



Republic of Rwanda



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NATIONAL INSTITUTE OF
STATISTICS OF RWANDA

Labour Force Survey

Annual Report 2022

March 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 programs 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 since 2016 to provide key stakeholders, Ministry of Public Service and Labour and 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 collect data on employment and labour underutilization characteristics of the population on a continuous basis, providing quarterly estimates of the main labour force aggregates. The Rwanda Labour Force survey programme begun in 2016 with an annual sample spread into two rounds to provide bi-annual estimates of main indicators at the National level. From February 2019, the annual sample was spread into four rounds to provide estimates of main labour market indicators on quarterly basis at the National level. This specific report combine data of all four rounds for which the data collection was conducted in 2022, specifically in February, May, August and November, to provide 2022 annual estimates at national and district level where applicable.

NISR congratulates all those who contributed in one way or the other in this exercise. In particular, NISR expresses its gratitude to all survey coordinators, supervisors, interviewers for their commitment in all stages of this survey. NISR is also grateful to respondents who generously gave their valuable time to provide the information that forms the basis of this report.

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 Labour Force Survey to contribute to Rwandans' Economic development.

MURANGWA Yusuf

Director General of NISR



MURENZI Ivan
Deputy Director General
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Executive summary

Rwanda redesigned LFS from bi-annual to quarterly basis since February 2019 to provide estimates of labour market indicators and monitor labour market trends on a quarterly basis.

The data collection on the size and characteristics of the labour force, employment, unemployment and other labour market characteristics of the population was carried out through four quarters of 2022, specifically in February, May, August and November. The survey was also designed to measure different forms of work, in particular, own-use production work and other components of labour underutilization including time-related underemployment and potential labour force in line with the international standards, adopted by the 19th International Conference of Labour Statisticians (ICLS) in 2013. All the key concepts used henceforth in this report (employment, unemployment, time related underemployment, labour underutilization, potential labour force, discouraged job seekers etc) are defined in annexe A of this report. The current report presents the results of the annual report of 2022 LFS obtained by combining all quarters of LFS in 2022 (February, May, August and November).

The survey covered all persons living in private households, excluding the institutional population permanently residing in places such as hostels, health resorts, correctional establishments etc., as well as persons living at their work-sites and in seasonal dwellings. The resulting estimates of the main labour force indicators at the national level from the combined datasets have standard errors of about 0.5 percent.

The survey results are analyzed in this report under twelve headings. The main highlights are described below. Key summary indicators are presented at the end of this section.

Labour force, employment and unemployment

According to the survey results, the working age population (16 years and above) was 7,963,586 of which 4,463,296 persons (56.0 percent) were in the labour force, while 3,500,290 were outside the labour force. For those in the labour force, 3,546,352 were employed, while 916,944 were unemployed. Among those outside the labour force, 1,310,734 persons were engaged wholly or mostly in subsistence foodstuff production (not classified as employment according to the 2013 international standards on statistics of work, employment and labour underutilization).

The annual unemployment rate stood at 20.5 percent, indicating that roughly for five persons in the labour force there was one person unemployed. The unemployment rate was higher among females (23.7 percent) than among males (17.9 percent) and higher among youth (25.6) than among adults (17.1 percent). It was relatively the same in the urban and rural areas (20.4 and 20.6 percent respectively).

Branches of economic activity

Employment under the aggregated broad branches of the economic activity is as follows: Agriculture (46.8 percent), services (35.9 percent) and industry (17.3 percent). The share of market Services (Trade; Transportation; Accommodation and food; and Business and administrative services) is 21.6 percent while the one for non-market services (Public administration; Community, social and other services and activities) is 14.3 percent. The share of employment in the industry sector is distributed in construction with 10.3 percent, manufacturing with 5.3 percent and Mining and quarrying; Electricity, gas and water with about 2 percent. Under the new international standards, employment in agriculture sector includes only those who produce agriculture goods intended mainly for sale or barter and those who work for pay in agriculture. Hence 46.8 percent employment in agriculture represents the new definition. The new definition excludes those in subsistence agriculture.

The full count of workers in agriculture sector reveals that around 3,419,463 people (42.9percent) of working age population were involved in agriculture activity either in subsistence (1,759,278) or market oriented (1,660,185). The proportion of workforce¹ who was mainly engaged in agriculture was 64.4 percent.

Informal sector and informal employment

The results of the survey show that there were about 2,975,151 employed persons in the informal sector, corresponding to about 83.9 percent of total employment and most of them were male. There were in total 3,239,56 persons with informal employment at main job constituting almost 91.3 percent of total employment. The results also show that there was 158,772 persons with informal jobs in formal sector.

Women and equal opportunities

Women accounted for close to 46.0 percent of the labour force, mostly engaged as crop farm labourers, domestic cleaners and helpers, stall and market salespersons, and shopkeepers. Among employed persons with managerial positions, 26.1 percent were women.

Youth and education

The unemployment rate among young persons (16 to 30 years old) stood at 25.6 percent. The survey showed an increasing pattern of youth unemployment rate in terms of education attained from about 21.2 percent for young people with no educational attainment to 39.4 percent for youth with secondary education and 32.4 percent among youth who completed university education. Youth unemployment rate among those who completed TVET was 23.7 percent while it was 28.7 percent among those with general education.

¹ The workforce has been considered as the sum of employed population and those mainly engaged in subsistence agriculture.

Components of labour underutilization

The unemployment rate is not the only component of the unmet needs for employment. Other components include time-related underemployment and potential labour force. In total there were 1,125,425 persons classified as time-related underemployed² and 1,246,103 persons classified as potential labour force³. The composite measure of labour underutilization was 57.5 percent, which means that more than a half of the extended labour force was either unemployed, time-related underemployed or in the potential labour force (persons outside the labour force who were available for employment but were not seeking employment during the reference period or who were seeking employment during the reference period but were not currently available for work).

Working time

The average and median number of hours usually worked per week at all jobs were 36.1 and 36.0 hours respectively, and the corresponding hours actually worked during the reference week were 30.6 hours for the average and 28 hours for the median. The total volume of employment in terms of actual hours worked at all jobs in the reference week was 107 million hours

Workers with disabilities

About 17.7 percent of the working age persons with disabilities were labour force participants compared to 57 percent of labour force participants among those without disability. The unemployment rate among persons with disabilities (16.3 percent) was lower than the one among the person without any disability (20.5 percent). On the other hand, the proportion of person outside the labour force was far higher among the persons with disability than among those without disability (82.3 percent and 42.9 percent respectively).

² Time-related underemployment, are part of employed people but work less hours and are available and want to work for additional paid hours

³ The majority of potential labour force are involved in subsistence agriculture

Rwanda Labour force survey 2022: Summary labour force indicators

Working age population 16 years old and over 7,963,586 persons						
Outside the labour force 3,500,290 person		Labour force 4,463,296 persons Labour force participation rate 56.0%				
Subsistence foodstuff producers: 37.5%	Others outside the labour force: 62.5%	Employed (All who worked for pay or profit) 3,546,352 persons Employment to population ratio: 44.5%			Unemployed (All not employed but seeking and available to work for pay or profit) 916,944 persons Unemployment rate:20.5%	
Primary or below: 79.6%	Agriculture excluding subsistence foodstuff production 44.5 %	Industry 11.5 %	Services 44.0 %	Primary education or below 70.4 %	Secondary education (Lower and upper) 24.0 %	Tertiary education 5.6%
Secondary (Lower and Upper): 14.4 %	Supplied weekly labour: 107 million hours					
Tertiary: 1.0%	Labour underutilization (3,288,473 persons): Unemployed (916,944) + Time-related underemployed (1,125,425) + Potential labour force (1,246,103) Composite measure of labour underutilization (57.6 %)					

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

Trend of Labour force survey Main indicators (Compare 6 years)

Indicators	2017	2018	2019	2020	2021	2022
Labour force participation rate (%)	53.4	54.2	53.4	56.4	54	56
Foodstuff production participation rate (outside LF) (%)	25.5	24.4	23.4	24.1	18	16.5
Proportion of labour force who completed at least secondary school education (%)	16.6	16.8	17.4	17.8	17.2	17.1
Employment to population ratio (%)	44.2	46	45.3	46.3	42.6	44.5
Percentage of employed population in market oriented agriculture (%)	41.9	39.5	37.4	40.5	47.7	46.8
Percentage of employed population in industry (%)	16.6	18.8	18.7	20.4	17.2	17.3
Percentage of employed population in services	41.5	41.7	43.9	39.1	35.1	35.9
Number of off-farm main jobs(agriculture excluded)) in Thausands	1,692	1,902	2,023	-		1,913
Informal employment rate (%)	90.8	89.8	89.5	-	90.7	91.3
Proportion of informal employment in non-agriculture employment (%)	84.6	83.5	83.5	-	82	84.1
Median weekly hours actually worked	30	30	33	33	30	28
Median weekly hours usually worked	36	36	39	36	36	36
Supplied labour in hours during the reference week (in millions of hours)	97	107	106	111	95	107
Unemployment rate (%)	17.3	15.1	15.2	17.9	21.1	20.5
Unemployment rate among university graduates (%)	16.8	15.7	14.6	15.7	17.5	17.3
Unemployment rate among secondary school graduates (%)	26.5	26.5	23.9	24.9	27.7	32.4
Unemployment rate among females (%)	19.2	17.1	17	20.3	24.1	23.7
Unemployment rate among males (%)	15.6	13.5	13.8	15.9	18.5	17.9
Unemployment rate among TVET graduates (%)	18.7	17.4	15.4	-	20.3	18.9
Unemployment rate among general education graduates (%)	18.8	17.2	16.9	-	23.2	22.9
Unemployment rate among persons with disability (%)	17.4	14.1	14.3	-	21.1	16.4
Youth unemployment rate (%)	21.3	18.7	19.4	22.4	26.5	25.6
Time related underemployment rate (%)	29.9	32	27.1	-	31.2	31.7
Combined rate of labour underutilization (%)	58	55	55.7	-	58.9	57.6
Average monthly salary from paid employment (In Frw)	57,262	56,982	57,878	57,306	54,073	58,784
Average monthly salary in agriculture (In Frw)	21,134	20,352	20,384	20,813	21,215	22,532
Average monthly salary in industry (In Frw)	67,232	58,509	63,346	61,547	69,787	75,148
Average monthly salary in services (In Frw)	105,784	108,722	103,694	104,749	114,224	122,879
Proportion of TVET graduates who are employed	54.2	58	59.6	-	58.1	63.8
Proportion of General education graduates who are employed (%)	42.4	43.9	43	-	39.7	41.4

Indicators	2017	2018	2019	2020	2021	2022
Share of women in non -agricultural paid employment (%)	31.3	31.2	32.5	-	31.1	31.9
Share of youth in non-agricultural paid employment (%)	51.3	50.5	49.6	-	54.7	44.2
Manufacturing employment as a proportion of total employment (%)	5.3	6.4	6.4	5.8	4.8	5.3
Proportion of permanent jobs in total paid employment	25.8	26.9	30.3	-	19.1	20.6
Proportion of daily jobs in the total paid employment	59.5	59.8	56.3	-	69.8	70.2

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2017-2022

Comparison of General and Technical and Vocational education Level of attained

	Employment to population ratio			Unemployment rate		
	General education	TVET	Total	General education	TVET	Total
None		60.5	45.1		17.6	18.4
Primary	41.6	63.9	44.0	20.3	15.8	19.7
Lower secondary	24.3	65.7	29.4	25.3	19.7	23.8
Upper secondary	43.3	59.7	45.8	33.2	29.2	32.4
University	73.5	83.5	74.4	17.9	12.0	17.3
Young/Adult						
Young (16-30)	32.1	61.5	38.1	28.7	23.7	25.6
Adults (31+)	54.6	65.1	49.7	17.2	16.1	17.0
Total	41.4	63.8	44.5	22.9	18.9	20.5

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

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Chapter 1: Main labour force indicators

The results of main labour force indicators using combined LFS quarterly rounds conducted in 2022 are presented in Table 1.1 below. According to these results, among the 7,963,586 persons 16 years old and over who were living in private households, about 4,463,296 persons were in the labour force, either employed (3,546,352) or unemployed (916,944). The remainder 3,500,290 persons were outside the labour force including about 1,310,734 persons engaged wholly or mostly in subsistence foodstuff production, not classified as employment according to the 2013 new international standards on statistics of work, employment and labour underutilization.

The national labour force participation rate, that is the percentage of the working age population engaged in the labour force, was 56 percent, indicating that they were either working for pay or profit or seeking employment. The male labour force participation rate was 64.1 percent, which is higher than the female's (48.8 percent). At the same time, the labour force participation rate in urban areas (65.3 percent) was higher than the rate in rural areas (53.6 percent).

Table 1. 1: Main labour force indicators, LFS 2022

Numbers in ('000)	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Population 16 years old and over	7,964	3,754	4,210	1,637	6,327	2,991	4,973
Labour force	4,463	2,407	2,056	1,069	3,394	1,680	2,783
- Employed	3,546	1,978	1,569	851.4	2,695	1,232	2,315
- Unemployed	917	430	487	218	699	449	468
Outside labour force	3,500	1,346	2,154	567.892	2,932	1,311	2,190
Labour underutilization	3,288	1,459	1,829	523.3	2,765	1,714	1,575
- Unemployed	916.9	429.7	487.2	217.8	699.2	448.5	468.4
- Time-related underemployed	1,125	586.1	539.3	130.1	995.3	567.733	557.7
- Potential labour force	1,246	443.2	802.9	175.4	1,071	697.4	548.7
Labour force participation rate (%)	56.0	64.1	48.8	65.3	53.6	56.2	56.0
Employment-to-population ratio (%)	44.5	52.7	37.3	52.0	42.6	41.2	46.5
Time related underemployment rate (%)	31.7	29.6	34.4	15.3	36.9	46.1	24.1
LU1 - Unemployment rate (%)	20.5	17.9	23.7	20.4	20.6	26.7	16.8
LU2 - Combined rate of unemployment and time-related underemployment (%)	45.8	42.2	49.9	32.5	49.9	60.5	36.9
LU3-Combined rate of unemployment and potential labour force (%)	37.9	30.6	45.1	31.6	39.6	48.2	30.5
LU4 - Composite measure of labour underutilization (%)	57.6	51.2	64.0	42.1	61.9	72.1	47.3

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

The employment-to-population ratio, 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 ratio was 44.5 percent according to the LFS 2022 results. The employment-to-population ratio was higher among men (52.7 percent) than women (37.3 percent), and higher in urban areas (52.0 percent) than in rural areas 46.2 (percent).

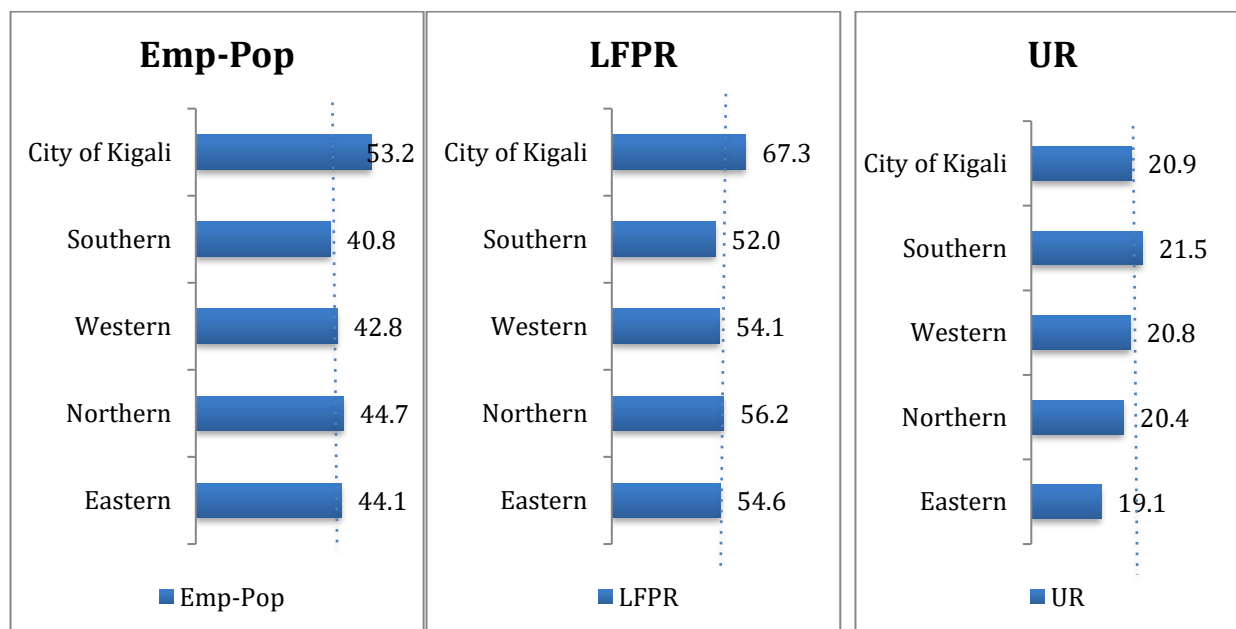
The unemployment rate represents the percentage of the labour force that is unemployed. The rate presented in Table 1.1 as LU1 stood at 21.1 percent, indicating that roughly among five persons in labour force, there was one person unemployed. The female unemployment rate (23.7 percent) was higher than the male rate (17.9 percent) and the unemployment rate was almost the same in urban and rural areas (around 20.5 percent).

The unemployment rate is not the only indicator of the unmet needs for employment. Other indicators combine time-related underemployment and potential labour force. The potential labour force includes persons who were available for employment but were not seeking employment during the reference period as well as persons who were indeed seeking employment during the reference period but were not currently available for work.

According to the LFS 2022 results, the combined rate of unemployment and time-related underemployment (LU2) was 45.8 percent, more than two times higher than the unemployment rate. The combined rate of unemployment and potential labour force (LU3) was 37.9 percent. The composite measure of labour underutilization (LU4) that combines unemployment, time-related underemployment and potential labour force was 57.6 percent indicating that more than half of the extended labour force was affected by some form of labour underutilization. In general, labour underutilization affected female (64.0 percent) workers more than male workers (51.2 percent), and rural areas (61.9 percent) more than urban areas (42.1 percent).

Labour market situation varies from one part of the country to another. Figure 1.1 shows the main labour force indicators for the five Provinces of Rwanda. More detailed regional data are presented in the Statistical Annex C. It is observed that the labour force participation rate in 2022 was significantly higher than the rate at national level in the City of Kigali (67.3 percent), around the national average in the North Province (56.2 percent), while it was below the national average in East Province (54.5 percent), in the Western Province (54.0 percent), and in the Southern Province (50.0 percent).

Figure 1. 1: Regional variations of Labour force participation rate, Employment-to-population ratio and Unemployment rate



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

Note: Dotted line represents the national average of corresponding indicator.

A similar pattern is observed with respect to the employment-to-population ratio. The results indicate that the rate was higher than the national average in the City of Kigali (53.2 per cent) and about average in the East and Northern Province (44.7 and 44.1 percent respectively) and lower than the national average in the West Province 42.8 percent, and in the South Province (40.8 percent).

The unemployment rate shows a different pattern, it was the lowest East Province (19.1 percent), followed by the North Province, (20.4 percent), and above average in the South Province (21.5 percent), in the South Province (21.5 percent), and in the City of Kigali (20.9 percent).

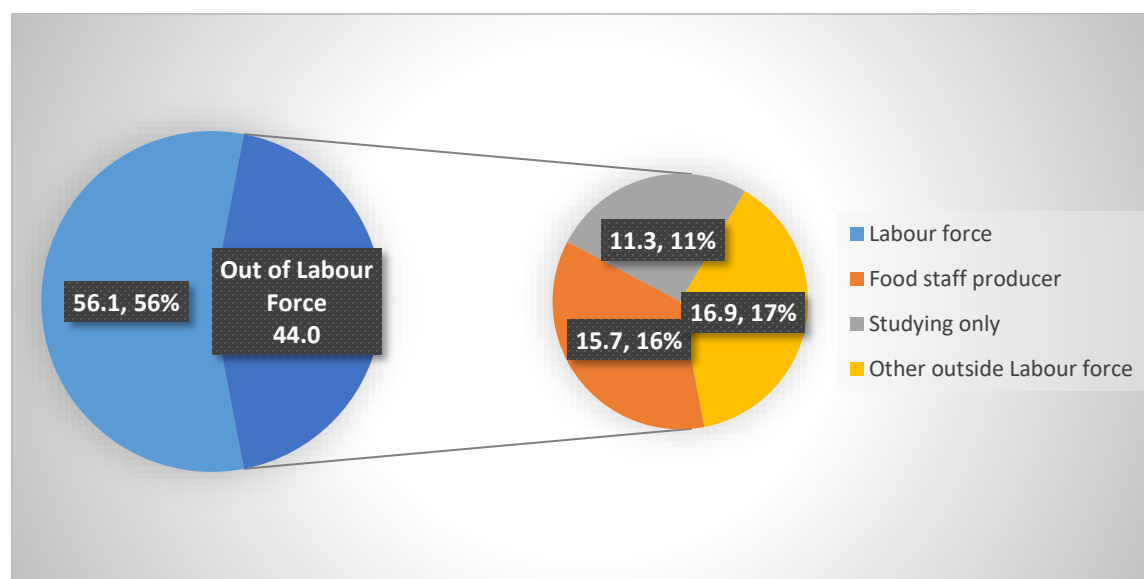
Overall, the regional pattern that emerges indicates significantly higher labour market activity in the North Province and the City of Kigali in the form of employment as well as in the form of unemployment. The East Province shows the presence of the lowest employment activities and the East province shows the lowest unemployment rate, and this may be due to the presence of relatively higher number of people outside labour force in those Provinces.

Chapter 2: Working age population characteristics and Labour force participation

2.0. Characteristics of working age population

The population constitutes the human capital of a nation and defines its potential labour supply. From an economic point of view, the working population is a factor of production and its aptitude and skills level contribute to the productivity of the national economy. From a social point of view, different categories of the population form social groups of particular concern and meeting their needs are major challenges faced by public institutions and society at large. Figure 2.1 shows the working age population by its components. In Rwanda, working age population is defined as those who are aged 16 years old or above. According to presented results, the population in labour force represents 56.0 percent of the working age population. The remainder of the population is outside labour force (44.0 percent) of which 15.7 percent is in subsistence foodstuff production, 11.3 percent studying only and 16.9 percent as other outside labour force such as elderly people, disabled, discouraged job seekers etc.

Figure 2. 1: Working age population status (16 years and above)



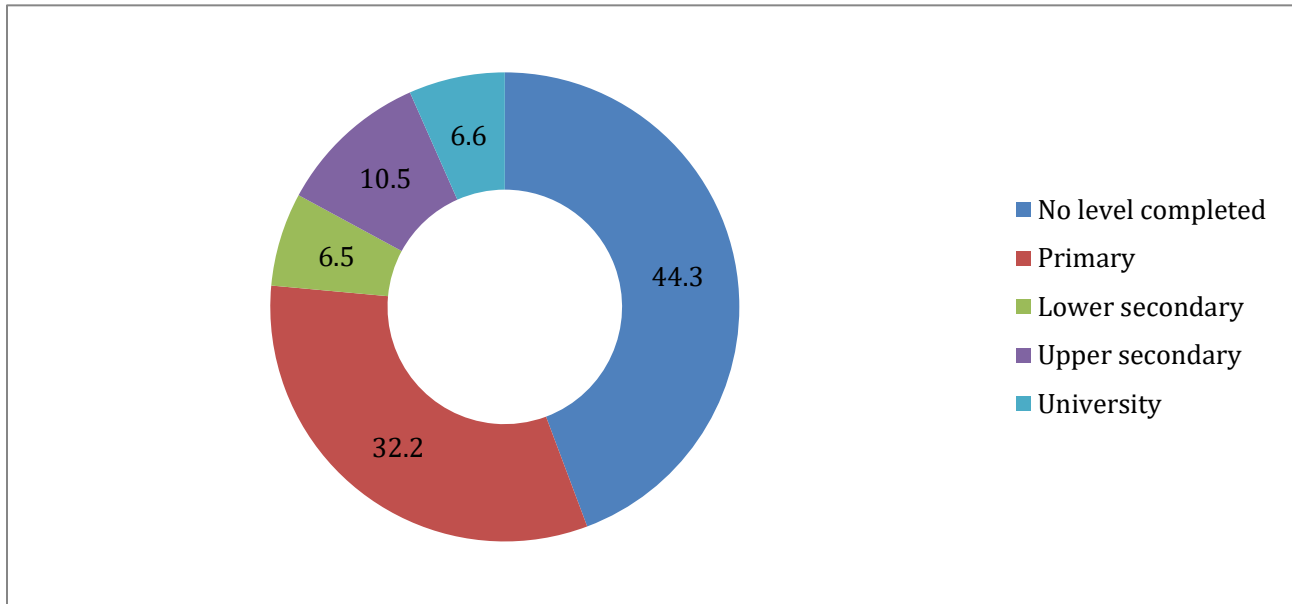
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

2.1 Labour Force participation

The skill level of the labour force may be assessed by the educational attainment of the labour force participants. Figure 2.2 presents the distribution of the labour force by educational attainment. There are a substantial number of people in labour force who have not completed any level of education (44.3 Percent). The share of the labour force in lower and upper secondary education was 6.5 percent

and 10.5 percent respectively; while the proportion of the labor force who completed university level was 6.6 percent.

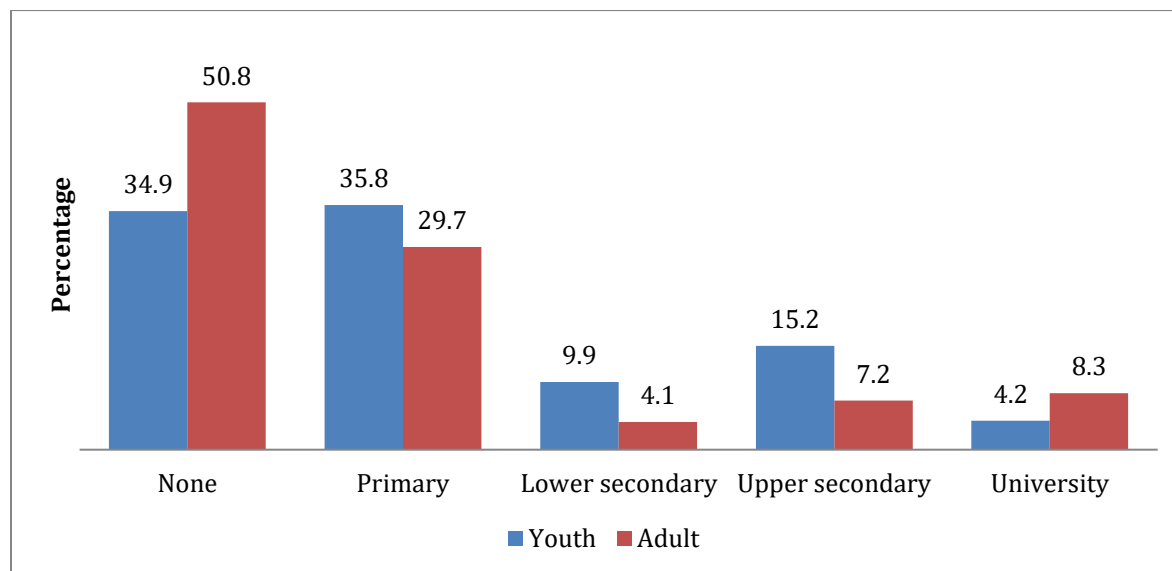
Figure 2. 2: Percentage distribution of labour force by educational attainment



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

The proportion of youth in the labour force is higher than the one for adult in three level of education attainment (Primary, Lower secondary and upper secondary). About 35.8 percent of youth in labour force has Primary education against 29.7 percent among adult and for upper secondary, the proportion of youth is 15.2 percent against 7.2 percent for adults. Dissimilarly, the proportion of youth is lower than the one of adults among those who has not completed any level of education (34.9 percent and 50.8 percent respectively) as well as among university graduates (4.2 percent and 8.3 percent respectively).

Figure 2. 3: Distribution of labour force by education attainment among young and adult population

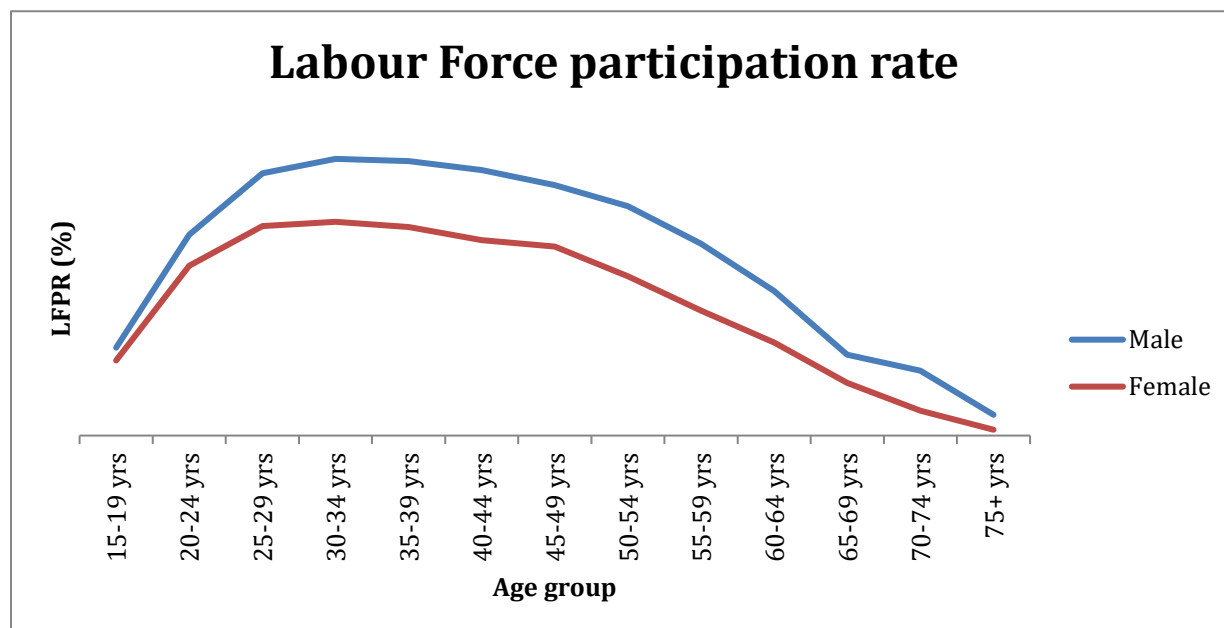


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

The labour force participation rate is a measure of the proportion of a country’s working-age population that engages actively in the labour market, either being employed or looking for employment; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age. The breakdown of the labour force participation rate by sex and age group gives a profile of the labour force participation as shown in Figure 2.4.

Like most of the countries, the Rwanda labour force participation rate has an inverted-U shape. As usual, the male curve is above the female curve, reflecting a higher labour force participation of male at virtually all age groups. For each sex, the curve increases for young people when they leave school and enter the labour market. It reaches a peak in the age group 30-34 years for men and in the age group 25-29 for women. The labour force participation rate decreases sharply for both men and women from 50-year-old, as people leave and retire from the labour market at older ages. The age from which more than a half of working age population is out of labour force is 60 years old for males and 50 years old for females.

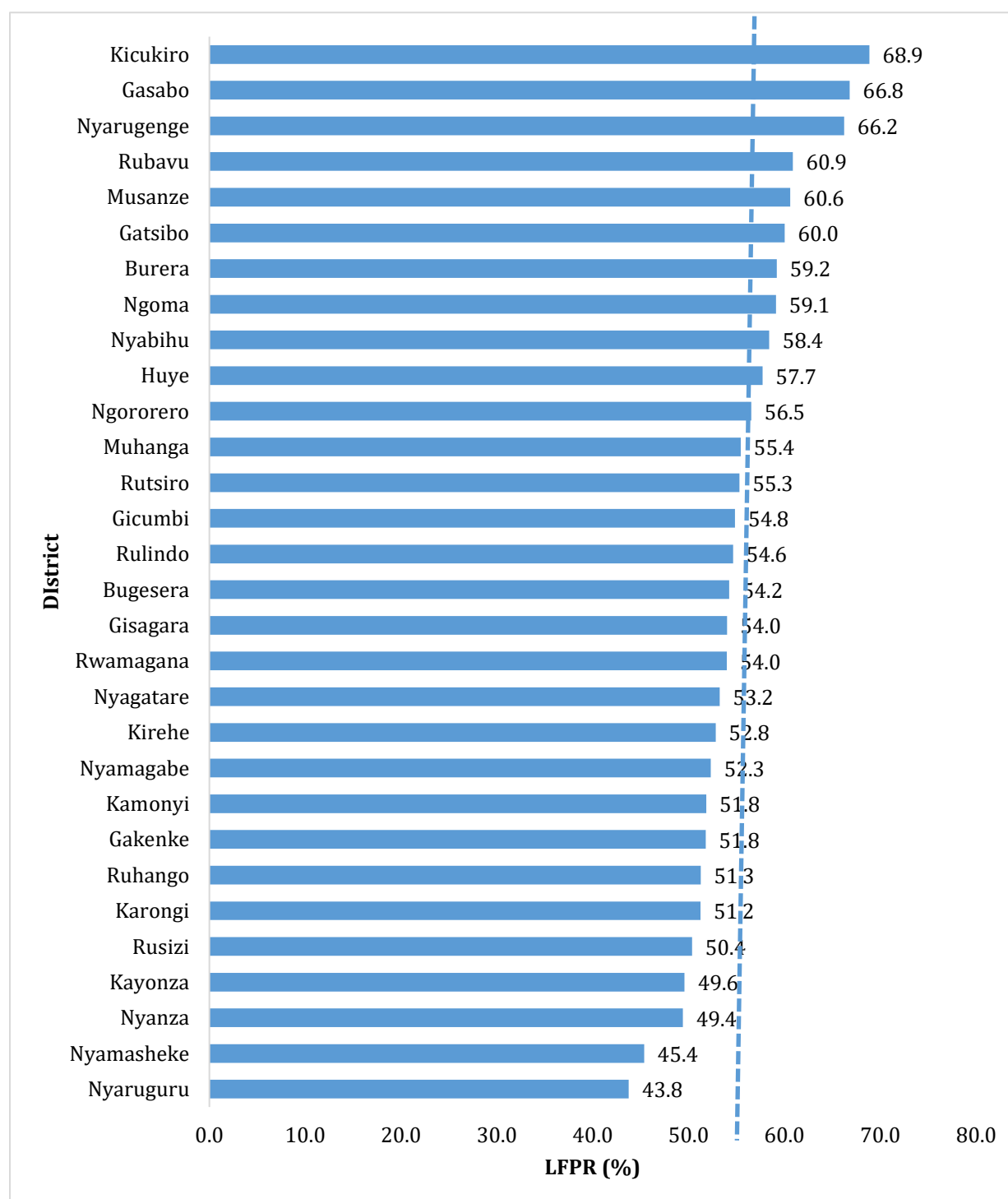
Figure 2. 4: Labour force participation rate by sex and age group



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

Among the districts of Rwanda, the Labour force participation rate is higher in the Districts of the City of Kigali (Highest in Kicukiro with 68.9 percent, Gasabo with 66.8 percent and Nyarugenge with 66.2 percent), followed by Rubavu (60.9 percent), Musanze (60.6 percent), Gatsibo (59.2 percent) and Ngoma (59.1 percent). Conversely, the labour force participation rate was relatively lower in Nyaruguru (43.8 percent), Nyamasheke (45.4 percent), Nyanza (49.4 percent) and Kayonza (49.6 percent).

Figure 2. 5: Labour force participation rate by District



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

Chapter 3: Employment

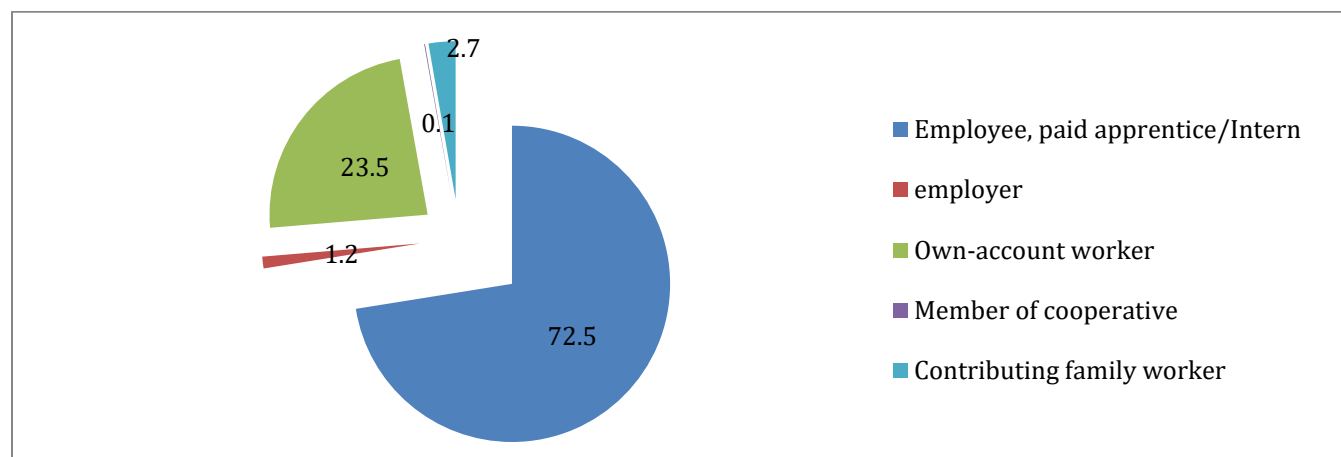
Aggregate employment generally increases with growing population. Therefore, the ratio of employment to the working age population is an important indicator of the capacity of the economy to provide employment to a growing population. In 2022, the employment-to-population ratio was 44.5 percent; indicating an increase of 1.9 percentage points as compared to the employment-to-population registered in the year 2021 which stood at 42.6 percent.

3.1 Status in employment

Status in employment classifies jobs held by persons at a given point of time with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations.

The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of persons with respect to their status in employment⁴. Figure 3.1 shows the composition of the employed population by status in employment in main job. 72.5 percent were employees or paid apprentices or trainees. The share of own-account workers was (23.5 percent), followed by contributing family workers (2.7 percent), employers (1.2 percent) and members of producers' cooperatives (0.1 percent).

Figure 3. 1: Status in employment at main job



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

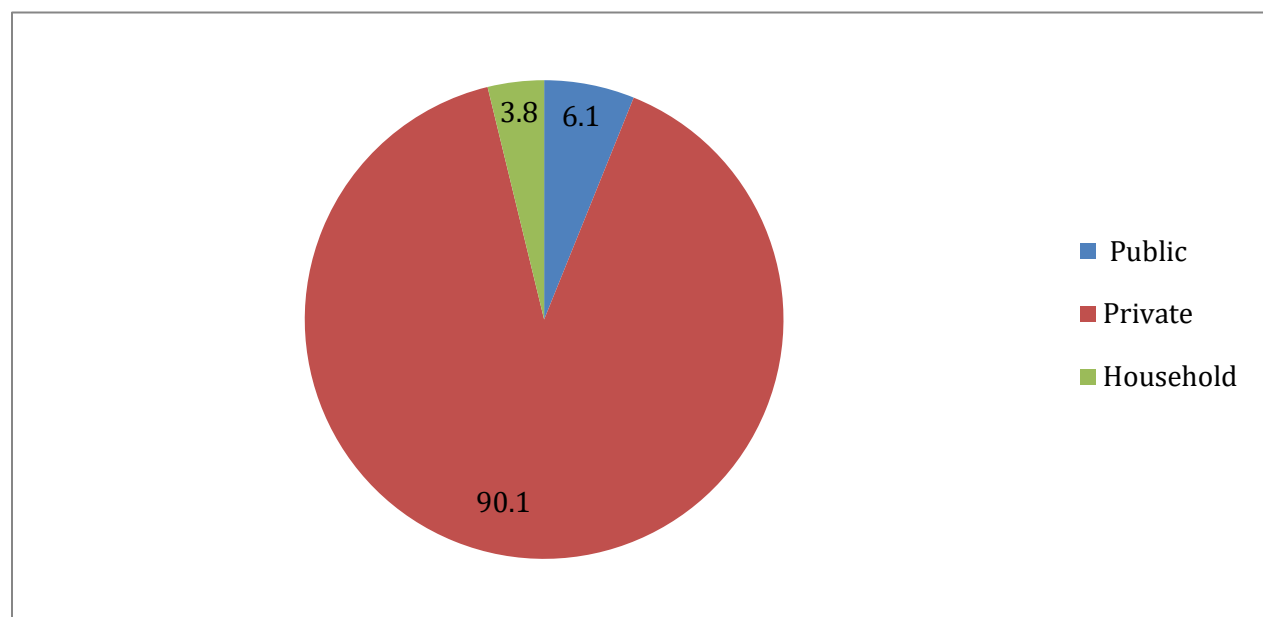
The data disaggregated by sex show that there is a slight difference between males and females who were employed as employees. The percentage of female employed as employees was 71.8 percent against 73.0 percent among males while the percentage of females employed as contributing family workers was higher (5.1 percent) compared to 0.9 percent among males.

