



Republic of Rwanda



NATIONAL INSTITUTE OF
STATISTICS OF RWANDA

Labour Force Survey Trends



November 2020 (Q4)



Republic of Rwanda



Labour Force Survey Trends

November 2020 (Q4)

March 2021

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Foreword

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

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

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

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

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. Despite the effect of covid-19 on implementation of different activities, NISR in collaboration with different stakeholders managed to maintain the regularity in the production of quarterly LFS with some adjustments where possible. It is in this context that the telephone interviewing method was introduced for the data collection in May 2020. In the same way, the data collection of quarter 4 of the year 2020 was conducted in November using telephone interview.

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



Yusuf MURANGWA
Director General of NISR



Executive summary

The sample design of labour force survey presents an advantage of estimating trend of labour market indicators with a higher precision due to its rotational design. In this report, the survey results are mainly compared for November 2020, August 2020, May 2020, February 2020 and November 2019. However, some tables and graphs are presented with more data points including results of the labour force surveys of all quarters of the year 2020 and 2019.

In November 2020 (Q4), the working age population (16 years and above) was around 7.6 million of whom 3,407,789 were employed, 869,324 unemployed and 3,286,805 out of labour force. The sum of employed and unemployed population results to population in labour force (4,277,113 persons). The proportion of working age population who were in the labour force decreased to 56.5 percent in November 2020 from 58.2 percent in August 2020. However, it remains slightly higher than the one registered one year back in November 2019 (55.0 percent). The proportion of the working age population outside the labour force increased to 43.5 percent in November 2020 as compared to August 2020 (41.8 percent) but remained relatively lower compared to the situation of November 2019 (45.0 percent).

The share of subsistence agricultural in population outside labour force was 52.7 percent in November 2020 as compared to 50.4 percent in August 2020 and to 52.8 percent in November 2019. The sum of employed population (3,407,789 persons) and subsistence agricultural without employment (2,206,647) gives the estimate number of workers¹ in November 2020 equivalent to 5,614,436 persons. Therefore, in November 2020, the proportion of working age population engaged in employment or substance agriculture was 74.2 percent as compared to 76.9 percent in November 2019.

The employment-to-population ratio decreased in November 2020 (45.1 percent) as compared to August 2020 (48.9 percent) and became relatively lower than the one registered one year ago in November 2019 (46.5). As result of a decrease in employment, and increase in unemployment, the labour force participation rate decreased at relatively lower pace than the employment to population ratio. It decreased from 58.2 percent in August 2020 to 56.5 percent in November 2020.

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

The number of employed population that gradually increased between May 2020 and August 2020, declined by 7 percent in November 2020 as compared to August 2020. The number of employed persons decreased from about 3.6 millions in August 2020 to about 3.4 million in November 2020. The important decreases in employment in absolute values were observed in the economic activities that significantly increased between May and August 2020. Trade decreased by 34.5 percent with a loss of around 210,000 workers, Construction decreased by 21.3 percent with a loss of around 122,000 workers ; manufacturing decreased by 50.1 percent and lost around 149,000 workers while Accommodation and food services activities decreased by 37.8 percent with a loss of around 46,000 workers. On the other side, Agriculture and education sectors significantly increased in terms of number of workers from August to November 2020. Agriculture sector increased by 23.3% with around 277,000 additional workers while education sector increased by 18.5 percent with around 17,000 more workers as compared to August 2020 situation.

The full count of workers in the agriculture sector including subsistence agriculture and market oriented agriculture as main or secondary activity revealed that 56.5 percent of the total working age population were involved in Agriculture in November 2020. The corresponding proportion for November 2019 was 53.8 percent while it was 49.3 percent in August 2020.

The share of agricultural workers in total workforce (employed +subsistence agricultural) increased by around 10 percentage points from 55.5 percent in August 2020 to 65.4 percent in November 2020.

The November 2020 results reveal that the share of paid employees in the total employment increased by around 10 percentage points from 62.0 percent in August 2020 to 72.5 percent in November 2020; while the share of self-employed declined by around 5 percentage points from 30.7 percent in August 2020 to 25.5 percent in November 2020. The comparison of November 2019 and November 2020 reveals that there was an increase of 5.6 percentage points in share of employees and a decrease of 2.2 percentage points in the share of self-employed.

In November 2020, there was a significant increase of unemployment rate as compared to the previous quarter. The unemployment rate increased by 4.3 percentage points from 16.0

percent in August 2020 to 20.3 percent in November 2020. The unemployment rate remained relatively higher among females (22.4 percent) as compared to males (18.6 percent).

Labour underutilization rate which accounts for unemployment, time-related underemployment and potential labour force was estimated to 59.8 percent in November 2020 and it increased compared to November 2019 (54.4 percent) and August 2020 (56.3 percent). The labour underutilization rate was remarkably higher among females (65.9 percent) as compared to males (53.5 percent).

Some of the changes observed in the labour market in August and November 2020 may be attributed to the temporarily involvement in labour force of some students. In August 2020, around 431,000 students were counted in labour force with around 324,000 in employment while in November 2020, the number of employed students substantially decreased to 148,000. This phenomenon had a positive effect on some indicators such as labour force participation rate and employment to population ratio in August 2020 while the effect on same indicators was negative in November 2020.

Rwanda Labour force survey, November 2020(Q4): Summary labour force indicators

Working age population 16 years old and over

7,563,918 persons							
Outside the labour force (Not employed nor unemployed) 3,286,805 persons Out of LF rate: 43.5%			Labour force (The sum of employed and unemployed) 4,277,113 persons Labour force participation rate 56.5%				
Subsistence agriculture 52.7%	Exclusively students 19.3%	Other outside LF (Elderly, disable, discourage d job seekers...) 28.0%	Employed (All who worked for pay or profit) 3,407,789 persons Employment to population ratio: 45.1%			Unemployed (All not employed but seeking and available to work for pay or profit) 869,324 persons Unemployment rate:20.3%	
			Agriculture excluding subsistence foodstuff production 43.1%	Industry 19.5%	Services 37.4 %	Unemployed but engaged in subsistence agriculture 54.6%	Other unemployed 45.4%
Potential labour force 1,449,853		Others 1836952		Time related underemployed 1,104,024		Other employed 2,303,765	
Labour underutilization (3,423,201 persons): Unemployed (869,324) + Time-related underemployed (1,104,024) + Potential labour force (1,449,853) Composite measure of labour underutilization (59.8%)							

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2020(Q4)

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Chapter 1: Introduction

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

The year 2020 was marked by the disturbance in the system of data production not only in Rwanda but also all over the World due to the covid-19 pandemic. The pandemic was identified for the first time in Rwanda in mid-March 2020 and different preventive measures including the general lockdown in April 2020 were taken. Despite the pandemic, the labour force Survey continued to be conducted on quarterly basis with some adjustments to cope with covid19 prevention measures. In May 2020, NISR implemented a quick labour force telephone-based survey using a reduced questionnaire to capture main labour market indicators and monitor the employment throughout COVID-19 pandemic period. The sample of households contacted for this Survey in May was a sub sample of the latest LFS-February 2020 sample (4,608 households) of which the head of the household had a telephone.

There was no possibility to include a new rotation sample in May 2020 labour force survey, which disturbed the usual rotation sampling system. In August 2020, the data collection was mainly conducted using face to face interviewing method but the telephone interviewing of the whole questionnaire was used in two clusters which were in lock down. The experience of Phone interviewing of May and the one in 2 clusters in August shed light on the possibility of planning the online labour force survey using the entire questionnaire. To solve the problem of rotation sampling, a listing of households in the enumeration areas sampled for different new rotations was conducted in October 2020.

