</b>	<b>37.2</b>	<b>28.3</b>
16-24 yrs	1,254,442	519,317	335,113	184,204	735,125	41.4	26.7	35.5
25-34 yrs	939,663	670,325	465,459	204,866	269,338	71.3	49.5	30.6
35-54 yrs	1,344,686	839,482	642,452	197,030	505,204	62.4	47.8	23.5
55-64 yrs	359,395	139,830	109,241	30,589	219,565	38.9	30.4	21.9
65+ yrs	353,376	34,649	28,351	6,298	318,727	9.8	8.0	18.2
<b>Urban Pop. 16+ yrs</b>	<b>1,681,223</b>	<b>1,120,027</b>	<b>850,518</b>	<b>269,509</b>	<b>561,195</b>	<b>66.6</b>	<b>50.6</b>	<b>24.1</b>
16-24 yrs	548,408	256,611	182,728	73,883	291,797	46.8	33.3	28.8
25-34 yrs	467,282	396,956	297,504	99,452	70,326	84.9	63.7	25.1

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	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
35-54 yrs	465,894	383,702	305,503	78,199	82,192	82.4	65.6	20.4
55-64 yrs	115,167	72,552	56,727	15,825	42,615	63.0	49.3	21.8
65+ yrs	84,472	10,208	8,057	2,151	74,264	12.1	9.5	21.1
						0.0	0.0	0.0
<b>Rural Pop. 16+ yrs</b>	<b>6,361,868</b>	<b>3,598,810</b>	<b>2,720,718</b>	<b>878,092</b>	<b>2,763,058</b>	<b>56.6</b>	<b>42.8</b>	<b>24.4</b>
16-24 yrs	2,003,407	866,369	580,986	285,383	1,137,038	43.2	29.0	32.9
25-34 yrs	1,297,864	1,016,309	770,995	245,314	281,555	78.3	59.4	24.1
35-54 yrs	2,020,948	1,412,469	1,116,907	295,562	608,479	69.9	55.3	20.9
55-64 yrs	552,614	238,590	199,527	39,063	314,023	43.2	36.1	16.4
65+ yrs	487,035	65,072	52,302	12,770	421,963	13.4	10.7	19.6

Table B. 5: Population 16 years old and over by labour force status and level of educational attainment, November-22 (Q4)

Marital status	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
Population 16 yrs and over	<b>8,041,529</b>	<b>4,718,373</b>	<b>3,570,772</b>	<b>1,147,601</b>	<b>3,323,155</b>	<b>58.7</b>	<b>44.4</b>	<b>24.3</b>
None	3,551,067	2,070,596	1,614,444	456,152	1,480,470	58.3	45.5	22.0
Primary	2,665,787	1,523,305	1,146,446	376,859	1,142,482	57.1	43.0	24.7
Lower secondary	759,833	303,395	212,163	91,232	456,438	39.9	27.9	30.1
Upper secondary	735,142	516,044	354,781	161,263	219,097	70.2	48.3	31.2
University	329,700	305,033	242,938	62,095	24,667	92.5	73.7	20.4

Table B. 6: Population 16 years old and over by labour force status and marital status, November-22 (Q4)

Marital status	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
Population 16 yrs and over	<b>8,043,091</b>	<b>4,718,837</b>	<b>3,571,236</b>	<b>1,147,601</b>	<b>3,324,253</b>	<b>58.7</b>	<b>44.4</b>	<b>24.3</b>
Married	2,951,978	1,873,179	1,510,630	362,549	1,078,800	63.5	51.2	19.4
Living together	1,195,598	903,680	672,534	231,146	291,918	75.6	56.3	25.6
Divorced/separated	274,906	215,940	157,283	58,657	58,965	78.6	57.2	27.2
Single	3,051,693	1,547,585	1,084,944	462,641	1,504,108	50.7	35.6	29.9
Widow/widower	568,916	178,454	145,845	32,609	390,462	31.4	25.6	18.3

Table B. 7: Employed population by sex, age group, and urban/rural area, November-22 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
<b>Employed population 16+</b>	<b>3,571,236</b>	<b>1,990,620</b>	<b>1,580,616</b>	<b>850,518</b>	<b>2,720,718</b>	<b>1,199,029</b>	<b>2,372,208</b>
16-19 yrs	226,026	123,128	102,897	50,794	175,232	40,420	185,606
20-24 yrs	537,688	305,472	232,216	131,934	405,754	121,322	416,365
25-29 yrs	512,213	279,027	233,186	144,136	368,077	131,888	380,324
30-34 yrs	556,286	324,012	232,273	153,368	402,918	180,681	375,605
35- 39 yrs	486,593	276,393	210,201	121,764	364,829	165,838	320,756
40-44 yrs	405,157	228,836	176,321	96,406	308,750	164,835	240,321
45-49 yrs	310,052	159,101	150,951	50,898	259,153	137,001	173,051
50-54 yrs	220,609	115,629	104,980	36,435	184,174	105,692	114,917
55-59 yrs	132,544	76,580	55,964	30,552	101,992	62,609	69,935
60-64 yrs	123,710	70,433	53,277	26,175	97,535	67,693	56,017
65-69 yrs	28,909	13,230	15,679	2,260	26,649	12,126	16,783
70-74 yrs	22,661	13,726	8,935	3,543	19,118	8,660	14,001
75+	8,789	5,052	3,737	2,254	6,535	263	8,526