The distribution of the employed population by sector of employment reveals that the majority of employed persons were in private sector (90.1 percent) followed by Public sector and household as employer that employ 6.1 percent and 3.8 percent respectively. The private sector also includes those

⁴ILO, *International Classification of Status in Employment, ICSE-93*, Fifteenth International Conference of Labour Statisticians, Geneva, <http://laborsta.ilo.org>.

who were engaged in the cooperatives, and in international/ local non-governmental organizations (less than 1 percent each).

Figure 3. 2: Employed population by sector of employment



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

3.2 Branches of economic activity and occupations

3.2.1 Branches of economic activity

Branch of economic activity refers to the activity of the establishment in which an employed person worked during the reference period. An establishment may be a farm, a mine, a factory, a workshop, a store, an office or a similar type of economic unit. It is important to distinguish enterprises from establishments. “Enterprise” is a broader concept than “establishment”. An enterprise is a legal entity (or group of legal entities) and may have a number of establishments with different economic activities and different locations.

Table 3.1 illustrates the distribution of the employed population by branch of economic activity in main job. The survey results show that agriculture employment was by far the most frequent branch of economic activity, comprising 46.8 percent of employment. The branch of economic activity with the next highest number of employed persons was wholesale, retail trade, repair of motor vehicles, motorcycles (10.5) followed by construction (10.3), transportation and storage (5.6) manufacturing (5.3 percent), education (4.1 percent), activities of households as employers of domestic personnel (4.0 percent). The other branches of economic activity comprised each less than three percent of total employment.

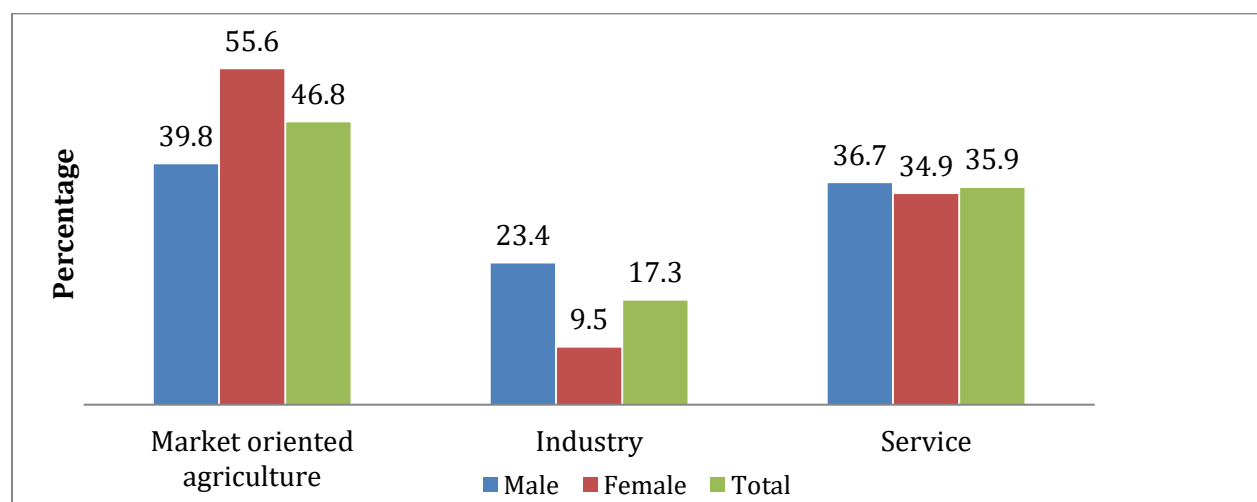
Table 3. 1: Employed persons by branch of economic activity in main job

Branch of economic activity	Number	Percent
Total	3,546,352	100
Agriculture, forestry and fishing	1,660,185	46.8
Mining and quarrying	48,380	1.4
Manufacturing	187,297	5.3
Electricity, gas, steam and air conditioning supply	3,815	0.1
Water supply, sewerage and waste management	5,974	0.2
Construction	366,450	10.3
Wholesale, retail trade, repair of motor vehicles, motorcycles	372,408	10.5
Transportation and storage	197,886	5.6
Accommodation and food service activities	73,519	2.1
Information and communication	8,228	0.2
Financial and insurance activities	27,029	0.8
Real estate activities	3,654	0.1
Professional, scientific and technical activities	26,217	0.7
Administrative and support service activities	58,991	1.7
Public administration and defense	60,590	1.7
Education	143,995	4.1
Human health and social work activities	48,447	1.4
Arts, entertainment and recreation	7,521	0.2
Other service activities	101,455	2.9
Activities of households as employers	140,733	4.0
Activities of extraterritorial organizations and bodies	3,577	0.1

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

The grouping of different branch of economic activities in broad sectors of economic activity as presented in Figure 3.3 shows that services sector employed 35.9 percent of employed person while the share of industry in the total employment was 17 percent. Female are more likely to be engaged in market-oriented agriculture than males while in industry and services, the proportion among males was relatively higher than the one among females.

Figure 3. 3: Share of employment by broad branch of economic activity

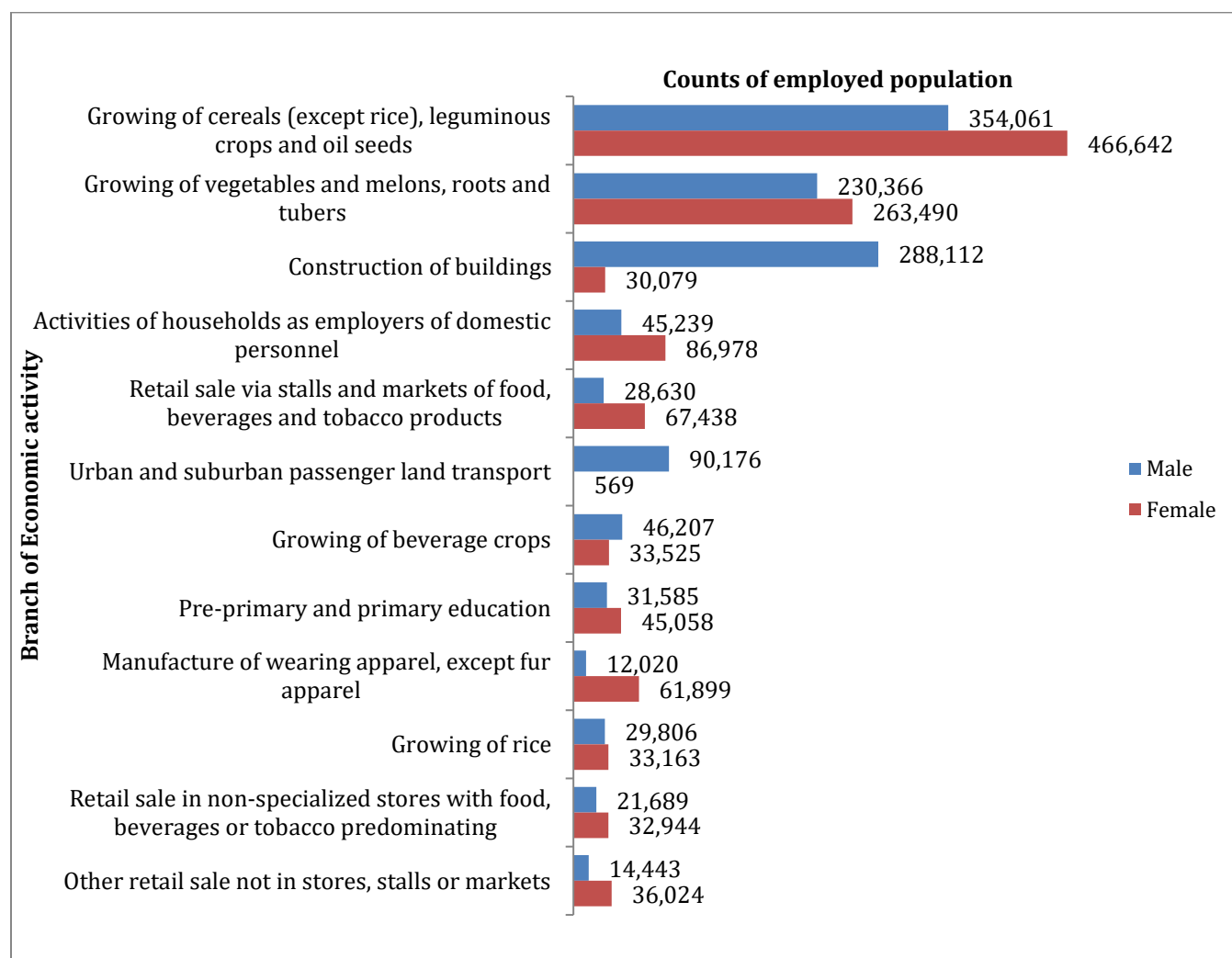


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Note: Agriculture includes forestry, fishing and animal husbandry. Industry includes Mining and quarrying, Manufacturing, Electricity, gas, steam and air conditioning supply, Water supply, sewerage and waste management, and Construction. Services cover the remaining branches of economic activity.

Figure 3.4 shows the distribution of employed population by sex among the top twelve disaggregated levels of branches of economic activity. It is worth important to note that nine out of the top twelve economic activities were dominated by female workers, while men dominated in three economic activities with remarkable difference in construction of buildings. However, most of the economic activities dominated by females are related to agriculture and most of those females are agriculture laborers.

Figure 3. 4: Top twelve disaggregated branches of economic activity of employed persons at main job



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

3.2.2 Occupation

Occupation refers to the kind of work done by a person employed (or the kind of work done previously or wanted if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person.

Table 3.2 presents the distribution of the employed population by occupation category and sex in the main job. The occupation category with the highest frequency (60.6 percent) was elementary occupations involving the performance of simple and routine tasks. It includes cleaners and helpers, agricultural, forestry and fishery labourers, labourers in mining, construction, manufacturing and transport, food preparation assistants, street and related sales and service workers and other elementary workers.

Table 3. 2: Employed persons by occupation and sex in main job

Major occupation group	Male	Female	Total	%
Total	1,977,704	1,568,648	3,546,352	100
Legislators, Managers and Senior Officials	28,840	8,932	37,771	1.1
Professionals	131,745	98,144	229,889	6.5
Technicians and Associate Professionals	27,428	9,759	37,187	1.0
Clerical Support Workers	12,499	17,427	29,926	0.8
Service and Sales Workers	230,775	260,471	491,246	13.9
Skilled Agricultural, Forestry and Fishery Workers	100,475	83,127	183,603	5.2
Craft and Related Trades Workers	214,816	77,456	292,272	8.2
Plant and Machine Operators and Assemblers	93,742	1,680	95,422	2.7
Elementary Occupations	1,137,384	1,011,652	2,149,035	60.6

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

The occupation category with the second highest frequency was services and sales workers (13.9 percent), followed by craft and related trades workers (8.2 percent), professionals (6.5 percent) and skilled Agricultural (5.2 percent). Each of the remaining occupation categories covered less than three percent of the employed population. Most of the main occupation categories were male dominated with a huge difference among Craft and Related Trades Workers. The female - dominated occupations were service and sales workers as well as clerical support workers.

Table 3.3 below portrays the distribution of occupation according to the attained level of education. The results show that, holders of primary education or lower are predominantly employed in elementary occupations while University graduates are more likely to be engaged as professionals. It is observed that some of the university graduates are engaged in occupation categories which normally require lower level of skills than their qualifications. Holders of secondary level of education are predominantly employed as Service and sales workers or in elementary occupations.

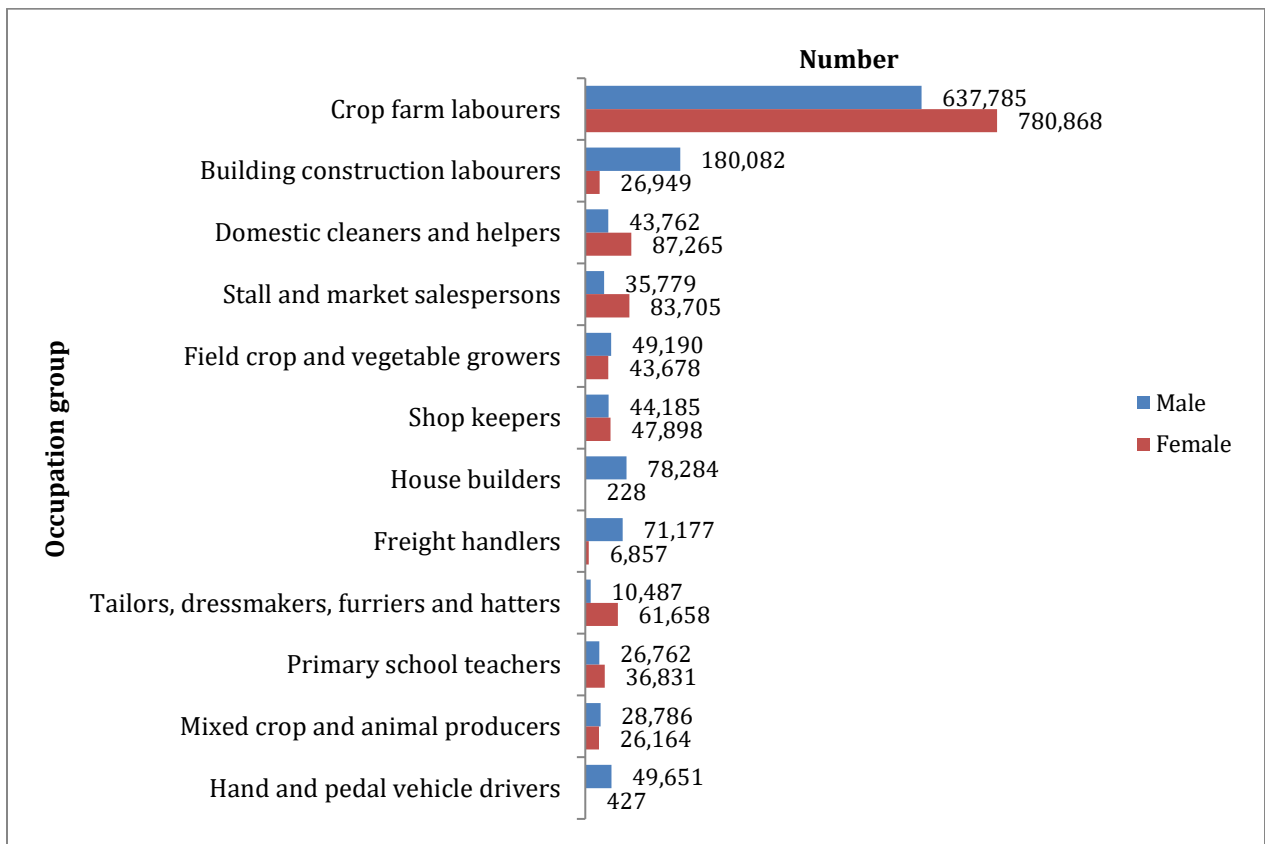
Table 3. 3: Distribution of employed population by occupation according to the level of education.

ISCO High level	Primary or lower	Secondary (Lower and upper)	University	Total
Legislators, Managers and Senior Officials	0.1	1.4	11.6	1.1
Professionals	0.7	16.1	50.5	6.5
Technicians and Associate Professionals	0.2	2.3	8.1	1.0
Clerical Support Workers	0.1	2.0	7.1	0.8
Service and Sales Workers	10.5	30.0	16.2	13.9
Skilled Agricultural, Forestry and Fishery Workers	5.7	4.6	0.9	5.2
Craft and Related Trades Workers	7.8	13.3	2.6	8.2
Plant and Machine Operators and Assemblers	2.4	4.8	1.8	2.7
Elementary Occupations	72.6	25.4	1.3	60.6
Total	100	100	100	100

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

Figure 3.5 lists the top twelve disaggregated occupations and compares their frequency among male and female employed persons. On one hand, it is observed that there were more women than men employed as crop farm labourers, domestic cleaners and helpers, stall and market salesperson and tailors, dressmakers, furriers and hatters. On the other hand, there were more men than women employed as building construction labourers, house builders, freight handlers and hand and pedal vehicle drivers. The remaining had more or less same number of males and females.

Figure 3. 5: Top twelve disaggregated occupations of employed persons at main job



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

3.3 Informal sector and informal employment

3.3.1: Employment in Informal sector

The concept of informal sector is broadly characterized as unincorporated enterprises owned by households.⁵ In such economic units the fixed capital and other assets of the enterprise do not belong to the production units as such but to their owners, and may be used both for production and personal purposes. Production expenditure can hardly be separated from household expenditure. In practice, in the LFS, employment in the informal sector was defined as all persons 16 years of age and over who were engaged in unregistered⁶ private business enterprises that did not keep written records of accounts. Workers engaged by households were excluded from the classification of employment in the informal sector.

The results of the survey show that there were 2,975,151 employed persons in the informal sector, corresponding to 83.9 percent of total employment. The employed persons in the informal sector were mostly male (55.7 percent), employees (68.3 percent) or own-account workers (27.4 percent).

Employment in the informal sector was mostly in market-oriented agriculture (55.2 percent), followed by Construction and “whole sale and retail trade, repair of motor vehicles and motorcycles” (11.5 percent), Transport and storage (6.3 percent), and manufacturing (5.3 percent)

3.3.2 Informal employment

Parallel to the concept of employment in the informal sector, there is a separate concept of informal employment. While the concept of informal sector refers to production units as observation units, the concept of informal employment refers to jobs as observation units.⁷ In the case of employees, informal employment is defined in terms of the employment relationship. A job held by an employee is considered informal, if the job does not entail social security contribution by the employer, and is not entitled to paid sick leave and paid annual leave.

In the case of own-account workers and employers, the informal employment status of the job is determined by the informal sector nature of the enterprise. Thus, own-account workers (without hired workers) operating an informal enterprise are classified as in informal employment. Similarly, employers (with hired workers) operating an informal enterprise are classified as in informal employment. All contributing family workers are classified as having informal employment, irrespective of whether they work in formal or informal sector enterprises.

⁵ILO, *Resolution on the measurement of employment in the informal sector*, Fifteenth International Conference of Labour Statisticians (ICLS), Geneva, 1993.

⁶ Unregistration meant not registered with the Rwanda Revenue Authority or not paying PAYE/TPR.

⁷ILO, *Guidelines concerning a statistical definition of informal employment*, Seventeenth International Conference of Labour Statisticians, Geneva, 2003.

According to LFS 2022, there were in total 3,209,144 persons with informal employment at main job, constituting almost 90.5 percent of total employment. Informal employment jobs were held mostly by male workers (55.1 percent) however, the informal employment rate was higher among females (91.8 percent) as compared to males (89.5 percent)

Table 3.4 gives the cross-classification of the employed population according to informal or formal sector status of the production unit and informal or formal status of the job. The joint analysis of the informal or formal sector status of production units and the informal or formal status of jobs reveals the existence of a significant number of persons with informal employment engaged in the formal sector.

Table 3. 4: Classification of Production units and informal or formal job

Classification of production units	Classification of jobs			
	Formal employment	Informal employment	Don't Know	Total
Informal sector	19,309	2,947,520	8,322	2,975,151
Formal sector	305,156	128,560	4,003	437,719
Household	274	133,064	144	133,482
Total	324,740	3,209,144	12,469	3,546,352

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

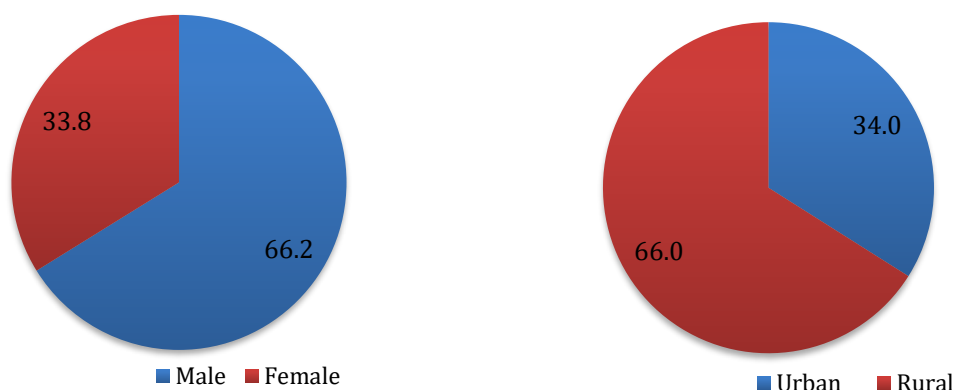
The number of persons with informal employment in the formal sector was 128,560 persons. An example of this category of persons remains the employee with short-term contract without social security contribution by the employer working in a large private corporation or a small enterprise.

3.3.3 Informal sector outside agriculture

The share of the informal sector in non-agriculture employment (70.6 percent) is substantially lower than the corresponding share in total employment (83.9 percent). This implies a relatively few agriculture holdings that are formal, most being informal this raising the share of the informal sector in total employment. Informal sector employment outside agriculture is composed of own-account workers (49.2 percent) and employees (47.0 percent), the remainder being contributing family workers (2.4 percent), employers (1.3 percent) others having less than 1 percent. The bulk is engaged in services (59.4 percent), particularly in retail trade including shopkeepers, street vendors, and market and stall salespersons.

The following diagrams show the composition of non-agriculture informal sector employment by sex, and by urban and rural areas. The left panel indicates that men make-up almost two-third of employment in the informal sector outside agriculture (66.2 percent). This is in contrast with the share of men in total informal sector employment (55.7 percent), suggesting that there are relatively fewer men than women engaged in informal agriculture holdings.

Figure 3. 6: Composition of non-agriculture informal sector employment by sex and urban/rural area



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

The right panel of the diagram gives the urban-rural breakdown. It shows that more than one-third of informal sector employment outside agriculture is urban (34. percent), a value higher than the percentage of urban employment in total informal sector, agriculture and non-agriculture combined (17.9 percent). This result is in line with the expectation that employment in informal agricultural holdings is relatively lower in urban areas than in rural areas.

3.4 Working time and income from employment.

3.4.1 Working time.

The international definition of employment is expansive covering even one hour of work during the reference week. It is thus important to note that employment is analyzed in conjunction with data on hours of work in order to distinguish the various intensities of employment. Data on hours of work are also necessary to calculate time-related underemployment and hourly income from employment so that the resulting income data are comparable across different categories of workers. The LFS measured two concepts of hours of work:

- Hours actually worked: The time spent in a job for the performance of activities that contribute to the production of goods and services during the specified reference period. It includes the direct hours that the person is engaged in the activities, as well as the related hours such as waiting time, on-call, resting time, coffee break, prayer, etc. It excludes annual leave, public holidays, sick leave and other leave, as well as commuting time between work and home, longer breaks such as meal breaks and educational activities, even if authorized by the employer.
- Hours usually worked: The hours worked in a job during a typical week (or in general any specific reference period). In principle, it is calculated as the most frequent number of hours that a person actually worked per week during the past month.

According to the results shown in table 3.5, the average number of hours usually worked per week by employed persons in their main job was 35.9 hours. The corresponding average number of hours

actually worked during the reference week was 30 hours. Around 41,782 persons representing 1.2 percent of the employed population reported to have been engaged in secondary jobs during the reference week. The average number of hours usually worked on secondary jobs was 15.3 hours per week while the average number of hours actually worked on secondary jobs was 15.3 hours during the reference week.

Table 3. 5: Usual and actual hours of work at main and secondary jobs

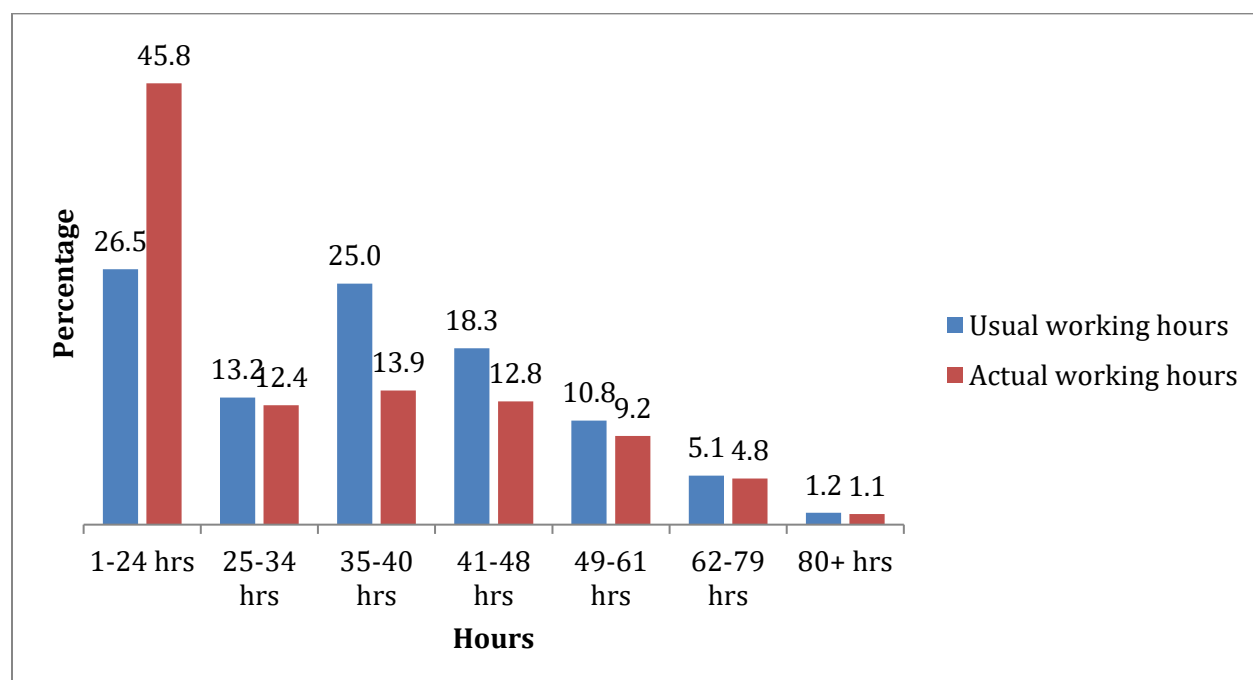
Job category	Number of employed persons	Average hours usually worked per week	Average hours actually worked in reference week
Main job	3,546,352	35.9	30
Secondary job	41,782	15.3	15.3
All jobs	3,546,352	36.1	30.6

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

The average number of hours usually worked at all jobs was 36.1 hours per week and the corresponding number of hours actually worked during the reference week was 30.6 hours. Finally, for 6.3 percent of the employed persons, the usual number of hours worked was lower than the actual number of hours of work. In total, the volume of employment in terms of actual hours worked at all jobs in the reference week was around 107 million hours.

Figure 3.7 shows the size distribution of total weekly usual and actual hours of work of the employed population. The percentage of persons working part-time or short hours (lower than 35 hours per week) was 39.6 percent measured in terms of usual hours worked and 57.5 percent measured in terms of actual hours of work.

Figure 3. 7: Usual and actual hours of work of employed persons at all jobs



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

The percentage of persons working excessive hours (49 or above hours) was about 16.1 percent, when measured in terms of actual hours of work and 17.1 percent when measured in terms of usual hours of work. Excessive hours of work are defined as more than 48 usual hours of work per week at all jobs. Very long or excessive hours of work is a threat to physical and mental health, interfering with the balance between work and family life, reducing productivity and often signaling an inadequate hourly pay.⁸ The results show that male workers are affected relatively more by excessive hours of work than female workers (20.5 percent for males against 12.9 percent for females).

3.4.2 Income from employment

An attempt has been made in the LFS to measure income from employment in cash and in-kind at the main job for both paid employees and self-employed workers. Because of the differences in the nature of income generation in self-employment and paid employment jobs, the international definition of *employment-related income* distinguishes between paid employment and self-employment.⁹ In the case of paid employment, the concept is defined in terms of its components, namely, remuneration in cash and in kind, profit-related pay and current receipts of employment-related social benefits. In the case of self-employment, the concept is defined as the difference between gross value of output and operating expenses.

⁸[ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, May 2012, pp. 86-87.

⁹ILO, *Resolution concerning the measurement of employment-related income*, Sixteenth ICLS, October 1998. For the sake of simplicity, the term “income from employment” is used in this chapter in preference to the more exact term “employment-related income”.

Table 3. 6: Period of coverage of last income payment of paid employees at main job

Period of payment	Cash income from employment		In-kind income from employment	
	Number of responses	Median income	Number of responses	Median income
Total	13,064		188	
Month	3,687	50,000	88	30,000
Two weeks	62	17,750	1	10,000
One week	539	4,000	7	4,500
One day	8,776	1,000	89	1,000
One year	-	-	3	50,000

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

Note: Un-weighted numbers and medians

Given that respondents are generally reluctant about providing information on their income in surveys, the LFS questionnaire was designed in a way so as to make response as easy as possible. The series of questions (D12 to D19) thus begun by asking paid employees the amount earned at their main job in cash the last time they were paid and then by asking the period it covered. If the respondent refused to provide the information or did not know the amount, another question was asked phrased in terms of income ranges rather than exact figures. Similar questions were designed for in-kind income and income from self-employment. The analysis of the data is limited on cash income from employment of employees at main job for which more reliable data could be obtained. The data were processed on this basis as presented in Annex B.5 of this report

Table 3.6 shows the period of coverage of last payment of paid employees at main job. About 28.2 percent of employees reported that their last cash payment covered one month. For another 0.5 percent paid employees, the last payment covered two weeks, 4.1 percent covered one week, and 67.2 percent covered one day. The corresponding median monthly cash payment was 50,000 RWF, the median two-week cash payment was 17,750 RWF, the median one-week cash payment was 4,000 RWF and the median daily cash payment was 1000 RWF.

Table 3.7 presents the resulting size distribution of cash monthly income from employment of employees at main job. According to these results, the substantial part of paid employees (27.8 percent) earn less than 20,000 RWF per month. It is also observed that about 61.9 percent of paid employees earn a monthly income less than 30,000 RWF. The proportion of employees whose monthly income is 100,000RWF or above was 0.4 percent. The median income from paid employment of employees at main job was about 26,000 RWF per month while the mean monthly income was 58,784 RW.

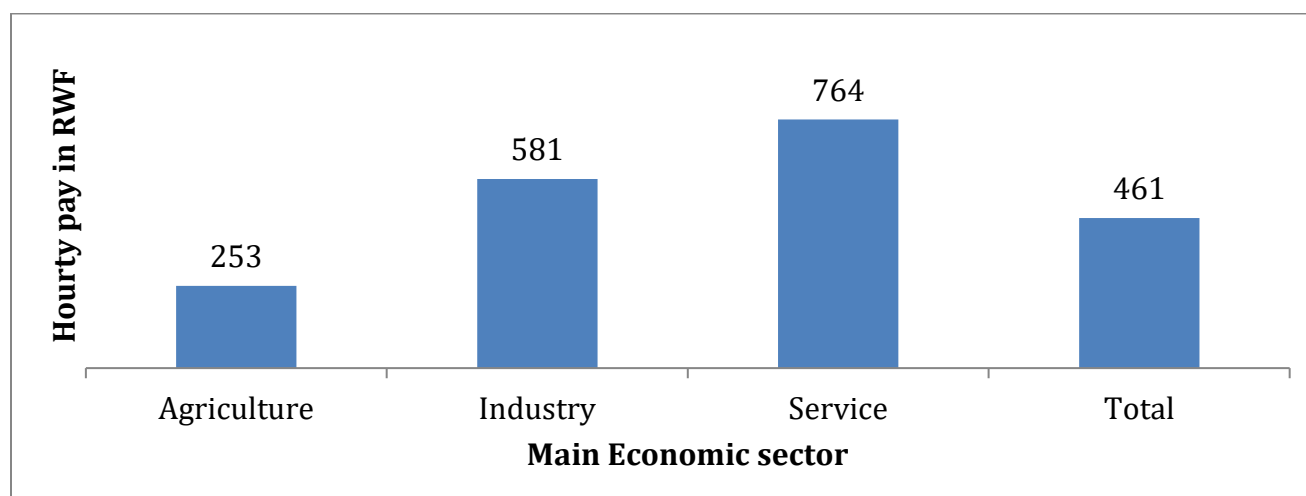
Table 3. 7: Size distribution of harmonized monthly income from employment at main job

Monthly income from employment (RWF)	Number of paid employees/interns	Percentage distribution
Total	2,570,193	100%
Less than 20,000 RWF	714,537	27.8%
20,000 – 29,999 RWF	877,280	34.1%
30,000 – 49,999 RWF	293,521	11.4%
50,000 – 99,999 RWF	323,823	12.6%
100,000 RWF and above	351,920	13.7%
Not stated	9,113	0.4%
Median	26,000 RWF	
Average	58,784 RWF	

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

Finally, the average hourly cash income from employment of employees at main job was calculated by broad branch of economic activity. The results are shown in Figure 3.8. The overall average hourly cash income from employment of employees at main job was 448 RWF per hour, and the corresponding values were 253 RWF per hour in agriculture, 581 RWF per hour in industry and 764 RWF per hour in services.

Figure 3. 8: Average hourly cash income from employment of employees at main job by broad branch of economic activity (RWF per hour)



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

3.5 Job creation

The government of Rwanda through the National strategy for transformation has a target of creating 1,500,000 decent and productive jobs during the period of 7 years from 2017 to 2024 (around 214,000 jobs annually). Due to the absence of International or National guidelines on the measurement of decent and productive created jobs, the methodology used here focuses on the quantity of job gains or losses. The methodology used in the past was the calculation of the difference of employment stock in two consecutive points of data collection, which gives the net change in employment between two data collection periods.

Using the same methodology in the current annual labour force survey, the net change in number of jobs between 2021 and 2022 was calculated based on the stock of main off farm jobs in 2021 and 2022. The results presented in the table below show that off farm jobs increased by 11.0 percent corresponding to the net job gain of 186,455 off farm jobs between 2021 and 2022.

The analysis of job gain and loss according to the main economic sectors illustrates that the most contributed sector in job gain in terms of absolute number is Transportation and storage with about 41,918 job gains corresponding to 26.9 percent annual increase, Manufacturing with about 39,663 jobs corresponding to 26.9 percent annual increase, whole sale and retail trade; repair of motor vehicles and motorcycles with about 22,427 jobs gained corresponding to 6.4 percent annual increase, education with about 20,137 jobs gains equivalent to 16.3 percent annual increase, accommodation and food service activities (19,123) and mining and quarrying (18,452).

Table 3. 8: Net change in employment at main Job from 2021 to 2022

ISIC High level	2022	2021	Net Job Changes	Annual change rate
Mining and quarrying	48,380	29,928	18,452	61.7%
Manufacturing	187,297	147,634	39,663	26.9%
Electricity gas stream and air conditioning supply	3,815	7,040	-3,225	-45.8%
Water supply, gas and remediation services	5,974	5,692	282	5.0%
Construction	366,450	361,120	5,330	1.5%
Whole sale and retail trade; repair of motor vehicles and motorcycles	372,408	349,981	22,427	6.4%
Transportation and storage	197,886	155,968	41,918	26.9%
Accommodation and food services activities	73,519	54,396	19,123	35.2%
Information and communication	8,228	11,669	-3,441	-29.5%
Financial and insurance activities	27,029	34,342	-7,313	-21.3%
Real estate activities	3,654	2,718	936	34.4%
Professional, scientific and technical activities	26,217	17,569	8,648	49.2%
Administrative and support activities	58,991	51,322	7,669	14.9%
Public administration and defense; compulsory social security	60,590	66,946	-6,356	-9.5%
Education	143,995	123,858	20,137	16.3%
Human health and social work activities	48,447	48,685	-238	-0.5%
Arts, entertainment and recreation	7,521	6,109	1,412	23.1%
Other services	101,455	88,471	12,984	14.7%
Activities of households as employers	140,733	133,524	7,209	5.4%
Activities of extraterritorial organizations and bodies	3,577	2,741	836	30.5%
Total	1,886,167	1,699,712	186,455	11.0%

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021, 2022

A question on total experience of employed person was asked and the answers were recorded into years of experience. If the answer was 0 year, it indicates that the persons got employed in 12 months prior to the interview or that the accumulated experience in different lapses of employment is lower

than a year. However, given that more than the majority of person having 0 year of experience are young people (85.7 percent), numbers in the table below may be interpreted as entry employment, especially for young people.

The results show that number of recoded persons with working experience less than one year in 2022 (196,548 persons) 2021 was higher than the number registered in 2021 (164,189 persons). The economic activities which offered relatively high number of employment opportunities to young people were agriculture, households as employer, construction, trade and manufacturing.

Table 3. 9: Distribution of employed persons with less than 1 year of total experience by economic activity, according to the year of interview.

Economic activity	2018	2019	2021	2022
Agriculture forestry and fishing	48,850	48,052	41,255	42,911
Mining and quarrying	5,472	4,397	1,341	3,293
Manufacturing	17,967	16,564	12,085	16,517
Electricity gas steam and air condition	721	877	349	-
Water supply, gas and remediation service	721	267	973	96
Construction	28,891	21,773	20,118	23,409
Whole sale and retail trade; repair of motor cycle and motor vehicle	41,073	36,914	22,386	27,815
Transportation and storage	8,071	8,473	7,097	11,556
Accommodation and food service activities	5,325	8,180	3,519	5,774
Information and communication	1,072	442	669	102
Financial and insurance activities	1,437	2,670	2,177	2,840
Real estate activities	-	371	-	65
Professional, scientific and technical activities	1,216	1,776	735	1384
Administrative and support activities	3,152	5,568	4,628	5,206
Public administration and defense; compulsory social security	1,947	1,841	805	2440
Education	6,071	6,072	11,892	8,834
Human health and social work activities	2,310	809	1,472	2,949
Arts, entertainment and recreation	176	989	156	600
Other services	4,320	3,412	3,949	6,346
Activities of households as employers	50,681	53,298	28,583	34,409
Activities of extraterritorial organization	329	1,039	-	-
Total	229,803	223,781	164,189	196,548

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2018,2019,2021,2022

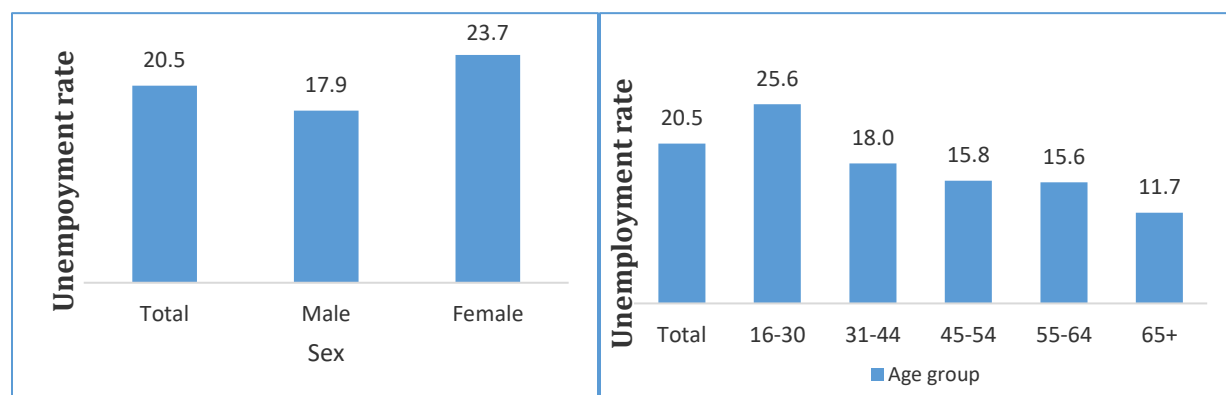
Chapter 4: Unemployment and labour underutilization

Unemployment is a particular form of labour underutilization. It reflects the pressure on the labour market as 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 potential labour force referring to persons not in employment who express an interest in it but for whom existing conditions limit their active job search and/or their availability.