During the listing, the telephone number of each listed household was captured. In the case of the absence of the telephone in the household, a telephone of a neighbour or local authority was registered to be used if a sampled household does not have any telephone. The current LFS of November 2020 was conducted using the telephone interviewing method. Almost all households were interviewed even those without their proper telephone number, resulting to the response rate of 94 percent.

The main objective of the survey is to provide data on the structure and trends of labour force, employment and unemployment as well as other related labour market statistics for the implementation and evaluation of economic and social policies related to employment creation, income generation, skills development, and related decent work policies. The current quarterly Labour Force survey is designed according to a two-stage stratified design with a rotation scheme. At the first stage of sampling, a stratified sample of 288 census enumeration areas, called primary sampling units (PSUs) are drawn from the 2012 census sampling frame with probabilities proportional to size measured in terms of number of households according to the latest census of population. The strata are composed of the 30 administrative districts of the country, sub-divided into urban and rural areas. At the second stage of sampling, 16 households were selected from each of sampled PSUs with equal probabilities, after a fresh listing of the households in the new sample PSUs. All household members in the sample are then selected for survey interview.

In the present report, the results of labour force survey are mainly compared for November 2019(Q4), February 2020(Q1), May 2020(Q2) August 2020 (Q3) and November 2020(Q4). However, in some sections, the tables or figures are presented with the additional time series including results of all quarters of the year 2019. This comparison allows tracking the change in labour market indicators over time and enabling to compare the labour market performance during the pandemic and the one of pre-pandemic.

The resulting estimates of the main labour force indicators at the national level have standard errors of about 0.9 percent. The focus of the present report is the analysis of trends of employment and labour underutilization including unemployment at the national level by selected demographic and socioeconomic characteristics such as sex, age group, educational attainment, etc.

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

Chapter 2: Trends of main indicators

The present chapter provides information on labour force trend of estimates of main indicators from the labour force survey since August 2019. The survey results of different round of Labour Force survey are compared to have the time series of the main indicator such as Labour force participation rate, Employed to population ratio, unemployment rate, and labour underutilisation rate.

2.1 Working age population

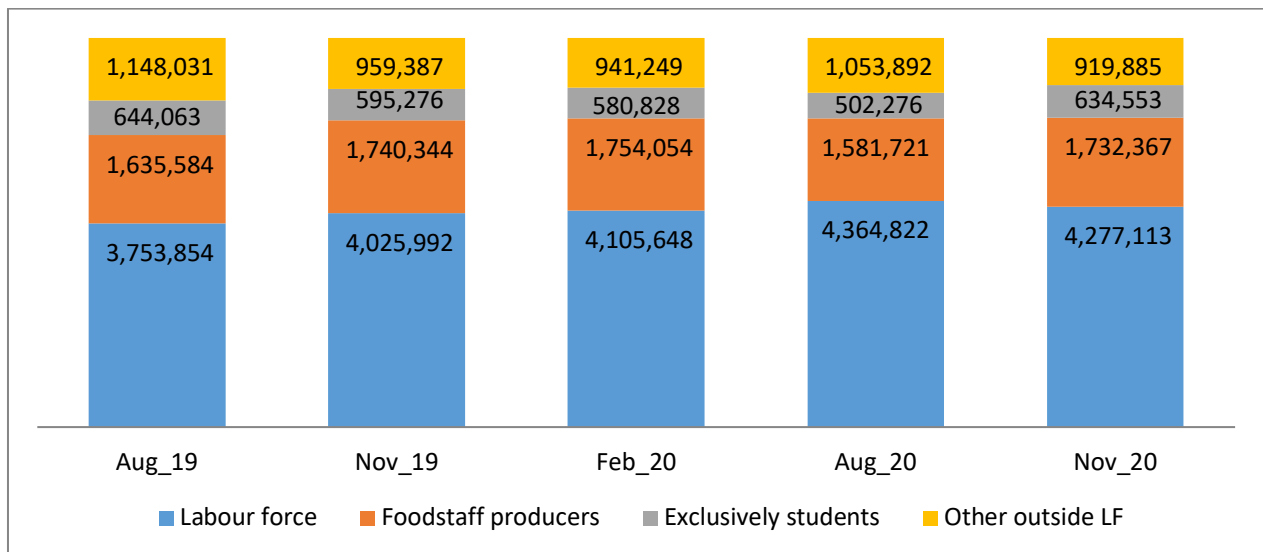
The labour force constituted the majority of the working age population in November 2020 (around 4.3 million); this is 6.2 percentage points higher than a year earlier (November 2019) but also 2 percentage points lower than the previous quarter (August 2020).

In November 2020, the population outside the labour force was 3,286,805. It remained almost stable compared to November 2019 while it increased by 4.7 percentage points as compared to previous quarter (August 2020). The majority of population in working age who were outside the labour force, was involved in subsistence agriculture (1,732,367 persons) corresponding to 52.7 percent; the same proportion as one year earlier (November 2019).

Students who are not involved in any economic activity make another important component of the population outside the labour force. In November 2020, their number was estimated at 634,553 corresponding to 19.3 percent of the population outside the labour force. The proportion of students outside the labour force and not involved in any economic activity increased by 26.3 percentage points as compared to August 2020. This increase reflects the decreasing involvement of students in labour force or in subsistence agriculture as they were returning to schools in October and November 2020. For instance, the proportion of students (16 years and above) who were employed in August 2020 was 29.3 percent while in November 2020 this proportion decreased to 14.5 percent; the same proportion as November 2019.

The remaining part of working age population outside the labour force consists of elderly persons, disables, discouraged jobs seekers, etc. Their total number was estimated at 919,885 in November 2020 and was decreased by 12 percentage points as compared to August 2020 and by 2.3 percentage points as compared to November 2019.

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



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

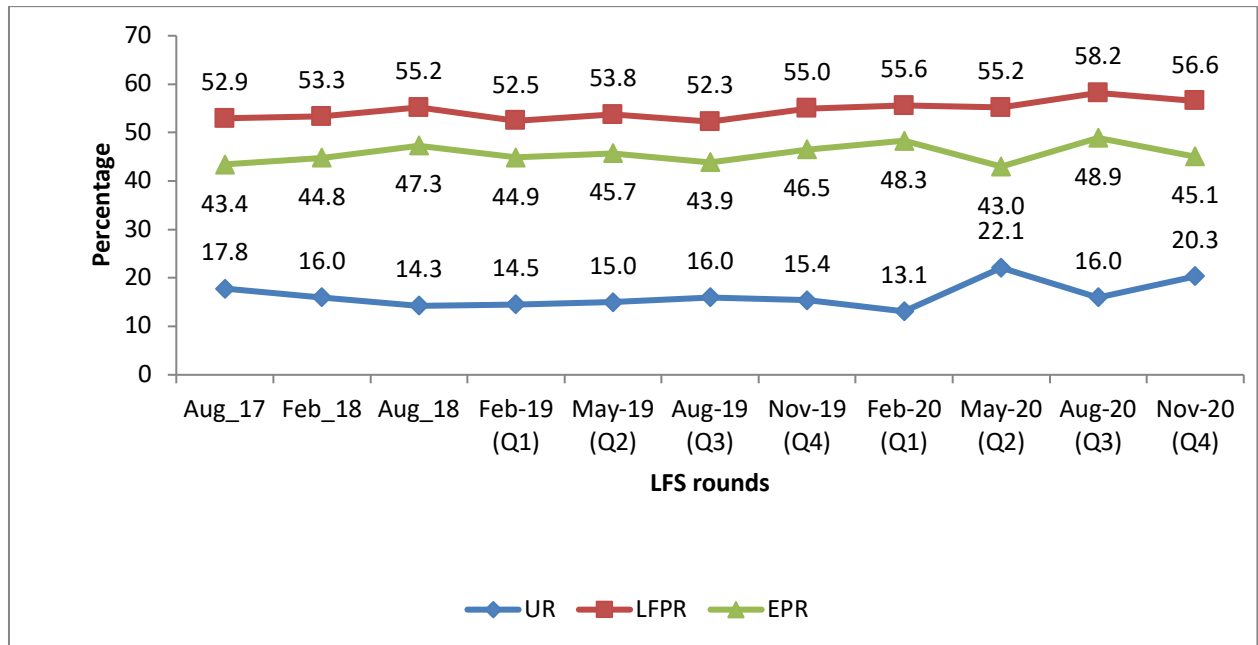
2.2 Labour force participation rate, employment to population ratio and unemployment rate