Table B. 8: Employed population by sex, occupation group, and urban/rural area, November-22 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Occupation group (ISCO High level)	<b>3,571,236</b>	<b>1,990,620</b>	<b>1,580,616</b>	<b>850,518</b>	<b>2,720,718</b>	<b>1,199,029</b>	<b>2,372,208</b>
Managers	41,033	30,624	10,409	27,648	13,384	3,264	37,768
Professionals	249,863	133,796	116,067	110,537	139,326	33,725	216,138
Technicians and associate professionals	35,240	27,660	7,580	26,391	8,849	2,097	33,143
Clerical support workers	28,383	10,800	17,583	22,116	6,267	714	27,669
Service and sales workers	513,042	243,014	270,028	222,658	290,384	107,448	405,594
Skilled agricultural, forestry and fishery workers	173,397	91,937	81,460	12,130	161,267	9,777	163,620
Craft and related trades workers	291,008	223,404	67,604	104,491	186,517	75,415	215,592
Plant and machine operators and assemblers	103,208	103,208	-	48,707	54,502	16,266	86,942
Elementary occupations	2,136,062	1,126,176	1,009,886	275,840	1,860,222	950,322	1,185,740

Table B. 9: Employed population by sex, educational attainment, and urban/rural area, November-22 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	3,570,772	1,990,156	1,580,616	850,055	2,720,718	1,199,029	2,371,744
None	1,614,444	905,805	708,640	189,692	1,424,753	694,259	920,186
Primary	1,146,446	634,250	512,196	241,144	905,302	390,158	756,288
Lower secondary	212,163	117,482	94,681	75,045	137,118	57,020	155,142
Upper secondary	354,781	188,061	166,720	166,880	187,901	46,374	308,407
University	242,938	144,558	98,380	177,293	65,645	11,218	231,720

Table B. 10: Employed population by sex, branch of economic activity, and urban/rural area, November-22 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	<b>3,571,236</b>	<b>1,990,620</b>	<b>1,580,616</b>	<b>850,518</b>	<b>2,720,718</b>	<b>1,199,029</b>	<b>2,372,208</b>
Agriculture, forestry and fishing	1,616,544	768,586	847,958	66,275	1,550,269	780,302	836,242
Mining and quarrying	65,304	51,423	13,881	3,846	61,458	28,365	36,939
Manufacturing	172,259	95,328	76,931	51,016	121,242	48,115	124,143
Electricity, gas, steam and air conditioning supply	4,654	4,654	0	3,845	808	304	4,349
Water supply, sewerage and waste management	5,567	5,365	201	3,972	1,595	1,130	4,437
Construction	349,928	295,610	54,317	100,698	249,230	105,769	244,158
Wholesale, retail trade, repair of motor vehicles, motorcycle	376,880	159,624	217,256	163,266	213,614	83,977	292,903
Transportation and storage	210,487	204,740	5,747	63,037	147,450	41,943	168,544
Accommodation and food service activities	94,045	59,268	34,777	45,098	48,947	14,754	79,291
Information and communication	4,275	3,008	1,267	4,275	0	0	4,275
Financial and insurance activities	25,775	16,115	9,660	19,754	6,022	684	25,091
Real estate activities	4,954	4,692	263	4,775	179	0	4,954
Professional, scientific and technical activities	27,121	20,585	6,536	21,024	6,097	1,122	25,999
Administrative and support service activities	68,620	42,145	26,475	26,170	42,451	15,789	52,831
Public administration and defense	55,676	37,943	17,734	34,439	21,237	6,292	49,384
Education	179,074	86,725	92,349	53,525	125,549	39,103	139,972
Human health and social work activities	51,150	23,286	27,865	34,880	16,271	1,591	49,559
Arts, entertainment and recreation	4,978	3,640	1,337	4,096	882	356	4,622
Other service activities	105,396	59,272	46,124	45,619	59,777	20,997	84,399
Activities of households as employers	144,071	45,344	98,727	97,499	46,572	8,315	135,757
Activities of extraterritorial organizations and bodies	4,479	3,269	1,210	3,410	1,069	121	4,358