4.1 Unemployment rate

The unemployment rate, defined as the ratio of the number of unemployed persons to the total labour force, is the most commonly 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 results of the 2022 LFS, the unemployment rate in Rwanda stood at 20.5 percent. It slightly decreased compared to the previous year (21.1percent). The unemployment rate stood at 20.4 percent in the urban areas and 20.6 percent in the rural areas. The unemployment rate was higher among female (23.7 percent) than male (17.9 percent) and higher among the youth (25.6 percent) than in the adults (17.0 percent).

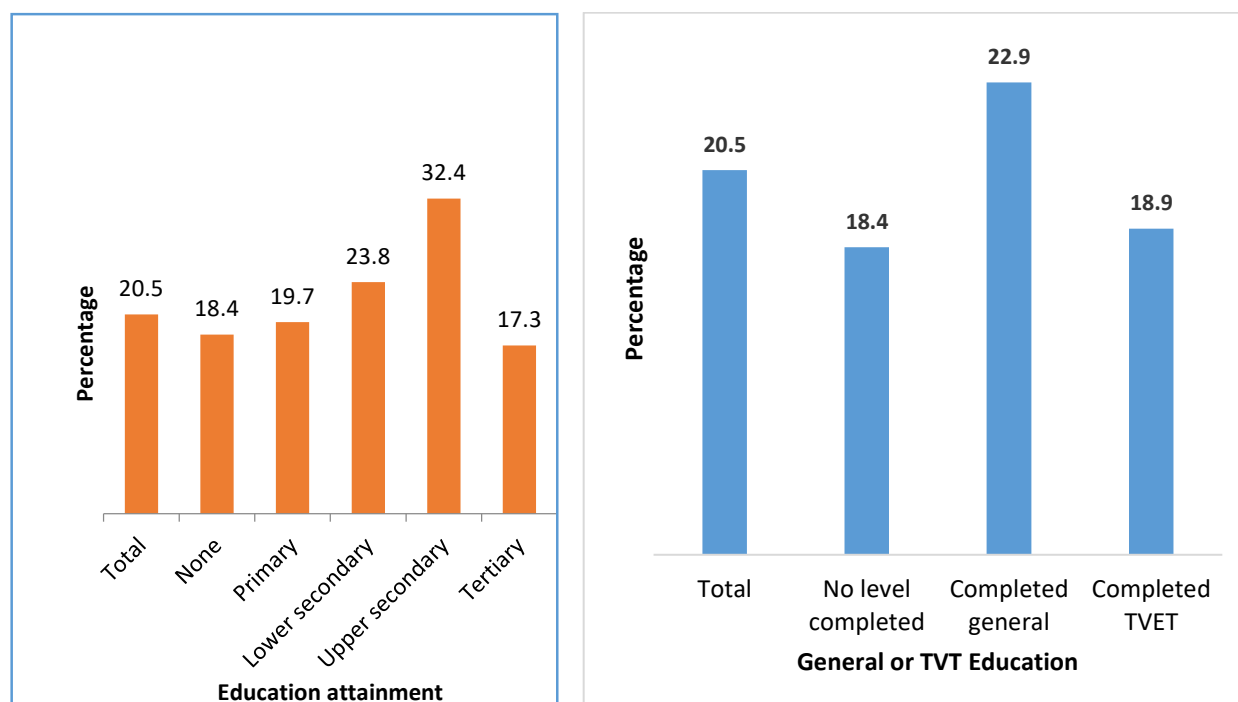
Figure 4. 1: Unemployment rate by sex, age group



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

In terms of educational attainment, the results in Figure 4.2 indicate that the unemployment rate was the highest among persons with upper secondary education (32.4 percent) followed by lower secondary education (23.8 percent). It was the lowest among university graduates (17.3percent) while for persons with no attained level of education it was 18.4 percent and 19.7 percent for persons with primary level of education. The unemployment rate was higher among those who completed general education (22.9 percent) compared to those who completed TVET (18.9 percent).

Figure 4. 2: Unemployment rate by educational attainment



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

4.2 Methods and duration for seeking employment.

On average, each unemployed person used more than one method for seeking employment during the specified reference period. The most frequent method of job search was “applying to employers directly, checking at worksites, farms, factory gates, markets or other assembly places” (65.1percent), followed by seeking the assistance from friends, relatives or other types of intermediaries (44.2 percent) and arranging for financial resources, applying for permits, licenses (18.5percent). Other methods of job search were placing or answering newspaper or online job advertisements or response to job advertisements (10.1percent), registering with or contacting public or private employment services (9.9percent), Placing and updating resumes on professional or social networking sites online (7.9percent) and looking for land, premises, machinery, supplies, farming inputs (5.0 percent).

The survey provides also data on duration of job search that can be used to estimate long-term unemployment. Long-term unemployment refers to unemployed persons with duration of search for employment lasting 12 months or more, including the reference period. Duration of search for employment is measured from when the unemployed person began carrying out activities to seek employment, or from the end of the last job, whichever is shorter. Duration of unemployment is the length of time that an unemployed person has been without employment, available for employment, and actively seeking employment.

Table 4.1 shows that 19.6 percent of the unemployed who reported duration of job search were long-term unemployed, i.e., seeking employment for 12 months or more. Most unemployed persons were however seeking employment for the period less than three months (48.9 percent). The general shape of the curve of unemployment by duration of job search is L-shaped with concentration at the left-hand side of the distribution.

Table 4. 1: Duration of unemployment: Elapsed duration of job search

Elapsed duration of job search	Number of unemployed reporting duration of job search	%
Total	892,022	100
Less than 3 months	436,098	48.9
3 – less 6 months	196,656	22.0
6 – less 12 months	84,662	9.5
1 – less 2 years	80,236	9.0
2 years or more	94,371	10.6

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

The median reported duration of search for employment by the unemployed was 3.0 months. It is the median duration of job search until the date of the survey.¹⁰ The duration of unemployment however continues after the survey. The median duration of completed spells of unemployment may be estimated as twice the duration of the interrupted spells of unemployment (3x2=6 months).

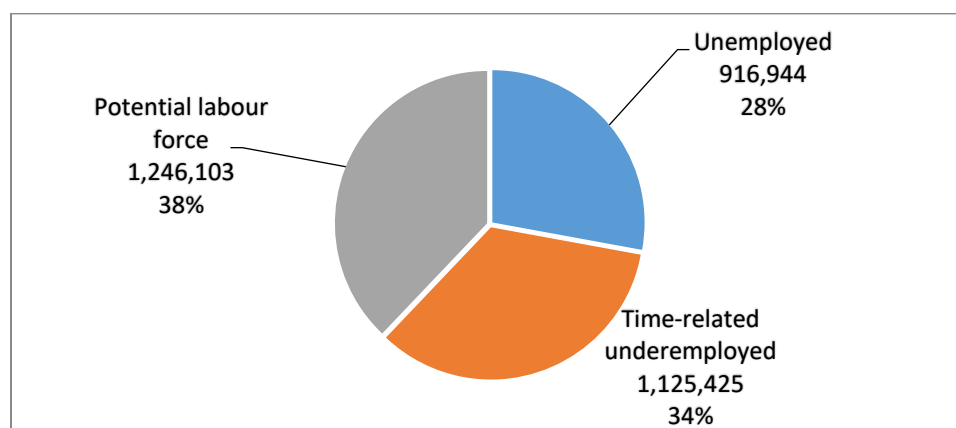
4.3 Labour underutilization

Unemployment is a particular form of labour underutilization. As mentioned earlier, other forms of labour underutilization include 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. Time-related underemployment is measured here as all persons in employment who, during the specified reference period of the survey (a) wanted to work additional hours, (b) were working in all jobs less than 35 hours during the reference period, and (c) were available to work additional hours given an opportunity for more work. 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 any activities to seek employment).

Potential labour force together with time-related underemployment and unemployment are different dimensions of labour underutilization. Figure 4.3 shows the composition of labour underutilization. It is instructive to note that unemployment was only a small part of labour underutilization in Rwanda comprising 916,944 persons and representing only 27.9 percent of labour underutilization. By far, the largest part of labour underutilization was the potential labour force with 1,246,103 persons, representing 37.9 percent of labour underutilization. The other part of labour underutilization includes the time-related underemployed, consisting of 1,125,425 persons representing 34.2 percent of Labour underutilization.

¹⁰Kiefer, Nicholas, M & Lundberg, Shelly J & Neumann, George R, "How Long Is a Spell of Unemployment? Illusions and Biases in the Use of CPS Data," *Journal of Business & Economic Statistics*, American Statistical Association, vol. 3(2), April 1985, pp. 118-128.

Figure 4. 3: Composition of labour underutilization



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

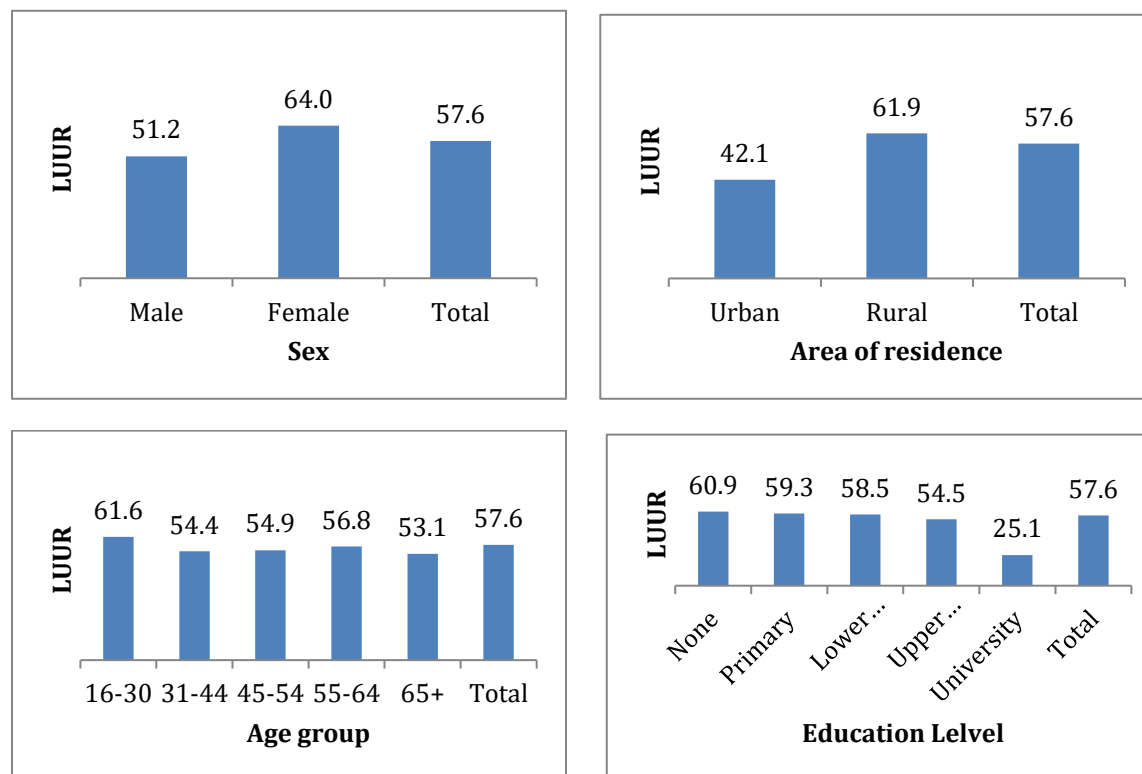
An important sub-category of the potential labour force is the discouraged jobseekers, i.e. those outside the labour force who did not “seek employment” for labour market-related reasons, such as past failure to find a suitable job, lack of experience, qualifications or jobs matching the person’s skills, lack of jobs in the area, considered too young or too old by prospective employers). According to the LFS 2022 there were about 827,968 discouraged jobseekers representing around 23.7 percent of those out of the labour force. The majority of discouraged jobseekers are those with primary education or lower (84.9 percent), females (61.7 percent), adult aged 31 years old or above (57 percent), living in rural areas (87 percent) and participating in subsistence agriculture (59.6 percent).

The international standards further suggest the identification of a separate group of persons outside the labour force who expressed interest in employment. They are called *willing non-jobseekers* and defined as persons neither employed nor unemployed who wanted employment but did not seek employment and were not currently available for work. The estimate of the number of willing non-jobseekers obtained from the LFS 2022 annual was 144,775 representing 4.1 percent of the population outside the labour force.

The proportion of willing non-jobseekers decreases as the level of education increases. It was 75 percent for those with primary education or lower and 1.3 percent for university graduates. Moreover, it was higher for females (67.3 percent) and in rural areas (86.9 percent).

Figure 4.3 shows the composite measure of labour underutilization for different socio-demographic characteristics of the population. While the unemployment rate (LU1) is the narrowest measure of labour underutilization, the composite measure (LU4) is the broadest measure of labour underutilization. It is the ratio of total labour underutilization to the extended labour force, calculated as the sum of the labour force and the potential labour force.

Figure 4. 4: Composite measure of labour underutilization by sex, urban/rural area, age group and educational attainment



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022
 LUUR: Labour underutilization rate

In terms of gender and age group, the composite measure of labour underutilization closely follows the pattern of the unemployment rate though at a much higher level. The female rate of labour underutilization (64.0 percent) is relatively higher than the male rate (51.2 percent). Similarly, youth (16 to 30 years old), are mostly affected by labour underutilization at a relatively higher rate (61.6 percent) than other age population groups.

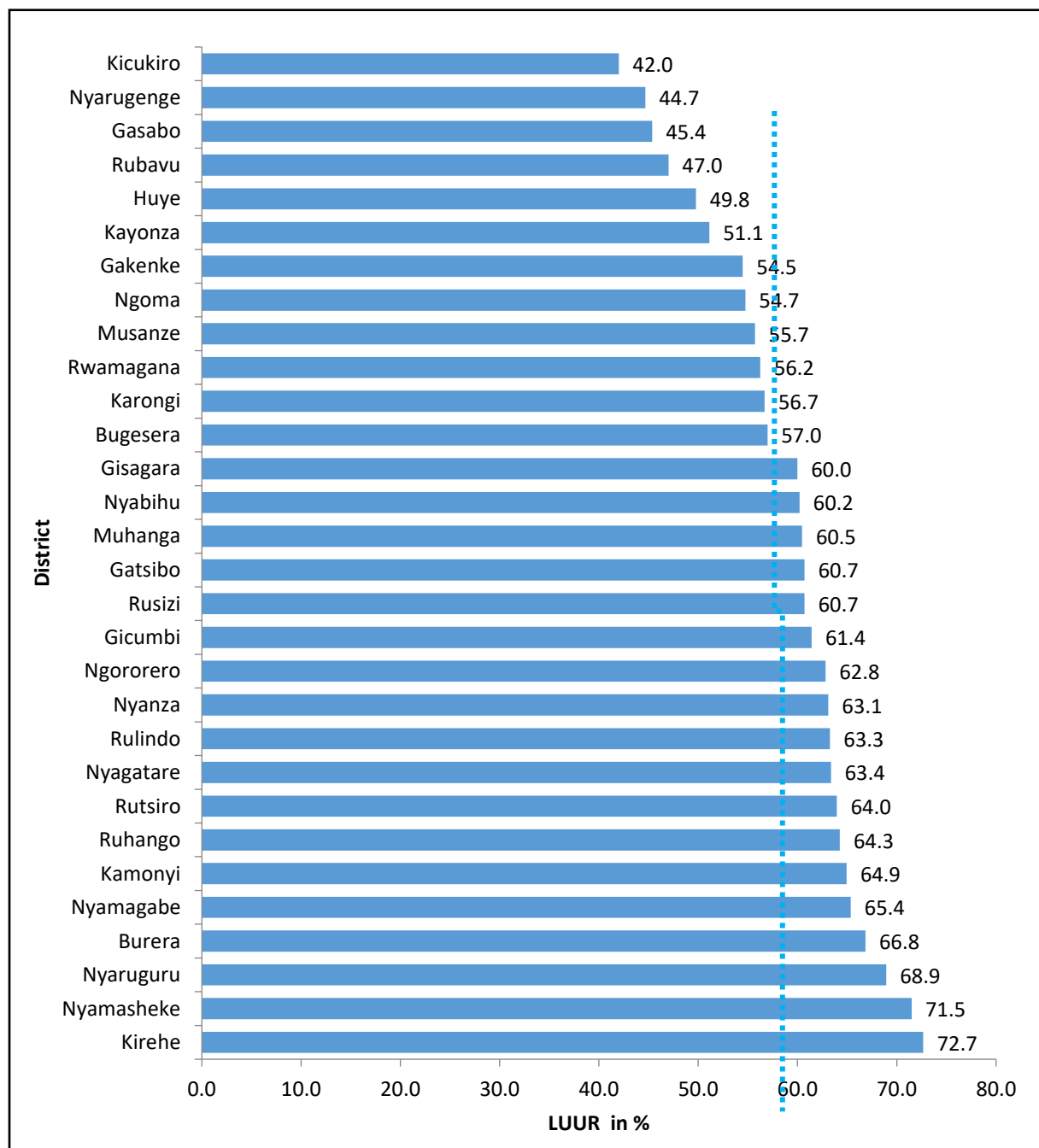
According to area of residence, the rate of labour underutilization is higher in rural areas (61.9percent) than in urban areas (42.1 percent). The reason may be attributed to a large pool of subsistence foodstuff producers in the rural areas outside the labour force, who is available for employment but not seeking work.

In terms of level of educational attainment, the composite measure of labour underutilization differs from the pattern of the unemployment rate. While the unemployment rate is higher among persons with upper and lower, secondary level of education, the rate of labour underutilization is higher among persons with no educational attainment (60.9 percent) and primary education (59.3 percent) and it is the lowest among university graduates (25.1 percent).

The analysis of labour underutilization rate by district as presented in figure 4.5 reveals that the labour underutilization of more than a half of districts (18 districts) is above the national labour underutilization rate (57.6 percent). Kirehe is the district with the highest labour underutilization

rate (above 70 percent) while Kicukiro, Nyarugenge, Gasabo, Rubavu and Huye, are the first five districts with lower underutilization rates.

Figure 4. 5: Labour underutilisation rate by District

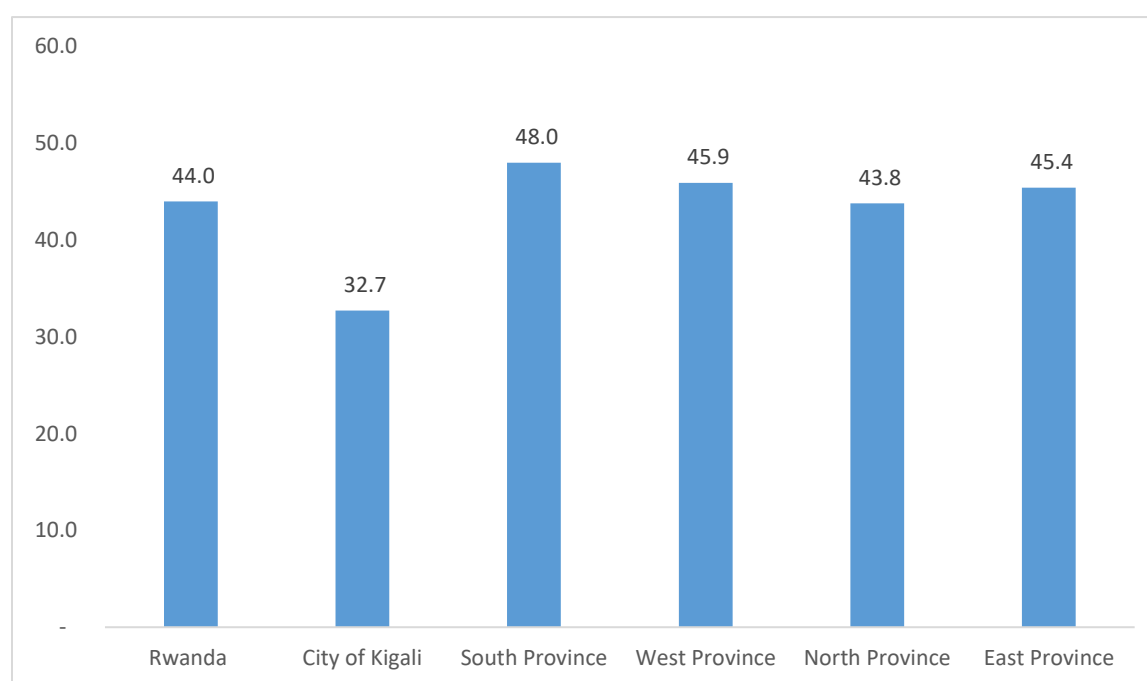


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Chapter 5: Persons outside the labour force

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 as big as the size of the labour force itself. The results from the 2022 LFS show that the number of working age population outside the labour force was 3,500,290 against 4,463,296 in the labour force. There is a substantial proportion of the persons outside the labour force who are subsistence foodstuff producers (37.5 percent). The observation of the proportion of working age population outside labour force by province reveals that the Southern Province account for 48 percent, followed by Western Province (45.9percent), Eastern Province (45.4percent), Northern Province (43.8 percent), and the City of Kigali with 32.7 percent.

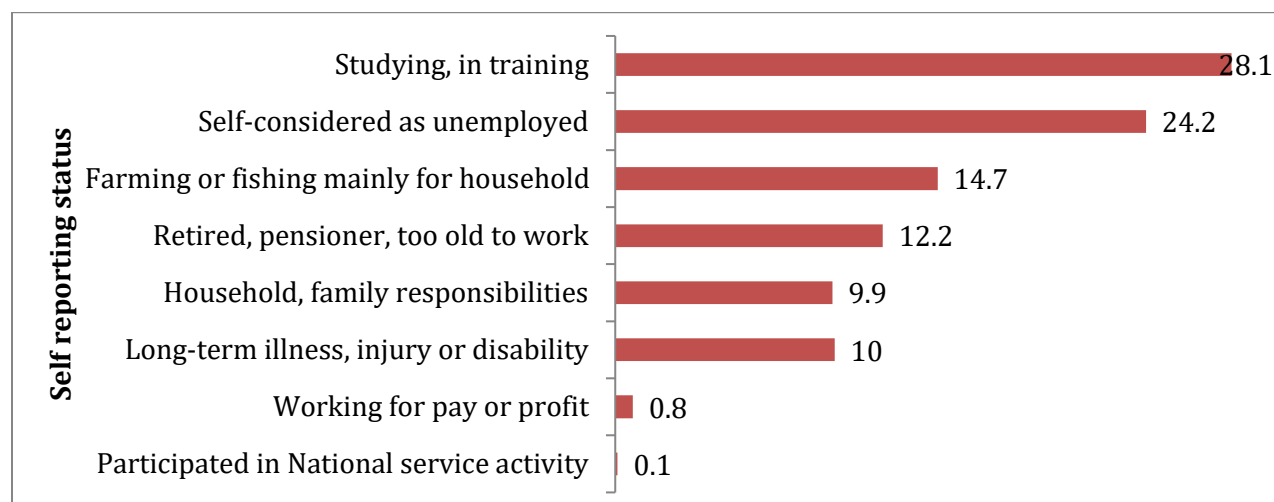
Figure 5. 1: Proportion of working age population outside labour force by province.



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

The survey identified the main status of people outside labour force as self-reported. Questions were addressed to person outside labour force to identify how they are considering themselves to the labour market. The largest group consisted of persons who consider themselves as unemployed (24.2percent) even though they are not actively looking for employment or available for work.

Figure 5. 2: Persons outside the labour force by self-reported status



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

The survey also asks a question on main source of livelihood of population outside the labour force. Table 5.1 presents the results by sex and broad age group. For most people outside the labour force, the main source of livelihood was own-production irrespective of sex and age group, except for the young population between 16 and 24 years old outside the labour force, for whom the main source of livelihood was from their parents. Table 5.1 also shows that for elderly persons 65 years old and above who were outside the labour force, the main source of livelihood after own production was from their children or assistance received (VUP).

Table 5. 1: Main source of livelihood of persons outside the labour force by sex and age group

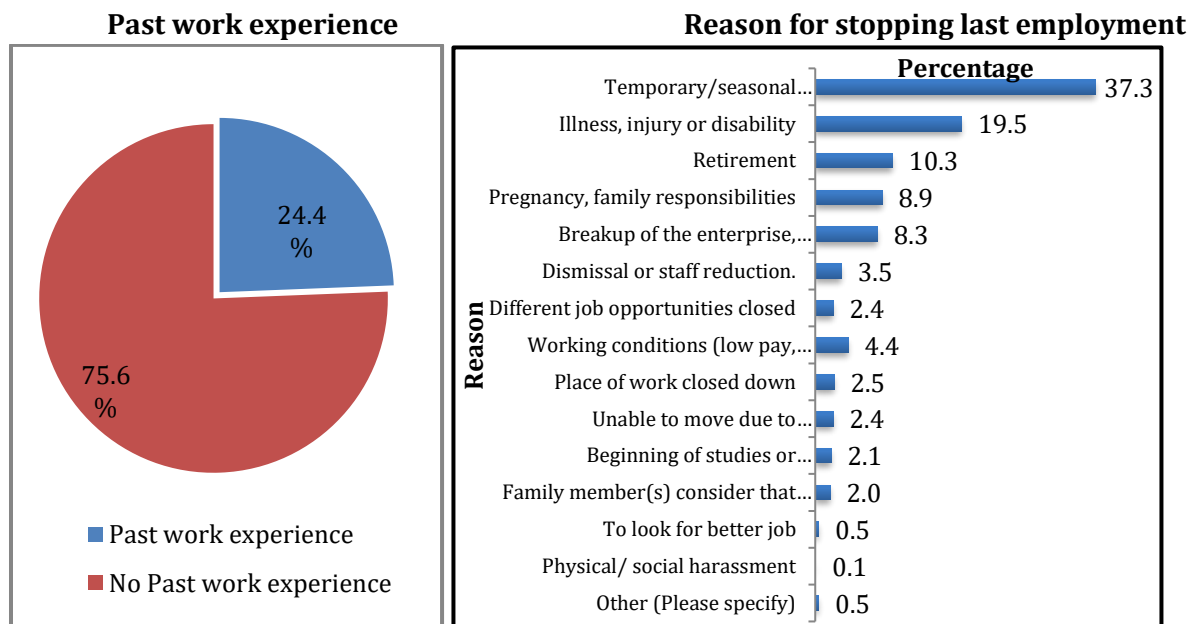
	Sex			Age group				
	Total	Male	Female	16-24 yrs	25-34 yrs	35-54 yrs	55-64 yrs	65+ yrs
Total ('000)	3,552	1,446	2,154	1,461	422	711	383	523
Parents	37.0	47.8	30.3	81.6	21.1	1.6	0.5	0.3
Husband/Wife	11.8	4.4	16.5	3.1	32.7	24.4	9.5	3.9
Child	4.1	2.2	5.3	0.0	0.1	1.6	8.5	19.0
Other family members	6.5	6.6	6.5	7.7	6.3	2.9	4.1	10.0
Pension	0.4	0.7	0.2	0.0	0.1	0.1	0.8	1.7
Own production	33.7	32.3	34.6	5.9	34.8	62.8	68.5	45.4
Assistance received [VUP]	1.1	1.1	2.5	0.0	0.1	0.8	1.5	10.4
Assistance received [FARG]	0.1	0.1	0.1	0.0	0	0.1	0.1	0.6
Assistance received [Church, Other NGO]	0.2	0.3	0.1	0.1	0.3	0.3	0.3	0.2
Assistance from friends	1.9	1.5	2.2	0.4	1.7	2.5	3.0	4.8
Revenue from own property/Savings	1.1	1.3	1	0.1	0.5	1.1	2.6	3.4
Past work	0.7	1	0.6	0.3	1.5	1.8	0.6	0.1
Scholarships	0.4	0.6	0.3	0.8	0.6	0	0.0	0.0
Others	0.1	0.1	0.1	0.0	0.3	0.1	0.0	0.2

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

Population outside the labour force have different degrees of attachment to the labour market. While some are in the potential labour force as discussed in the preceding section, others may not be in the potential labour force but have had past work experience or were willing to work although they were not currently seeking or available for work.

Among the population outside the labour force, about 795,876 persons representing 24.4 percent reported to have past work experience. Thirty seven percent of them reported that the reason for stopping employment was the nature of their jobs which was temporally or seasonal. For others, the main reason was illness/injury or disability (19.5 percent), retirement (10.3 percent), pregnancy (8.9 percent), breakup of the enterprise (8.3 percent). Each of the remaining reasons have been reported by less than 5 percent of the population out of labour force who had the past employment experience.

Figure 5.3: Past work experience and reason for stopping last employment of persons outside the labour force



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

Some other characteristics of the population such as education, age and sex have also been analyzed for the population outside the labour force. Table 5.2 below describes the relationship between population outside the labour force and those characteristics. It is observed that 61.5 percent of the population outside the labour force were females, 66.1 percent had primary education or lower and 49.6 percent were youth (16 to 30 years old).

Table 5. 2: Demographic characteristics of population outside labour force

Characteristics	Total	%
Sex		
Male	1,346,420	38.5
Female	2,153,870	61.5
Education level		
Primary or lower	2,314,553	66.1
Secondary (lower and upper)	1,077,496	30.8
University	108,241	3.1
Age group		
16-24_yrs	1,461,614	41.8
25-34_yrs	421,891	12.1
35-54_yrs	710,943	20.3
55-64_yrs	382,567	10.9
65+_yrs	523,273	15.0
Youth and adult		
16-30	1,734,345	49.6
31+	1,765,945	50.5
Total	3,500,290	100

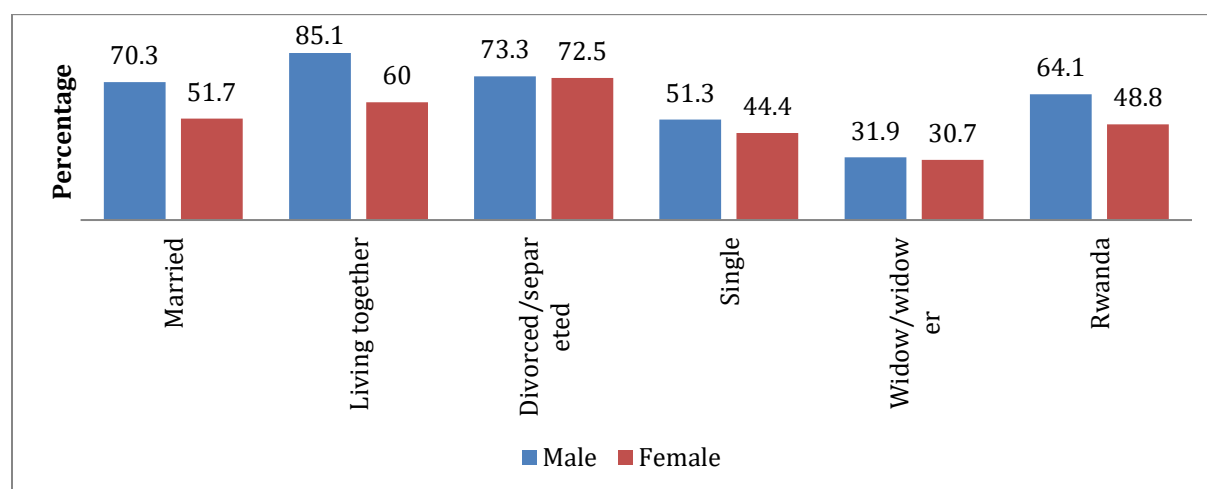
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Chapter 6: Women and equal opportunities

The 2022 LFS provides a rich set of current information on their labour force participation. Here a few aspects are examined: female labour force participation rate by marital status, the proportion of women in managerial positions, and occupational segregation index.

Women account for 46.1 percent of the labour force in Rwanda. The overall female labour force participation rate was 48.8 percent. As presented in Figure 6.1 below, females labour force participation rate was significantly lower than the one for males among married (males:70.8 percent; females: 52.1 percent) or living together couples (males:84.8 percent; females:61.3 percent). For divorced/separated the labour force participation rates of both sexes is the same (around 73 percent). The labour force participation rate was lower for widower (29.7 percent and 31.6 percent for males and females respectively) due to the predominance of old persons in this category.

Figure 6. 1: Labour force participation by marital status and sex



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

The primary goal of Rwanda is to promote opportunities for both women and men to obtain decent work. Over the past few years, Rwanda has experienced a significant progress toward achieving gender equality in the working place. The results below show gender differentials in managerial positions.

The results in Table 6.1 show that there were 2,318 women working as chief executives, senior officials and legislators, 4,049 women as administrative and commercial managers, giving a total of 6,367 women in specialized managerial positions. The corresponding total for men was 18,067 persons. Thus, the overall share of women in specialized managerial positions was 26.1 percent.

Table 6. 1: Women and men in managerial positions

Sub-major occupation groups	Persons			%		
	Total	Male	Female	Total	Male	Female
Total Persons in specialized managerial positions	24,434	18,067	6,367	100	73.9	26.1
Chief executives, senior officials and legislators	11,997	9,679	2,318	100	80.7	19.3
Administrative and commercial managers	12,437	8,388	4,049	100	67.5	32.6

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

The degree of segregation of occupations by sex may be measured with the occupational segregation index. It measures extent to which labour markets are separated into “male” and “female” occupations. The occupational segregation index (D) is commonly used as a proxy indicator for equality of opportunity in employment and occupation.¹¹ It is defined by

$$D = \frac{1}{2} \sum_i \left| \frac{n_{Ai}}{n_A} - \frac{n_{Bi}}{n_B} \right|$$

Where n_{Ai} and n_{Bi} are, respectively, the number of men and women in a given occupational i and n_A and n_B are, respectively, the total number of men and women in all occupations. The value of the index ranges from zero to one, zero indicating no segregation and one indicating complete segregation. The index may be interpreted as the fraction of persons that need to change occupations to achieve zero segregation.

According to the results of the 2022 LFS, the segregation index calculated at four-digit level of occupation was 0.39 indicating that 39 percent of the male and female employed population needs to exchange occupations to eliminate occupational segregation in Rwanda.

Among the 380 distinct 4-digit occupations recorded from the survey, five contributed more than a half of total occupational segregation index in the country as displayed in the table 6.2 below:

Table 6. 2: Occupations with high gender segregation

Occupation with high segregation index	Male	Female	Total
Crop farm labourers	637,786	780,868	1,418,654
Building construction	180,082	26,949	207,031
House builders	78,284	228	78,512
Stall and market sale	35,779	83,705	119,484
Tailors, dressmakers,	10,487	61,658	72,145
Domestic cleaners and	43,762	87,265	131,027
Freight handlers	71,177	6,857	78,035
Hand and pedal vehicle drivers	49,651	427	50,078

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

It can be observed from these results that building construction labourers, ‘mining and quarrying labourers’, house builders and ‘hand and pedal vehicle drivers’ were male-dominated occupations while crop farm labourers, was female dominated occupations.

¹¹ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, May 2012, pp. 127-130.

Chapter 7: Youth population

7.1 Youth and education

The international definition of the youth population is “persons aged 15-24 years old.”¹² To cover countries where entry into the labour market occurs at a later stage, the ILO extends the definition to include young adults aged 25-29 years old for certain purpose. In Rwanda, youth is defined as persons aged between 16 to 30 years old.

In general, there is a two-way relationship between the education system and the labour market. The education system supplies the labour market with educated labour force, while the labour market – through the wage structure of occupations and other labour market variables – transmits signals on the types of qualifications expected from the education system. The data collected by the 2022 LFS contain the elements for carrying such types of analysis.

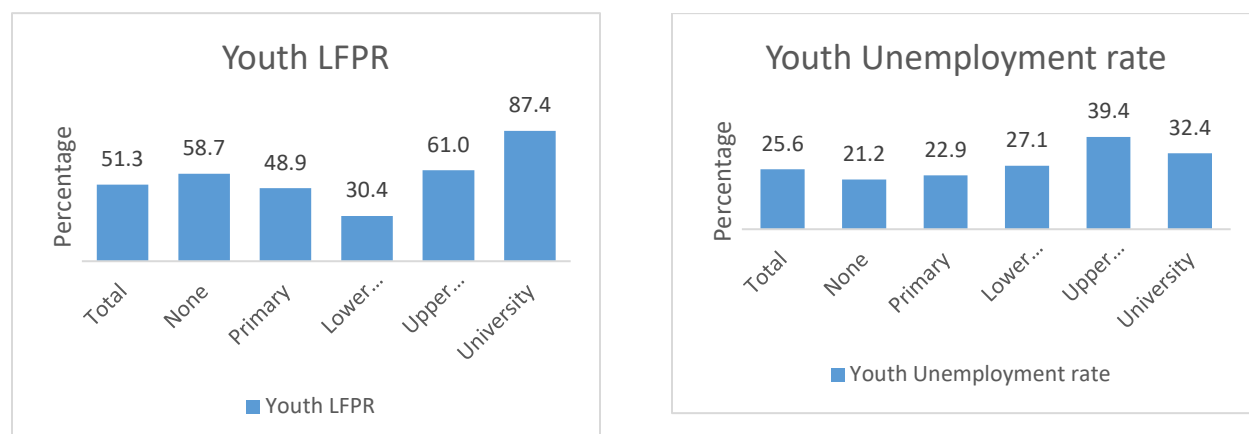
Figure 7.1 presents in the left panel the youth labour force participation rate by educational attainment and youth unemployment rate by educational attainment on the right. The results show that the labour force participation rate was higher among the university graduates (87.4 percent). It was above the National average (56.0 percent) among those who attained upper secondary level (60.0 percent) and those with no completed education level (58.7 percent), while it was less than the national average in the rest of education levels with the lowest rate among youth with lower secondary education for whom the labour force participation rate was 30.4 percent.

The unemployment rate among youth was 25.6 percent which is higher than the rate at national level (20.5 percent). The breakdown of youth unemployment rate by completed level of education shows an increasing pattern from 21.2 percent for young people with no educational attainment to 39.4 percent for holders of upper secondary level and 32.4 percent among youth who completed university education.

This pattern suggests that the higher the educational attainment of a young person, the higher his or her risk of unemployment. One could think of a number of reasons for this phenomenon. First, persons with higher educational attainment have a higher reservation wage, preferring to wait for a suitable employment rather than accepting a job considered as inadequate or low paying. Another possible reason may be the existence of mismatch between the qualification of the youth and the skill requirements of jobs in the labour market or limited job opportunities.

¹²ILO, *Global Employment Trends for Youth 2015*, Employment Policy Department, International Labour Office, Geneva, 2015.

Figure 7. 1: Youth (16-30 years old) labour force participation rate and unemployment rate by educational attainment



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

7.2 Youth neither in employment, nor in education or training (NEET)

The NEET rate is an ILO decent work indicator and serves as a broader measure of potential youth labour market entrants than youth unemployment.¹³ A full account of the labour market situation of young people is important for the formulation of employment policies regarding the youth. The results of LFS 2022 shows that out of 3,559,394 youth population, 984,037 were in education or training, and 1,282,642 were in employment during the reference week, including about 1,282,642 youth population in both employment and in education or training. The number of youth population who were neither in employment, nor in education or training was 1,217,890 corresponding to about 35.6 percent of the youth population. Table 7.1 provides a measure of the youth who are outside the educational system and not in employment (NEET).