Figure 2.2 illustrates the trends of some of the key labour market indicators. In November 2020, the unemployment rate was 20.3 percent; it increased by 4.3 percentage points compared to the previous quarter (August 2020) and it was relatively lower than the one recorded in May 2020 (22.1 percent). In comparison with the situation one year earlier (15.4 percent), the unemployment rate of November 2020 was around 5 percentage points higher.

The employment-to-population ratio (EPR), i.e., the percentage of the working age population who is employed, is an indicator of the performance of the national economy in providing employment to its growing population. The analysis of employment trends shows a decrease of employed population from around 3,668,000 in August 2020(Q3) to 3,408,000 in November 2020(Q4). The employment-to-population ratio decreased to 45.1 percent in November 2020 as compared to 48.9 percent of August 2020. The recorded employment to population ratio in November 2020 was slightly lower than the one registered one year earlier (46.5 percent) and higher than the one of May 2020 (43 percent) just after the general lock down.

According to the results in Figure 2.2, the labour force participation rate picked to 58.2 percent in August 2020(Q3) but declined to 56.6 percent in November 2020; a figure that is still higher compared to other rounds prior to August 2020.

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



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

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

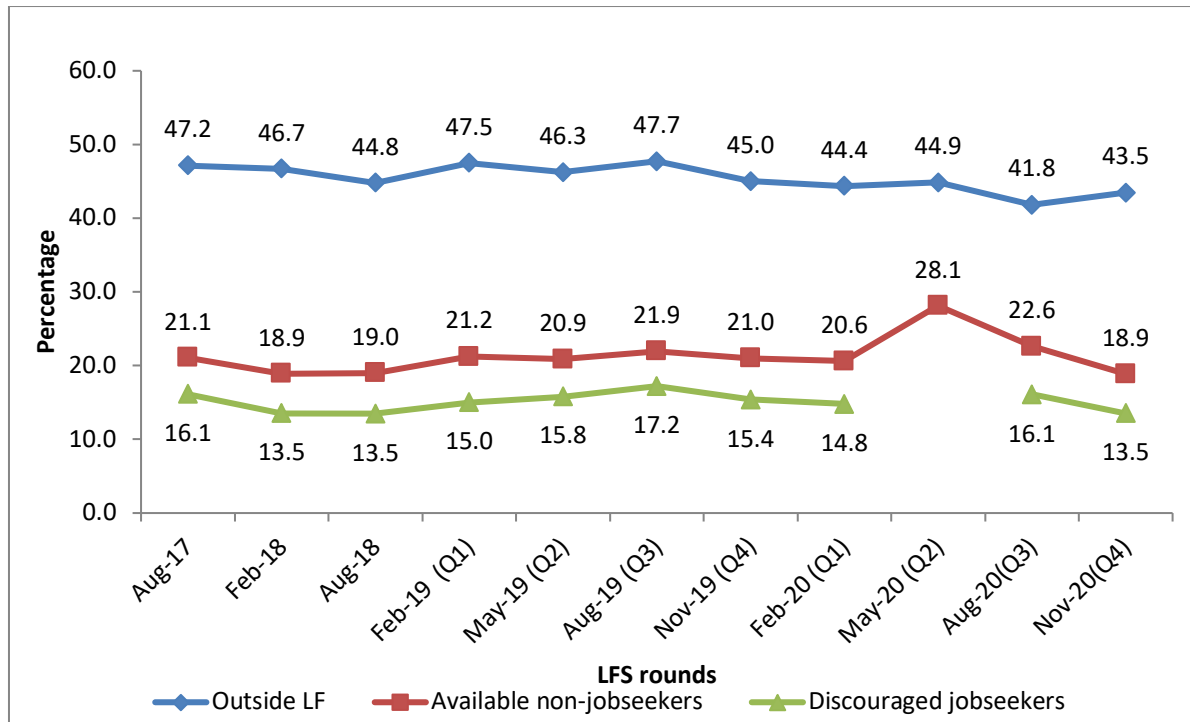
2.3 Population outside labour force

Figure 2.3 presents the trend of the proportion of the working age population who was outside the labour force according to different categories. The results shows that the proportion of the working age population outside the labour force increased by 1.7 percentage points from 41.8 percent in August 2020 to 43.5 percent in November 2020; a rate that is 1.5 percentage points lower than the one registered a year earlier (45 percent). Available non-job seekers constituted a substantial category of the population outside labour force. It increased in May 2020 due to the Covid19 pandemic and reached 28.1 percent of the before decreasing to 22.6 percent in August 2020 (Q3) and to 18.9 percent in November 2020 (Q4).

An important sub-category of the available non-job seekers is the discouraged jobseekers, i.e., those outside the labour force who did not “seek employment” for labour market-related

reasons (past failure, to find a suitable job, lack of experience, qualifications or jobs matching the person’s skills, lack of jobs in the area, considered too young or too old by prospective employers). The proportion of discouraged jobseekers among the working age population decreased to 13.5 percent in November 2020(Q4) as compared to 16.1 percent in August 2020 (Q3) and 15.4 percent in November 2019.

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



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

Note: Information on discouraged jobseekers were not collected in May 2020

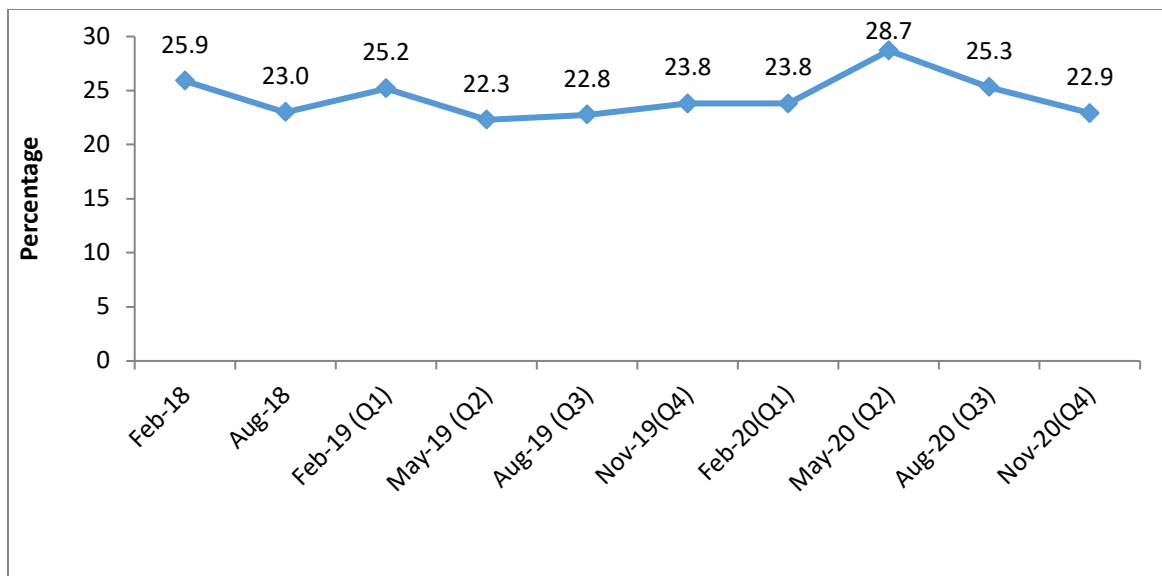
2.4 Subsistence foodstuff production participation rate