Table B. 11: Educational attainment and field of Education by Labour market status, November-22 (Q4)

Educational attainment	Employed	Unemployed	Outside labour force	Total
<b>Total</b>	<b>44.4</b>	<b>14.3</b>	<b>41</b>	<b>100</b>
None	45.5	12.8	41.7	100
Primary	43.0	14.1	42.9	100
Lower secondary	27.9	12.0	60.1	100
Upper secondary	48.3	21.9	29.8	100
University	73.7	18.8	7.5	100
Field of Education	Employed	Unemployed	Outside labour force	Total
<b>Total</b>	<b>45.9</b>	<b>15.0</b>	<b>39.1</b>	<b>100</b>
General education	46.4	14.6	39.1	100
Education	65	4.5	31	100
Humanity and art	37.0	16.8	46.2	100
Social Science business	56.2	19.9	23.9	100
Science	34.3	18.8	46.9	100
Engineering, manufacturing	37.0	15.7	47.3	100
Agriculture	45.8	12.7	41.4	100
Health and welfare	64.9	10.5	24.6	100
Services	30.2	26.6	43.2	100

Table B. 12: Employed population by sex, status in employment, and urban/rural area, November-22 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	3,571,236	1,990,620	1,580,616	850,518	2,720,718	1,199,029	2,372,208
Employee, Paid apprentice/intern	2,571,462	1,417,015	1,154,447	558,050	2,013,411	984,401	1,587,060
Employer	30,837	20,809	10,028	13,068	17,769	2,009	28,828
Own-account worker	870,824	532,001	338,823	264,352	606,472	201,262	669,562
Member of cooperative	5,023	2,375	2,648	419	4,604	516	4,507
Contributing family worker	93,090	18,420	74,670	14,630	78,460	10,840	82,250

Table B. 13: Employed population by sex, hours usually worked per week at all jobs, and urban/rural area, November-22 (Q4)

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employed population	3,571,236	1,990,620	1,580,616	850,518	467,495	383,023	2,720,718	1,523,124	1,197,593
less than 24 hours	935,161	473,610	461,551	86,947	47,920	39,027	848,214	425,690	422,524
25-34 hours	467,242	234,587	232,655	55,357	34,487	20,870	411,886	200,101	211,785
35-40 hours	858,797	499,637	359,160	158,031	95,328	62,703	700,766	404,309	296,457
41-48 hours	716,719	405,794	310,925	275,747	150,455	125,292	440,971	255,339	185,632
49-61 hours	375,383	233,655	141,727	167,685	89,102	78,583	207,698	144,553	63,145
62-79 hours	177,986	110,506	67,480	87,622	37,124	50,497	90,364	73,382	16,982
80 hours+	39,949	32,830	7,119	19,130	13,080	6,050	20,818	19,750	1,068

Table B. 14: Youth Population by sex, and residential area, November-22 (Q4)

	Age Group	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
			Male	Female	Urban	Rural		
Youth Population (16-30yrs)		3,618,334	1,777,019	1,841,315	831,628	2,786,706	852,228	2,766,106
Employed	16-24 yrs	763,714	428,600	335,113	182,728	580,986	161,742	601,972
	16-30 yrs	1,373,586	763,051	610,535	353,863	1,019,723	324,775	1,048,811
Unemployed	16-24 yrs	359,266	175,062	184,204	73,883	285,383	147,494	211,772
	16-30 yrs	579,831	264,215	315,616	141,480	438,351	234,771	345,060
Outside Labour Force	16-24 yrs	1,428,836	693,711	735,125	291,797	1,137,038	190,711	1,238,125
	16-30 yrs	1,664,917	749,753	915,164	336,285	1,328,631	292,682	1,372,235

Table B. 15: Youth Unemployed (who looked for a job) by sex, duration of seeking employment, and urban/rural area, November-22 (Q4)

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Youth Unemployed (16-30 yrs)	568,401	261,315	307,086	58,880	80,175	202,436	226,910
0 – less than 3 months	257,514	126,891	130,622	16,637	24,028	110,254	106,594
3 – less than 6 months	147,310	61,170	86,139	21,366	24,238	39,805	61,901
6 – less than 12 months	60,118	30,048	30,071	7,870	8,165	22,178	21,906
1 – less than 2 years	51,766	22,601	29,165	7,229	11,767	15,372	17,398
2 years or more	51,693	20,605	31,088	5,778	11,977	14,827	19,111

Table B. 16: Youth not in employment and not currently in education nor in training by sex, age group, and urban/rural area, November-22 (Q4)