Among the NEET population are the youth unemployed or in the potential labour force who are not in the educational system, 430,739 and 475,644, respectively. The remaining 311,507 are not accounted for. Some may want employment but not seeking, nor currently available for work, but 34.6 percent of them were involved in subsistence agriculture. As results from the table 7.1 show, the NEET rate is higher among youth women (41.0 percent) than among youth men (29.9 percent), as relatively more women than men remain outside the labour force after completing their education or training. Many of them are however in the potential labour force, available to take up employment under suitable conditions.

¹³ ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, International Labour Office, Geneva, May 2012, pp. 51-53.

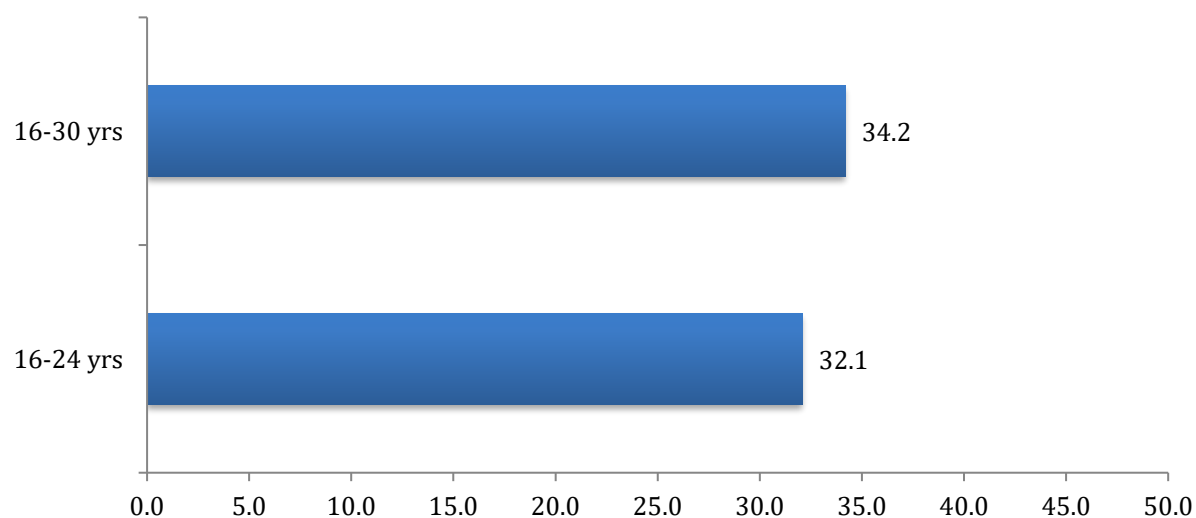
Table 7. 1: Youth population (16-30 yrs) with respect to employment and education or training, 2022

	Number			Percentage		
	Total	Youth men	Youth women	Total	Youth men	Youth women
Total youth population (16-30 yrs)	3,559,394	1,734,438	1,824,957	100	100	100
In education or training	984,037	476,306	507,731	27.7	27.5	27.8
In employment	1,282,712	711,886	570,826	36.0	27.5	27.8
In both employment and education or training	74,756	41,781	32,974	2.5	2.9	2.1
Not in employment nor in education/training (NEET)	1,217,890	504,465	713,425	35.6	29.9	41
- Unemployed	430,739	197,665	233,074	35.4	39.2	32.7
- Potential labour force	475,644	167,122	308,522	39.1	33.1	43.3
- Other	311,507	139,678	171,829	25.6	27.7	24.1

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

The results in figure 7.2 indicate that the percentage of youth aged 16-24 yrs not in employment and not in education or training is slightly lower than that of the youth aged 16-30 yrs, namely 32.1 percent versus 34.2 percent.

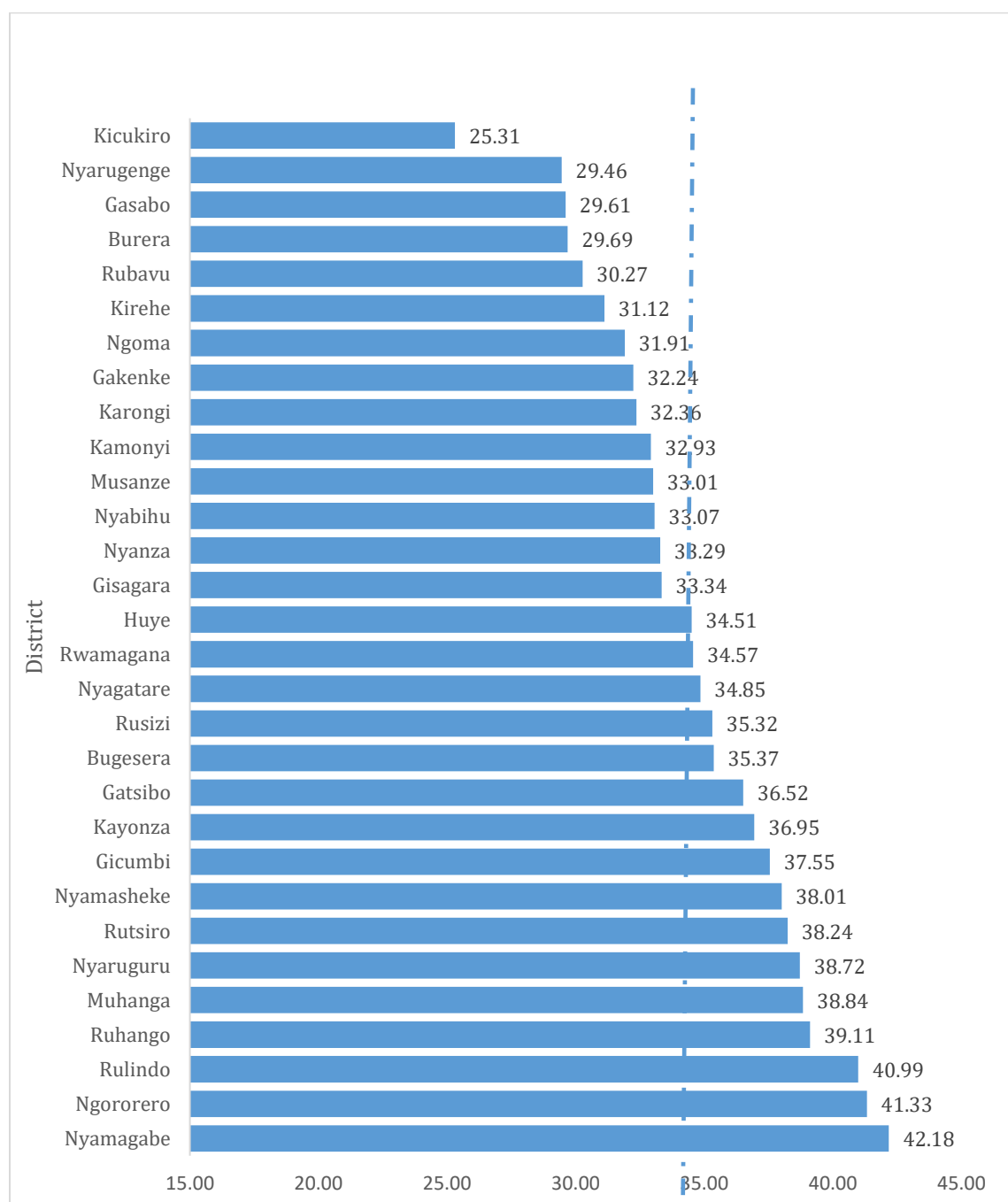
Figure 7. 2: Youth not in employment and not in education or training



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

Figure 7. 3 below illustrate the proportion of youth(16-30 years) neither in education nor in employment or training by district. It is observed that the youth NEET rate in 14 out of 30 districts of Rwanda were below the national average while it was higher than the national average in the remaining District. District with the highest youth NEET rate is Nyamagabe followed by Ngororero and Rulindo.

Figure 7. 3: Proportion of Youth (16-30) neither in Employment nor in Education or Training (NEET) by District



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

Note: dotted line represents the national average

Chapter 8: Participation in training programmes

The role of training for insertion or reinsertion into the labour market is widely recognized. In order to assess the outreach of training among the youth and adults as well as to understand the nature of the demand for training in terms of subjects or trades/courses and type of training providers, the LFS questionnaire included four questions (B07-B10) on current participation or past acquisition of any trade or technical vocational course among all eligible respondents.

Table 8.1 gives the distribution of training courses completed and the status of employment of the participants. There is in total 13 training courses or subjects that covered more than 1 percent each of the total number of graduates. Among them, the most popular training course was tailoring with participation rate of 32.5 percent, followed by masonry with participation rates of 22 percent and carpentry with 6.5 percent.

Table 8. 1: Participation in trade or technical vocational course and current employment status

Type of technical skills learned	Completed vocational training		Currently working	
	Number of persons	%	Number of persons	%
Tailoring	196,721	31.6	111,535	56.7
Masonry	141,716	22.7	90,872	64.1
Carpentry	40,007	6.4	25,965	64.9
Culinary arts	39,571	6.4	21,610	54.6
Hairdressing	28,618	4.6	22,363	78.1
Automotive body repair	26,926	4.3	19,311	71.7
Driving	24,416	3.9	19,864	81.4
Welding	17,776	2.9	13,320	74.9
Domestic Electricity	15,833	2.5	10,495	66.3
Crochet embroidery	8,280	1.3	3,924	47.4
Other	8,284	1.3	4,553	55
Automotive technology.	6,989	1.1	5,482	78.4
Plumbing	6,889	1.1	6,106	88.6
Motor vehicle engine mechanics	6,850	1.1	5,621	82
Computer maintenance	5,310	0.9	4,582	86.3
Food & Beverage services	5,266	0.9	2,754	52.3
Industrial electricity	4,154	0.7	3,398	81.8
Biding and Jewelries	3,943	0.6	2,041	51.8
Software Development	3,536	0.6	2,332	66
Front office	3,358	0.5	1,326	39.5
Film making	3,162	0.5	2,693	85.2
Engine mechanics	3,136	0.5	1,357	43.3
Food processing	2,739	0.4	2,110	77.1
Painting and decoration	2,443	0.4	1,064	43.5

Type of technical skills learned	Completed vocational training		Currently working	
	Number of persons	%	Number of persons	%
Ubwubatsi buhanitse/Cival Engeeniering	1,786	0.3	1,453	81.4
Animal health	1,731	0.3	992	57.3
Leather craft	1,673	0.3	1,227	73.3
Livestock	1,327	0.2	1,130	85.1
Auto- Electricity	1,090	0.2	763	70
Manicure and Pedicure	1,083	0.2	865	79.9
Pottery	1,032	0.2	335	32.5
Crop production	991	0.2	555	56
Agri-Business	945	0.2	945	100
Typing(dactilographie)	944	0.2	795	84.2
Beauty therapy	732	0.1	660	90.2
Multimedia	669	0.1	323	48.3
Screen printing	667	0.1	602	90.2
Networking	584	0.1	333	57
Milk processing	507	0.1	507	100
NCDs and Palliative Care Community Heal	510	0.1	510	100
Horticulture production	319	0.1	242	75.8
Colleography	273	0.0	273	100
Nursery growing	181	0.0	181	100
House keeping	106	0.0	106	100
Sport and Medical Massage	126	0.0	126	100

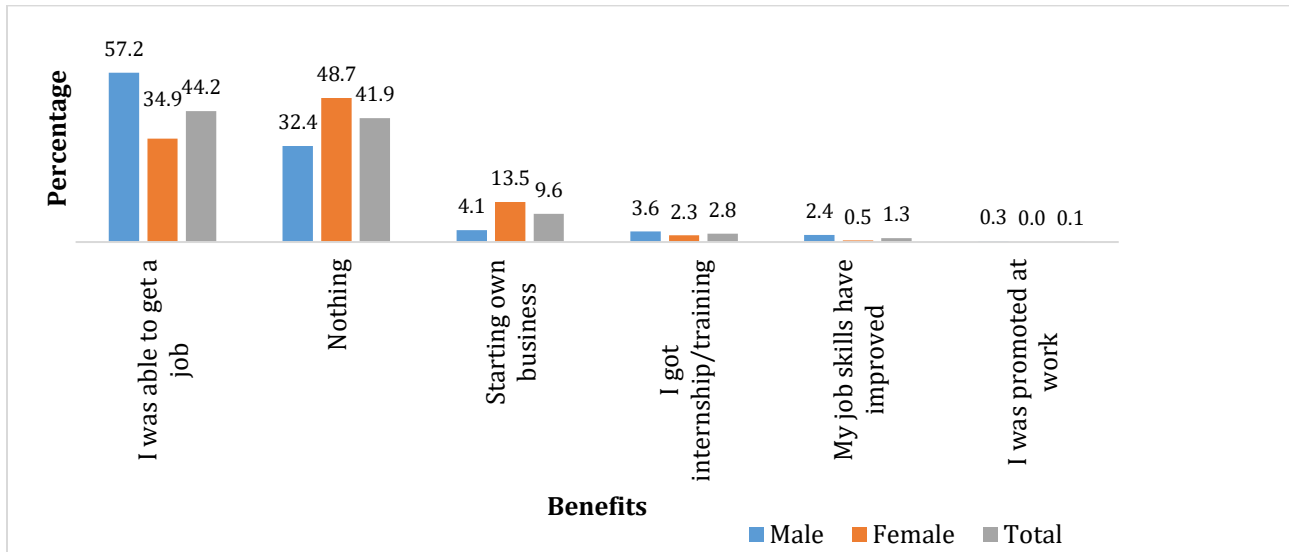
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

The evaluation of the success or non-success of the training courses in terms of the current employment status of the graduates revealed that training courses with the highest percentage of graduates currently employed were the most successful, and training courses with the lowest percentage of graduates currently employed were the least successful. In this sense, it appears that among the training courses with more than 3 percent of the graduates, driver was the most successful training course with currently were of 81.4 percent, followed Hairdressing (78.1 percent), Automobile body repair (71.7), carpentry (64.9 percent) and Masonry (64.1 percent).

The LFS 2022 also included a question on the success of the training course in terms of “what happened after the completion of the course”. The results presented in Figure 8.1 show the benefits after completing vocational training among those who completed their studies 3 years prior to the survey. The results show that 58 percent of them reported benefits after completing the training course. These included 44.2 percent who managed to get a job and 9.6 percent who managed to start their own business. By contrast, a considerable portion (41.9 percent) reported no particular improvement in their situation after completion of the training course in last 3 years. Among male who completed vocational training in last three years, 32.4 percent did not report any improvement after completion while among female this proportion was 48.7 percent. Female reported having

started their own business as a result of training completion more than male (13.5 percent compared to 4.1 percent) and male reported getting a job more than female (57.2 percent as compared to 34.9 percent).

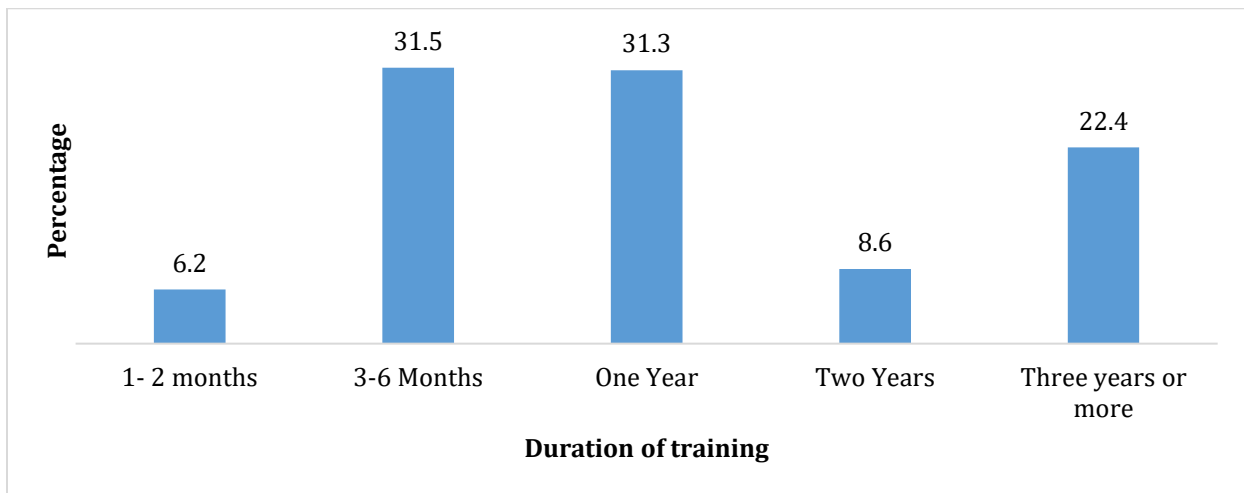
Figure 8. 1: Percentage distribution of self-reported benefits after completing vocational training three years after completion



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

The analysis of the duration of training course shows that most of TVET graduates completed 3 to 6 month vocational Training (31.5 percent) followed by those who completed the training of one years or more (31.3 percent). There were 22.4 percent of TVET graduates who completed 3 year or more in their technical or vocational training , 8.6 percent who spent 2 years or more to complete their technical or vocational training, and 6.2 percent who completed 1 to 2 months in their technical or vocational training.

Figure 8. 2: Distribution of TVT graduates in last three years by duration of training



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

Chapter 9: Work in Agriculture

Considering a substantial number of Rwandan population involved in agriculture sector, a special attention has been paid to it in the present report. The introduction of 2013 standards on work, employment and labor underutilization statistics split workers in agriculture occupations into two categories: market oriented and non-market oriented (Subsistence agriculture). Workers in the former category are considered as employed while those in latter are not counted as employed. In this report all parts are brought together to analyze the work in agriculture sector as a whole.

9.1 Agricultural status of workers

From the data of LFS, the following four categories were identified to explain the status of workers in agriculture: Those who are engaged in market oriented agriculture as main job, working for pay or self-employed; those who are exclusively engaged in subsistence agriculture; those who have their main job out of agriculture but performed foodstuff production activities for own use and finally, those who were involved in market oriented agriculture as their secondary job.

The full count of workers in agriculture sector as presented in table 9.1 revealed that in 2022, about 48.4 percent of working age population were involved in agriculture activity either in subsistence or market oriented. Workers engaged exclusively in subsistence agriculture represented the majority of agriculture sector (46.0 percent), followed by those engaged in market oriented agriculture as their main job (41.9 percent). The proportion of those who combine non-agricultural employment and subsistence agriculture represented 9.8 percent and the remaining 0.1 percent were involved in marked oriented agriculture as their secondary job.

Table 9. 1: Works status in agriculture

Categories of agriculture	Number	%
Workers in market oriented agriculture as main job	1,660,185	43.4
Workers in subsistence agriculture exclusively	1,759,278	46.0
Workers in market oriented agriculture as secondary job	5,048	0.1
Workers in subsistence agriculture but engaged in non-agricultural activities	399,839	10.4
Total	3,824,352	100
Proportion of working age population (%)		48.0

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

9.2 Characteristics of agriculture workers

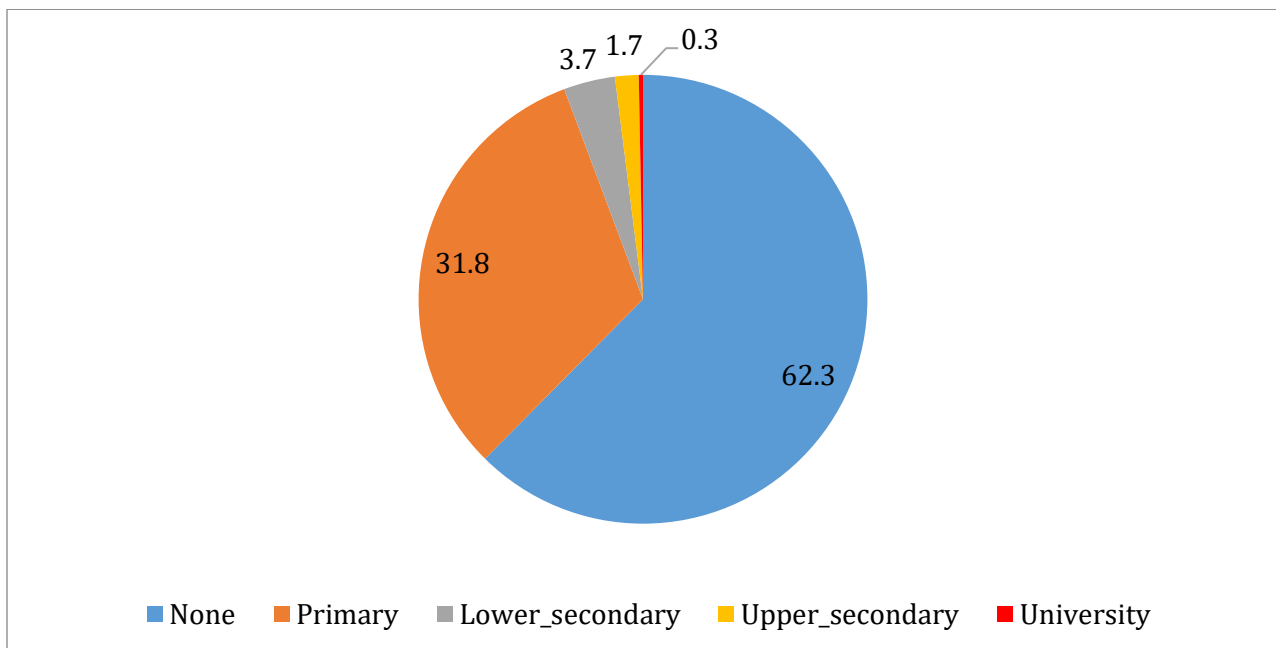
The focus of the following sub-sections is on the two first categories of table 9.1 (Workers in market oriented agricultural in main job and those involved exclusively in subsistence agriculture) to describe characteristics of workers primarily engaged in agriculture job.

9.2.1 Market-oriented agriculture workers

Agriculture constitutes the main source of livelihood of many Rwandans as the portion of population which were only in market oriented agriculture represented almost a third (31.8 Percent) of the employed population according to LFS 2022.

Figure 9.1 describe the distribution of person working in market-oriented agriculture by level of education. It is generally observed that employment in market-oriented agriculture declines as the level of education increases, it was 62.3 percent among person who did not complete any level of education and less than one percent among those with university level of education.

Figure 9. 1: Proportion of working age group involved in agriculture employment by level of education attained



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

At the national level, women were more engaged in market-oriented agriculture than men with 52.5 percent versus 47.5 percent for men. Market oriented agriculture activity was also mostly observed among adult (65.7 percent) compared to youth (34.5 percent).

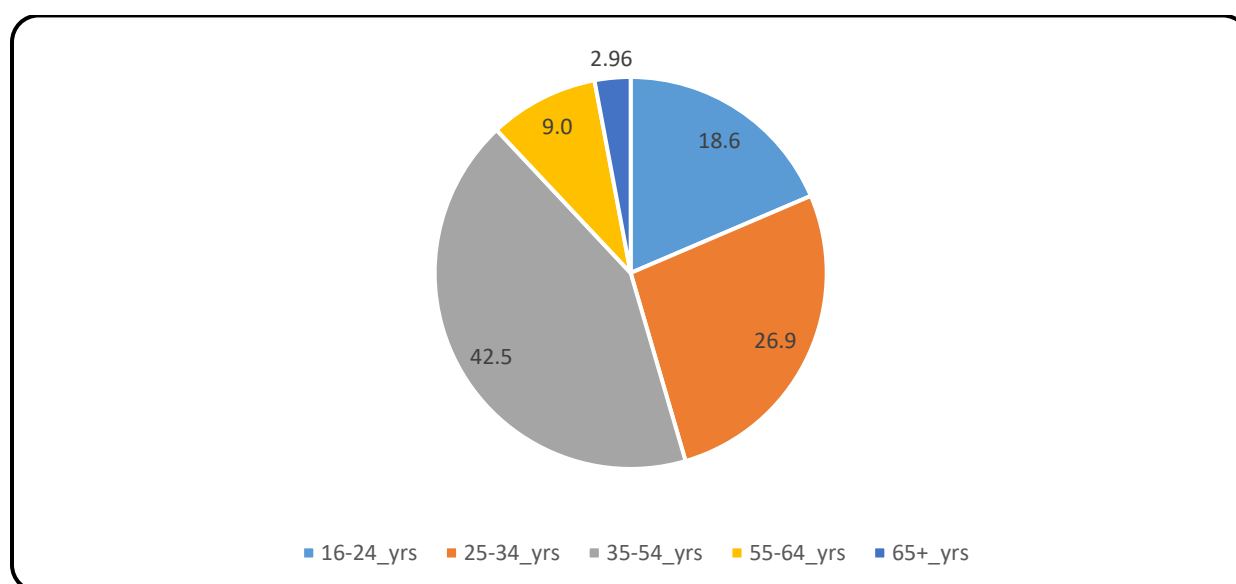
The majority of people employed in market-oriented agriculture were paid employees who represent 85.5 percent, mostly working on daily basis contract (93.3percent) and whose average monthly salary is 22,403Frw. Own account workers represented 10.6 percent of market oriented agriculture while contributing family workers represented 3.8 percent.

9.2.2 Subsistence foodstuff producers

Among the population aged 16 years and above, 1,759,278 representing 22.1 percent were exclusively engaged in subsistence foodstuff production. They have spent on average 21.21 hours per week on this activity, which is lower than 29.0 usually weekly hours spent by those engaged in market-oriented agriculture, but higher than 16.5 hours per week spent in subsistence foodstuff production by those who have other non-agriculture employment.

People, who have a higher level of education, are less likely to be involved in subsistence agriculture. About ninety percent (90.1 percent) of those engaged in subsistence agriculture have at most primary school level of education (None and Primary).

Figure 9. 2: Proportion of working age group involved in subsistence agriculture by level of education attained

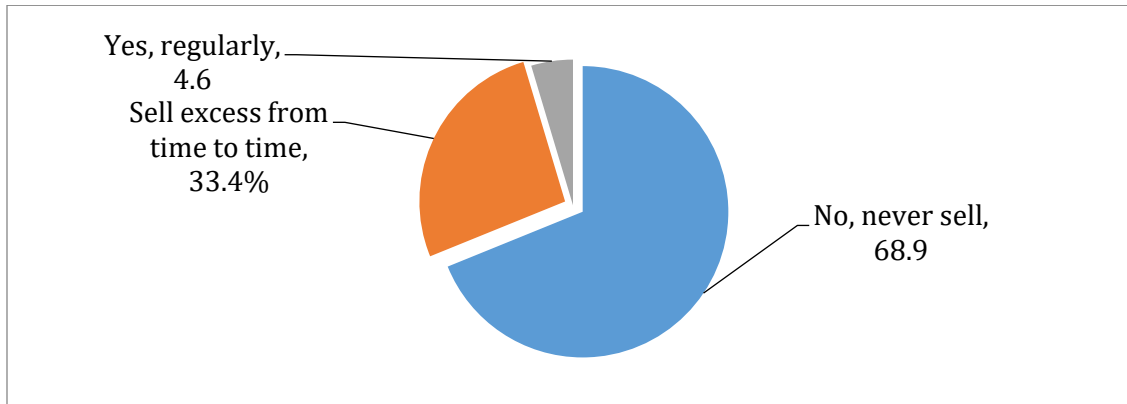


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

9.3 Practices of households engaged in subsistence foodstuff production

The survey collected additional information on subsistence foodstuff production including on whether any portion of the products was sold in the market and the net income obtained from agricultural activities last season as well as the number of paid employees engaged in the activities in addition to family members in the household.

Figure 9. 3: Percentage distribution of the use of household production

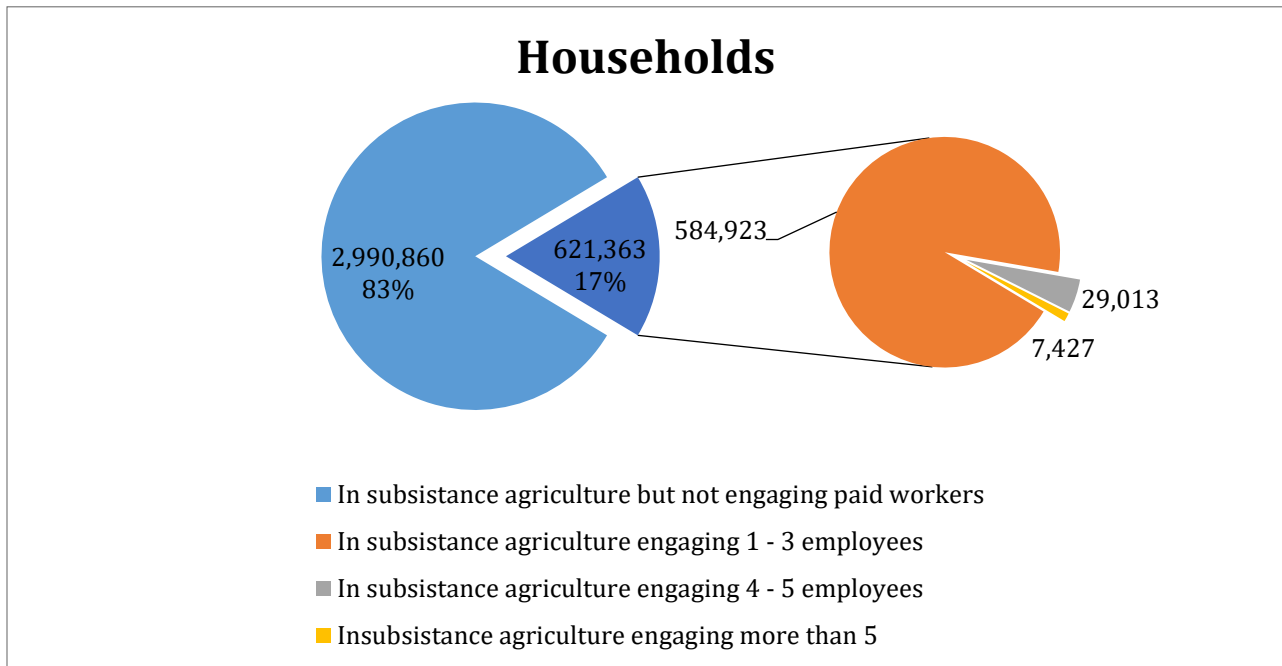


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Figure 9.3 above shows that 68.9 percent of households engaged in subsistence agriculture in Rwanda did not sell any production. As expected in a country with predominant agriculture, production was directly used for the household. Only 4.6 percent of households were selling their production on a regular basis while 33.4 percent sell excess of their production from time to time.

Among the households which participated in subsistence agriculture, 9,623 corresponding to 23.1 percent of those households, employed regularly or sometimes agriculture laborers. The results show that 94.9 percent of households which engaged workers in subsistence agriculture, employed between 1 to 3 persons excluding other members of the household.

Figure 9. 4: Participation of paid workers in exclusive subsistence agriculture



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

9.4 Share of agricultural workers in total work force

The present sub section shed light on the proportion of agricultural workers in the total work force defined as the sum of total employment and the number of persons not employed but engaged in subsistence agriculture. According to the results presented in figure below, 66.6 percent of the working age population was part of workforce in 2022. The share of agriculture workers in the total workforce was 64.4 percent, which means that the remaining proportion (35.5 percent) was the share of non-agriculture employment in the workforce. Workers engaged in subsistence agriculture represented a big share (51.4 percent) of agricultural workers.

Figure 9. 5: Workforce framework

Working age population: 7,963,586		
Workforce (Sum of employment and subsistence agriculture): 5,305,630 66.6%		Not employed nor in subsistence agriculture: 2,657,956 33.4 %
Employment in non-agriculture sector: 1,886,167 35.5%	Workers mainly engaged in agriculture (market + subsistence agriculture): 3,419,463 64.4 %	
	Market oriented agriculture: 1,660,185 48.5%	Subsistence agriculture 1,759,278 51.4%

Chapter 10: Own use production works out of agriculture

The international standards on statistics of work, employment and labour underutilization define *own-use producers* as all persons of working age who were engaged in own-use production work for at least one hour during the reference period. Own-use production comprises any activity to produce goods or provide services for own final use, interpreted to mean production where the intended destination of the output as self-declared is *mainly* for final use by the producer in the form of capital formation, or final consumption by household members, or by family members living in other households. In the case of agricultural, fishing, hunting or gathering goods intended mainly for own consumption, a part or surplus may nevertheless be sold or bartered.

Production of goods is within the SNA production boundary and covers: (i) producing or processing for storage agricultural, fishing, hunting and gathering products; (ii) collecting or processing for storage mining and forestry products, including firewood and other fuels; (iii) fetching water from natural and other sources; (iv) manufacturing household goods (such as furniture, textiles, clothing, footwear, pottery or other durables, including boats and canoes); (v) building, or effecting major repairs to, one's own dwelling, farm buildings, etc.

Provision of services is outside the SNA however it is included in SNA general production boundary and covers (i) household activities of accounting and management, purchasing or transporting goods; (ii) preparing or serving meals, household waste disposal and recycling; (iii) cleaning, decorating and maintaining one's own dwelling or premises, durables and other goods, and gardening; (iv) childcare and instruction, transporting and caring for elderly, dependent or other household members and domestic animals or pets, etc.

Information about participation and time-spent in own-use production work is essential to inform a wide range of policies including those targeting employment creation in rural areas, poverty reduction, food security, and provision of a wide range of services, including water supply, child and elderly care, domestic services, etc. It is also essential for addressing gender issues in the world of work and for better understanding participation and access to labour markets, and related issues such as work-life balance.

The LFS questionnaire contains 7 questions on time spent on different types of own-use production work excluding production or processing of food stuff. These questions were asked to all people excluding domestic workers who are paid to undertake that kind of work. The results presented in Table 10.1 indicate that 7,840,710 persons aged 16 years old and above, representing 80.2 percent of the people who were eligible to respond to questions related to own use production work (6,289,156 persons), were engaged in at least one type of own-use production work during the reference period. Among them 2,585,857 representing 41.1 percent were male and 3,703,299 (58.9 percent) were females. They devoted on average 17.3 hours per week on these activities. The type of activity in which the highest numbers of persons were engaged was "doing household chores including shopping, preparing meals", covering 78.1 percent of the working age population and involving on average 10 hours per week, followed by "fetching water for the household, including travel time" (56.1 percent of working age population) and on average 3.8 hours per week.

Table 10. 1: Average time spend per week on own-use production

	Number of persons	(%)	Average number of hours
Population aged 16 years old and above engaged in some type of own-use production work	6,289,156	80.2	17.3
Collecting firewood for the household including travel time	3,048,818	48.5	4.3
Fetching water for the household, including travel time	3,528,834	56.1	3.8
Searching for fodder or grazing for the household's animals	2,229,800	35.5	7.7
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	140,170	0.8	7.8
Manufacturing household goods for own or family use	48,312	2.2	7.5
Doing household chores including shopping, preparing meals	4,910,293	78.1	10.0
Looking after children and elderly	2,096,993	33.3	7.0
Own-use production work among the labour force			
Labour force	3,588,909	57.1	17.8
Employed	2,770,018	40.0	16.3
Unemployed	818,890	13.0	19.2

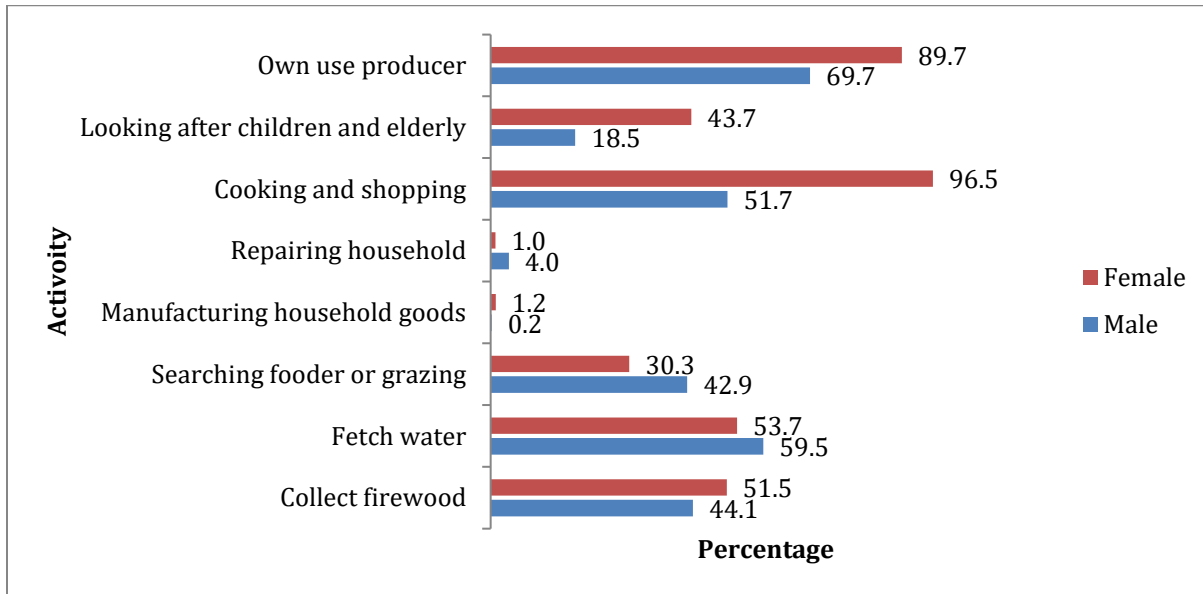
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Table 10.1 also shows that 2,770,018 persons combined labour force activity with own-use production work above mentioned. The average time spent per week on own-use production work among people in labour force was 16.3 hours. As expected, the average number of hours of own-use production work was lower among the employed and relatively higher among the unemployed.

Using data on total hours usually worked at main and secondary jobs of the employed population, the combined hours of work in employment activity and own-use production work of the employed population was 33.5 hours per week.

Figure 10.1 below illustrates the proportion of working age population who were engaged in own use production activities by sex. Females were more engaged in own-use production (89.7 percent) than males (69.7 percent). Except for repairing, fetching water and searching fodder of own dwelling, the proportion of females in working age engaged in other type of own use production activities was higher than the proportion of males in working age.

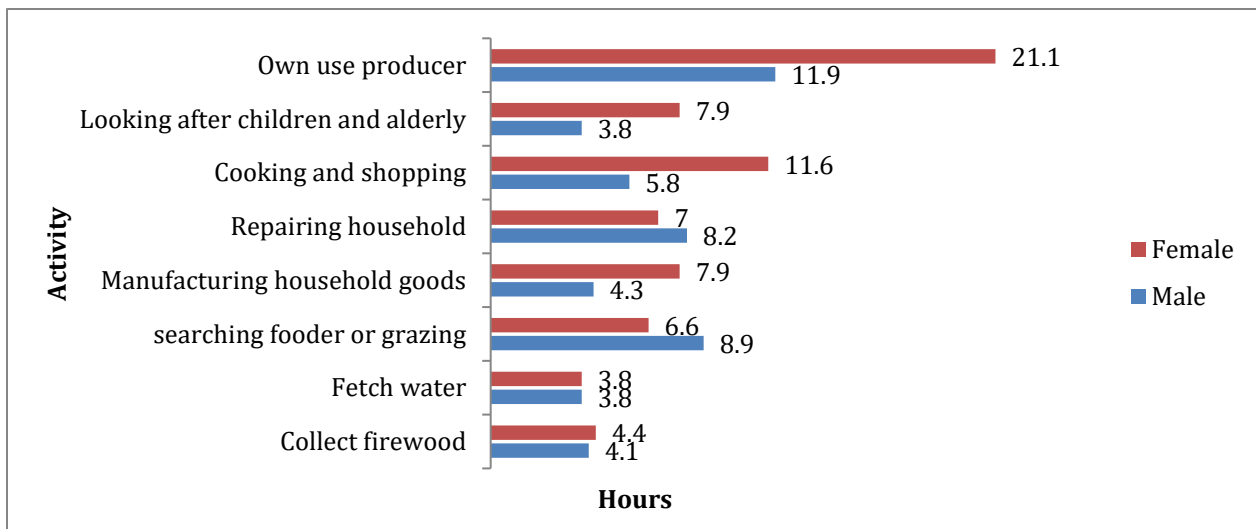
Figure 10. 1: Proportion of working age population who are own use producers by sex



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

Figure 10.2 presents the average number of time spent per week in own use production of different services by sex. The time spent by females (21.1 hours) was almost twice as high as the time spent by males (11.9 hours) in those activities. The activities in which females were spending more time were cooking and shopping (11.6 hours) followed by looking after children or elderly (7.9 hours) as well as manufacturing of household good, while males were spending more time in repairing household (8.9 hours) and searching fooder or grazing (8.2 hours).