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

Figure 2.4 presents the trend of the proportion of the working age population who were outside the labour force but engaged in production of foodstuff for own use. It can be

observed that the rate of participation in subsistence foodstuff production was decreasing from its peak in May 2020 (28.7 percent) to 25.3 percent in August 2020 and 22.9 percent in November 2020. The decrease of participation in subsistence agriculture observed in November 2020 may reflect the decrease of the involvement of young people, especially students in subsistence agriculture as they are returning to schools that reopened in October and November.

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



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

2.5 Labour underutilization rates

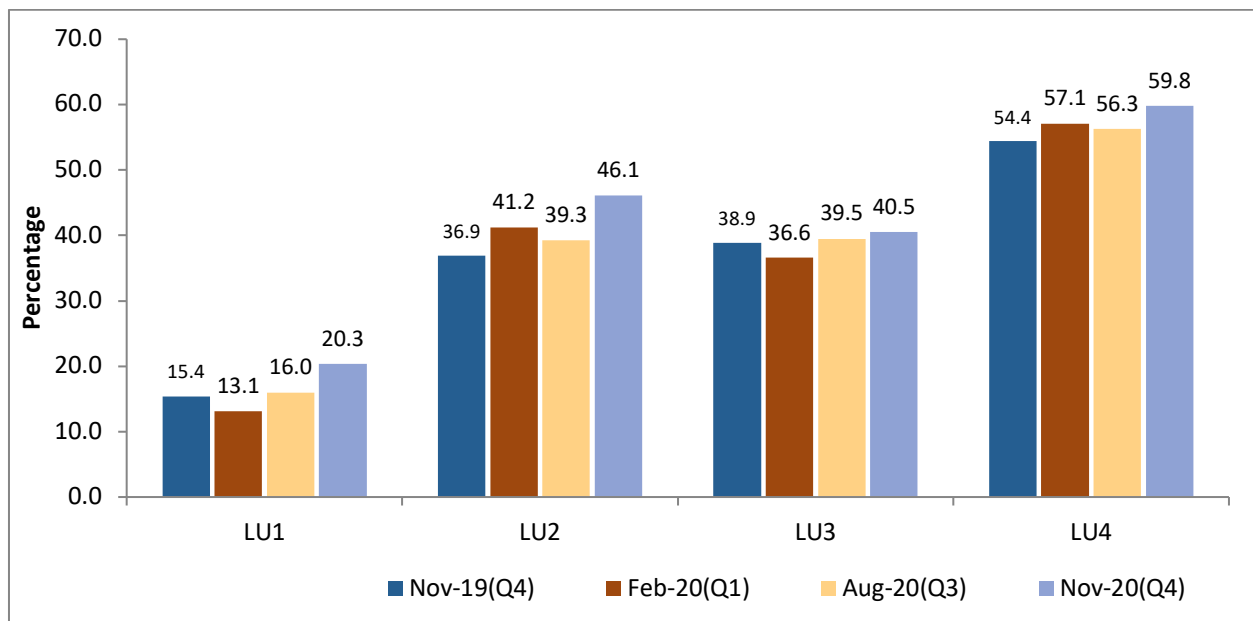
Labour underutilization consists of three components namely Unemployment, Time-related underemployment and Potential labour force. The Labour Force Survey results provide four indicators of labour underutilization: the unemployment rate (LU1); the combined rate of unemployment and time-related underemployment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

The results in figure 2.5 compare the labour underutilisation rate and its components in November 2019 (Q4), February 2020(Q1), August 2020(Q3) and November 2020(Q4). In

November 2020, there has been an increase in all labour underutilisation components in comparison with the previous quarter (August 2020). The unemployment rate (LU1) increased by 4.3 percentage points and LU2 by 6.8 percentage points. LU3 increased by 1 percentage point; which is an increase at a relatively lower pace than the unemployment rate (LU1), reflecting a decrease among the population in potential labour force in November 2020 as compared to August 2020. LU4 increased by 3.5 percentage points from August 2020 to November 2020.

Compared to the situation one year earlier (November 2019), the unemployment rate (LU1) increased by 4.9 percentage points and LU4 increased by 5.4 percentage points. LU2 increased by 9.2 percentage points from November 2019 to November 2020 while LU3 increased by around 1.6 percentage points in the same period.

Figure 2. 5: Trend of the labour underutilization rate



LU1 - Unemployment rate

LU2 - Combined rate of unemployment and time-related underemployment

LU3 - Combined rate of unemployment and potential labour force

LU4 - Composite measure of labour underutilization

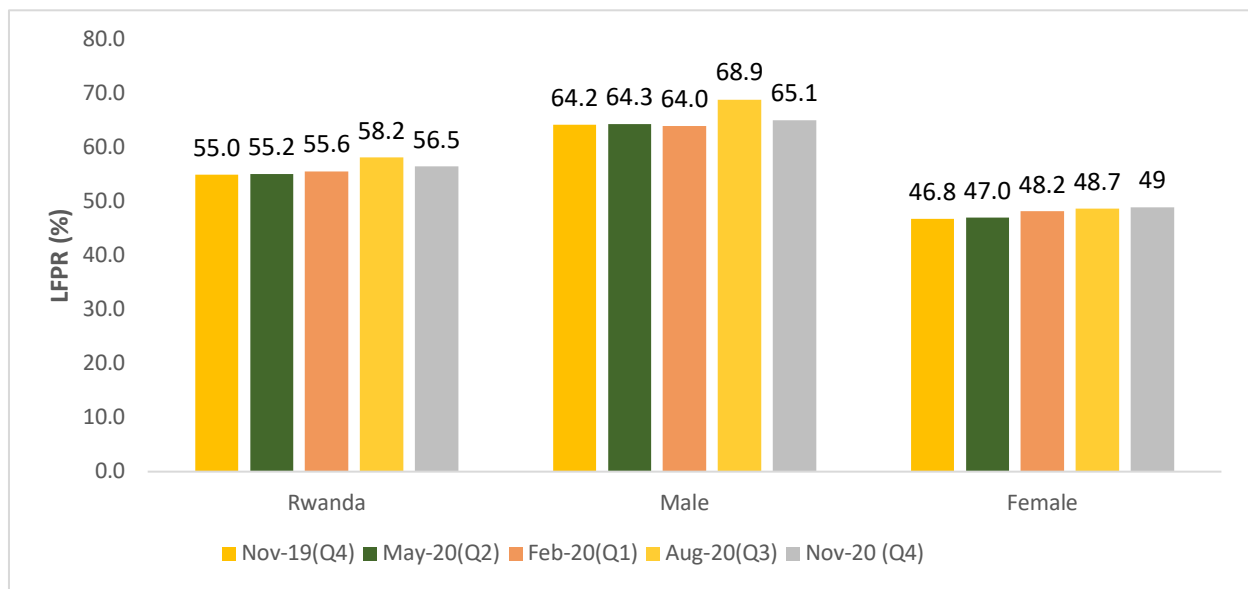
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Chapter 3: Labour Force Participation

3.1 Labour force participation among males and females

The labour force participation rate, which is the ratio of the labour force to the working age population expressed in percentage terms, increased to 56.5 percent in November 2020(Q4) compared to 55 percent in November 2019(Q4). The results show a slight increase trend of labour force participation rate in both male and female population in November 2020 as compared to November 2019; however, the labour force participation rate was higher for male population than the female population over time. The labour force participation rate gender gap was around 17.4 percentages points in November 2019 and it decreased to around 16.1 percentage points in November 2020. The comparison with the previous quarter shows that, the labour force participation rate decreased by 1.7 percentage points from August 2020 (Q3) to November 2020(Q4) at National level. It significantly decreased among males by 3.8 percentages points and slightly increased among females by 0.3 percentage points in the same period.