Young not in employment nor in education (16-30 yrs)	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
	1,303,564	532,182	771,383	97,864	161,847	434,318	609,536
16-19 yrs	403,057	207,061	195,996	18,994	31,954	188,067	164,042
20-24 yrs	476,418	195,532	280,886	48,104	63,076	147,428	217,810
25-30 yrs	424,090	129,589	294,501	30,766	66,817	98,823	227,684
None	454,811	238,032	216,779	19,738	24,479	218,294	192,300
Primary	474,573	149,692	324,881	15,761	48,711	133,930	276,171
Lower secondary	135,625	45,782	89,843	11,711	15,606	34,071	74,237
Upper secondary	205,713	83,160	122,553	39,278	61,208	43,882	61,346
University	32,842	15,516	17,325	11,376	11,844	4,141	5,482

Table B. 17: Unemployed population by sex, broad age group and urban/rural area, November-22 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
<b>Unemployed population 16+</b>	1,147,601	524,616	622,986	269,509	878,092	558,183	589,419
16-24 yrs	359,266	175,062	184,204	73,883	285,383	147,494	211,772
25-34 yrs	344,766	139,900	204,866	99,452	245,314	147,480	197,287
35-54 yrs	373,760	176,731	197,030	78,199	295,562	216,535	157,226
55-64 yrs	54,889	24,300	30,589	15,825	39,063	38,130	16,759
65+ yrs	14,920	8,623	6,298	2,151	12,770	8,544	6,376

Table B. 18: Unemployed population by sex, level of educational and urban/rural area, November-22 (Q4)

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
<b>Unemployed population 16+</b>	1,147,601	524,616	622,986	269,509	878,092	558,183	589,419
None	456,152	207,717	248,436	44,476	411,676	258,039	198,113
Primary	376,859	167,263	209,596	64,653	312,205	199,590	177,268
Lower secondary	91,232	42,434	48,798	28,957	62,275	33,906	57,326
Upper secondary	161,263	73,799	87,465	87,023	74,240	55,501	105,762
University	62,095	33,403	28,692	44,400	17,696	11,147	50,949

Table B. 19: Unemployed population (who looked for a job) by sex, method of seeking employment, and urban/rural area, November-22 (Q4)

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture	Number of responses per search method
		Male	Female	Urban	Rural			
<b>Unemployed population who looked for a job</b>	1,064,448	487,070	577,379	245,734	818,714	517,694	546,754	
Arranging for financial resources, applying for permits, licenses	194,513	76,128	118,384	49,581	144,931	91,657	102,855	230,067
Looking for land, premises, machinery, supplies, farming inputs	14,166	7,224	6,941	3,239	10,926	9,660	4,506	79,927
Seeking the assistance of friends, relatives or other types of intermediaries	390,615	191,039	199,576	89,350	301,265	173,295	217,321	523,765
Registering with or contacting public or private employment services	47,917	18,345	29,572	18,623	29,294	22,628	25,289	118,240
Applying to employers directly, checking at worksites, farms, factory gates, markets	382,095	179,966	202,129	62,440	319,656	206,749	175,347	753,641
Placing or answering newspaper or online job advertisements	23,173	8,709	14,464	13,728	9,444	9,778	13,395	84,421
Placing and updating resumes on professional or social networking sites online	11,969	5,658	6,311	8,772	3,198	3,929	8,041	58,960

Table B. 20: Unemployed population (who looked for a job) by sex, duration of seeking employment, and urban/rural area, November-22 (Q4)

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
<b>Unemployed population 16+</b>	1,119,191	515,717	603,474	262,037	857,153	545,520	573,671
Less than 3 months	572,600	277,638	294,962	86,340	486,260	299,886	272,714
Less than 6 months	252,239	101,930	150,309	63,003	189,236	112,960	139,279
Less than 12 months	103,806	52,592	51,214	31,342	72,464	45,459	58,347
1 year to less than 2 years	93,182	42,962	50,220	38,321	54,861	44,202	48,980
2 years and above	97,363	40,595	56,769	43,031	54,332	43,013	54,351

Table B. 21: Time related under employment by age group sex and area of residence, November-22 (Q4)

age group	Total	Sex		Residence area	
		Male	Female	Urban	Rural
<b>Total</b>	<b>1,155,102</b>	<b>612,561</b>	<b>542,541</b>	<b>122,919</b>	<b>1,032,183</b>
16-24 yrs	238,264	135,779	102,485	16,645	221,619
25-34 yrs	356,365	185,923	170,442	47,566	308,799
35-54 yrs	469,175	236,550	232,624	47,726	421,449
55-64 yrs	79,590	48,289	31,301	9,340	70,250
65+ yrs	11,708	6,021	5,688	1,643	10,066





## Appendix C : Labour Force Survey Personnel

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