Figure 10. 2: Average number of hours spent in own use production activities by type and sex

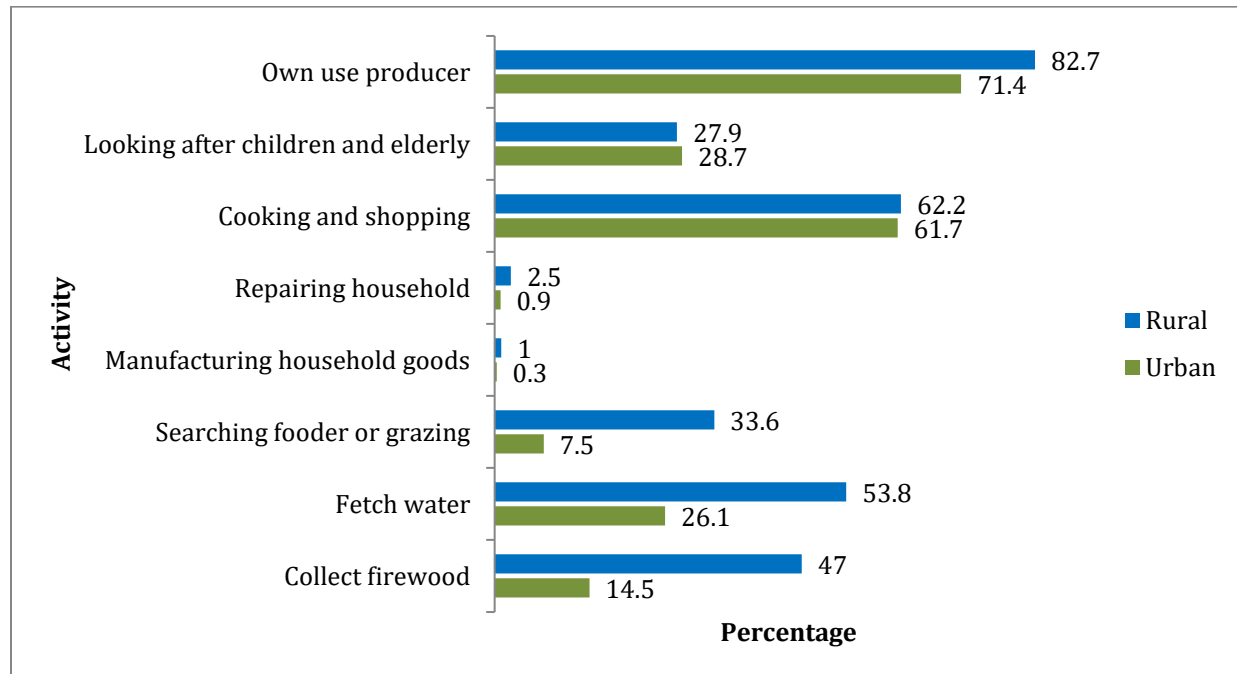


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Considering the area of residence, own use services activity was predominant in rural area (82.7percent) as compared to urban areas (71.4 percent). More than half of the working age population was engaged in cooking and shopping, and in fetching water in rural areas. In urban areas,

the activities that involve an important proportion of working age population were cooking and shopping, looking after children and fetching water.

Figure 10. 3: Proportion of working age population engaged in Own use production of services by residential area and activity

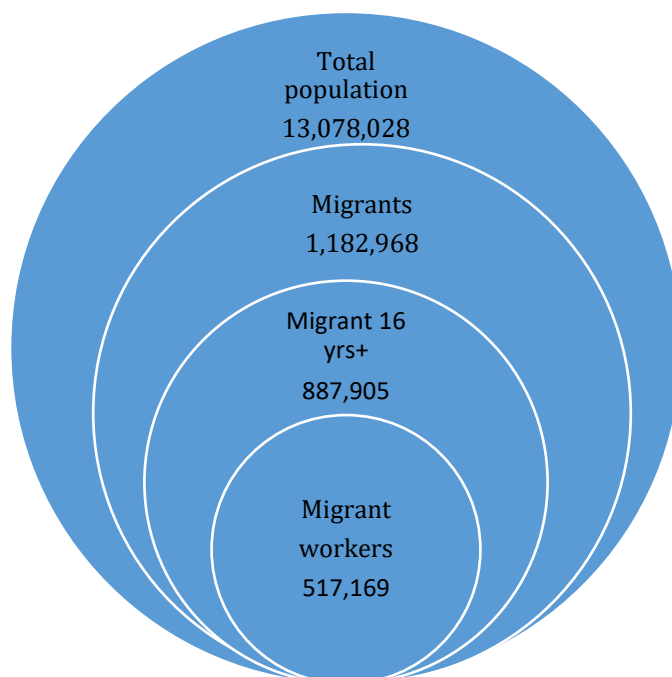


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Chapter 11: Migrant workers

In the Labour force survey, A migrant was defined to be any current resident, member of a private household in Rwanda of working age who has changed his or her district or country of usual residence in the last five years. A migrant worker was defined to be a migrant of working age who was engaged in an employment for pay or profit or were unemployed in the current area of residence. According to the results of the LFS 2022 presented in Figure 11.1 below, the stock of the migrant population at the time of the survey was 1,182,968 persons, representing 9.1 percent of the total population. Among them, an estimated 517,169 were migrant workers (16 years and above).

Figure 11. 1: Size of the migrant and migrant workers populations



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

The migrant population includes the internal migrants and the international migrants. Similarly, the migrant workers include the internal migrant workers and the international migrant workers. The internal migrant and internal migrant workers were those who have moved from one district of Rwanda to another during the last five years, and the international migrant and international migrant workers were those who have moved from outside the country to Rwanda in the last five years and were classified as employed or unemployed. The majority of the migrants were internal migrants (1,128,178) and the international migrants were 54,790. The share of international migrants in total population of Rwanda (0.6 percent) remains significantly lower than the world average (4.9 percent).¹⁴

¹⁴ International Labour Office, *ILO global estimates on migrant workers. Results and methodology. Special focus on migrant domestic workers*. Labour Migration Branch, Conditions of Work and Equality Department and Department of Statistics, 2021.

The proportion of females among internal migrants of working age (16 years old and over), is higher (53.7 percent) than the corresponding proportion among male (46.3 percent); while it is higher for male (56.9 percent) than female (43.1 percent) among international migrants.

Table 11.1 shows the distribution of internal migrant by considering internal migrants from the province prior residence to the province of current residence, and Table 11.2 shows the distribution of international migrants from the country of prior residence to the province of current residence.

Table 11. 1: Province of last move and province of current residence of internal migrants

		Province of current residence					
		Kigali	South	West	North	East	Total
Province of last move	Kigali	120,323	68,430	22,475	16,871	59,306	287,405
	South	96,484	116,502	9,936	9,105	43,477	275,503
	West	60,806	28,108	53,627	17,487	50,203	210,231
	North	44,303	6,516	17,168	22,523	43,421	133,931
	East	65,944	26,627	8,733	19,640	100,166	221,109
	Total	387,859	246,182	111,937	85,626	296,574	1,128,178

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

The diagonal elements highlighted in the Table 11.1 show that around one-third of the internal migrants moved from one district to another district in the same province, these can be considered as non migrant when migration is studied according to the Province. The total numbers in the diagonals of the table is 413,141 corresponding to 36.6 percent of the working age population internal migrant. The majority or about two-third of the working age internal migrants moved from one province to another. From the off-diagonal elements of Table 11.1, one can observe that the migration corridor with the largest movement was from the South Province to the City of Kigali (96,484 migrants), followed by the movement from the City of Kigali to the South Province (68,430) and the movement from the East Province (65,944) to the City of Kigali.

It is worth important to note that the City of Kigali was a major destination as well as a major Provinces of origin of migrant workers. Around 34.4 percent of the internal migrants currently reside in the City of Kigali. Similarly, around a quarter (31.0 percent) of the working age internal migrants moved from a district of the City of Kigali to another district inside or outside the City of Kigali in the last five years. The Eastern Province was the second pole of attraction as a destination Province while the Southern Province was the second highest migrant-sending Province after the City of Kigali.

Table 11. 2: Country of last move and current residence of international migrants

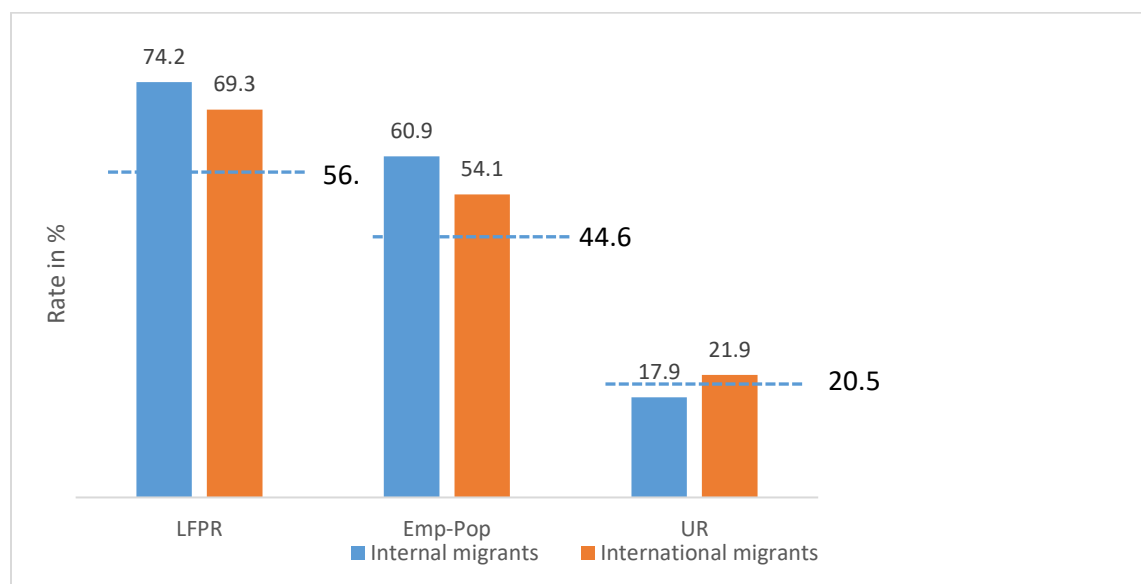
		Province of current residence					Total
		Kigali	South	West	North	East	
Country of last move	Burundi	29,995	20,224	1,375	961	9,945	62,500
	Congo-Kinshasa	17,516	8,307	60,336	32,257	5,444	123,861
	Kenya	1,479	-	246	612	464	2,801
	Tanzania	4,461	4,126	811	-	46,949	56,348
	Uganda	16,636	10,145	4,141	10,244	48,121	89,287
	Rest of Africa	5,091	156	366	0	0	5,613
	Other countries	2,422	-	747	0	-	3,170
	Total	77,600	42,957	68,024	44,075	110,923	343,579

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

In terms of international migration, most migrants of working age were coming from Congo Kinshasa, and Uganda (36.1 and 25 percent, respectively), followed by Burundi 18.1 percent) and Tanzania (16.4 percent). The East province was the province of destination of the highest number of international migrants (32.2 percent) followed by the City of Kigali (22.6 percent) and Western Province (19.8 percent).

Figure 11.2 shows the summary indicators of the labour force status of internal and international migrants according to the results of the RLFS 2022.

Figure 11. 2: Labour force status of internal and international migrants.



Source:

National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2022

Notes: LFPR = Labour force participation rate; Emp-Pop = Employment-to-population ratio; and UR = Unemployment rate. Dotted lines correspond to corresponding national rates or ratio.

It can be observed that the share of the working age migrants engaged in the labour force is significantly higher than the general population as a whole. The labour force participation rate of internal migrants was 74.2 percent and that of the international migrants was 69.3 percent, both significantly higher than the overall labour force participation rate (56.0 percent). Similarly, the employment-to-population ratio of internal migrants (60.9 percent) and that of the international migrants (54.1 percent) were higher than the overall employment-to-population ratio of the country (44.6 percent). On contrary, the unemployment rate of internal migrant workers (17.9 percent) was below the national unemployment rate (20.5 percent) while the unemployment rate for international migrant workers (21.9 percent) was higher than the national unemployment rate.

These results are in line with expectation as migration is often motivated by economic and labour market factors. According to the results of the 2022 LFS, the main reason to move from the previous place of residence of the recent working age migrants was the movement of parents (26.9 percent), looking for work (14.9 percent), living with relatives (13.9 percent) closely followed by Coming back in country/building/Renting (13.6 percent) and by found job was third (10.9 percent) and by Marriage (9.5 percent).

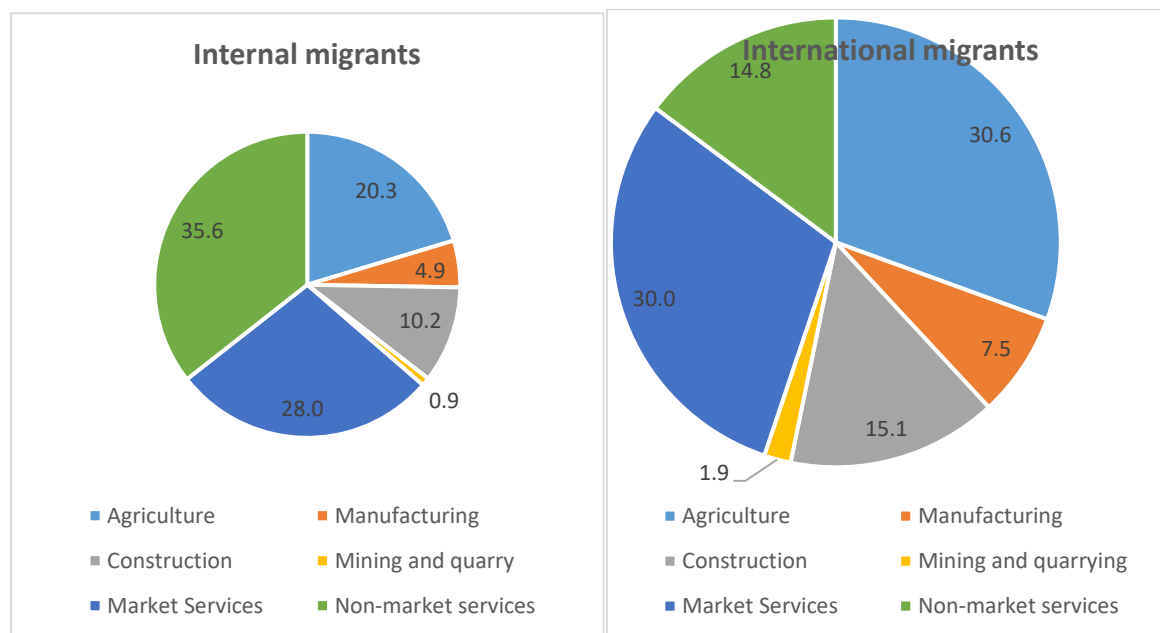
It is also instructive to note that the unemployment rate was lowest (about 7.8 to 18.2 percent) among migrant who moved from their previous place of residence because of employment reason such as Found job, job transfer or looking for employment; (about less than on percent to 26.9 percent) among those who moved for personal reasons family or other reasons such as divorce, marriage, attending school. Correspondingly, the employment-to-population ratio was highest among migrants who moved for labour market reasons than those who moved for personal, family or other reasons.

More detailed analysis of the relationship between labour force status and reason of migration of migrant workers may be carried out based on the data presented in Tables 50-52 of the Statistical Annex C. One particular result that should be mentioned here is the very high employment-to-population ratio (86.8 percent) and the relatively low unemployment rate (7.2 percent) of migrants whose main reason of migration was found a job. This result means that many of these migrants keep their employment following their move, although not all. The same can be observed among those who moved due to job Transfer.

The structure of employment among migrant workers in terms of branch of economic activity is shown in figure 11.3 for both internal and internal migrants. The branch of economic activity with the highest number of internal migrants was the Non market services (Public administration; Community, social and other services and activities) (35.6 percent) followed by Market services (Trade; Transportation; Accommodation and food; and Business and administrative services) (28.0 percent) and by agriculture with 20.3 percent. The results show also that the percentage of person engaged in manufacturing among the internal migrant workers was (4.9 percent) was lower as compared to the national average (5.3 percent).

The shares of internal migrants engaged in manufacturing (4.9 percent) and in construction (10.2 percent) are about the same as the corresponding national average (5.3 and 10.3 percent respectively), suggesting that migrant workers in these two branches of economic activity were engaged in the same activity prior and after migration.

Figure 11. 3: Employed migrant workers by top four branch of economic activity.



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

Turning to international migration, the results show that the international migrant workers were mostly engaged in agriculture, forestry and fishing and market services (30.6 percent and 30.0 percent respectively), in construction (15.1 percent) and in non market services (14.8 percent). In the aggregated branches of economic activity presented in figure 11.3 the share of international migrant workers was lower than the corresponding national share of employment in ‘Agriculture, forestry and fishing’, but was higher in manufacturing sector (7.5 percent).

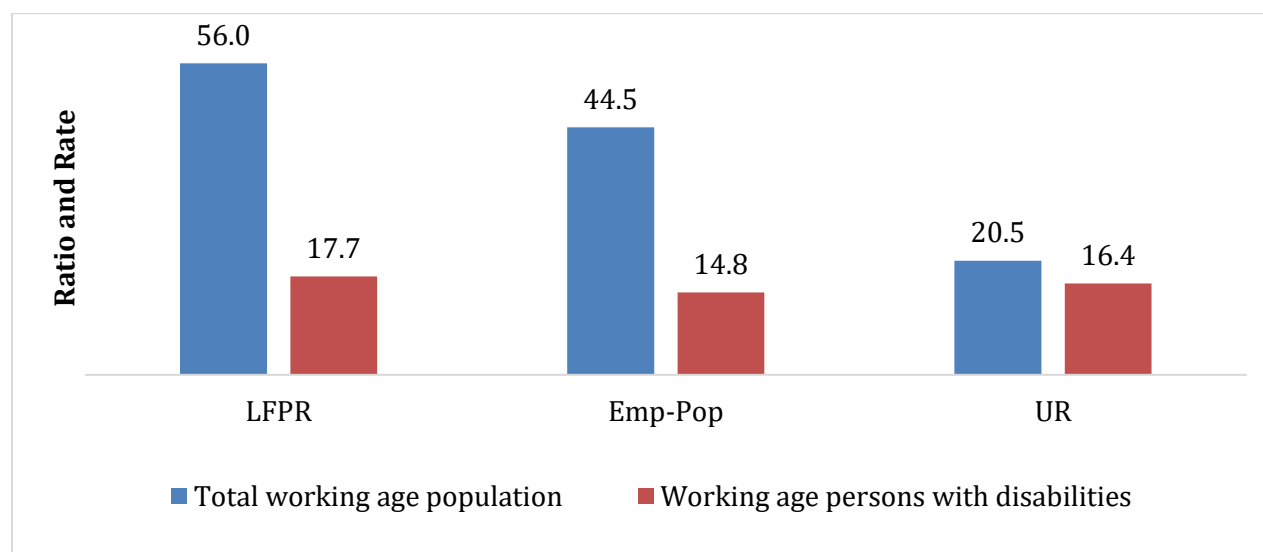
According to the 2022 LFS, the proportion of internal migrants of working age, engaged in subsistence foodstuff production, not counted in labour force was 18.6 percent. The proportion among the international migrants was 22.7 percent. Both figures are considerably lower than the corresponding national percentage of 37.6 percent, indicating that migrants are relatively less engaged in subsistence foodstuff activity than the working age population at large. One implication of these results may be attributed to the fact that the higher labour force participation rate of migrants noted earlier in this chapter would be dissipated if the participation rate would be calculated on the basis of employment work as well as subsistence foodstuff production work.

Chapter 12: Workers with disabilities

The National Institute of Statistics of Rwanda adopted the recommendation of the UN formed Washington Group on Disability Statistics, the Rwanda labour force survey has been using the recommended abridged questionnaire for identifying people with disabilities and their disaggregation by labour force status and other demographic and economic characteristics. Data collection on disabilities and on workers with disabilities aims to contribute to the UN Sustainable Development Goals (SDG), a universal and ambitious plan of actions for ending poverty and hunger by 2030, leaving no one behind including people with disabilities. Such disaggregated statistics are critical for monitoring progress towards the achievement of the SDGs.

Figure 12.1 compares the main labour market indicators for persons aged 16 years and above with disabilities and the corresponding indicator for the working age population at large. The results showed that 17.7 percent of the working age persons with disabilities were labour force participants. The corresponding rate for the working age population at large among persons without disability was 57.1 percent. About 14.8 percent of the working age persons with disabilities are engaged in work for pay or profit. The corresponding rate for the working age population at large was 45.4 percent among persons without disability.

Figure 12. 1: Main labour force indicators: Working age persons with disabilities versus working age population at large.



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

Note: LFPR = labour force participation rate; Emp-Pop = Employment-to-population ratio; and UR = Unemployment rate.

The unemployment rate among persons with disabilities (16.3 percent) was lower than the one among the person without any disability(20.5 percent). On the other hand, the proportion of person outside the labour force was far higher among the persons with disability than among those without disability (82.3 percent and 42.9 percent respectively).

The analysis of employment status of the working age population with disabilities by type of disability (presented in Table 5 of the Statistical Annex) showed that the employment-to-population ratio is highest among persons with hearing impairment (23.6 percent) and lowest among persons with difficulty in washing all over and dressing (4.5 percent). Unemployment rate is higher among persons with difficulty in washing all over and dressing (42.8 percent) and labour force participation rate is lowest among persons with difficulty in washing all over and dressing (7.8 percent).

Annex A: Main concept and definitions

The main concepts and definitions used in the survey are in line with the international standards on statistics of work, employment, and labour underutilization adopted by the 19th International Conference of Labour Statisticians (Geneva, 2013).¹⁵ They are briefly described below.

- **Work**

The starting point of the international standards on statistics of work, employment and labour underutilization is the concept of work defined as:

- “Any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use” in line with the General production boundary defined in the System of National Accounts 2008.
- Work is defined “irrespective of its formal or informal character or the legality of the activity.”
- It excludes “activities not involving production of goods or services (begging, stealing), self-care (personal grooming, hygiene) and activities that cannot be performed by another person on one’s own behalf (sleeping, learning, own recreation).”

The international standards recognize different forms of work: Own-use production work (production of goods and services for own final use); employment (work performed for others in exchange for pay or profit); unpaid trainee work (work performed for others without pay to acquire workplace experience or skills); volunteer work (non-compulsory work performed for others without pay); and other forms of work (not defined at this time by the international standards). The RLFS focuses on the measurement of employment and labour underutilization and separately on own-use production work.

- **Working age population**

The working age population in Rwanda is defined as all persons 16 years old and over. For international reporting, the international standards recommend the lowest age bracket starting with 15 years. To enable comparison with the past and to conform to the international standards, the LFS questionnaire collected data on labour force and labour underutilization characteristics of the population 14 years and over. Accordingly, the main indicators presented in this report are based on the 16 years old limit.

- **Employment**

Employment is a particular form of work. Persons in employment are defined as all those above a specified age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. It excludes persons engaged wholly in activities to produce goods or services for own final use such as producing agricultural, fishing and gathering products for own-consumption or cleaning, decorating, gardening and maintaining one’s own dwelling or premises, durables and other goods. Persons in employment comprise: (a) employed persons “at work,” i.e., who worked in a job for at least one hour; and (b) employed persons “not at work” due to temporary

¹⁵ILO, *Resolution concerning statistics of work, employment and labour underutilization*, 19th International Conference of Labour Statisticians, Geneva, October 2013.

absence from a job, or to working-time arrangements (such as shift work, flexi-time and compensatory leave for overtime).

This definition of employment differs from the definition used in past surveys and censuses that was based on the previous international standards.¹⁶ The main difference concerns the statistical treatment of subsistence foodstuff producers. According to these earlier standards, “persons engaged in the production of goods and services for own and household consumption should be considered as in self-employment if such production comprises an important contribution to the total consumption of the households.” According to the new standards, however, only those are included in employment if the production was “intended mainly for sale or barter, even if part of the output is consumed by the household or family. “

- **Labour underutilization**

Labour underutilization refers to mismatches between labour supply and demand. It reflects the unmet need for employment among the population. Measures of labour underutilization include, but may not be restricted to unemployment; time-related underemployment; and potential labour force.

- **Unemployment**

Persons in unemployment are defined as all those above a specified age who (a) were not in employment; (b) carried out activities to seek employment during a specified recent period; and (c) were currently available to take up employment given a job opportunity. The definition of unemployment provides an exception in the case of *future starters*. They are considered as unemployed even if they did not carry out activities to seek employment during the specified recent period, if satisfy the availability condition.

Although this definition of unemployment is essentially the same as the definition used in past surveys and censuses, the resulting statistics differ considerably from each other. This is due to the impact of the change in the definition of employment. Persons who are not classified as employed under the new definition are now subject to classification as unemployed if they satisfy the other two criteria of unemployment.

- **Time-related underemployment**

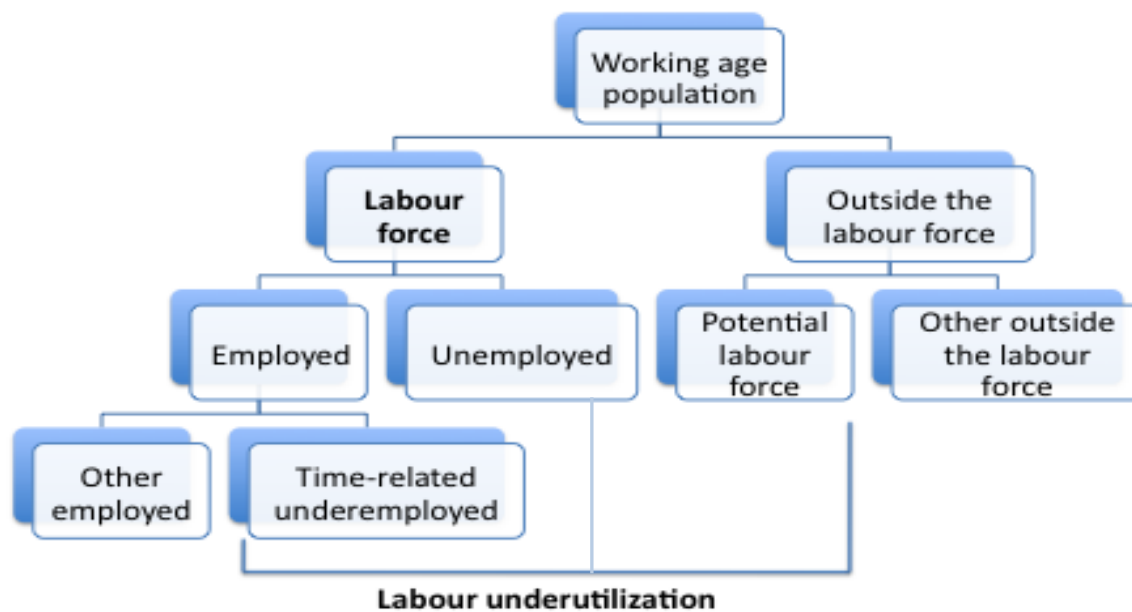
Persons in time-related underemployment are defined as all persons in employment who, during a specified reference period, (a) wanted to work additional hours, (b) whose working time in all jobs was less than a specified hours threshold, and (c) who were available to work additional hours given an opportunity for more work. The hour-threshold was set at 35 hours of work during the reference week at all jobs. It corresponds to the median value of the distribution of hours actually worked at all jobs during the reference week.

¹⁶ ILO, *Resolution concerning statistics of the economically active population, employment, unemployment and underemployment*, adopted by the 13th International Conference of Labour Statisticians, Geneva, 1982.

- **Potential labour force**

Potential labour force is defined as all persons above a specified age who, during the short 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 relationship among the various concepts is shown in the figure below.

A1. Labour force and labour underutilization framework



Note: The employed excludes workers engaged in the production of goods or services for own consumption or in other forms of work not regarded as employment.

- **Discouraged jobseekers**

Among the potential labour force, one particular group requires separate attention. These are the discouraged jobseekers. Discouraged jobseekers are persons outside the labour force who wanted employment and were currently available but did not seek employment during the short reference period of measurement for labour market-related reasons as listed below:

- past failure to find a suitable job
- lack of experience
- lack of qualifications or jobs matching the person's skills
- lack of jobs in the area
- considered too young or too old by prospective employers

The discouraged jobseekers are a subset of the potential labour force, or more particularly, a subset of the “available potential jobseekers”. During the survey reference period, they wanted and were available for employment, but were not seeking employment for labour market-related reasons as opposed to personal, family or other non-labour related reasons. They are considered as potential jobseekers because in principle they have been seeking employment in the past but stopped looking for employment after failure or repeated failures to obtain suitable employment due to various reasons related to the unsuitability of their age, qualification, work experience, and similar labour-market reasons. If these obstacles could be overcome, they would presumably be again jobseekers.

- **Others outside the labour force**

The potential labour force is one group of persons outside the labour force. In general, persons outside the labour force include persons of working age population who were neither in employment nor in unemployment during the reference period of measurement. Persons outside the labour force may be classified in terms of their current main activity status as well as the main reason for not being engaged in the labour force and their potential future labour force engagement. The international standards recommend the classification of persons outside the labour force by main activity status, as self-declared, with the following categories:

- own-use production of goods or own-use provision of services;
- unpaid-trainee work;
- volunteer work;
- studies;
- self-care (due to illness or disability);
- leisure activities (social, cultural, recreational).

The main status of the individual is to be determined by the person himself or herself, or in practice by the survey respondent if the survey allows for proxy-response.

Additional classifications of the population outside of the labour force (or more generally, the population not in employment) that may be considered in survey design are past work employment and characteristics of last employment for those who had past employment experience, and main current source of livelihood.

- **Willing non-jobseekers**

One particular group of persons outside the labour force who are not in the potential labour but have some attachment to the labour force are the so-called “willing non-jobseekers”. Willing non-jobseekers are defined as persons who wanted employment but were not seeking employment and were not currently available for employment during the corresponding specified reference periods of measurement.

The willing non-jobseekers are a subset of the persons outside the labour force, and more particularly, a subset of those persons outside the labour force who are not in the potential labour force. The willing non-jobseekers were not seeking employment, nor were available for employment during the appropriate reference periods and as a result are not classified as unemployed or as potential labour force. However, they wanted employment during the appropriate reference period,

and in this sense they are considered as a separate category among the population outside the labour force.

- **Own-use production work**

Persons in own-use production work are defined as all those of working age who, during a short reference period, performed any activity to produce goods or provide services for own final use for a cumulative total of at least one hour. “For own final use” is interpreted as production where the intended destination of the output is *mainly* for final use (in the form of capital formation, or final consumption by household members, or by family members living in other households). In the case of agricultural, fishing, hunting or gathering goods intended mainly for own consumption, a part or surplus may nevertheless be sold or bartered.

Subsistence foodstuff producers constitute an important subgroup of persons in own-use production work. They are defined as all those who performed any of the specified activities to produce foodstuff from agriculture, fishing, hunting or gathering that contribute to the livelihood of the household or family. Excluded are persons who engaged in such production as recreational or leisure activities.

Own-use producers and in particular persons engaged in own-use production of goods such as subsistence foodstuff producers (and for that also matter unpaid trainee workers or volunteer workers) may be engaged, in the same reference period, in other activities, including employment or search for employment. On the basis of their other activity, therefore, certain own-use producers may also be in the labour force and classified as employed, unemployed or other labour underutilization category.

The following table lists the terminology and definitions of the main labour force and labour underutilization indicators used in the survey. The definitions of other concepts used in the survey are described as part of the analysis of the data in the body of the report.

A2. Main labour force and labour underutilization indicators

Concept	Definition
Working age population (Pop16+)	$E+U+N$
Labour force (LF)	$LF = E+U$
Potential labour force	P
Extended labour force (XLF)	$XLF = E+U+P$
Employment	E
Unemployment	U
Time-related underemployment	T
Labour force participation rate	$LF/Pop16+$
Employment-population ratio	$E/Pop16+$
Unemployment rate (LU1)	U/LF
Combined rate of unemployment and time-related underemployment (LU2)	$(U+T)/LF$
Combined rate of unemployment and potential labour force (LU3)	$(U+P)/XLF$
Composite measure of labour underutilization (LU4)	$(U+T+P)/XLF$

Annex B: Survey methodology and data quality

The ultimate goal of the labour force survey (LFS) programme is to collect data on the employment and labour underutilization characteristics of the population on a continuous basis, providing quarterly estimates of the main labour force aggregates with sufficient precision at the district level. Given this ambitious measurement objective, it has been decided to adopt a gradual approach starting with an annual survey with the sample spread over four points in time. The sample is designed such that the survey provides for:

- Quarter national estimates of employment and labour underutilization with specified precision, and
- Annual district-level estimates by pooling together the data of each quarter of the calendar year.

The timing of the quarter rounds is based on the seasonal variations of labour force activities in Rwanda, in particular, the high and low seasons of agriculture activities, in February May , August, and November respectively. This approach is in line with the international standards that recommend a national data collection strategy that allows reporting “on a quarterly basis, main aggregates of employment, labour force, labour underutilization, including unemployment, in order to monitor short-term trends and seasonal variations.”

An annual survey with the sample spread over four points in time has a number of advantages in comparison with an approach that starts with an annual survey conducted at one point in time during the year. The quarterly approach allows NISR to put in place a survey management system that oversees survey operations and data processing tasks that cover the entire year. This would make it easier to transit at a later stage into a more frequent reporting system. It will also lessen the number of transitions and inevitable disruptions at each transition toward the final objective of reaching a continuous survey with quarterly reporting.

A quarterly approach also provides the possibility of incorporating a rotation scheme into the sample design. A rotation scheme allows to produce more accurate measurement of employment and labour underutilization trends as well as new statistics on labour force dynamics, in particular, flow data on job gains (number of persons obtaining employment during a given period) and corresponding data on job losses (number of persons losing employment during the period).

1. Sample design

The sample design of the LFS is a two-stage stratified design according to which at the first stage of sampling, a stratified sample of enumeration areas from the latest population census is drawn with probabilities proportional to size measured in terms of the census number of households or census number of household members, and at the second stage of sampling, a fixed number of sample of households is selected with equal probability within each sample enumeration areas. Finally, all household members in the sample households are selected for survey interviewing.

The scope of the survey is all persons living in private households. It excludes the institutional population permanently residing in houses such as hostels; health resorts; correctional

establishments etc., as well as persons living in seasonal dwellings not covered in the survey. It also excludes workers living at their work-sites. A household is a group of persons who live together and make common provision for food and other essentials for living. The people in the group may be related or unrelated or a combination of both. A household may consist of only one person or several persons.

- **Sample size**

Sample size determination in most household-based surveys with multi-stage stratified design is based on the principle of first calculating the required sample size for a single «domain» assuming a simple random sample design and no non-response. A domain is a well-defined population group for which estimates with pre-determined accuracy are sought. The results are then extended to allow for non-response and deviation from simple random sampling.

The application of this principle with the choice of parameters described below leads to a sample size requirement of 18,691 households for measuring annual unemployment with margin of errors of +/- 0.3% at 95% confidence level. In these calculations, the main indicator is the ratio of unemployment to the working age population, set at $r=0.024$ according to the 2012 population census of Rwanda. The design effect (deff) is set at 3, within the range of values (3 to 4) generally used for labour force surveys. The margin of errors (ME = 0.0026) is twice the standard error of the estimate.¹⁷ Similar calculations for employment gave a sample size requirement of 18,792 households.

The Labour Force survey programme begun with a pilot survey 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. The sample size in each quarter is about 4608 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 rotation**

The main purpose of sample rotation is to improve the precision of the trend estimates. It also allows obtaining data on labour force flows by matching sample individuals common in different survey rounds. The sample rotation scheme adopted for the Rwanda LFS programme builds on the possibility of transiting to quarterly sub-rounds after a few years of half-annual sub-rounds.

¹⁷For more detail description of the calculations reference is made to: “Labour Force Survey of Rwanda: Proposed survey programme and instruments, FarhadMehran, GIZ Consultant, National Institute of Statistics of Rwanda (NISR), 31 July 2015.

Rwanda LFS: Sample rotation design

Feb '19	May '19	Aug '19	Nov '19	Feb '20	May '20	Aug '20	Nov '20	Feb '21	May '21	Aug '21	Nov '21	Feb '22	May '22	Aug '22	Nov '22
r1															
	r2														
r3		r3													
	r4		r4												
(8+9)/3		r5		r5	r5										
	(8+9)/3		r6			r6									
		(10+11)/3		r7	r7		r7								
			(10+11)/3			r8		r8							
				(10+11)/3	(10+11)/3		r9		r9						
						(12+13)/3		r10		r10					
							r11		r11		r11				
								r12		r12		r12			
									r13		r13		r13		
										r14		r14		r14	
											r15		r15		r15
												r16		r16	
													r17		r17
														r18	
															r19

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

- **Sampling frame and sample allocation among districts**

A primary sampling unit is an enumeration area of the Population and Housing Census 2012. There are altogether 14,784 enumeration areas in the sampling frame constructed by NISR based on the population and housing census.

To ensure adequate geographical distribution of the sample over the different parts of the population, the sample is allocated among the 30 districts of the country. Prior to sample selection, the sampling frame is sorted according to urban and rural areas within districts. This provides an implicit stratification of the population by urban and rural areas. The resulting distribution of the sample is obtained on the basis of the square-root allocation.

It should be mentioned that the square-root allocation rule allocates the sample in proportion to the square-root value of the size of the district. It is a compromise between equal and proportional allocation. Equal allocation gives the same allocation to each district regardless of size. It may be appropriate if each district is to be treated as separate reporting unit (domain) with the same precision requirement as the others. Proportional allocation distributes the sample in proportion to the size of the districts. With proportional allocation, the geographical composition of the population is preserved, but it may lead to very small sample sizes for certain districts.

Selection of sample enumeration areas

The next step in sample design was the selection of the 288 sample enumeration areas in each round. The sample was drawn in each district by probability proportional to size (pps) from the sampling frame.

- **Selection sample households**

The sample enumeration areas were freshly listed prior to selection of the final sample of households. For each quarter, 16 sample households were selected from the list of households in each sample enumeration area by systematic sampling with equal probability. If the list contained 16 households or less all households in the sample enumeration area were drawn in the sample. If the list contained more than 16 households, a sample of fixed size (16 households) was drawn from the list by systematic random sampling. In order to keep almost the same number of households, The sample size of each 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 (see Table1 in annex A), 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.

The purpose of listing was to ensure that every household currently residing in the sample locality has a non-zero probability of selection. Listing permits to update the sampling frame and account population movements and new household formations that have occurred since the last preparation of the sampling frame. It aims at covering the newly constructed buildings with living quarters and taking into account demolished or vacant buildings, or transformed dwellings no longer used as living quarters, such as dwelling addresses turned to stores or workshops, or living quarters used as secondary housing units or for holidays.