Figure 3. 1: Labour force participation rate by sex

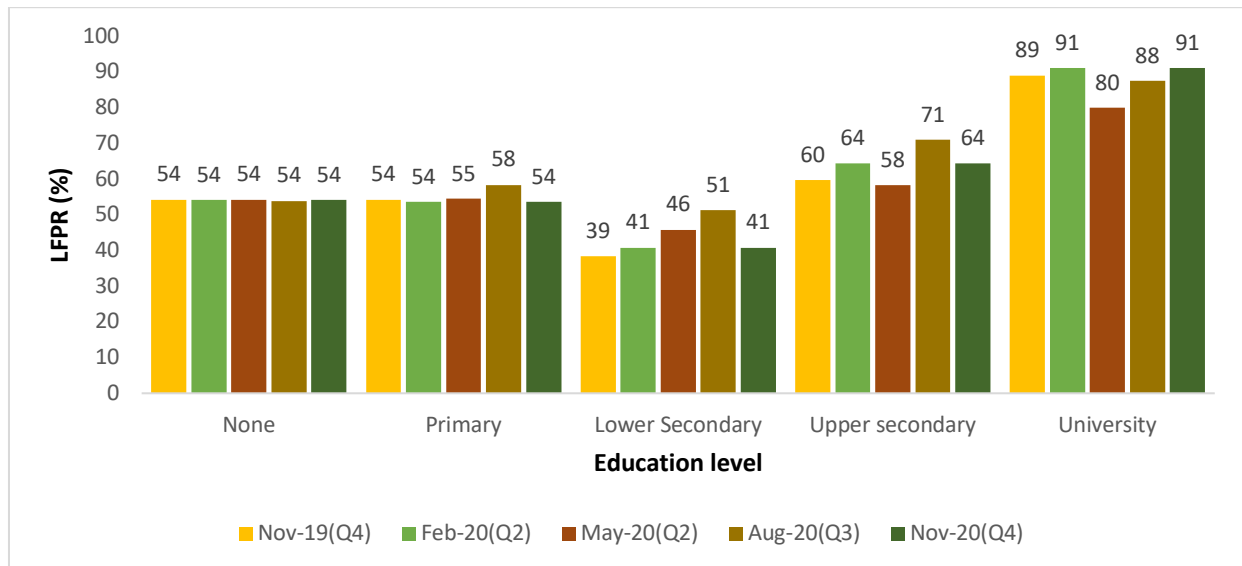


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.2 Labour force participation and education

The analysis of the labour force participation rate (LFPR) by educational attainment of individuals shows that labour force participation rate was higher among those with relatively higher levels of education compared to those with lower levels of education. A comparison of November 2019(Q4) to November 2020(Q4) shows an increase of LFPR for those with a secondary education and higher, upper secondary being the one that registered the highest increase of 4.7 percentage points. High rates of labour force participation rate among population with primary, lower secondary and upper secondary level of education observed in August 2020, followed by a sharp decrease in November 2020, are mainly attributed to the participation in the labour market of some students during the school closure period due to Covid-19 pandemic and their withdraw from the labour market as schools were reopened in October and November 2020. In fact, the number of students who at the same time participated in the labour force increased from around 132,000 in August 2019 to around 430,000 in August 2020 but declined to 187,000 in November 2020. Thus, the labour force participation rate among students passed to 18.3 percent in November 2020 from 39 percent in August 2020, mainly because of the reopening of schools.

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



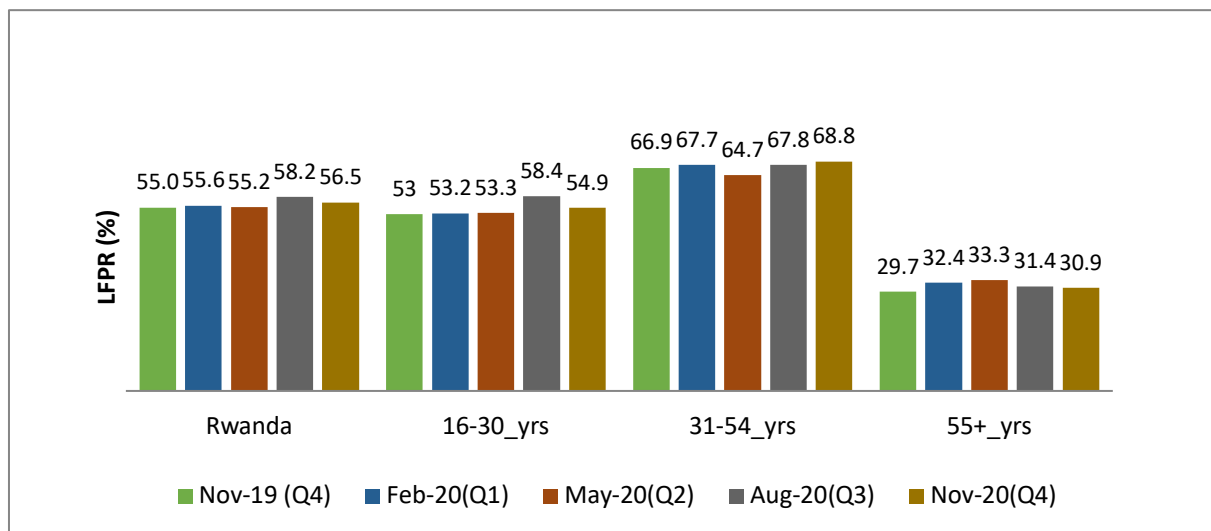
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.3 Labour force participation by age group

In November 2020(Q4), the labour force participation rate among youth (54.9 percent) was higher by 1.9 percentage points than the one of November 2019(Q4) (53 percent). In the same way, The labour force participation rate among people in the age group 31 to 54 years old increased by 1.9 percentage points in November 2020 as compared to November 2019(Q4).

The comparison of LFS August 2020(Q3) and November 2020(Q4) shows that among the population aged 16-30 years old and 55 years old and above, the labour force participation rate decreased by 3.5 percentage points and 0.5 percentage points respectively while among population aged 31-54 years the labour force participation rate increased by 1.0 percentage points.

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



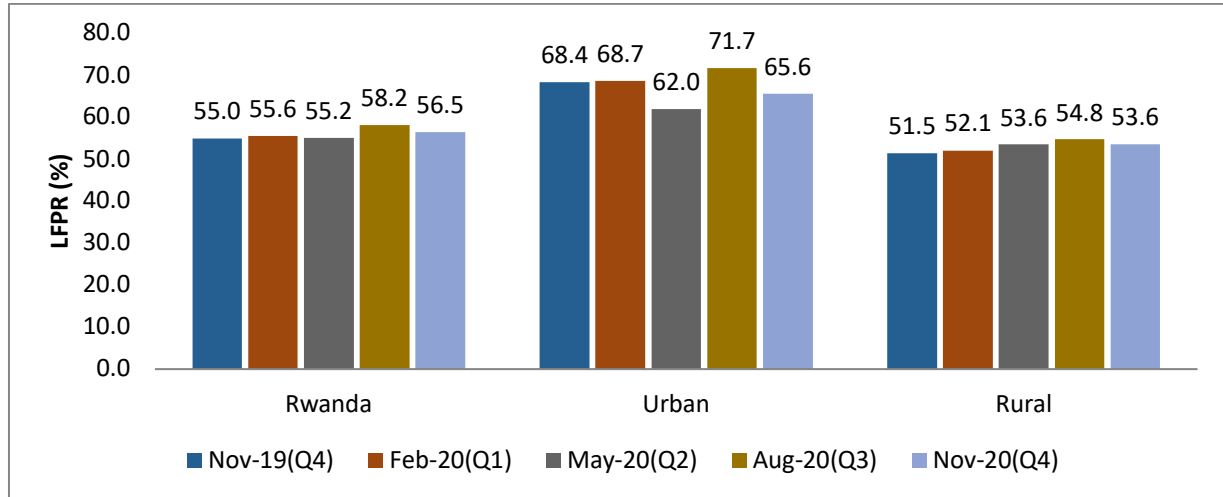
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.4 Labour force participation and area of residence

The analysis of labour force participation rate by area of residence (urban and rural) reveals that Labour force participation rate was higher in urban areas as compared to rural areas. This may be attributed to the diversity of job opportunities in urban areas as compared to rural areas where the number of employment opportunities is limited and most people are involved in subsistence agriculture. The gap between the labour force participation rate in urban and rural areas decreased by 1.4 percentage points from 13.4 percentage points in November 2019 to 12 percentage points in November 2020. The comparison of LFS August

2020(Q3) and November 2020(Q4) reveals that the labour force participation rate decreased by 6.1 percentage points in urban areas and by 1.2 percentage points in rural areas.

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



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

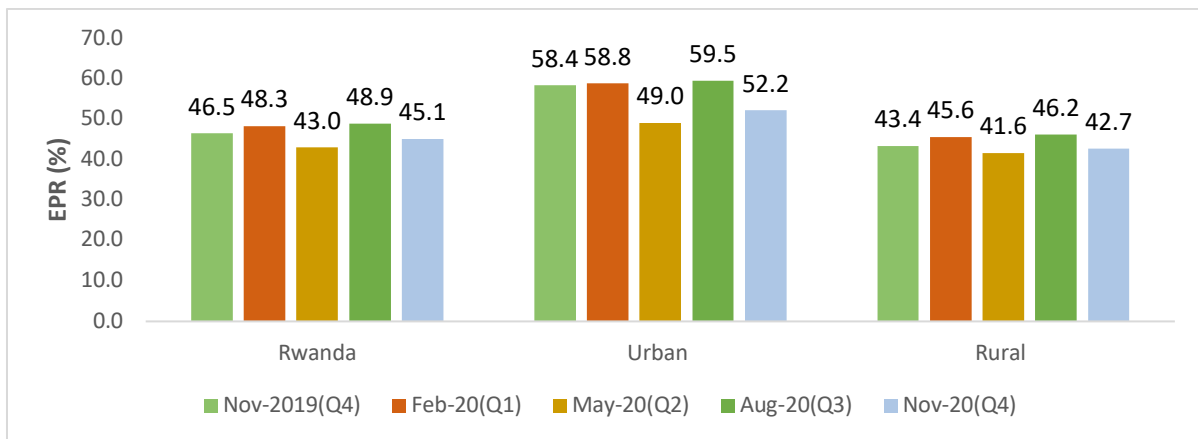
Chapter 4: Employment

4.1 Employment to population ratio

Figure 4.1 presents the employment-to-population ratio by area of residence. It was observed that the employment-to-population ratio slightly decreased in November 2020 (Q4) as compared to November 2019 (Q4) at the national level (by 1.4 percentage points) as well as in both urban and rural areas (by 6.2 percentage points and 0.7 percentage point respectively). The results show that between August 2020 (Q3) and November 2020 (Q4) the employment-to-population ratio decreased by 3.8 percentage points at national level, while it decreased by 7.3 percentage points in urban areas, and by 3.5 percentage points in rural areas.

It was observed that the employment-to-population ratio was higher in urban areas as compared to rural areas in all rounds of the labour force survey. The gap between the employment-to-population ratio between urban and rural areas remained significant in November 2020 (Q4) (9.5 percentage points) even though it decreased from 15 percentage points registered in November 2019 (Q4).

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

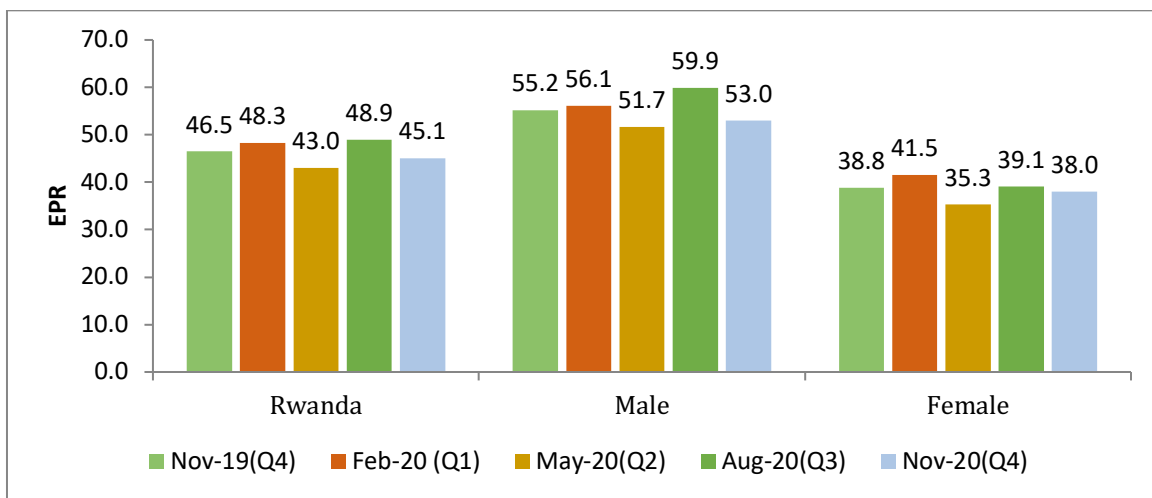


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 4.2 shows the trend in the employment-to-population ratio for the male and female separately. It is informative to note that there is a high gap between the employment-to-population ratio of males and females over time. In November 2020(Q4), the employment-to-population ratio decreased by 2.2 percentage points from 55.2 percent in November 2019

(Q4) to 53.0 percent among males, while it slightly decreased by 0.8 percentage points from 38.8 to 38.0 percent among females; resulting to 15 percentage points gender gap in employment to population ratio in November 2020; which is 1.4 percentages points lower than the one of November 2019 (16.4 percent). From August 2020 to November 2020, the employment to population ratio highly decreased among males (from 59.9 percent to 53.0 percent) than among females (from 39.1 percent to 38 percent).

Figure 4. 2: Employment to population ratio by sex



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

4.2 Status in employment

Table 4.1 below reveals that, in November 2020 (Q4) the number of employed population remained almost the same as compared to November 2019 (Q4) while it decreased by around 260,000 as compared to August 2020. It is observed that the category of employees and paid apprentices recorded the highest share of employment across all rounds of the labour force survey followed by own-account workers, contributing family workers, employers, and member of cooperatives respectively. In November 2020, there was a significant increase (10 percent) in the number of employees and paid apprentices in comparison with the previous quarter (August 2020) and the registered figure one year earlier (November 2019). In the remaining categories the number of employed person decreased between November 2019 and November 2020.