The listing form was developed to capture the information categorized in four columns: (1) A three-digit serial number for listing buildings; (2) Another three-digit serial number for listing dwellings within buildings; (3) The name of the head of household residing in the dwelling; and (4) The street address of the household.

- **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 η 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 is the fixed sample-take in enumeration area k and N_k^1 is the listed or estimated number of households in the enumeration area k .

The overall design weight is the inverse of the product of these two probabilities,

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

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 r_k in enumeration area k is the percentage number of responding households among the total eligible households in the sample enumeration area.

The sampling weights for the quarterly LFS are calculated as a function of the weights calculated earlier for the bi-annual survey, called here "Oldweight" as described above. The Qweight is obtained from the Oldweight as follows,

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

where $\frac{3}{4}$ takes account of the fact that under the old bi-annual design there were 4 rotation groups per round and under the new quarterly design there are 3 rotation groups per round; the ratio

144/146 corresponds to the probability of selection of the new PSUs from the set of old PSUs; and, finally, 1/3 refers to the probability of selection when the new PSUs are randomly divided into three equal parts.

Finally, the adjusted weights were calibrated to known population projections for four demographic groups: Males and females population less than 16 years old and males and females 16 years old and over living on private households

The population projections were derived from the NISR census publication.¹⁸ 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.¹⁹ Accordingly, the final calibrated weights were obtained from the formula,

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

where d'_k is the adjusted weight for non-response, λ is a regression vector obtained from the calibration formula, and x'_k is the vector of the count of male less than 16 years old, male 16 years old and over, female less than 16 years old and female 16 years old and over of interviewed households in the enumeration area k. All individuals in the same household are assigned the weight of the household in which they belong.

2. Questionnaire design

The questionnaire of the Rwanda Labour Force Survey 2018 in its present form contains a total of 149 questions organized into 9 sections and a cover page, dealing with following topics:

- A Household roster including activities of children aged 5 to 13 years old
- B Education
- C Identification of employed, time-related underemployed, unemployed and potential labour force
- D Characteristics of main job/activity
- E Characteristics of secondary job/activity
- F Past employment
- G Own-use production of goods and services
- H Subsistence foodstuff production
- I Housing and household assets

Not all questions are addressed to every household member. For children below 14 years of age, a minimum number of questions are asked. For older youngsters and adults 14 years of age and above, the number of questions depends on the situation and activities of the person during the reference period. The basic reference period is the last 7 days prior to the date of the interview. For certain

¹⁸ National Institute of Statistics of Rwanda, *Fourth Population and Housing Census, Rwanda, 2012, Thematic Report Population Projections*, January 2014.

¹⁹ Deville, J.C., and Sarndäl, C.E., "Calibration Estimators in Survey Sampling," *Journal of the American Statistical Association*, Vol. 87, 1992, pp. 376-382.

questions, however, other reference periods are used. In each case, the relevant reference period is indicated in the text of the question.

The questionnaire was prepared both in Kinyarwanda and in English. An earlier version of the Kinyarwanda questionnaire was tested during the Pilot LFS February 2016. The field test was conducted in selected urban and rural areas with the aim of assessing the integrity of the instrument, such as understanding of question wordings, duration of interviews, coding and data processing. The experience gained was used to finalize the questionnaire.

Experienced gained from the pilot survey led to certain modifications of the questionnaire. The revised questionnaire was again tested prior to the LFS August 2016 and February 2019 through the mock interviews conducted during the training of supervisors and interviewers. Slight modifications were further introduced following the experience gained during the field work of previous LFS rounds.

A specimen of the final version of the questionnaire is presented in Annex C of the present report. It is accompanied with two documents: An extensive manual for interviewers, providing instructions on the role of interviewers, listing of household members, and procedures to be adopted for asking each question and recording the corresponding response;²⁰ and a set of diagrams and corresponding STATA syntax providing rules for combining the survey responses for constructing the main labour force indicators of the survey. These derived variables included:

Labour force status (STATUS1):

Employed, Unemployed and Outside the labour force

Time-related underemployed (TRU)

Potential labour force (PLF)

Discouraged jobseeker (discourage)

Willing non-jobseeker (willing)

Subsistence foodstuff producer (sub)

Employment in informal and formal sector (IS and FS)

Informal and formal employment (IE and FE)

Monthly cash income from employment of employees at main job (cash)

Not in employment, nor in education or training youth 16-24 years old (NEET youth)

Not in employment, nor in education or training young persons 16-30 years old (NEET young)

Migrant worker (migrant)

Worker with disability (disable)

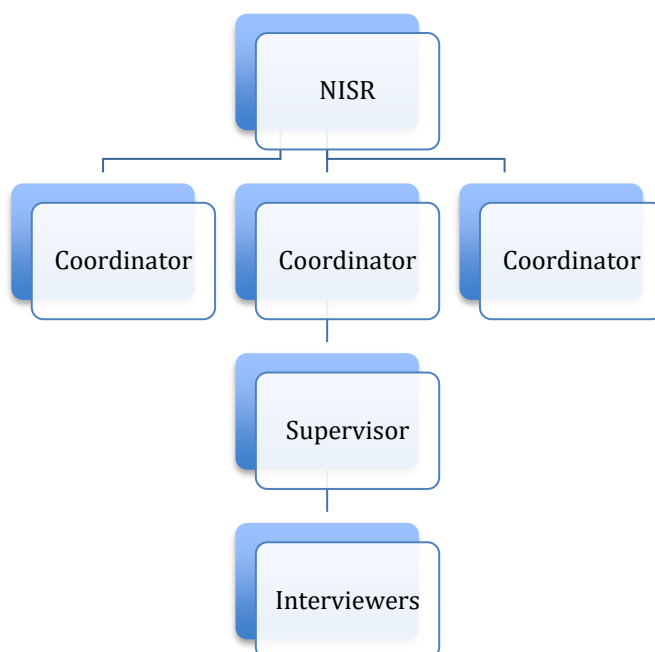
²⁰ NISR, *Rwanda Labour Force Survey, Interviewers Manual (RLFS, 2016)*, National Institute of Statistics of Rwanda, Kigali, December 2015. Revised for the RLFS, August 2016.

3. Field operations

The main pre-survey activities conducted in preparation for the field operations included the establishment of the field organization, the recruitment and training of interviewers and the preparation of Tablets.

The following diagram shows the field organization of the survey. It consisted of 2 coordinators, coordinating the work of 10 supervisors, 24 team leaders and 96 interviewers. In many occasions the team leaders and field editors conducted also survey interviews. So altogether the survey interviewing was carried out by a total of 120 interviewers.

Field organization, LFS



The actual number of interviewers recruited for the survey was in excess of the required number in order to allow for drop-outs, illness, absences and other possible failures.

The training of the survey staff was carried out in two stages. There was first the training of the supervisors followed with the training of the interviewers. The coordinators conducted the training of the supervisors, and the combined pool of supervisors and coordinators conducted the training of the interviewers.

The field operations were conducted from February, May, August and November, each month from the beginning of the month up to the end of the month during the year 2019. Listing was conducted at the same time as data collection in Kigali city and others District out of Kigali.

Prior to household selection and interviewing, all households in the sample enumeration areas were listed in a special listing form. A separate manual was prepared for household listing, providing

special instructions for segmentation of large clusters and quality control of the results.²¹ Finally, procedures were developed for selecting sample households from the list as part of the field operations.²²

The new 9 sample enumeration areas with very large number of households at the listing stage were segmented according to the segment areas defined by the population and housing census. One segment at random was listed and the number of listed households was proportionally expanded to obtain an estimate of the current number of households residing in the enumeration area.

4. Data processing

As well as from the previous year, data were collected using computerized assisted interview (CAPI). Data was uploaded to NISR main office from field via wireless network channel by synchronizing every day with the NISR server. It was carried every day to have a daily back up of data. All the activity of codification were also done to the field by interviewers who were trained. Several questions with textual responses were pre-coded and tabled in cascaded way. These concerned education (major field of study in highest qualification attained, and subject of training), occupation and branch of economic activity (at main and secondary job and past employment experience); they were coded into the corresponding national standard classifications using on-screen coding with corresponding dictionaries in Kinyarwanda²³. Coding of geographic areas and addresses was incorporated in the data entry programme as look-up.

Following coding, responses of each questionnaire were edited for blanks, missing values, duplicates, out-of-range values, and inconsistencies such as no head of household or age of child greater than age of head of household using developed batches of controlling inconsistency in CsPro and Stata. Editing specifications on coverage and demographic characteristics were based on the population and housing census (PHC4 2012). Other edit rules were developed for consistency checks on questions related to the measurement of the main labour force variables, including employment, unemployment, multiple jobholding, total hours usually worked at all jobs, total hours actually worked at all jobs, status in employment at main job, etc. The detected errors were directly sent back to the field for the correction by the interview.

As part of data processing, the data file was augmented by adding a field on sampling weights (weight) and a series of additional fields on derived variables constructed on the basis of the information on each record. Some examples of the construction of the derived variables is schematically shown in diagrams B1 to B5 for employment (E), time-related underemployment

²¹ National Institute of Statistics of Rwanda, *Manual for Household Listing, Rwanda Pilot Labour Force Survey (RLFS-P 2016)*, NISR, Kigali, February 2016.

²² Mehran, F., GIZ Consultant, "Rwanda Labour Force Survey February 2016. Selection of households without data entry as part of the field operations." 30 December 2015.

²³ National Institute of Statistics of Rwanda, *Customized International Standard Industrial Classification of all Economic Activities (ISIC Rev. 4)*, The Rwanda Classification Manual, 2012 edition.

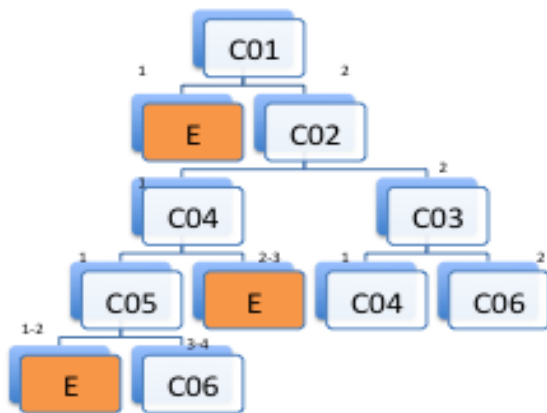
National Institute of Statistics of Rwanda, *Customized International Standard Classification for Occupation (ISCO-08)*, The Rwanda Classification Manual, 2012 edition.

National Institute of Statistics of Rwanda, *Customized International Standard Classification of Education (ISCED 97)*, The Rwanda Classification Manual, 2012 edition.

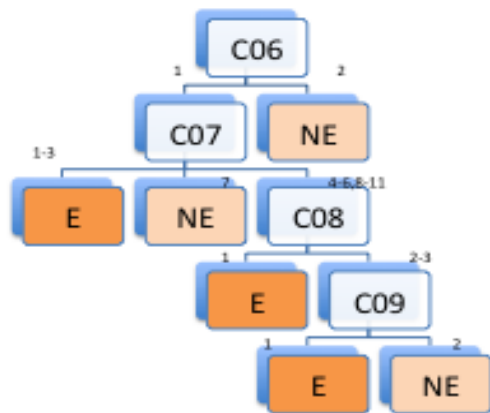
(TRU), unemployment (U) and potential labour force (PLF), employment in informal sector (IS) and informal employment (IE) at main and secondary jobs, and monthly cash income from employment of employees at main job (cash). The numbered elements of the diagrams refer to the question numbers and response categories of the LFS questionnaire. The end nodes of the diagrams refer to the derived variable categories, employed, time-related underemployed, unemployed, etc.

B.1 Derived variable: Employment (E)

Employed, at work

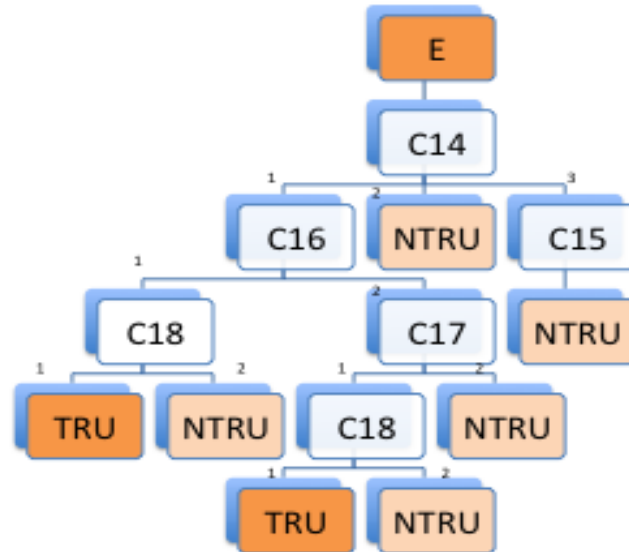


Employed, not at work



E = Employed
NE = Not employed

B.2 Derived variable: Time-related underemployment (TRU)

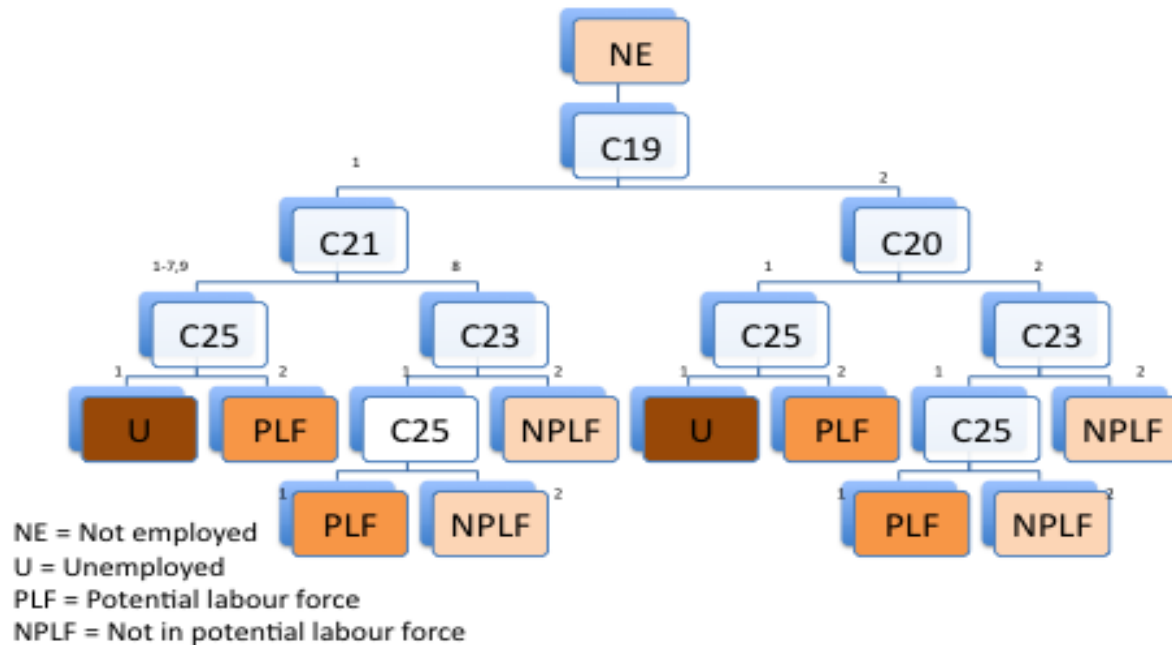


E = Employed

TRU = Time-related underemployed

NTRU = Not time-related underemployed

B.3 Derived variables: Unemployment (U) and potential labour force (PLF)



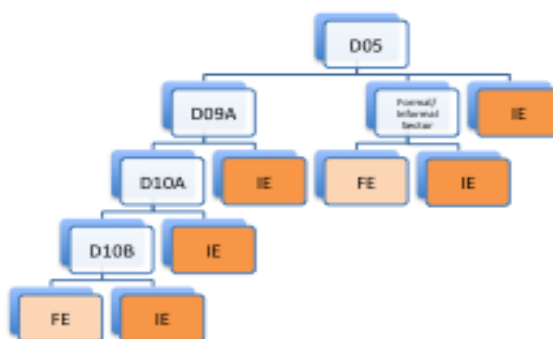
B.4 Derived variables: Informal sector (IS) and informal employment (IE) at main job

Informal sector



IS = Informal sector
 FS = Formal sector
 X = Out-of-scope (Domestic workers engaged by households are excluded from the count of informal and formal sector)

Informal employment



IE = Informal employment
 FE = Formal employment

B.5 Derived variable: Monthly cash income from employment of employees at main job (INC)

Status in employment		Response	Monthly cash income from employment at main job
-1	-2	-3	-4
Employee or Intern or Other	D05=1,2,7	D12=1 Amount	D12A x 1 if D13=1
			D12A x 26/12 if D13=2
			D12A x 52/12 if D13=3
			D12A x 52/2 if D13=4
			D12A /12 if D13=5
		D12=2,3, Refusal, Don't know	2*20,000/3=13,333 if D17=1
			2/(1/20,000+1/30,000)=24,000 if D17=2
			2/(1/30,000 +1/50,000)=37,500 if D17=3
			2/(1/50,000 +1/100,000)=66,667 if D17=4
			2*100,000 = 200,000 if D17=5

Based on these results, it was decided to use the conversion factor 1 for monthly payments, 2 for two-weekly payments, 52/12 for weekly payments, and 26 for daily payments to calculate the monthly income.

Finally, the augmented data file with derived variables and sampling weights was used for producing the survey estimates specified in the tabulation programme of the survey as well as other analytical tables for the body of the report. The tabulation programme of the survey included 66 tables presented in the statistical annex of the present report (Annex D).

In order to speed up data processing and ensure better quality data, NISR has introduced tablets for data collection, and incorporated an assisted coding of the questions with textual responses and automated editing procedures for both detection and correction of errors thus minimizing the need for the time-consuming task of making reference to the physical questionnaires.

5. Data quality

Like in all sample surveys, the results of the LFS 2022 are subject to sampling and different forms of measurement errors. This section provides information on different sources of survey errors, namely, sampling errors, coverage errors, non-response errors, response errors and other errors such as coding and data entry errors.

- Sampling errors

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

Information on sampling errors is used for interpreting the survey results. It provides an assessment of the precision of the estimates and on the degree of confidence that may be attached to them. In the

same vein, it allows decision on the degree of detail with which the survey data may be meaningfully tabulated and analyzed. Information on sampling errors is also used for determining whether the survey estimates of change over time or the estimates of differences between two or more population subgroups are statistically significant. Finally, information on sampling errors may be used for future sample design. Rational decisions on the choice of sample size, sample allocation among strata, clustering and estimation procedures, can only be made on the basis of detail knowledge of their effect on the magnitude of sampling errors in the resulting statistics obtained from the survey.

The following table gives the sampling errors of the main labour force estimates obtained from the LFS 2022 . They have 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 24. 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. They have been calculated using STATA syntaxes, taking into account of the survey design characteristics.

B.6: Sampling errors of estimates of main labour force aggregates

Indicator	Estimate	Standard error	Relative standard error	Confidence interval	
				Lower	Upper
Population 16+ yrs	7,963,586	187,219	2.4%	7,596,042	8,331,131
Labour force	4,463,296	106,062	2.4%	4,255,077	4,671,515
Employment	3,546,352	87,738	2.5%	3,374,106	3,718,598
Unemployment	916,944	30,604	3.3%	856,859	977,030
Outside labour force	3,500,290	100,384	2.9%	3,303,216	3,697,363

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

As an illustration of the use of the table, consider the second row of the table on the labour force. The total labour force, 4,463,296 is estimated with a relative standard error of 2.4 percent. The true value at 95 percent confidence level lies within the interval 4,255,077 and 4,671,515. Similarly, it can be stated that the total number of unemployed persons, 916,944 is estimated with a relative standard error of 3.3 percent. And, the true value at 95 percent confidence level lies within the interval 856,859 and 977,030.

The next table 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 20.5 percent has a standard error of 0.6 percentage points. This may be interpreted to mean that the true unemployment rate lies with 95 percent confidence within the interval, 20.0 and 22.2 percent.

²⁴Verma, Vijay, *Sampling Methods*, Manual for Statistical Trainers Number 2, Statistical Institute for Asia and the Pacific (SIAP), Tokyo, Revised 2002.

B.7: Sampling errors of estimates of main labour force indicators (percentage)

Indicator	Estimate	Standard error	Confidence interval	
			Lower	Upper
Labour Force Participation Rate	56.0	0.6	55.0	57.1
Employment-Population Ratio	44.5	0.5	43.5	45.6
Unemployment rate	20.5	0.5	19.5	21.6

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

It is not practical to compute and report sampling errors for every published statistics of a labour force survey. For this purpose, general variance estimates are typically calculated using the approximate relationship between the variance of an estimate and its size, expressed by $\text{var}(y)/y^2 = b + a/y$. The results are presented in the following table.

B.8: Approximate sampling errors by size estimates

Size of estimate	Standard error	Relative standard error	Confidence interval	
			Lower	Upper
5,000,000	63,000	1.3%	4874000	5126000
2,500,000	37,000	1.5%	2426000	2574000
1,000,000	20,000	2.0%	960000	1040000
500,000	14,000	2.8%	472000	528000
250,000	9,000	3.6%	232000	268000
100,000	6,000	6.0%	88000	112000
50,000	4,000	8.0%	42000	58000
25,000	3,000	12.0%	19000	31000
10,000	2,000	20.0%	6000	14000

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

Thus, an estimate about 5,000,000 has an approximate standard error of 63,000 with a confidence interval at 95% level between 4,874,000 and 5,126,000. Similarly, an estimate of about 500,000 has an approximate standard error of 14,000 with a confidence interval between 472,000 and 528,000. It can be observed that the relative standard error sharply increases as the size of the estimate decreases. Estimates as low as 10,000 have very high relative standard errors, almost 20 percent. The table can be used to decide on the size of estimates that can be meaningfully considered or more as statistical significant for analysis. For size of estimates that are not listed in the table, the approximate standard errors can be obtained by interpolation or extrapolation of the values given in the table.

- **Non-response errors**

Non-response occurs due to failure to obtain the required information from the units selected in the sample (unit non-response) or to failure to obtain some items of information for the selected unit (item non-response). Unit non-response may occur due to incorrect address of the sample household, or inaccessibility of certain dwellings or refusal of the sample household to be interviewed, or because no one was at home when the interviewer contacted the household, or for other reasons.

Absence and refusal are considered as non-response while vacant demolished or out-of-scope housing units are considered as non-coverage. The non-response rates for all February, May, August and November round 2022 have been less than 10.0 percent.

- **Response errors**

Response errors refer to errors originating at the data collection stage. In relation to an individual respondent, response errors may occur because the respondent was unwilling to divulge certain information or because the respondent did not know the answer to the question asked or did not fully understand the meaning of the question. Response errors can also occur due memory lapses, for example by forgetting to report an event, or incorrectly reporting the timing. Response errors may also occur because of errors made by the interviewer or by the instrument used for measurement. Interviewers may introduce errors because of haste and misreporting the responses, or because of misunderstanding of the survey concepts and procedures, or preconceptions and subjective biases. The questionnaire itself may be faulty, with wrong question wordings and incorrect skipping patterns.

The measurement of response errors is one of the most difficult parts of quality assessment of survey data. It generally requires carefully designed re-interview programmes. In the absence of such data, the quality of survey responses may be assessed by comparing the survey results with corresponding information from more reliable external sources such as administrative sources, for example, reconciling the LFS estimate of employment with the corresponding estimate obtained from the Integrated Business Enterprise Survey.²⁵ More detailed assessment may be carried out by comparing the LFS estimates of employment in specific occupations such as primary and secondary school teachers, nurses, and civil servants with corresponding statistics from the line ministries. Other indicators of response errors may be obtained by measuring the degree of self-response against proxy-response, or by testing the internal consistency of certain sets of inter-related responses. The assessment of response errors along the lines described here should be considered in future rounds of the survey when the survey programme has been stabilized.

- **Other errors**

Other sources of errors include coding and editing errors, as well as errors in data entry and data processing. Here the occupation and industry coding is evaluated. Table B.10 shows that the employed persons were coded in 359 distinct 4-digit occupation codes and 299 distinct 4-digit industry codes. The percentage of employed persons who were coded with codes ending with the

²⁵National Institute of statistics of Rwanda, *Integrated Business Enterprise Survey*, NISR 2014.

digit “9” was 2.5 percent for occupation and 7.0 percent for branch of economic activity. Codes ending with “9” indicate that the occupation or industry descriptions in the LFS questionnaire could not be precisely found in the classification system and had to be coded as “other”, suggesting insufficient information for precise occupation and industry coding.

Table B.10: Coding into occupation and branch of economic activity codes ending with “9”

	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
February 2022		
Distinct 4-digit codes	241	220
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	139	311
Total number of employed persons (non-weighted)	5,146	5,146
Percent	2.6%	6.0%
May 2022		
	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
Distinct 4-digit codes	264	216
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	143	370
Total number of employed persons (non-weighted)	4,816	4,816
Percent	2.9%	7.7%
August 2022		
	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
Distinct 4-digit codes	270	224
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	106	364
Total number of employed persons (non-weighted)	5225	5225
Percent	2.0%	7.0%
November 2022		
	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
Distinct 4-digit codes	246	211
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	122	347
Total number of employed persons (non-weighted)	4,760	4,760
Percent	2.6%	7.3%

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

Overall, the quality assessment of the results of the LFS 2022 shows acceptable levels of sampling errors and non-response errors.

Annex C: Statistical tables

Table C. 1 Summary labour force indicators, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Population 16 years old and over	7,963,586	3,753,868	4,209,718	1,637,017	6,326,569	2,990,860	4,972,726
Labour force	4,463,296	2,407,448	2,055,848	1,069,125	3,394,171	1,680,126	2,783,170
- Employed	3,546,352	1,977,704	1,568,648	851,356	2,694,996	1,231,582	2,314,770
- Unemployed	916,944	429,744	487,200	217,769	699,175	448,544	468,400
Outside labour force	3,500,290	1,346,420	2,153,870	567,892	2,932,398	1,310,734	2,189,556
Labour underutilization	3,288,472	1,459,070	1,829,402	523,341	2,765,131	1,713,666	1,574,806
- Unemployed	916,944	429,744	487,200	217,769	699,175	448,544	468,400
- Time-related underemployed	1,125,425	586,114	539,311	130,144	995,281	567,733	557,692
- Potential labour force	1,246,103	443,212	802,891	175,428	1,070,675	697,389	548,714
Labour force participation rate(%)	56.0	64.1	48.8	65.3	53.6	56.2	56.0
Employment-to-population ratio(%)	44.5	52.7	37.3	52.0	42.6	41.2	46.5
Time related underemployment rate(%)	31.7	29.6	34.4	15.3	36.9	46.1	24.1
LU1 - Unemployment rate(%)	20.5	17.9	23.7	20.4	20.6	26.7	16.8
LU2 - Combined rate of unemployment and time-related underemployment(%)	45.8	42.2	49.9	32.5	49.9	60.5	36.9
LU3 - Combined rate of unemployment and potential labour force(%)	37.9	30.6	45.1	31.6	39.6	48.2	30.5
LU4 - Composite measure of labour underutilization(%)	57.6	51.2	64.0	42.1	61.9	72.1	47.3
Youth unemployment rate (16-30 yrs)(%)	25.6	22.3	29.4	25.1	25.8	35.0	21.6
Median monthly earnings at main job	26,000	26,000	20,800	65,000	26,000	20,800	26,000

Table C. 2 Population by sex and age group, RLFS 2022

	Total	Male	Female	Urban	Rural
Population	13,078,028	6,319,903	6,758,125	2,503,083	10,574,945
0-4 yrs	1,553,553	776,063	777,490	298,673	1,254,880
5-9 yrs	1,628,364	823,677	804,687	277,015	1,351,348
10-14 yrs	1,600,085	804,702	795,383	241,973	1,358,113
15-19 yrs	1,661,630	820,717	840,913	291,405	1,370,225
20-24 yrs	1,157,947	580,976	576,971	277,902	880,045
25-29 yrs	896,904	413,564	483,339	227,985	668,919
30-34 yrs	860,513	422,771	437,742	221,883	638,630
35- 39 yrs	820,692	387,942	432,749	180,065	640,626
40-44 yrs	707,625	326,904	380,721	146,620	561,004
45-49 yrs	490,542	216,429	274,113	91,497	399,045
50-54 yrs	419,950	184,435	235,516	68,406	351,544
55-59 yrs	343,320	164,035	179,285	57,024	286,296
60-64 yrs	333,960	151,138	182,822	44,635	289,325
65-69 yrs	246,318	105,437	140,881	34,132	212,186
70-74 yrs	164,846	71,231	93,616	19,807	145,039
75+	191,780	69,883	121,898	24,061	167,719

Table C. 3 Households by household size, sex of head of household and urban/rural area, RLFS 2022

Household size	Total number households	Head of household		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
	3,065,727	2,243,089	822,638	601,791	2,463,937	1,334,748	1,730,980
1	116,518	64,787	51,731	33,767	82,751	31,091	85,427
2	258,567	138,133	120,435	63,223	195,344	76,893	181,674
3	235,440	156,293	79,147	41,230	194,210	98,260	137,180
4	387,850	235,746	152,104	72,156	315,694	164,021	223,829
5	237,607	186,323	51,285	40,885	196,722	106,560	131,047
6	416,067	307,099	108,968	77,532	338,535	187,723	228,344
7	154,215	119,022	35,193	33,941	120,274	67,203	87,012
8	344,299	259,540	84,759	53,040	291,259	165,340	178,959
9	85,250	67,303	17,947	14,316	70,934	39,047	46,203
10+	829,913	708,844	121,069	171,700	658,213	398,610	431,303

Table C. 4 Disabled persons by sex, age group, urban/rural area and type of disability, RLFS 2022

Type of disability	Total	Male	Female	Urban	Rural	5-15 yrs	16+ yrs
Total disabled persons	258,170	126,705	131,465	36,709	221,461	43,407	214,763
- Seeing	47,921	21,345	26,575	8,443	39,478	6,280	41,641
- Hearing	41,085	19,486	21,599	4,843	36,242	5,737	35,348
- Walking	113,475	52,857	60,618	18,003	95,471	15,877	97,598
- Remembering	61,203	32,182	29,020	6,714	54,489	11,167	50,036
- Washing, dressing	37,123	16,669	20,454	5,903	31,220	10,115	27,008
- Communicating	27,477	17,829	9,648	3,478	23,998	14,048	13,429

Table C. 5 Disabled working age persons by labour force status and type of disability, RLFS 2022

Type of disability	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Disabled working age persons (16+ yrs)	214,763	31,778	6,215	176,771	17.7	14.8	16.4
- Seeing	41,641	6,962	1,337	33,342	19.9	16.7	16.1
- Hearing	35,348	8,338	674	26,336	25.5	23.6	7.5
- Walking	97,598	12,198	1,985	83,415	14.5	12.5	14.0
- Remembering	61,203	3,533	1,292	45,211	9.6	7.1	26.8
- Washing, dressing	24,895	1,210	-	904	7.8	4.5	42.8
- Communicating	11,517	1,738	-	174	14.2	12.9	9.1
Note: Details may not add to totals because disabled persons may be reporting more than one type of disability.							

Table C. 6 Population 16 years old and over by education status and urban/rural area, RLFS 2022

Currenty studying	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	7,963,586	3,753,869	4,209,718	1,637,017	6,326,569	2,990,860	4,972,726
Currently studying	994,230	494,636	499,594	266,984	727,246	71,875	922,355
Not Currently studying	6,969,356	3,259,233	3,710,124	1,370,033	5,599,323	2,918,986	4,050,371

Table C. 7 Population 16 years old and over by sex, level of educational attainment and urban/rural area, RLFS 2022

	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	7,963,586	3,753,869	4,209,718	1,637,017	6,326,569	2,990,860	4,972,726
None	3,581,239	1,672,594	1,908,646	356,408	3,224,831	1,633,495	1,947,744
Primary	2,619,100	1,215,943	1,403,157	462,259	2,156,840	1,060,187	1,558,912
Lower secondary	745,539	341,982	403,557	244,230	501,309	148,711	596,828
Upper secondary	689,138	336,569	352,569	333,252	355,887	122,927	566,211
University	328,571	186,781	141,790	240,869	87,702	25,540	303,031

Table C. 8 Population 16 years old and over with respective field of education by sex, urban/rural area, RLFS 2022

	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	7,963,586	3,753,869	4,209,718	1,637,017	6,326,569	2,990,860	4,972,726
General program	5,596,521	2,712,578	2,883,943	854,325	4,742,196	2,343,218	3,253,303
Education	145,570	74,690	70,879	48,810	96,760	25,388	120,182
Humanities and arts	111,448	53,465	57,983	35,802	75,646	24,260	87,188
Social sciences, business and law	303,031	121,563	181,468	215,365	87,666	33,747	269,285
Science	506,331	240,792	265,538	205,475	300,856	81,152	425,179
Engineering, manufacturing and construction	173,683	146,399	27,284	98,217	75,466	16,170	157,513
Agriculture	45,989	25,862	20,127	19,883	26,107	9,238	36,751
Health and welfare	66,434	26,756	39,678	44,160	22,274	2,600	63,834
Services	57,432	16,812	40,620	39,963	17,469	3,900	53,532
No Education	957,147	334,950	622,197	75,017	882,130	451,188	505,959

Table C. 9 Population 16 years old and over in trade/attended or training courses by sex, duration of training, and urban/rural area, RLFS 2022

	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	1,137,932	630,847	507,085	392,009	745,923	353,988	783,944
Less than One month	4,437	2,518	1,919	618	3,818	1,314	3,124
1-3 months	110,655	51,062	59,593	32,240	78,415	37,679	72,974
3-6 Months	264,373	106,087	158,286	79,608	184,765	94,307	170,061
One Year	324,564	185,964	138,601	113,604	210,961	97,927	226,634
Two Years	133,444	85,126	48,317	42,109	91,335	45,445	87,990
Three years or more	300,460	200,090	100,370	123,831	176,629	77,316	223,144

Table C. 10 Population 16 year old in/attended trade and technical training by sex, technical skills, and urban/rural area, RLFS 2022

Technical skills learned	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
	1,137,932	630,847	507,085	392,009	745,923	353,988	783,944
Masonry	250,506	238,737	11,769	72,886	177,620	90,808	159,698
Carpentry	73,935	71,991	1,944	16,185	57,750	28,324	45,611
Automotive technology.	18,455	16,887	1,567	7,555	10,900	2,759	15,696
Culinary arts	59,001	17,695	41,306	36,585	22,416	10,371	48,635
Domestic Electricity	28,638	25,786	2,853	15,279	13,359	4,484	24,154
Welding	36,878	33,336	3,542	11,206	25,672	6,242	30,636
Plumbing	8,732	8,338	393	5,568	3,164	1,400	7,332
Food processing	2,882	1,636	1,246	1,419	1,463	239	2,643
Animal health	1,881	391	1,490	275	1,606	266	1,615
Auto- Electricity	2,359	2,079	279	852	1,507	279	2,079
Automotive body repair	59,473	56,678	2,795	24,133	35,339	12,830	46,643
Computer maintenance	8,539	6,759	1,779	4,649	3,889	1,348	7,191
Crop production	1,351	782	569	281	1,069	678	673
Engine mechanics	8,171	7,208	963	3,119	5,052	1,195	6,976
Music	601	601	0	415	186	0	601
Painting and decoration	3,796	3,288	508	1,724	2,071	409	3,387
Multimedia	850	687	163	616	234	0	850
Networking	2,359	1,330	1,029	1,353	1,005	0	2,359
Tailoring	370,200	30,718	339,482	93,924	276,276	152,199	218,000
Industrial electricity	5,550	5,498	52	3,091	2,459	760	4,790
Civil engeneering	4,304	3,957	347	2,748	1,556	894	3,414
Nursery growing	181	181	0	181	0	0	181
Milk processig	507	0	507	507	0	0	507

Technical skills learned	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Livestock	1,821	1,327	494	494	1,327	264	1,555
Horticulture production	319	48	271	319	0	0	31
Food & Beverage services	6,574	3,374	3,199	2,430	4,144	1,640	4,933
Front office	5,737	1,794	3,943	3,944	1,793	503	5,233
House keeping	206	106	99	206	0	0	20
Concrete masonry	292	0	292	0	292	292	
Leather craft	3,959	2,230	1,729	558	3,402	1,224	2,733
Hairdressing	56,398	13,874	42,523	27,922	28,476	9,463	46,933
Biding and Jewelries	9,560	271	9,289	521	9,039	4,021	5,543
Software Development	5,977	3,073	2,904	3,843	2,133	41	5,933
NCDs and Palliative Care Community Health	808	0	808	622	186	0	80
Agri-Business	1,968	1,139	829	385	1,583	254	1,711
Manicure and Pedicure	1,654	618	1,037	1,131	524	0	1,653
Beauty therapy	1,502	770	732	346	1,155	69	1,433
Screen printing	854	854	0	854	0	0	85
Sport and Medical Massage	370	277	93	370	0	0	37
Crochet embroidery	18,153	1,277	16,876	2,910	15,243	10,017	8,133
Pottery	1,540	903	637	0	1,540	1,032	50
Motor vehicle engine mechanics	16,799	15,966	833	9,482	7,317	785	16,013
Film making	4,439	3,852	587	4,145	294	0	4,433
Colleography	273	0	273	0	273	0	27
Typing(dactilographie)	1,894	733	1,161	693	1,201	645	1,253
Driving	35,871	35,664	207	20,853	15,018	4,881	30,983
Other	11,819	8,133	3,686	5,431	6,388	3,373	8,443

Table C. 11 Population 16 years old and over who received trade and technical training by sex, place of the training, main sponsor, Outcome of the Training and urban/rural area, RLFS 2022

Place of Technical skills	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
What happened after completion of the training							
Nothing	209211	79718	129493	68376	140836	83805	125407
I was able to get a job	322360	233393	88967	128070	194290	90903	231457
My salary increased	736	558	178	147	589	208	528
I was promoted at work	206	206	0	149	57	0	206
My job skills have improved	5774	4665	1110	4111	1664	491	5284
I got internship/traineeship with a company	8435	5326	3109	3188	5247	1977	6458
Starting own business	75571	29688	45883	22918	52653	23228	52343
Other specify_____	906	583	323	594	311	205	700

Table C. 12 Population 16 years old and over by labour force status, sex, age group, and urban/rural area, RLFS 2022

	Total	Labour force status				Labour force participation rate	Employment-population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Total Population 16 yrs and over	7,963,586	4,463,296	3,546,352	916,944	3,500,290	56.0%	44.5%	20.5%
16-24 yrs	2,487,137	1,025,522	743,524	281,998	1,461,614	41.2%	29.9%	27.5%
25-34 yrs	1,757,416	1,335,525	1,048,176	287,349	421,891	76.0%	59.6%	21.5%
35-54 yrs	2,438,809	1,727,865	1,435,459	292,406	710,943	70.8%	58.9%	16.9%
55-64 yrs	677,280	294,712	248,817	45,895	382,567	43.5%	36.7%	15.6%
65+ yrs	602,945	79,672	70,376	9,296	523,273	13.2%	11.7%	11.7%
		-						
Male Pop. 16+ yrs	3,753,869	2,407,448	1,977,704	429,744	1,346,420	64.1%	52.7%	17.9%
		-						
16-24 yrs	1,240,100	554,574	414,763	139,811	685,526	44.7%	33.4%	25.2%
25-34 yrs	836,335	716,412	593,393	123,019	119,924	85.7%	71.0%	17.2%
35-54 yrs	1,115,710	920,510	785,050	135,460	195,200	82.5%	70.4%	14.7%
55-64 yrs	315,173	169,524	142,993	26,531	145,648	53.8%	45.4%	15.7%
65+ yrs	246,550	46,428	41,505	4,923	200,122	18.8%	16.8%	10.6%
		-						
Female Pop. 16+ yrs	4,209,718	2,055,848	1,568,648	487,200	2,153,870	48.8%	37.3%	23.7%
16-24 yrs	1,247,037	470,948	328,761	142,187	776,088	37.8%	26.4%	30.2%
25-34 yrs	921,081	619,113	454,783	164,330	301,967	67.2%	49.4%	26.5%
35-54 yrs	1,323,098	807,355	650,409	156,946	515,743	61.0%	49.2%	19.4%
55-64 yrs	362,107	125,188	105,824	19,364	236,919	34.6%	29.2%	15.5%
65+ yrs	356,395	33,243	28,871	4,372	323,151	9.3%	8.1%	13.2%

Urban Pop. 16+ yrs	1,637,017	1,069,125	851,356	217,769	567,892	65.3%	52.0%	20.4%
16-24 yrs	520,901	221,189	166,214	54,975	299,711	42.5%	31.9%	24.9%
25-34 yrs	449,868	366,877	283,832	83,045	82,991	81.6%	63.1%	22.6%
35-54 yrs	486,589	408,761	340,004	68,757	77,828	84.0%	69.9%	16.8%
55-64 yrs	101,659	59,508	49,670	9,838	42,151	58.5%	48.9%	16.5%
65+ yrs	78,000	12,790	11,635	1,155	65,210	16.4%	14.9%	9.0%
Rural Pop. 16+ yrs	6,326,569	3,394,171	2,694,996	699,175	2,932,398	53.6%	42.6%	20.6%
16-24 yrs	1,966,236	804,333	577,310	227,023	1,161,903	40.9%	29.4%	28.2%
25-34 yrs	1,307,548	968,647	764,343	204,304	338,901	74.1%	58.5%	21.1%
35-54 yrs	1,952,220	1,319,105	1,095,455	223,650	633,115	67.6%	56.1%	17.0%
55-64 yrs	575,621	235,205	199,147	36,058	340,416	40.9%	34.6%	15.3%
65+ yrs	524,944	66,881	58,740	8,141	458,063	12.7%	11.2%	12.2%

Table C. 13 Population 16 years old and over by labour force status, sex, educational attainment, and urban/rural area, RLFS 2022

	Total	Labour force status				Labour force participation rate	Employment-to population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Population 16 yrs and over	7,963,586	4,463,296	3,546,352	916,944	3,500,290	56.0	44.5	20.5
None	3,581,239	1,976,689	1,613,706	362,983	1,604,550	55.2	45.1	18.4
Primary	2,619,100	1,435,736	1,153,028	282,708	1,183,364	54.8	44.0	19.7
Lower secondary	745,539	287,900	219,337	68,563	457,638	38.6	29.4	23.8
Upper secondary	689,138	467,181	315,687	151,494	221,957	67.8	45.8	32.4
University	328,571	295,790	244,593	51,197	32,781	90.0	74.4	17.3

Table C. 14 Population 16 years old and over by labour force status, sex, marital status, and urban/rural area, RLFS 2022

	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	7,963,586	4,463,296	3,546,352	916,944	3,500,290	56.0	44.5	20.5
Married	2,914,752	1,777,517	1,476,822	300,695	1,137,234	61.0	50.7	16.9
Living together	1,209,904	877,597	702,737	174,860	332,307	72.5	58.1	19.9
Divorced/separated	248,974	180,952	147,116	33,836	68,022	72.7	59.1	18.7
Single	3,033,696	1,455,562	1,075,798	379,764	1,578,133	48.0	35.5	26.1
Widow/widower	556,261	171,667	143,879	27,788	384,594	30.9	25.9	16.2

Table C. 15 Employed population by sex, age group, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population 16+	3,546,352	1,977,704	1,568,648	851,356	2,694,996	1,231,582	2,314,770
16-19 yrs	251,605	135,508	116,097	50,895	200,709	53,583	198,022
20-24 yrs	491,919	279,255	212,664	115,319	376,601	121,580	370,339
25-29 yrs	507,897	278,763	229,134	132,145	375,752	148,012	359,885
30-34 yrs	540,279	314,629	225,649	151,688	388,591	178,640	361,639
35-39 yrs	515,174	289,119	226,055	126,686	388,488	191,114	324,059
40-44 yrs	422,826	234,919	187,907	104,830	317,996	176,951	245,874
45-49 yrs	283,274	147,655	135,618	65,424	217,850	123,086	160,187
50-54 yrs	214,186	113,358	100,828	43,064	171,122	97,254	116,932
55-59 yrs	141,378	84,094	57,284	30,885	110,493	60,668	80,710
60-64 yrs	107,439	58,900	48,540	18,785	88,654	50,606	56,833
65-69 yrs	43,214	23,293	19,920	6,470	36,744	22,695	20,518
70-74 yrs	21,356	14,388	6,967	3,648	17,708	6,810	14,545
75+	5,806	3,823	1,983	1,518	4,289	581	5,225

Table C. 16 Employed population by sex, occupation group, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Occupation group (ISCO High level)	3,546,352	1,977,704	1,568,648	851,356	2,694,996	1,231,582	2,314,770
Managers	37,771	28,840	8,932	27,009	10,763	3,379	34,393
Professionals	229,889	131,745	98,144	112,620	117,269	28,148	201,742
Technicians and associate professionals	37,187	27,428	9,759	26,242	10,945	1,427	35,760
Clerical support workers	29,926	12,499	17,427	19,601	10,325	2,467	27,459
Service and sales workers	491,246	230,775	260,471	223,429	267,816	110,543	380,703
Skilled agricultural, forestry and fishery	183,603	100,475	83,127	17,445	166,157	16,220	167,383
Craft and related trades workers	292,272	214,816	77,456	101,178	191,094	82,220	210,053
Plant and machine operators and assemblers	95,422	93,742	1,680	48,346	47,076	11,966	83,456
Elementary occupations	2,149,035	1,137,384	1,011,652	275,485	1,873,550	975,213	1,173,822

Table C. 17 Employed population by sex, current education attendance, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population	3,546,352	1,977,704	1,568,648	851,356	2,694,996	1,231,582	2,314,770
Currently studying	67,735	42,793	24,942	26,137	41,598	9,403	58,331
Not currently studying	3,478,617	1,934,911	1,543,706	825,219	2,653,398	1,222,179	2,256,438

Table C. 18 Employed population by sex, educational attainment, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population	3,546,352	1,977,704	1,568,648	851,356	2,694,996	1,231,582	2,314,770
None	1,613,706	898,982	714,724	192,471	1,421,235	706,112	907,594
Primary	1,153,028	638,339	514,690	246,706	906,322	415,056	737,972
Lower secondary	219,337	119,840	99,497	83,717	135,620	53,412	165,925
Upper secondary	315,687	174,268	141,419	150,894	164,793	41,118	274,569
University	244,593	146,275	98,318	177,568	67,025	15,884	228,709

Table C. 19 Employed population by sex, occupation group and level of educational attainment, RLFS 2022

Occupation group	Total	Educational attainment				
		None	Primary	Lower secondary	Upper secondary	University
Employed population	3,546,352	1,613,706	1,153,028	219,337	315,687	244,593
Managers	37,771	66	1,720	1,561	6,148	28,277
Professionals	229,889	7,488	12,552	4,324	81,908	123,617
Technicians and Associate Professionals	37,187	1,642	3,331	1,787	10,524	19,902
Clerical Support Workers	29,926	935	1,104	1,951	8,689	17,247
Service and Sales Workers	491,246	128,132	162,916	55,648	104,969	39,580
Skilled Agricultural, Forestry and Fishery Workers	183,603	77,532	79,315	14,521	10,153	2,081
Craft and Related Trades Workers	292,272	84,219	130,280	38,710	32,704	6,360
Plant and Machine Operators and Assemblers	95,422	18,991	46,585	11,953	13,599	4,295
Elementary Occupations	2,149,035	1,294,701	715,226	88,882	46,992	3,235
Employed population (Male)	1,977,704	898,982	638,339	119,840	174,268	146,275
Managers	28,840	66	1,659	1,098	4,843	21,174
Professionals	131,745	5,649	9,941	2,431	35,074	78,650

Occupation group	Total	Educational attainment				
		None	Primary	Lower secondary	Upper secondary	University
Technicians and Associate Professionals	27,428	1,613	2,360	1,207	8,447	13,801
Clerical Support Workers	12,499	911	911	1,111	3,882	5,685
Service and Sales Workers	230,775	68,373	76,688	25,656	47,300	12,758
Skilled Agricultural, Forestry and Fishery Workers	100,475	41,031	43,591	7,923	6,629	1,302
Craft and Related Trades Workers	214,816	67,712	91,086	23,796	26,059	6,163
Plant and Machine Operators and Assemblers	93,742	18,540	46,194	11,818	13,058	4,132
Elementary Occupations	1,137,384	695,089	365,910	44,800	28,976	2,609
Employed population (Female)	1,568,648	714,724	514,690	99,497	141,419	98,318
Managers	8,932	0	61	463	1,305	7,102
Professionals	98,144	1,838	2,611	1,893	46,834	44,967
Technicians and Associate Professionals	9,759	30	971	580	2,077	6,101
Clerical Support Workers	17,427	24	193	840	4,807	11,562
Service and Sales Workers	260,471	59,759	86,228	29,992	57,670	26,822
Skilled Agricultural, Forestry and Fishery Workers	83,127	36,502	35,725	6,599	3,523	779
Craft and Related Trades Workers	77,456	16,507	39,194	14,914	6,645	196
Plant and Machine Operators and Assemblers	1,680	451	391	134	541	162
Elementary Occupations	1,011,652	599,613	349,316	44,081	18,016	626

Table C. 20 Employed population by sex, branch of economic activity, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population	3,546,352	1,977,704	1,568,648	851,356	2,694,996	1,231,582	2,314,770
Agriculture, forestry and fishing	1,660,185	788,010	872,176	80,401	1,579,784	831,742	828,443
Mining and quarrying	48,380	38,499	9,882	3,418	44,963	12,599	35,782
Manufacturing	187,297	98,554	88,743	55,461	131,835	52,846	134,451
Electricity, gas, steam and air conditioning supply	3,815	3,519	296	2,569	1,246	208	3,608
Water supply, sewerage and waste management	5,974	5,183	791	2,592	3,382	1,362	4,612
Construction	366,450	317,507	48,943	97,128	269,322	119,288	247,162
Wholesale, retail trade, repair of motor vehicles, motorcycles	372,408	160,722	211,686	168,500	203,907	90,985	281,423
Transportation and storage	197,886	189,985	7,901	60,374	137,512	37,984	159,902
Accommodation and food service activities	73,519	43,819	29,700	37,471	36,048	11,498	62,021
Information and communication	8,228	5,938	2,290	7,227	1,000	-	8,228
Financial and insurance activities	27,029	14,814	12,215	18,389	8,640	1,317	25,711
Real estate activities	3,654	3,427	227	3,131	523	209	3,446
Professional, scientific and technical activities	26,217	19,036	7,181	18,745	7,473	1,230	24,988
Administrative and support service activities	58,991	41,151	17,839	25,446	33,544	9,086	49,905
Public administration and defence	60,590	45,037	15,553	33,226	27,365	6,315	54,276
Education	143,995	72,303	71,692	49,835	94,160	29,064	114,931
Human health and social work activities	48,447	20,869	27,578	34,202	14,245	2,772	45,675
Arts, entertainment and recreation	7,521	4,384	3,138	5,119	2,402	908	6,614
Other service activities	101,455	52,378	49,077	46,917	54,538	16,754	84,701
Activities of households as employers	140,733	49,852	90,881	98,048	42,686	5,118	135,616
Activities of extraterritorial organizations and bodies	3,577	2,719	858	3,157	420	300	3,277

Table C. 21 Employed population by sex, branch of economic activity and level of educational attainment, RLFS 2022

	Total	None	Primary	Lower secondary	Upper secondary	University
Employed population	3,546,352	1,613,706	1,153,028	219,337	315,687	244,593
Agriculture, forestry and fishing	1,660,185	1,035,233	529,356	61,970	29,146	4,480
Mining and quarrying	48,380	26,969	17,761	1,745	1,223	684
Manufacturing	187,297	56,249	82,625	25,369	15,984	7,069
Electricity, gas, steam and air conditioning supply	3,815	429	299	0	1,431	1,656
Water supply, sewerage and waste management	5,974	924	1,337	40	519	3,154
Construction	366,450	155,594	140,966	26,430	33,135	10,325
Wholesale, retail trade, repair of motor vehicles, motorcycles	372,408	111,586	124,676	39,986	62,762	33,397
Transportation and storage	197,886	86,954	74,726	15,326	14,800	6,080
Accommodation and food service activities	73,519	16,690	20,146	7,278	22,853	6,552
Information and communication	8,228	0	529	57	1,840	5,802
Financial and insurance activities	27,029	1,503	1,940	2,821	7,484	13,281
Real estate activities	3,654	1,170	611	91	973	809
Professional, scientific and technical activities	26,217	1,264	1,584	431	8,449	14,490
Administrative and support service activities	58,991	18,301	19,070	5,530	9,911	6,179
Public administration and defence	60,590	5,717	7,934	3,318	13,086	30,535
Education	143,995	8,707	9,768	3,833	65,402	56,285
Human health and social work activities	48,447	1,085	3,016	444	8,961	34,941
Arts, entertainment and recreation	7,521	911	1,879	570	2,575	1,586
Other service activities	101,455	35,760	36,737	11,460	12,296	5,201
Activities of households as employers	140,733	48,660	77,092	12,391	2,591	0
Activities of extraterritorial organizations and bodies	3,577	0	974	248	267	2,087

	Total	None	Primary	Lower secondary	Upper secondary	University
Employed population (Male)	1,977,704	898,982	638,339	119,840	174,268	146,275
agriculture forestry and fishing	788,010	495,756	242,187	29,388	17,817	2,861
mining and quarrying	38,499	21,717	14,340	1,087	672	684
manufacturing	98,554	35,992	40,732	9,163	8,434	4,232
electricity gas steam and air conditioning supply	3,519	429	299	0	1,431	1,360
water supply, gas and remediation services	5,183	685	1,175	40	519	2,764
construction	317,507	131,366	124,895	22,608	29,276	9,362
whole sale and retail trade; repair of motor vehicles and motorcycles	160,722	53,437	51,723	19,120	24,073	12,369
transportation and storage	189,985	81,907	74,068	15,265	13,659	5,086
accommodation and food services activities	43,819	12,168	11,997	3,846	12,259	3,549
information and communication	5,938	0	258	57	1,505	4,118
financial and insurance activities	14,814	1,287	1,024	1,612	3,448	7,443
Real estate activities	3,427	1,170	611	91	907	647
professional, scientific and technical activities	19,036	902	1,242	347	5,840	10,705
administrative and support activities	41,151	13,383	13,856	3,571	7,327	3,015
public administration and defense; compulsory social security	45,037	4,215	7,287	3,256	10,960	19,319
education	72,303	4,048	4,491	1,481	23,916	38,366
human health and social work activities	20,869	354	2,612	84	2,925	14,894
arts, entertainment and recreation	4,384	207	951	235	1,916	1,075
other services	52,378	19,552	19,871	3,927	6,622	2,406
activities of households as employers	49,852	20,405	24,303	4,413	731	0
activities of extraterritorial organizations and bodies	2,719	0	418	248	30	2,022
Employed population (Female)	1,568,648	714,724	514,690	99,497	141,419	98,318

	Total	None	Primary	Lower secondary	Upper secondary	University
Agriculture, forestry and fishing	872,176	539,476	287,170	32,582	11,329	1,619
Mining and quarrying	9,882	5,252	3,420	658	551	0
Manufacturing	88,743	20,257	41,893	16,206	7,549	2,838
Electricity, gas, steam and air conditioning supply	296	0	0	0	0	296
Water supply, sewerage and waste management	791	239	162	0	0	390
Construction	48,943	24,228	16,071	3,822	3,859	963
Wholesale, retail trade, repair of motor vehicles, motorcycles	211,686	58,150	72,954	20,866	38,689	21,028
Transportation and storage	7,901	5,047	658	61	1,140	994
Accommodation and food service activities	29,700	4,522	8,149	3,432	10,594	3,003
Information and communication	2,290	0	271	0	335	1,684
Financial and insurance activities	12,215	217	916	1,209	4,035	5,839
Real estate activities	227	0	0	0	66	162
Professional, scientific and technical activities	7,181	362	342	84	2,609	3,785
Administrative and support service activities	17,839	4,918	5,214	1,959	2,584	3,164
Public administration and defence	15,553	1,501	648	62	2,127	11,216
Education	71,692	4,659	5,277	2,352	41,486	17,918
Human health and social work activities	27,578	730	405	359	6,037	20,047
Arts, entertainment and recreation	3,138	704	929	335	659	511
Other service activities	49,077	16,208	16,867	7,533	5,675	2,796
Activities of households as employers	90,881	28,255	52,789	7,978	1,860	0
Activities of extraterritorial organizations and bodies	858	0	556	0	237	66

Table C. 22 Employed population by sex, status in employment, and urban/rural area, RLFS 2022

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	3,546,352	1,977,704	1,568,648	851,356	2,694,996	1,231,582	2,314,770
Employee, Paid apprentice/intern	2,570,193	1,443,982	1,126,211	552,578	2,017,615	1,011,758	1,558,436
Employer	42,554	26,564	15,990	21,778	20,777	6,992	35,562
Own-account worker	833,130	487,196	345,934	257,255	575,875	201,356	631,774
Member of cooperative	3,047	1,689	1,358	734	2,312	577	2,469
Contributing family worker	97,427	18,273	79,155	19,011	78,416	10,899	86,529

Table C. 23 Employed population by sex, hours usually worked per week at all jobs, and urban/rural area, RLFS 2022

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employed population	3,546,352	1,977,704	1,568,648	851,356	472,901	378,455	2,694,996	1,504,803	1,190,193
less than 24 hours	937,283	461,293	475,990	99,011	49,165	49,845	838,272	412,128	426,145
25-34 hours	466,545	229,530	237,015	59,778	31,605	28,173	406,767	197,925	208,842
35-40 hours	885,177	488,806	396,372	137,830	79,999	57,831	747,348	408,806	338,541
41-48 hours	650,348	393,052	257,297	265,729	148,814	116,915	384,619	244,238	140,382
49-61 hours	384,275	254,959	129,316	170,150	95,094	75,056	214,125	159,865	54,259
62-79 hours	180,921	118,077	62,844	96,149	53,541	42,608	84,772	64,536	20,235
80 hours+	41,803	31,988	9,815	22,710	14,683	8,027	19,093	17,304	1,788

Table C. 24 Employees by sex, duration of employment contract at main job and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Total employees/paid apprentices 16 +	2,570,193	1,443,982	1,126,211	552,578	2,017,615	1,011,758	1,558,436
Permanent (without a known limited duration)	528,779	306,371	222,409	259,475	269,304	79,866	448,913
Temporary contract	2,041,414	1,137,612	903,803	293,103	1,748,311	931,891	1,109,523
- Day	1,804,341	1,002,839	801,502	179,233	1,625,108	899,603	904,738
- Week	28,495	18,211	10,284	7,443	21,051	8,823	19,671
- Month	120,578	68,287	52,291	58,887	61,691	14,424	106,154
- Less than one year	36,421	18,957	17,464	17,572	18,848	4,531	31,890
- One year or more	51,579	29,317	22,262	29,967	21,612	4,509	47,070

Table C. 25 Employed population by sex, formal/informal sector employment, status in employment at main job and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population 16+ in formal and informal sector	3412870	1931902	1480968	756085	2656786	1227800	2185070
Formal sector	437,719	273,792	163,927	225,929	211,791	53,871	383,849
Employee	403,731	253,367	150,364	201,794	201,937	51,200	352,532
Employer (with regular employees)	11,174	7,874	3,300	8,193	2,980	1,016	10,158
Own-account worker(without regular employment	19,039	11,086	7,953	13,522	5,517	1,153	17,886
Member of cooperative	1,468	887	581	217	1,251	448	1,020
Contributing family worker	2,307	579	1,728	2,202	105	54	2,253
Informal sector	2,975,151	1,658,110	1,317,041	530,156	2,444,995	1,173,929	1,801,221
- Employee	2,033,300	1,144,875	888,425	255,770	1,777,530	956,776	1,076,525
- Employer	31,380	18,691	12,690	13,584	17,796	5,977	25,404
- Own-account worker	813,833	476,110	337,723	243,475	570,358	200,204	613,629
- Member of cooperative	1,579	802	776	517	1,062	129	1,450
- Contributing family worker	95,058	17,631	77,427	16,809	78,249	10,844	84,214
Formal sector out of agriculture	420,678	223,248	197,430	223,248	197,430	48,917	371,761
Employee	390,835	244,274	146,561	199,997	190,837	46,246	344,589
Employer (with regular employees)	10,487	7,414	3,073	7,507	2,980	1,016	9,472
account worker(without regular empl	16,383	9,758	6,625	13,325	3,058	1,153	15,230

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Member of cooperative	666	485	180	217	448	448	217
Contributing family worker	2,307	579	1,728	2,202	105	54	2,253
Informal sector out of agriculture	1,332,007	881,382	450,625	452,435	879,572	347,141	984,866
- Employee	626,971	491,255	135,715	194,973	431,998	166,692	460,279
- Employer	17,726	10,970	6,756	10,928	6,798	3,783	13,943
- Own-account worker	655,060	370,970	284,090	231,714	423,346	168,639	486,421
- Member of cooperative	440	189	251	170	270	129	311
- Contributing family worker	31,810	7,998	23,812	14,651	17,159	7,898	23,911

Table C. 26 Formal and informal employment by sex, branch of economic activity, RLFS 2022

Economic activity	Total			Male		Female	
	Total	Formal employment	Informal employment	Formal employment	Informal employment	Formal employment	Informal employment
Total	3,546,352	324,740	3,221,612	201,290	1,776,414	123,450	1,445,198
Agriculture, forestry and fishing	1,660,185	7,591	1,652,595	4,624	783,386	2,967	869,209
Mining and quarrying	48,380	1,807	46,573	1,632	36,867	175	9,706
Manufacturing	187,297	11,583	175,714	8,412	90,142	3,170	85,572
Electricity, gas, steam and air conditioning supply	3,815	3,076	739	2,847	672	229	67
Water supply, sewerage and waste management	5,974	2,854	3,120	2,464	2,719	390	401
Construction	366,450	3,960	362,490	3,497	314,011	463	48,480

Economic activity	Total			Male		Female	
	Total	Formal employment	Informal employment	Formal employment	Informal employment	Formal employment	Informal employment
Wholesale, retail trade, repair of motor vehicles, motorcycles	372,408	18,300	354,108	11,179	149,543	7,121	204,565
Transportation and storage	197,886	7,213	190,673	5,950	184,035	1,263	6,638
Accommodation and food service activities	73,519	10,113	63,406	7,819	36,001	2,294	27,406
Information and communication	8,228	4,650	3,578	3,221	2,716	1,428	862
Financial and insurance activities	27,029	13,007	14,022	7,965	6,849	5,042	7,173
Real estate activities	3,654	313	3,341	254	3,173	59	169
Professional, scientific and technical activities	26,217	6,817	19,400	4,687	14,349	2,130	5,051
Administrative and support service activities	58,991	15,042	43,948	11,838	29,313	3,204	14,635
Public administration and defence	60,590	52,623	7,967	40,966	4,071	11,657	3,897
Education	143,995	112,924	31,071	57,729	14,574	55,196	16,496
Human health and social work activities	48,447	41,137	7,310	17,644	3,225	23,493	4,085
Arts, entertainment and recreation	7,521	1,629	5,892	1,179	3,204	450	2,688
Other service activities	101,455	6,517	94,937	4,047	48,331	2,471	46,607
Activities of households as employers	140,733	830	139,903	647	49,205	183	90,699
Activities of extraterritorial organizations and bodies	3,577	2,754	823	2,688	30	66	793

Table C. 27 Formal and informal Sector by sex, branch of economic activity, RLFS 2022

	Total			Male		Female	
	Formal/Informal sector employment			Formal/Informal sector employment		Formal/Informal sector employment	
	Total	Informal sector	Formal sector	Informal sector	Formal sector	Informal sector	Formal sector
Total	3,412,870	2,975,151	437,719	1,658,110	273,792	1,317,041	163,927
Agriculture, forestry and fishing	1,660,185	1,643,144	17,041	776,728	11,282	866,416	5,760
Mining and quarrying	48,380	37,233	11,147	29,292	9,207	7,941	1,941
Manufacturing	187,297	158,721	28,575	80,674	17,880	78,048	10,695
Electricity, gas, steam and air conditioning supply	3,815	263	3,552	263	3,256	0	296
Water supply, sewerage and waste management	5,974	1,623	4,351	1,222	3,961	401	390
Construction	366,450	343,236	23,214	300,890	16,617	42,346	6,597
Wholesale, retail trade, repair of motor vehicles, motorcycles	372,408	341,140	31,268	142,586	18,136	198,554	13,132
Transportation and storage	197,886	186,947	10,938	180,775	9,210	6,172	1,729
Accommodation and food service activities	73,519	52,974	20,545	29,802	14,017	23,172	6,528
Information and communication	8,228	2,082	6,146	1,639	4,299	443	1,847
Financial and insurance activities	27,029	13,091	13,938	6,365	8,449	6,726	5,490
Real estate activities	3,654	3,030	624	2,927	500	103	124
Professional, scientific and technical activities	26,217	14,814	11,403	11,320	7,716	3,494	3,687
Administrative and support service activities	58,635	34,374	24,261	22,876	18,275	11,498	5,986
Public administration and defence	60,590	5,877	54,713	4,585	40,452	1,292	14,262
Education	143,995	26,888	117,107	10,666	61,637	16,222	55,470
Human health and social work activities	48,447	5,095	43,352	2,491	18,378	2,604	24,973
Arts, entertainment and recreation	6,811	3,913	2,898	2,167	1,853	1,746	1,045
Other service activities	101,256	91,334	9,922	46,165	6,013	45,168	3,909
Activities of households as employers	8,517	7,961	556	4,057	556	3,904	0
Activities of extraterritorial organizations and bodies	3,577	1,412	2,165	619	2,099	793	66

Table C. 28 Average number of hours usually worked per week at main job by sex, branch of economic activity, urban/rural area, RLFS 2022

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employed population	35.9	37.8	33.5	45.2	45.9	44.2	32.9	35.2	30.1
Agriculture, forestry and fishing	28.5	29.6	27.5	30.7	33.2	28.6	28.4	29.4	27.5
Mining and quarrying	41.3	41.2	41.9	51.3	40.1	60.2	40.6	41.2	37.5
Manufacturing	39.5	41.0	37.8	44.6	46.2	43.0	37.3	39.1	35.3
Electricity, gas, steam and air conditioning supply	42.7	42.4	45.7	41.6	41.1	45.7	44.9	44.9	0.0
Water supply, sewerage and waste management	43.6	44.5	37.6	44.2	44.6	42.2	43.2	44.5	32.6
Construction	36.7	37.3	32.2	39.2	39.6	35.5	35.7	36.5	31.3
Wholesale, retail trade, repair of motor vehicles, motorcylces	41.5	44.1	39.5	47.8	49.6	46.5	36.3	39.6	33.8
Transportation and storage	42.4	42.8	31.6	47.8	47.9	45.9	40.0	40.6	26.2
Accommodation and food service activities	50.1	52.5	46.7	52.4	54.0	50.2	47.7	51.0	42.6
Information and communication	44.2	45.0	42.0	43.8	44.4	41.5	46.9	63.6	42.8
Financial and insurance activities	49.6	50.7	48.2	49.7	49.7	49.7	49.3	54.1	46.1
Real estate activities	45.5	46.4	32.3	44.6	45.6	32.3	51.0	51.0	0.0
Professional, scientific and technical activities	40.1	39.8	40.8	41.7	40.9	44.2	36.2	36.3	36.0
Administrative and support service activities	51.1	56.6	38.4	53.8	57.8	47.1	49.0	55.8	28.6
Public administration and defence	50.2	52.3	44.0	49.5	51.0	46.6	50.9	53.5	37.7
Education	42.6	44.3	40.8	42.8	43.4	42.1	42.4	44.9	40.2
Human health and social work activities	46.0	48.4	44.3	45.7	48.3	43.9	46.9	48.7	45.1
Arts, entertainment and recreation	38.6	39.2	37.9	41.2	40.8	41.9	33.2	34.9	31.4
Other service activities	35.6	40.4	30.4	37.1	46.6	31.7	34.3	37.5	28.4
Activities of households as employers	54.7	53.7	55.2	55.6	54.7	56.0	52.6	52.5	52.7
Activities of extraterritorial organizations and bodies	48.3	47.9	49.6	47.8	48.6	44.5	52.6	39.2	63.0

Table C. 29 Average monthly cash income from employment of employees at main job by sex, age group, level of educational attainment, occupation group and urban/rural area, RLFS 2022

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ yrs)	58,784	72,165	41,651	138,168	169,568	94,751	37,191	44,531	27,987
age group									
16-24 yrs	32,427	35,842	28,236	41,877	51,133	35,483	29,529	32,621	24,993
25-34 yrs	61,156	72,311	45,539	129,457	144,315	103,602	40,188	47,573	30,500
35-54 yrs	71,376	89,357	49,282	194,481	218,012	153,683	40,612	50,928	28,952
55-64 yrs	66,829	94,739	29,878	253,554	348,054	74,387	31,291	37,715	23,327
65+yrs	36,856	49,099	23,230	91,151	110,863	58,174	29,399	38,752	19,543
Education level									
None	29,090	34,680	22,402	50,500	67,753	29,612	26,705	30,975	21,605
Primary	38,470	49,262	24,564	58,477	79,329	32,746	33,473	41,929	22,457
Lower secondary	54,152	67,488	32,550	78,007	97,678	44,243	40,557	49,682	26,252
Upper secondary	93,175	105,285	77,327	120,372	134,823	96,900	72,501	78,927	65,334
University	305,585	345,156	239,719	351,221	409,386	263,701	203,695	218,119	173,306
Occupation group									
Managers	447,790	476,808	351,239	540,506	593,238	394,514	236,579	246,746	180,314
Professionals	196,416	235,225	148,198	281,521	338,659	207,069	121,218	140,117	98,701
Technicians and associate professions	230,056	243,390	200,322	258,393	274,772	225,383	156,386	170,456	114,699
Clerical support workers	174,541	191,081	163,208	207,424	221,687	196,636	114,588	124,832	108,758
Service and sales workers	77,520	79,206	74,031	97,961	100,185	94,255	56,006	60,191	44,931
Skilled agricultural, forestry and fishery workers	44,258	41,584	62,240	113,465	101,355	150,000	31,012	31,965	23,022
Craft and related trades workers	104,618	106,189	65,396	134,473	135,830	100,591	89,139	90,822	47,151
Plant and machine operators, and assemblers	154,466	148,984	915,209	169,598	161,618	915,209	122,950	122,950	-
Elementary occupations	26,970	30,510	23,239	37,832	46,710	30,806	25,418	28,556	21,974

Table C. 30 Median monthly cash income from employment of employees at main job by sex, age group, level of educational attainment, occupation group and urban/rural area, RLFS 2022

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ yrs)	26,000	26,000	20,800	65,000	90,000	37,500	26,000	26,000	20,800
age group									
16-24 yrs	20,800	26,000	20,000	20,000	30,000	20,000	20,800	26,000	20,800
25-34 yrs	26,000	33,800	26,000	78,000	100,000	50,000	26,000	26,000	20,800
35-54 yrs	26,000	31,200	26,000	120,000	130,000	99,000	26,000	26,000	20,800
55-64 yrs	26,000	26,000	20,800	104,000	156,000	26,000	20,800	26,000	20,800
65+ yrs	20,800	26,000	18,200	39,000	65,000	20,800	20,800	20,800	18,200
Education level									
None	20,800	26,000	20,800	26,000	40,000	26,000	20,800	26,000	20,800
Primary	26,000	26,000	20,800	36,000	60,000	20,800	26,000	26,000	20,800
Lower secondary	31,200	50,000	25,000	52,000	78,000	30,000	26,000	33,800	20,800
Upper secondary	66,667	70,000	60,000	86,000	100,000	70,000	60,000	60,000	56,000
University	200,000	200,000	200,000	200,000	200,000	200,000	175,000	186,810	150,000
Occupation group									
Managers	200,000	200,000	200,000	280,000	300,000	200,000	200,000	200,000	110,000
Professionals	130,000	160,000	106,000	200,000	200,000	200,000	85,000	100,000	66,667
Technicians and associate professions	200,000	200,000	200,000	200,000	200,000	200,000	130,000	140,000	130,000
Clerical support workers	150,000	160,000	150,000	200,000	200,000	200,000	80,000	130,000	80,000
Service and sales workers	45,000	40,000	50,000	60,000	55,000	63,000	30,000	35,000	27,000
Skilled agricultural, forestry and fishery workers	26,000	26,000	26,000	105,000	105,000	150,000	26,000	26,000	26,000
Craft and related trades workers	104,000	104,000	50,000	130,000	130,000	60,000	78,000	78,000	40,000
Plant and machine operators, and assemblers	130,000	130,000	200,000	130,000	130,000	200,000	100,000	100,000	100,000
Elementary occupations	20,800	26,000	20,800	26,000	39,000	25,000	20,800	26,000	20,800

Table C. 31 Size distribution of monthly cash income from employment of employees at main job by sex and urban/rural area, RLFS 2022

	Total	Rwanda			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,570,193	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 20,000 RWF	714,537	27.8	21.6	35.8	12.3	6.8	19.8	32.0	25.8	39.9
20,000 – 29,999 RWF	877,280	34.1	29.6	39.9	15.3	9.6	23.3	39.3	35.3	44.3
30,000 – 49,999 RWF	293,521	11.4	13.7	8.5	12.2	11.2	13.6	11.2	14.4	7.1
50,000 – 99,999 RWF	323,823	12.6	16.5	7.5	19.3	22.8	14.6	10.8	14.8	5.7
100,000 RWF and above	351,920	13.7	18.1	8.0	39.9	48.7	27.8	6.5	9.4	2.9
Not stated	9,113	0.4	0.4	0.3	0.9	0.9	0.9	0.2	0.3	0.1

Table C. 32 Median/Mean cash income from employment of employees at main job by Quintiles, sex and urban/rural area, RLFS 2022

Median	Total	Rwanda			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,561,080	26,000	26,000	20,800	65,000	90,000	37,500	26,000	26,000	20,800
Quintile1	711,954	15,600	15,600	15,600	15,000	15,000	15,000	15,600	15,600	15,600
Quintile2	876,027	26,000	26,000	26,000	25,000	25,000	25,000	26,000	26,000	26,000
Quintile3	121,278	31,200	31,200	31,200	30,000	30,000	30,000	31,200	31,200	31,200
Quintile4	465,923	52,000	52,000	52,000	52,000	54,000	52,000	52,000	52,000	50,000
Quintile5	385,898	166,000	156,000	198,000	200,000	200,000	200,000	130,000	130,000	126,000
Mean	Total	Rwanda			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,561,080	58,784	72,165	41,651	138,168	169,568	94,751	37,191	44,531	27,987
Quintile1	711,954	15,119	15,019	15,196	13,745	13,773	13,731	15,264	15,114	15,386
Quintile2	876,027	23,891	24,030	23,759	23,343	23,608	23,191	23,950	24,063	23,837
Quintile3	121,278	31,227	31,268	31,163	31,184	31,268	31,101	31,240	31,268	31,188
Quintile4	465,923	53,506	54,058	51,972	55,923	57,237	53,486	52,531	52,976	51,044
Quintile5	385,898	233,589	239,301	217,613	275,768	288,384	245,678	168,915	171,814	158,284

Table C. 33 Youth and Young Population by sex, and residential area, RLFS 2022

	Age Group	Sex			Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Total	Male	Female	Urban	Rural		
Young Population 16-30yrs		3,559,394	1,734,438	1,824,957	792,431	2,766,963	883,575	2,675,819
Employed	16-24 yrs	743,524	414,763	328,761	166,214	577,310	175,163	568,361
	16-30 yrs	1,357,468	753,667	603,800	327,114	1,030,354	358,606	998,861
Unemployed	16-24 yrs	281,998	139,811	142,187	54,975	227,023	116,234	165,764
	16-30 yrs	467,582	215,941	251,641	109,655	357,927	192,930	274,652
Outside Labour Force	16-24 yrs	1,461,614	685,526	776,088	299,711	1,161,903	225,321	1,236,294
	16-30 yrs	1,734,345	764,829	969,515	355,662	1,378,682	332,039	1,402,306

Table C. 34 Young population 16–30 years old by sex, level of educational attainment, labour force status and urban/rural area, RLFS 2022

	Total	Labour force status				Labour force participation rate	Employment-to population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Young population 16-30 yrs	3,559,394	1,825,050	1,357,468	467,582	1,734,345	51.3	38.1	25.6
None	1,085,303	636,817	502,080	134,737	448,486	58.7	46.3	21.2
Primary	1,335,797	652,866	503,180	149,686	682,931	48.9	37.7	22.9
Lower secondary	595,114	180,819	131,902	48,917	414,295	30.4	22.2	27.1
Upper secondary	454,582	277,132	167,990	109,142	177,450	61.0	37.0	39.4
University	88,598	77,416	52,316	25,100	11,182	87.4	59.0	32.4
Young population 16-30 yrs (Male)	1,734,438	969,608	753,667	215,941	764,829	55.9	43.5	22.3
None	612,466	381,097	310,205	70,892	231,370	62.2	50.6	18.6
Primary	599,680	328,511	263,515	64,996	271,169	54.8	43.9	19.8
Lower secondary	264,502	87,953	68,539	19,414	176,549	33.3	25.9	22.1
Upper secondary	213,422	133,529	83,074	50,455	79,893	62.6	38.9	37.8
University	44,368	38,520	28,335	10,185	5,848	86.8	63.9	26.4
Young population 16-30 yrs (Female)	1,824,957	855,441	603,800	251,641	969,515	46.9	33.1	29.4
None	472,837	255,721	191,875	63,846	217,116	54.1	40.6	25.0
Primary	736,117	324,354	239,665	84,689	411,763	44.1	32.6	26.1
Lower secondary	330,612	92,866	63,363	29,503	237,745	28.1	19.2	31.8
Upper secondary	241,161	143,604	84,916	58,688	97,557	59.5	35.2	40.9
University	44,230	38,896	23,981	14,915	5,334	87.9	54.2	38.3

	Total	Labour force status				Labour force participation rate	Employment-to population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Young population 16-30 yrs (Urban)	792431	436769	327114	109655	355662	55.1	41.3	25.1
None	121841	78912	67082	11830	42930	64.8	55.1	15.0
Primary	236200	131608	113144	18464	104592	55.7	47.9	14.0
Lower secondary	170847	50467	37677	12790	120379	29.5	22.1	25.3
Upper secondary	202077	121153	72554	48599	80924	60.0	35.9	40.1
University	61466	54628	36656	17972	6838	88.9	59.6	32.9
Young population 16-30 yrs (Rural)	2766963	1388281	1030354	357927	1378682	50.2	37.2	25.8
None	963462	557906	434998	122908	405556	57.9	45.1	22.0
Primary	1099597	521258	390036	131222	578339	47.4	35.5	25.2
Lower secondary	424267	130351	94225	36126	293916	30.7	22.2	27.7
Upper secondary	252505	155978	95435	60543	96526	61.8	37.8	38.8
University	27132	22788	15660	7128	4344	84.0	57.7	31.3

Table C. 35 Youth Unemployed by sex, duration of seeking employment, and urban/rural area, RLFS 2022

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Youth Unemployed (16-24 yrs) who searched for job	280,864	139,744	141,120	25,512	30,038	114,232	111,081
0 – less than 3 months	122,950	66,827	56,122	8,499	7,845	58,328	48,277
3 – less than 6 months	74,591	35,413	39,178	6,772	8,490	28,641	30,688
6 – less than 12 months	32,926	15,926	17,000	2,411	4,724	13,516	12,275
1 – less than 2 years	28,459	13,805	14,654	5,405	4,455	8,400	10,199
2 years or more	21,938	7,773	14,165	2,425	4,523	5,347	9,642

Table C. 36 Young Unemployed by sex, duration of seeking employment, and urban/rural area, RLFS 2022

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Young Unemployed (16-30 yrs)	466,370	215,337	251,034	46,082	64,581	169,254	186,453
0 – less than 3 months	199,353	100,542	98,811	12,785	14,781	87,757	84,030
3 – less than 6 months	116,700	53,844	62,855	13,535	16,094	40,309	46,762
6 – less than 12 months	51,803	24,888	26,915	7,102	9,138	17,786	17,777
1 – less than 2 years	49,635	19,882	29,753	7,307	10,634	12,575	19,119
2 years or more	48,879	16,180	32,699	5,353	13,935	10,827	18,764

Table C. 37 Youth not in employment and not currently in education or training by sex, age group, and urban/rural area, RLFS 2022

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Young not in employment nor in education (16-30 yrs)	1,217,890	504,465	713,425	79,048	134,258	425,417	579,167
16-19 yrs	365,555	191,419	174,136	16,322	21,461	175,097	152,675
20-24 yrs	433,148	179,815	253,333	35,583	47,719	144,232	205,614
25-30 yrs	419,187	133,231	285,956	27,143	65,079	106,088	220,877
None	455,861	228,486	227,375	18,964	24,901	209,522	202,475
Primary	440,354	153,952	286,402	14,291	37,527	139,662	248,875
Lower secondary	117,564	37,160	80,404	8,353	18,085	28,807	62,319
Upper secondary	176,237	73,021	103,215	28,841	42,596	44,181	60,619
University	27,874	11,845	16,029	8,599	11,149	3,246	4,880

Table C. 38 Unemployed population by sex, broad age group and urban/rural area, RLFS 2022

	Total	Sex		Residence area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Unemployed population 16+	916,944	429,744	487,200	217,769	699,175	448,544	468,400
16-24 yrs	281,998	139,811	142,187	54,975	227,023	116,234	165,764
25-34 yrs	287,349	123,019	164,330	83,045	204,304	123,055	164,294
35-54 yrs	292,406	135,460	156,946	68,757	223,650	170,507	121,899
55-64 yrs	45,895	26,531	19,364	9,838	36,058	32,199	13,696
65+ yrs	9,296	4,923	4,372	1,155	8,141	6,549	2,747

Table C. 39 Unemployed population by sex, level of educational and urban/rural area, RLFS 2022

	Total	sex		Residence area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Unemployed population 16+	916,944	429,744	487,200	217,769	699,175	448,544	468,400
None	362,983	173,859	189,123	34,580	328,402	208,142	154,840
Primary	282,708	133,000	149,708	47,556	235,151	159,300	123,408
Lower secondary	68,563	29,476	39,087	23,654	44,909	27,647	40,916
Upper secondary	151,494	68,537	82,957	74,449	77,045	45,907	105,586
University	51,197	24,872	26,325	37,530	13,667	7,547	43,650

Table C. 40 Unemployed population (who looked for a job) by sex, method of seeking employment, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Unemployed population who looked for a job	859,472	403,228	456,244	199,772	659,700	422,571	436,901
Arranging for financial resources, applying for permits, licences	144,316	59,355	84,961	34,021	110,295	72,624	71,692
Looking for land, premises, machinery, supplies, farming inputs	10,477	4,691	5,786	1,890	8,587	6,084	4,393
Seeking the assistance of friends, relatives or other types of intermediaries	300,463	147,995	152,468	79,893	220,570	136,765	163,698
Registering with or contacting public or private employment services	42,969	18,696	24,273	14,140	28,829	20,058	22,912

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Applying to employers directly, checking at worksites, farms, factory gates, markets	322,942	157,138	165,803	46,420	276,522	176,391	146,551
Placing or answering newspaper or online job advertisements	27,574	12,223	15,352	16,179	11,396	6,428	21,147
Placing and updating resumes on professional or social networking sites online	10,730	3,130	7,600	7,228	3,502	4,222	6,508
Other method							

Note: Details may not add to totals because unemployed persons may be using more than one method of seeking employment during the reference period on jobsearch.