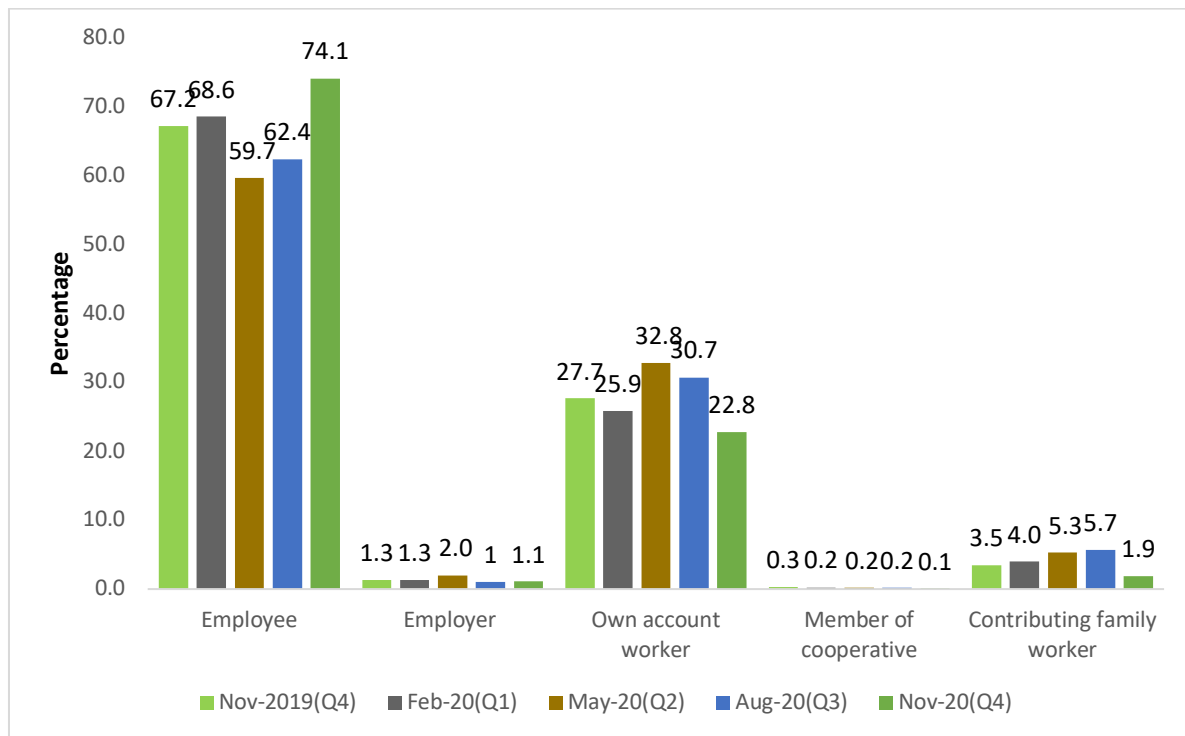
Table 4. 1: Distribution of employed population by status in employment

Status in employment	Nov-19	Feb-20	May-20	Aug-20	Nov-20	% Change(Nov19-Nov20)	% Change(Aug20Nov20)
Total	3,405,877	3,568,934	3,199,104	3,667,611	3,407,789	0.1%	-7%
Employee and paid apprentices	2,288,756	2,448,667	1,909,439	2,288,305	2,525,492	10.3%	10%
Employer (with regular employees)	42,411	46,016	63,566	37,007	38,297	-9.7%	3%
Own account worker(without regular employees)	942,427	922,522	1,050,491	1,126,448	775,971	-17.7%	-31%
Member of cooperative	10,625	8,723	6,219	5,996	2,227	-79.0%	-63%
Contributing family worker	121,658	143,006	169,388	209,855	65,802	-45.9%	-69%

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

Figure 4.3 shows the shares of employed population according to the status of employment. It reveals that the share of employees in November 2020(Q4) (74.1 percent) increased by 6.9 percentage points from November 2019(Q4) and it similarly increased by 11.7 percentage points as compared to August 2020(Q3) (62.4 percent). The share of own-account workers in November 2020 (Q4) decreased by 4.9 percentage points from November 2019(Q4) and declined by 7.9 percentage points as compared to August 2020 (Q3). The figure (4.3 percent) also revealed that the share of contributing family workers decreased from (5.7 percent) in August 2020(Q3) to (1.9 percent) in November 2020(Q4).

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



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

4.3 Main occupation

The table below presents the number of employed persons by occupation and its change over time. The comparison of November 2020 with August 2020 reveals that there was a significant loss of employment in three following occupations: Service and sale workers (-218,266 workers), craft and related trade workers (-168,739 workers) and skilled agricultural, forestry and fishery workers (-141,338). The breakdown of occupation to lower level reveals that the important number of lost employment between August and November 2020 came from Street and market sales persons(-93,890), shop sales persons(-88,087), waiter and bartenders(-30,439), building frame and related trade workers(-95,707), hand craft workers(-25,984) and Mining and construction labourers(-87,919).

On the other hand, there was an increase in the number of employment in elementary occupations, mostly from Agricultural, forestry and fishery labourers (+426,819) and among professionals mainly due to an increase in the number of secondary school teachers(+15,200).

Table 4. 2 Number of employed person by occupation

Major Occupation Group	Nov-19	Feb-20	Aug-20	Nov-20	% Change Nov19- Nov20	% Change Aug20- Nov20
Total	3,405,877	3,568,934	3,667,611	3,407,789	0.1%	-7.1%
Managers	47,130	61,423	38,338	56,506	19.9%	47.4%
Professionals	196,306	214,703	173,789	198,952	1.3%	14.5%
Technicians and associate professionals	52,520	57,399	56,063	46,706	-11.1%	-16.7%
Clerical support workers	33,122	32,901	36,939	27,822	-16.0%	-24.7%
Service and sales workers	719,632	625,149	751,905	533,639	-25.8%	-29.0%
Skilled agricultural forestry and fishing	201,428	266,774	291,396	150,058	-25.5%	-48.5%
Craft and related trades workers	268,249	298,711	423,088	254,349	-5.2%	-39.9%
Plant and machine operators and assemble	108,445	87,641	99,086	86,975	-19.8%	-12.2%
Elementary occupations	1,779,044	1,924,232	1,797,007	2,052,781	15.4%	14.2%

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

The distribution of employed population by occupational categories over the six rounds of the Labour Force Survey as presented in table 4.3 below shows that Elementary Occupations registered a highest share followed by Service and Sales Workers and then Craft and Related Trades Workers among others. The result of comparison of November 2020 (Q4) with the same quarter one year back reveals that the share of elementary Occupations in total employment increased by 8 percentage points from November 2019 (Q4) to November 2020(Q4). Conversely, the share of service and sales workers decreased by 5.4 percentage points, the share of Skilled Agricultural, Forestry and Fishery Workers also decreased by 1.5 percentage points. The changes in other occupational categories for the same period are below 1 percentage point.