Table C. 41 Unemployed population (who looked for a job) by sex, duration of seeking employment, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Unemployed population 16+	892,022	419,751	472,271	212,699	679,324	435,708	456,314
Less than 3 months	436,098	220,266	215,833	63,094	373,004	220,266	215,738
Less than 6 months	196,656	88,051	108,605	48,622	148,034	88,051	108,583
Less than 12 months	84,662	42,212	42,449	25,940	58,721	42,212	42,435
1 year to less than 2 years	80,236	33,345	46,891	30,988	49,248	33,345	46,891
2 years and above	94,371	35,876	58,494	44,053	50,317	35,876	58,494

Table C. 42 Time related under employment by age group sex and area of residence, RLFS 2022

Age group	Total	Sex		Residence area	
		Male	Female	Urban	Rural
Total	1,125,425	586,114	539,311	130,144	995,281
16-24 yrs	240,923	132,440	108,483	21,114	219,809
25-34 yrs	344,067	183,756	160,311	47,545	296,522
35-54 yrs	456,593	222,165	234,428	52,425	404,168
55-64 yrs	70,615	39,772	30,843	7,582	63,032
65+ yrs	13,227	7,981	5,246	1,478	11,749

Table C. 43 Time-related underemployed persons by sex, main branch of economic activity and urban-rural areas, RLFS 2022

ISIC High level	Total	Sex		Residence area	
		Male	Female	Urban	Rural
Total	1,125,425	586,114	539,311	130,144	995,281
Agriculture forestry and fishing	719,781	336,306	383,475	31,717	688,065
Mining and quarrying	10,988	8,097	2,890	524	10,463
Manufacturing	44,230	20,666	23,564	5,572	38,657
Electricity gas steam and air conditioning supply	57	57	-	57	-
Water supply, gas and remediation services	565	498	67	107	458
Construction	122,544	104,879	17,665	29,777	92,767
Whole sale and retail trade; repair of motor vehicles and motorcycles	92,889	34,507	58,381	21,291	71,598
Transportation and storage	49,963	46,331	3,632	9,619	40,344
Accommodation and food services activities	10,031	5,512	4,518	2,945	7,086
Information and communication	687	423	264	687	-
Financial and insurance activities	643	112	531	198	444
Real estate activities	642	539	103	535	107
Professional, scientific and technical activities	4,858	3,614	1,245	2,287	2,572
Administrative and support activities	8,856	4,494	4,362	2,587	6,269
Public administration and defense; compulsory social security	1,752	527	1,225	329	1,423

ISIC High level	Total	Sex		Residence area	
		Male	Female	Urban	Rural
Education	11,469	3,378	8,091	3,355	8,114
Human health and social work activities	1,471	45	1,426	910	561
Arts, entertainment and recreation	2,418	1,423	996	1,211	1,207
Other services	35,962	12,060	23,902	15,246	20,715
Activities of households as employers	5,589	2,615	2,974	1,188	4,401
Activities of extraterritorial organizations and bodies	30	30	-	-	30

Table C. 44 Population outside the labour force by sex, degree of labour market attachment, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Population outside the labour force (16+)	3,500,290	1,346,420	2,153,870	567,892	2,932,398	1,310,734	2,189,556
Seeking but not available	10,564	3,346	7,218	2,524	8,039	3,716	6,848
Not seeking but available	1,235,540	439,867	795,673	172,904	1,062,636	693,674	541,866
Neither seeking nor available but want employment	150,743	50,597	100,146	21,125	129,618	36,953	113,790
Neither seeking nor available who do not want employment	2,103,443	852,611	1,250,832	371,338	1,732,105	576,391	1,527,052

Table C. 45 Population outside the labour force by sex, main source of livelihood, and urban/rural area, RLFS 2022

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Population outside the labour force (16+)	3,499,835	1,346,225	2,153,610	567,437	2,932,398	1,310,734	2,189,101
Parents	1,296,231	644,057	652,175	267,270	1,028,961	163,197	1,133,034
Husband/wife	413,775	59,363	354,412	90,957	322,818	143,859	269,916
Child	143,921	30,149	113,772	27,064	116,857	27,543	116,378
Other family members	227,897	88,844	139,053	70,945	156,952	34,654	193,243
Pension	13,014	9,741	3,273	7,422	5,592	4,403	8,611
Own production	1,179,511	435,412	744,098	58,111	1,121,399	889,874	289,637
Assistance received [VUP]	66,958	14,154	52,804	2,354	64,604	14,517	52,441
Assistance received [FARG]	4,142	1,400	2,742	827	3,315	984	3,159
Assistance received [Church, Other NGO]	6,665	3,688	2,978	1,048	5,618	2,062	4,604
Assistance from friends	67,006	19,802	47,204	10,949	56,056	9,572	57,434
Revenue from own property/savings	38,629	16,966	21,663	17,722	20,908	13,425	25,204
Past work	25,626	13,353	12,273	7,225	18,400	6,004	19,621
Scholarship	13,580	7,826	5,754	4,810	8,770	272	13,308
Other	2,880	1,471	1,408	733	2,146	368	2,511

Table C. 46 Working age population, by reported situation status

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Total	7,963,131	3,753,674	4,209,458	786,967	849,595	2,966,706	3,359,863
Working for pay or profit	1,948,371	1,145,189	803,182	347,946	278,002	797,243	525,180
Unemployed	2,687,915	1,317,249	1,370,666	241,588	291,661	1,075,661	1,079,004
Studying, in training	1,042,777	520,871	521,906	134,367	127,419	386,504	394,488
Household, family responsibilities	583,259	114,184	469,074	11,045	59,728	103,140	409,347

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Farming or fishing mainly for household or family consumption	847,936	318,683	529,254	10,934	25,314	307,748	503,940
Long-term illness, injury or disability	384,801	159,130	225,672	16,340	25,866	142,790	199,805
Retired, pensioner, too old to work	460,791	173,398	287,394	24,060	40,413	149,338	246,981
Participated in National service activities (Urugerero)	2,105	1,962	143	305	143	1,657	-
Other (Specify)	5,176	3,008	2,167	382	1,049	2,626	1,118

Table C. 47 Average time spent in own-use production work by sex, type of own-use production and urban/rural area, RLFS 2022

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total own-use production	6,326,569	2,966,706	3,359,863	1,057,818	408,307	649,510	5,231,339	2,177,550	3,053,789
Collecting firewood for the household including travel time	4.3	4.1	4.4	4.3	4.1	4.4	4.3	4.1	4.4
Fetching water for the household, including travel time	3.8	3.8	3.8	3.4	3.3	3.5	3.8	3.9	3.8
Searching for fodder or grazing for the household's animals	7.7	8.9	6.6	7	7.8	6.3	7.8	8.9	6.6
Manufacturing household goods for own or family use	7.5	4.3	7.9	7.6	2.6	8.4	7.5	4.4	7.9
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	7.9	8.2	7	11.5	9.8	15.9	7.6	8.1	6.4
Doing household chores including shopping, preparing meals	10	5.8	11.6	9.9	6.2	11.7	10	5.6	11.6
Looking after children and elderly	7	3.8	7.9	7.7	4.2	8.9	6.8	3.7	7.7
Total number of persons(16+)	7,963,586	3,753,869	4,209,718	1,637,017	787,162	849,855	6,326,569	2,966,706	3,359,863

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Collecting firewood for the household including travel time	1.7	1.3	2	0.4	0.3	0.5	2	1.5	2.4
Fetching water for the household, including travel time	1.7	1.6	1.8	0.6	0.6	0.7	2	1.8	2.1
Searching for fodder or grazing for the household's animals	2.2	2.6	1.8	0.3	0.4	0.3	2.6	3.2	2.1
Manufacturing household goods for own or family use	0	0	0.1	0	0	0	0.1	0	0.1
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	0.1	0.2	0.1	0.1	0.1	0	0.2	0.3	0.1
Doing household chores including shopping, preparing meals	6.2	2.1	9.8	5.7	2.4	8.7	6.3	2	10.1
Looking after children and elderly	1.8	0.5	3	1.9	0.5	3.2	1.8	0.5	3

Table C. 48 Average time spent per week on own-use production of goods of working age population by sex, age group, employment status, and urban/rural area, RLFS 2022

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ yrs)	5.5	5.5	5.6	1.4	1.2	1.6	6.6	6.6	6.7
16-24 yrs	5.8	6.1	5.5	1.3	1.5	1.2	7	7.2	6.8
25-34 yrs	5.8	5.3	6.3	1.4	1	1.8	7.4	6.9	7.8
35-54 yrs	5.8	5.3	6.2	1.4	1.1	1.7	6.9	6.5	7.2
55-64 yrs	5.2	5.2	5.1	2	1.3	2.6	5.7	5.9	5.6
65+ yrs	3.3	3.9	2.9	1.4	1.6	1.2	3.6	4.2	3.1
Employed	5.3	4.9	5.7	1.1	1	1.2	6.6	6.1	7.2
Unemployed	6.8	6.9	6.7	1.8	1.5	2	8.3	8.4	8.3
Outside labour force	5.5	5.8	5.3	1.8	1.6	1.8	6.2	6.7	6

Table C. 49 Average time spent per week on own-use provision of services of working age population by sex, age group and urban/rural area, RLFS 2022

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ years)	8.1	2.8	12.9	7.6	3	11.9	8.3	2.7	13.2
16-24 yrs	5.7	2.4	9	4.8	2.3	7	5.9	2.4	9.6
25-34 yrs	11.1	3.6	17.9	10.2	3.7	16.5	11.4	3.6	18.4
35-54 yrs	9.5	2.9	15	8.7	3.3	14.3	9.7	2.9	15.1
55-64 yrs	6.7	2.1	10.7	7.2	2.4	11.5	6.6	2	10.6
65-74 yrs	5.8	1.9	8.5	5.4	2.2	7.4	5.9	1.9	8.6
Employed	7.5	2.9	13.2	6.2	3	10.1	7.9	2.9	14.2
Unemployed	10.4	3.6	16.4	12	4.4	17.9	9.9	3.4	15.9
Outside labour force	8.2	2.3	12	8.1	2.4	11.8	8.3	2.2	12

Table C. 50 Internal and international migrants by labour force status, sex, urban/rural area, RLFS 2022

	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Total migrants (16+ yrs)	887,905	517,169	113,001	257,735	71.0	58.2	17.9
Male	406,793	287,502	44,041	75,249	81.5	70.7	13.3
Female	481,113	229,667	68,960	182,486	62.1	47.7	23.1
Urban	433,788	277,609	53,703	102,476	76.4	64.0	16.2
Rural	454,117	239,560	59,298	155,259	65.8	52.8	19.8
Internal migrants (16+ yrs)	849,719	496,907	107,629	245,183	71.1	58.5	17.8
Male	384,115	273,936	40,828	69,352	81.9	71.3	13.0
Female	465,604	222,971	66,802	175,831	62.2	47.9	23.1
Urban	416,809	268,599	51,195	97,015	76.7	64.4	16.0

	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Rural	432,910	228,308	56,434	148,168	65.8	52.7	19.8
International migrants (16+ yrs)	38,186	20,263	5,372	12,552	67.1	53.1	21.0
Male	22,677	13,566	3,214	5,897	74.0	59.8	19.2
Female	15,509	6,696	2,158	6,655	57.1	43.2	24.4
Urban	16,979	9,010	2,508	5,461	67.8	53.1	21.8
Rural	21,207	11,253	2,864	7,091	66.6	53.1	20.3

Table C. 51 Internal and international migrants by labour force status and main reason for migration, RLFS 2022

Main reason for migration	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Total migrants (16+ yrs)	887,905	517,169	113,001	257,735	71.0	58.2	17.9
Parents moved	96,891	24,150	11,560	61,181	36.9	24.9	32.4
To live with relatives	98,607	35,984	14,409	48,214	51.1	36.5	28.6
To attend school	27,116	8,090	3,794	15,233	43.8	29.8	31.9
Marriage	112,772	43,284	22,470	47,018	58.3	38.4	34.2
Family quarrel	8,450	4,466	1,471	2,513	70.3	52.9	24.8
Divorce	4,726	2,572	1,041	1,114	76.4	54.4	28.8
New job	127,905	117,890	6,509	3,506	97.3	92.2	5.2
Job transfer	17,416	15,793	321	1,302	92.5	90.7	2.0
To look for work	175,322	135,707	20,540	19,076	89.1	77.4	13.1
Looking for land to farm	15,424	8,333	736	6,355	58.8	54.0	8.1
Loss of employment	25,736	14,752	5,161	5,822	77.4	57.3	25.9
Employment of spouse	14,000	8,764	938	4,298	69.3	62.6	9.7
Coming back in country	161,052	95,953	23,734	41,365	74.3	59.6	19.8
Other	2,489	1,432	318	738	70.3	57.5	18.2

Main reason for migration	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Internal migrants (16+ yrs)	849,719	496,907	107,629	245,183	71.1	58.5	17.8
Parents moved	91,549	22,138	11,303	58,108	36.5	24.2	33.8
To live with relatives	92,964	34,368	13,634	44,962	51.6	37.0	28.4
To attend school	26,064	7,892	3,674	14,498	44.4	30.3	31.8
Marriage	112,166	43,219	22,470	46,477	58.6	38.5	34.2
Family quarrel	8,191	4,324	1,354	2,513	69.3	52.8	23.8
Divorce	4,084	1,958	1,041	1,086	73.4	47.9	34.7
New job	126,943	117,026	6,410	3,506	97.2	92.2	5.2
Job transfer	16,850	15,325	321	1,203	92.9	90.9	2.1
To look for work	172,456	133,601	20,271	18,584	89.2	77.5	13.2
Looking for land to farm	15,006	8,054	597	6,355	57.7	53.7	6.9
Loss of employment	25,180	14,370	5,161	5,649	77.6	57.1	26.4
Employment of spouse	13,927	8,691	938	4,298	69.1	62.4	9.7
Coming back in country	142,760	85,201	20,217	37,342	73.8	59.7	19.2
Other	1,577	738	237	602	61.8	46.8	24.3
International migrants (16+ yrs)	38,186	20,263	5,372	12,552	67.1	53.1	21.0
Parents moved	5,341	2,012	256	3,073	42	38	11
To live with relatives	5,643	1,616	776	3,252	42	29	32
To attend school	1,052	197	119	735	30	19	38
Marriage	606	65	0	541	11	11	0
Family quarrel	259	142	117	0	100	55	45
Divorce	642	614	0	28	96	96	0
New job	962	864	98	0	100	90	10

Main reason for migration	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
New job	567	467	0	99	82	82	0
Job transfer	2,866	2,106	269	491	83	73	11
To look for work	417	279	138	0	100	67	33
Loss of employment	555	382	0	173	69	69	0
Employment of spouse	73	73	0	0	100	100	0
Coming back in country	18,292	10,752	3,517	4,023	78	59	25
Other	911	694	81	136	85	76	10

Table C. 52 Migrant workers by sex, urban/rural area, prior place of residence and branch of economic activity, RLFS 2022

	Total	Male	Female	Urban	Rural	Internal migrants	External migrants
Total migrant workers (employed migrants)	517,169	287,502	229,667	277,609	239,560	496,907	20,263
Agriculture, forestry and fishing	107,188	52,816	54,372	8,781	98,407	100,996	6,193
Manufacturing	2,262	2,192	70	258	2,004	1,871	391
Mining and quarrying	26,050	14,115	11,935	13,133	12,917	24,522	1,528
Electricity, gas stream and air condition	1,157	1,157	-	693	464	1,157	-
Water supply, gas and remediation services	1,305	972	333	952	354	1,305	-
Construction	53,876	48,250	5,626	27,418	26,457	50,809	3,066
Wholesale and retail trade, repair of motor vehicles ...	68,075	31,587	36,487	41,650	26,425	65,032	3,042
Transportation and storage	22,073	20,973	1,100	12,787	9,286	21,101	972
Accommodation and food services	18,647	11,921	6,727	11,598	7,049	18,471	177
Information and communication	5,032	3,280	1,753	4,193	839	4,630	402
Financial and insurance activities	9,125	4,994	4,131	7,471	1,654	9,125	-
Real estate activities	285	161	124	285	-	285	-
Professional, scientific and technical activities	7,042	6,052	989	5,351	1,690	6,147	894
Administrative and support activities	15,234	11,363	3,872	8,426	6,809	14,639	595

	Total	Male	Female	Urban	Rural	Internal migrants	External migrants
Public administration and defence, compulsory ...	16,224	12,976	3,249	10,162	6,063	15,420	805
Education	29,435	15,969	13,466	15,403	14,033	28,927	509
Human health and social work activities	20,342	10,984	9,358	16,190	4,152	19,434	908
Arts, entertainment and recreation	2,415	993	1,422	2,046	369	2,415	-
Other services	19,628	7,714	11,914	13,599	6,029	19,071	557
Activities of households as employers	91,217	28,544	62,673	76,656	14,560	90,994	223
Activities of extraterritorial organizations	556	490	66	556	-	556	-

Table C. 53 Summary labour force indicators by District, RLFS 2022

	Employed	Unemployed	Outside labour force	Labour force participation rate	Employment-to-population ratio	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
City of Kigali	647,629	171,084	398,068	67.3	53.2	20.9	34.7	32.4	44.2
Nyarugenge	155,687	40,232	99,870	66.2	52.6	20.5	34.2	33.2	44.7
Gasabo	292,464	78,762	184,387	66.8	52.6	21.2	36	32.8	45.4
Kicukiro	199,478	52,090	113,810	68.9	54.6	20.7	33.1	31.3	42
South province	811,479	222,851	956,483	52	40.8	21.5	49.7	40.7	62
Nyanza	90,187	24,406	117,332	49.4	38.9	21.3	48.6	43.4	63.1
Gisagara	93,130	24,542	100,154	54	42.8	20.9	50.3	36.3	60
Nyaruguru	84,801	23,747	139,515	43.8	34.2	21.9	55	46	68.9
Huye	112,779	27,643	102,916	57.7	46.3	19.7	35.9	37.1	49.8
Nyamagabe	107,077	30,001	124,909	52.3	40.9	21.9	56.9	37.2	65.4
Ruhango	113,408	29,311	135,662	51.3	40.7	20.5	52.8	39.9	64.3

	Employed	Unemployed	Outside labour force	Labour force participation rate	Employment-to-population ratio	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
Muhanga	108,598	34,385	114,940	55.4	42.1	24	46.7	43.7	60.5
Kamonyi	101,499	28,817	121,055	51.8	40.4	22.1	53.3	41.5	64.9
West Province	650,043	170,937	697,402	54.1	42.8	20.8	47.8	38.9	59.7
Karongi	102,608	30,047	126,220	51.2	39.6	22.7	45.9	38.1	56.7
Rutsiro	92,073	22,933	92,949	55.3	44.3	19.9	54.3	36.9	64
Rubavu	119,900	29,533	96,000	60.9	48.9	19.8	37.2	32.3	47
Nyabihu	94,554	22,289	83,176	58.4	47.3	19.1	50.5	35	60.2
Ngororero	82,937	17,682	77,374	56.5	46.6	17.6	49.6	39.2	62.8
Rusizi	96,035	26,898	121,156	50.4	39.3	21.9	46.2	43	60.7
Nyamasheke	61,936	21,556	100,527	45.4	33.7	25.8	57.3	50.5	71.5
North Province	599,887	154,168	586,854	56.2	44.7	20.4	48	38.5	59.8
Rulindo	92,054	27,777	99,477	54.6	42	23.2	51.2	42.1	63.3
Gakenke	120,170	24,370	134,503	51.8	43.1	16.9	39.1	37.9	54.5
Musanze	156,766	36,034	125,298	60.6	49.3	18.7	45.7	33.6	55.7
Burera	94,997	30,532	86,504	59.2	44.8	24.3	58.5	39.5	66.8
Gicumbi	135,900	35,455	141,072	54.8	43.5	20.7	48.3	40.8	61.4
East province	837,313	197,904	861,483	54.6	44.1	19.1	47.3	37.7	59.4
Rwamagana	123,759	30,188	131,172	54	43.4	19.6	43.7	37.5	56.2
Nyagatare	136,485	32,707	148,586	53.2	42.9	19.3	50.8	40	63.4
Gatsibo	145,820	42,392	125,323	60	46.5	22.5	50.9	38	60.7
Kayonza	131,666	24,914	159,255	49.6	41.7	15.9	35.4	36.3	51.1
Kirehe	102,948	19,706	109,528	52.8	44.3	16.1	62.6	38.6	72.7

	Employed	Unemployed	Outside labour force	Labour force participation rate	Employment-to-population ratio	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
Ngoma	104,590	19,372	85,737	59.1	49.9	15.6	43.7	32.2	54.7
Bugesera	92,044	28,625	101,882	54.2	41.4	23.7	44.8	40.6	57

Table C. 54 Employment by sex, urban/rural area and branch of economic activity (City of Kigali), RLFS 2022

	City of kigali			Nyarugenge	Gasabo	Kicukiro
	Total	Male	Female			
Employed population 16 years old and over	647,629	371,669	275,960	155,687	292,464	199,478
Agriculture, forestry and fishing	68,124	31,155	36,969	9,022	45,008	14,094
Mining and quarrying	4,868	4,150	718	1,289	3,195	384
Manufacturing	42,456	19,494	22,962	11,324	19,093	12,039
Electricity, gas stream and air condition	1,916	1,620	296	121	988	807
Water supply, gas and remediation services	1,470	965	505	206	860	405
Construction	92,160	81,899	10,262	20,983	43,281	27,896
Wholesale and retail trade, repair of motor vehicles ...	128,367	55,920	72,448	42,573	49,823	35,971
Transportation and storage	48,777	46,163	2,614	10,870	21,460	16,446
Accommodation and food services	27,415	15,727	11,688	7,451	11,899	8,064
Information and communication	6,266	4,700	1,566	1,743	1,352	3,171
Financial and insurance activities	13,258	7,182	6,076	3,887	2,805	6,567
Real estate activities	1,952	1,725	227	756	911	286
Professional, scientific and technical activities	14,820	11,202	3,618	3,217	6,117	5,485
Administrative and support activities	23,268	16,117	7,152	5,849	10,347	7,073
Public administration and defence, compulsory ...	21,099	14,601	6,498	3,800	8,966	8,333
Education	21,858	10,364	11,495	5,126	10,267	6,465
Human health and social work activities	16,524	6,874	9,650	3,067	7,579	5,878
Arts, entertainment and recreation	4,620	2,798	1,822	1,376	1,410	1,835
Other services	36,413	14,673	21,740	10,706	14,455	11,252
Activities of households as employers	69,885	22,851	47,034	12,196	31,237	26,452
Activities of extraterritorial organizations	2,111	1,490	621	128	1,410	573

Table C. 55 Employment by sex, urban/rural area and branch of economic activity (Southern Province), RLFS 2022

	South Province			Nyanza	Gisagara	Nyaruguru	Huye	Nyamagabe	Ruhango	Muhanga	Kamonyi
	Total	Male	Female								
Employed population 16 years old and over	811,479	461,963	349,516	90,187	93,130	84,801	112,779	107,077	113,408	108,598	101,499
Agriculture, forestry and fishing	412,613	210,664	201,949	52,867	64,322	58,368	22,236	75,571	57,733	45,626	35,891
Mining and quarrying	14,500	11,144	3,356	351	2,708	223	0	0	4,316	3,563	3,339
Manufacturing	45,581	22,708	22,873	3,927	2,175	3,505	9,318	4,201	5,222	8,850	8,384
Water supply, gas and remediation services	1,989	1,989	0	0	0	0	1,106	0	618	264	0
Construction	75,843	64,315	11,528	6,606	7,292	6,336	13,972	5,833	9,387	15,568	10,848
Wholesale and retail trade, repair of motor vehicles ...	64,190	30,826	33,364	7,340	4,290	6,799	12,422	6,943	7,395	7,950	11,051
Transportation and storage	48,516	46,057	2,460	4,007	2,932	2,712	3,922	7,045	14,200	4,712	8,987
Accommodation and food services	14,471	8,109	6,363	1,387	680	618	4,826	1,237	1,688	333	3,704
Information and communication	707	446	260	0	0	0	446	0	0	0	260
Financial and insurance activities	3,764	3,018	746	456	447	0	2,861	0	0	0	0
Real estate activities	800	800	0	0	0	0	0	0	0	800	0
Professional, scientific and technical activities	5,126	4,445	681	0	893	314	2,650	0	45	184	1,039
Administrative and support activities	11,164	7,241	3,923	1,133	1,060	889	3,146	230	773	2,489	1,444
Public administration and defence, compulsory ...	12,236	8,278	3,959	851	0	697	4,320	834	915	2,131	2,489
Education	29,961	13,790	16,171	2,961	3,570	2,288	6,758	2,352	3,351	4,470	4,211
Human health and social work activities	17,530	7,588	9,943	2,079	893	983	7,666	424	1,097	1,409	2,978
Arts, entertainment and recreation	662	353	310	0	0	0	211	103	207	141	0
Other services	16,587	8,021	8,566	2,617	938	265	3,722	1,206	2,700	2,230	2,909
Activities of households as employers	34,969	11,903	23,066	3,336	929	805	13,196	1,098	3,762	7,878	3,963
Activities of extraterritorial organizations	270	270	0	270	0	0	0	0	0	0	0

Table C. 56 Employment by sex, urban/rural area and branch of economic activity (Western Province), RLFS 2022

	Western Province			Karongi	Rutsiro	Rubavu	Nyabihu	Ngororero	Rusizi	Nyamasheke
	Total	Male	Female							
Employed population 16 years old and over	650,043	359,115	290,928	102,608	92,073	119,900	94,554	82,937	96,035	61,936
Agriculture forestry and fishing	346,774	158,678	188,096	56,889	59,160	44,967	59,040	50,724	42,563	33,430
Mining and quarrying	8,914	7,388	1,527	858	1,344	617	1,002	1,941	1,460	1,693
Manufacturing	40,504	23,132	17,372	6,092	5,447	5,806	7,673	5,066	7,485	2,935
Electricity gas steam and air conditioning supply	286	286	0	0	0	126	0	0	0	160
Water supply, gas and remediation services	920	920	0	453	0	0	135	0	0	333
Construction	70,449	60,990	9,459	13,716	10,047	14,680	7,219	9,644	7,211	7,932
Whole sale and retail trade; repair of motor vehicles and motorcycles	60,486	21,899	38,587	4,849	3,627	19,108	6,396	7,568	13,767	5,172
Transportation and storage	40,808	39,106	1,702	6,518	5,994	11,587	3,539	2,528	6,366	4,277
Accommodation and food services activities	10,459	7,821	2,638	678	977	3,898	2,263	237	1,766	640
Information and communication	254	254	0	0	0	0	0	0	173	80
Financial and insurance activities	4,215	1,862	2,353	316	0	2,465	584	236	592	23
Professional, scientific and technical activities	276	276	0	0	0	276	0	0	0	0
Administrative and support activities	1,497	622	875	0	0	0	168	140	791	398
Public administration and defense; compulsory social security	4,606	3,636	970	1,424	600	742	379	451	488	521
Education	4,273	3,618	655	590	0	496	1,660	753	571	203
Human health and social work activities	23,329	11,879	11,450	5,042	2,986	3,143	2,856	2,235	5,192	1,874
Arts, entertainment and recreation	5,846	2,765	3,080	728	160	2,303	239	246	1,707	464
Other services	296	296	0	0	0	0	0	0	296	0
Activities of house13holds as employers	15,626	9,364	6,263	1,907	1,079	6,198	1,109	1,041	3,116	1,176
Activities of extraterritorial organizations and bodies	10,043	4,141	5,902	2,549	651	3,488	292	128	2,491	443

Table C. 57 Employment by sex, urban/rural area and branch of economic activity (Northern Province), RLFS 2022

	Total	Male	Female	Rulindo	Gakenke	Musanze	Burera	Gicumbi
Employed population 16 years old and over	599,887	315,269	284,618	92,054	120,170	156,766	94,997	135,900
Agriculture forestry and fishing	333,595	139,668	193,927	55,408	71,917	68,893	65,400	71,977
Mining and quarrying	17,161	13,249	3,912	3,665	7,195	2,339	471	3,490
Manufacturing	24,349	12,255	12,094	2,359	2,401	7,838	3,743	8,008
Electricity gas stream and air conditioning supply	1,150	1,150	0	0	0	1,150	0	0
Water supply, gas and remediation services	654	368	286	0	222	432	0	0
Construction	57,005	48,677	8,329	8,369	9,225	19,088	9,335	10,988
Whole sale and retail trade; repair of motor vehicles and motorcycles	49,987	22,207	27,781	6,882	8,804	20,374	4,994	8,933
Transportation and storage	24,746	24,361	386	4,859	3,562	6,222	1,483	8,620
Accommodation and food services activities	8,792	5,751	3,041	287	1,037	3,036	1,050	3,381
Information and communication	537	537	0	0	0	0	0	537
Financial and insurance activities	2,507	2,027	480	0	366	1,463	240	438
Professional, scientific and technical activities	626	626	0	0	0	626	0	0
Administrative and support activities	1,210	765	445	0	307	0	138	765
Public administration and defense; compulsory social security	6,463	3,767	2,695	358	2,126	2,241	927	812
Education	10,696	9,424	1,272	1,493	2,170	3,571	1,911	1,551
Human health and social work activities	34,052	17,852	16,200	4,487	7,103	11,475	3,165	7,821
Arts, entertainment and recreation	5,256	2,383	2,873	179	768	738	1,631	1,939
Other services	552	279	273	0	0	552	0	0
Activities of house13holds as employers	11,195	6,820	4,375	1,761	1,739	3,237	300	4,158
Activities of extraterritorial organizations and bodies	9,354	3,106	6,248	1,946	1,227	3,491	208	2,481

Table C. 58 Employment by sex, urban/rural area and branch of economic activity (Eastern Province), RLFS 2022

	Total	Male	Female	Rwamagana	Nyagatare	Gatsibo	Kayonza	Kirehe	Ngoma	Bugesera
Employed population 16 years old and over	837,313	469,687	367,625	123,759	136,485	145,820	131,666	102,948	104,590	92,044
Agriculture forestry and fishing	499,079	247,845	251,234	58,987	93,672	101,665	85,108	72,817	55,372	31,458
Mining and quarrying	2,938	2,569	369	911	0	304	0	610	155	958
Manufacturing	34,406	20,964	13,442	4,859	6,274	2,419	6,160	4,204	6,351	4,138
Electricity gas steam and air conditioning supply	464	464	0	0	0	0	0	0	0	464
Water supply, gas and remediation services	940	940	0	0	232	0	0	0	708	0
Construction	70,992	61,627	9,365	10,895	10,454	9,677	9,046	6,682	9,523	14,715
Whole sale and retail trade; repair of motor vehicles and motorcycles	69,377	29,870	39,507	12,351	7,531	10,550	5,551	5,771	13,587	14,037
Transportation and storage	35,038	34,298	740	9,104	4,259	5,286	4,366	2,802	3,530	5,692
Accommodation and food services activities	12,382	6,412	5,970	1,779	1,065	1,956	3,077	296	1,691	2,517
Information and communication	464	0	464	0	0	0	0	0	0	464
Financial and insurance activities	3,285	725	2,560	1,093	0	476	0	364	0	1,351
Real estate activities	-	-	-	-	-	-	-	-	-	-
Professional, scientific and technical activities	3,565	2,003	1,562	1,923	0	0	512	589	541	0
Administrative and support activities	13,490	10,390	3,099	2,915	2,352	2,518	1,601	418	2,741	945
Public administration and defense; compulsory social security	12,286	9,117	3,170	2,388	797	2,207	1,184	1,051	1,876	2,784

	Total	Male	Female	Rwamagana	Nyagatare	Gatsibo	Kayanza	Kirehe	Ngoma	Bugesera
Education	34,795	18,419	16,376	6,364	3,829	5,415	7,481	5,300	3,788	2,620
Human health and social work activities	3,291	1,259	2,032	999	186	476	596	0	252	784
Arts, entertainment and recreation	1,391	659	732	0	732	0	0	0	157	502
Other services	21,633	13,500	8,133	3,771	2,653	1,543	6,314	883	2,374	4,095
Activities of households as employers	16,482	7,852	8,631	4,643	2,451	1,329	672	1,162	1,708	4,519
Activities of extraterritorial organizations and bodies	1,013	776	237	776	0	0	0	0	237	0

Table C. 59 Labour market indicators and educational type (general and Technical), RLFS 2022

Attainment status of vocational and general trainings	LFPR	Empl/pop ratio	Unemployment rate	Labour underutilisation rate	Working age population
Rwanda	56.0	44.5	20.5	57.6	7,963,586
No level completed	54.6	44.6	18.4	61.3	3,473,987
Completed general	53.7	41.4	22.9	56.4	3,866,401
Completed TVET	78.7	63.8	18.9	47.6	623,199
Urban	65.3	52	20.4	42.1	1,637,017
No level completed	62.1	52.7	15.1	48	328,286
Completed general	62.2	48.3	22.3	41.2	1,081,179
Completed TVET	84.8	68.5	19.3	38.4	227,553
Rural	53.6	42.6	20.6	61.9	6,326,569
No level completed	53.9	43.7	18.8	62.7	3,145,701
Completed general	50.4	38.7	23.2	62.7	2,785,222
Completed TVET	75.2	61.1	18.7	53.1	395,646
Male	64.1	52.7	17.9	51.2	3,753,869
No level completed	63.4	53.2	16.2	56.1	1,611,743
Completed general	60.4	48.6	19.5	49.4	1,787,990
Completed TVET	86.3	71	17.7	40.5	354,136
Female	48.8	37.3	23.7	64	4,209,718
No level completed	47	37.2	21	66.5	1,862,244
Completed general	47.9	35.1	26.6	62.9	2,078,411
Completed TVET	68.7	54.3	21	57.8	269,062

Table C. 60: Labour participation rate by District from 2017 to 2022, RLFS 2022

District	2017	2018	2019	2020	2021	2022
Nyarugenge	66.4	66.3	66.5	67.1	64.4	66.2
Gasabo	65.3	65.8	66.8	66.2	62.9	66.8
Kicukiro	67	70.7	70.2	68.7	62.9	68.9
Nyanza	47.7	45.2	42.5	48.1	47.7	49.4
Gisagara	53.1	49.4	54.5	62	51.6	54.0
Nyaruguru	32.1	34.1	39.7	55.9	41.4	43.8
Huye	52.5	52.5	54.5	65.4	54.8	57.7
Nyamagabe	54.9	53.9	44.2	59.9	53	52.3
Ruhango	54.4	54	49.3	48.3	47.5	51.3
Muhanga	41.9	42.1	41.3	52.3	54.7	55.4
Kamonyi	55.1	51.6	50.4	47.7	49.5	51.8
Karongi	55.6	49.2	49.5	46.9	45.4	51.2
Rutsiro	54.6	52	52.6	50.4	56.7	55.3
Rubavu	61.5	53.7	55.8	56.1	57.6	60.9
Nyabihu	61.9	57	55.6	58.6	57.3	58.4
Ngororero	38.9	44.5	47.3	43	52.9	56.5
Rusizi	49.6	50.1	42.8	49.8	46.8	50.4
Nyamasheke	45.1	45.2	47	55.6	49.8	45.4
Rulindo	49.4	56.9	52.3	44.4	51.6	54.6
Gakenke	45	50.8	53.3	47	46.9	51.8
Musanze	52.6	53.3	61.5	65.2	61.5	60.6
Burera	38.3	50.9	51.3	56	51.3	59.2
Gicumbi	48.8	49.5	45.4	45.9	53.4	54.8
Rwamagana	52.1	54	48.7	45.9	53.2	54.0
Nyagatare	59.3	68.7	60	60.4	57.8	53.2
Gatsibo	49	55	55.7	61.5	53.1	60.0
Kayonza	54.4	54.5	51.3	64.1	51.1	49.6
Kirehe	53.7	51.7	49	61.1	53	52.8
Ngoma	49.5	51.4	49	48.8	52.3	59.1
Bugesera	57.1	52.9	49	54.5	53.3	54.2

Annex E: Officials involved in the Labour Force Survey 2022

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