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

Major Occupation Group	Employed population					
	May-19 (Q2)	Aug-19 (Q3)	Nov-19 (Q4)	Feb-20 (Q1)	Aug-20 (Q3)	Nov- 20(Q4)
Total employed ('000)	3,259	3,153	3,406	3,569	3,668	3,407,788
Total (percent)	100	100	100	100	100	100
Legislators, Managers and Senior Officials	1.3	1.5	1.4	1.7	1.1	1.7
Professionals	6.4	6	5.8	6	4.7	5.8
Technicians and Associate Professionals	1.4	1.7	1.5	1.6	1.5	1.4
Clerical Support Workers	1.2	0.9	1	0.9	1	0.8
Service and Sales Workers	19.5	19.4	21.1	17.5	20.5	15.7
Skilled Agricultural, Forestry and Fishery Workers	7.2	6.3	5.9	7.5	8	4.4
Craft and Related Trades Workers	8.4	8.8	7.9	8.4	11.5	7.5
Plant and Machine Operators and Assemblers	2.9	3	3.2	2.5	2.7	2.5
Elementary Occupations	51.7	52.4	52.2	53.9	49	60.2

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

4.4 Main Economic activity

According to the results presented in Table 4.4 below, the bulk of employed population were engaged in Agriculture, forestry and fishing (43.1 percent) in November 2020(Q4). Other sectors that employed a substantial number of populations were construction (13.3 percent), wholesale and retail trade; repair of motor vehicles and motorcycles (11.6 percent), Activities of households as employers (4.7 percent); transportation and storage (4.6 percent), Manufacturing (4.4 percent), Education (3.2 percent) and Other services (3.0 percent).

The number of employed populations in November 2020 decreased by about 259,822 as compared to August 2020. There has been a decrease in the number of employed population in 14 main economic activities in November 2020 as compared to August 2020. Among them, those that lost a relatively higher number of employed persons are: 'Whole sale and retail trade; repair of motor vehicles and motorcycles' (-213,999), Manufacturing (-149,275), construction (-122,471) and accommodation and food services activities (-46,417). Conversely, agriculture sector gained a substantial number of employed population since August 2020 to November 2020 due to its seasonal nature. In November 2020 there has been a gain of 277,534 jobs in agriculture sector as compared to August 2020. Similarly the increase in number of employed population has been observed in other services (+17,961), in education sector (+17,098), in human health and social work activities (+7,468) and in transportation and storage (+6,860) .

Table 4. 4: Distribution of employed persons by economic activity in the last 12 month of 2020

Branch of economic activity	20-Feb	20-Apr	20-May	20-Jun	20-Jul	20-Aug	20-Sep	20-Oct	20-Nov
Total	3,568,934	2,117,416	3,199,104	2,988,073	3,212,097	3,667,611	3,402,795	3,482,586	3,407,789
Agriculture forestry and fishing	1,567,871	999,788	1,369,880	1,084,609	1,132,262	1,192,172	1,583,208	1,588,759	1,469,706
Mining and quarrying	66,182	8,843	41,460	53,715	58,766	67,735	45,791	53,676	54,140
Manufacturing	195,001	83,447	164,545	227,456	245,390	297,973	142,980	148,965	148,698
Electricity gas steam and air condition	5,373	1,458	6,567	6,701	8,770	7,609	7,084	3,466	4,710
Water supply, gas and remediation services	9,266	5,452	7,167	4,148	3,572	7,672	4,325	2,814	4,081
Construction	314,008	160,698	402,910	354,143	429,660	576,278	426,218	454,417	453,807
Whole sale and retail trade; repair of motor vehicles and motor cycles	422,915	248,642	435,891	494,403	525,623	608,656	378,453	384,599	394,657
Transportation and storage	156,455	54,891	121,380	120,798	129,150	150,171	144,610	149,787	157,031
Accommodation and food services activities	116,922	26,887	49,842	85,102	98,510	122,817	69,114	73,449	76,400
Information and communication	6,980	4,333	7,268	13,515	13,986	13,241	13,883	13,521	12,810
Financial and insurance activities	40,912	28,247	28,560	32,961	34,757	38,424	38,978	39,479	34,750
Real estate activities	2,148	1,642	2,403	9,933	9,707	11,081	2,779	2,449	1,189
Professional, scientific and technical	25,194	8,763	11,958	22,292	22,682	24,739	22,814	24,919	22,810

Labour Force Survey, November 2020

Branch of economic activity	20-Feb	20-Apr	20-May	20-Jun	20-Jul	20-Aug	20-Sep	20-Oct	20-Nov
Administrative and support activities	72,661	42,823	54,264	75,059	71,781	76,708	68,383	70,030	73,221
Public administration and defense; compulsory social security	69,530	68,381	71,269	60,767	59,843	64,743	59,052	55,826	55,853
Education	127,040	99,561	101,627	84,363	87,694	92,366	87,629	92,380	109,464
Human health and social work activities	67,896	57,592	58,023	38,151	40,054	45,813	52,861	53,425	53,281
Arts, entertainment and recreation	14,579	3,801	4,069	5,663	5,285	8,693	10,503	9,836	11,520
Other services	97,002	55,753	98,263	65,651	75,621	85,794	100,323	104,654	103,755
Activities of households as employers	182,257	151,380	152,275	146,098	156,440	171,285	138,404	150,023	160,531
Activities of extraterritorial organization	8,741	5,033	9,485	2,544	2,544	3,640	5,405	6,108	5,373

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

Chapter 5: Unemployment and Labour Underutilization

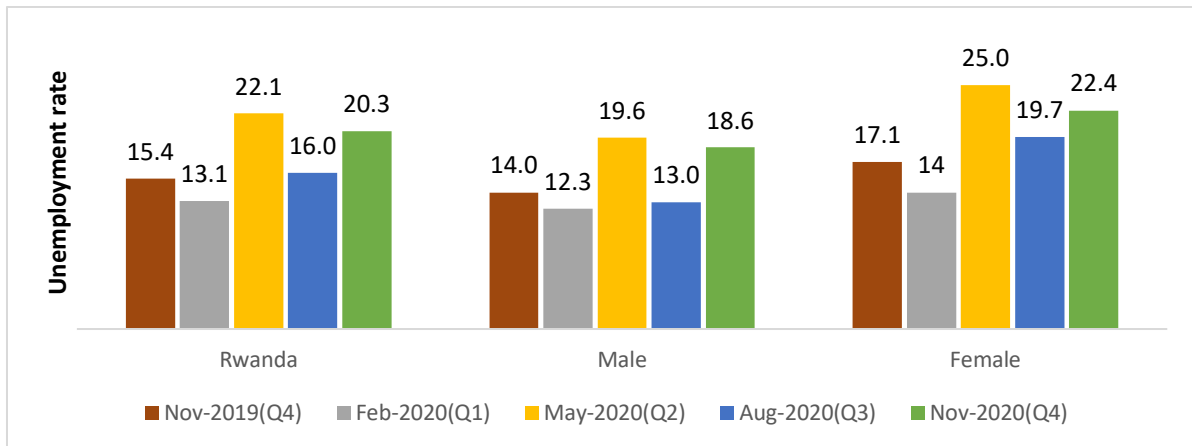
Unemployment is a particular form of labour underutilization. It reflects the pressure on the labour market. It is measured in terms of the number of persons without employment, actively seeking and available for employment. Labour underutilization is a more general concept. It refers to mismatches between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

5.1 Unemployment rate

The unemployment rate is defined as the ratio of the number of unemployed persons to the labour force. It is the most 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 Labour Force Survey results of November 2020(Q4), the unemployment rate in Rwanda was 20.3 percent compared to 16.0 percent in August 2020(Q2); indicating an increase of 4.3 percentage points. A higher increase was observed among males (5.6 percentage points) as compared to females (2.7 percentage points). The comparison of unemployment rate of May 2020 and the one of November 2020, reveals that it decreased among both males and females with a higher decrease among females (2.6 percentage point) as compared to males (1.0 percentage points).

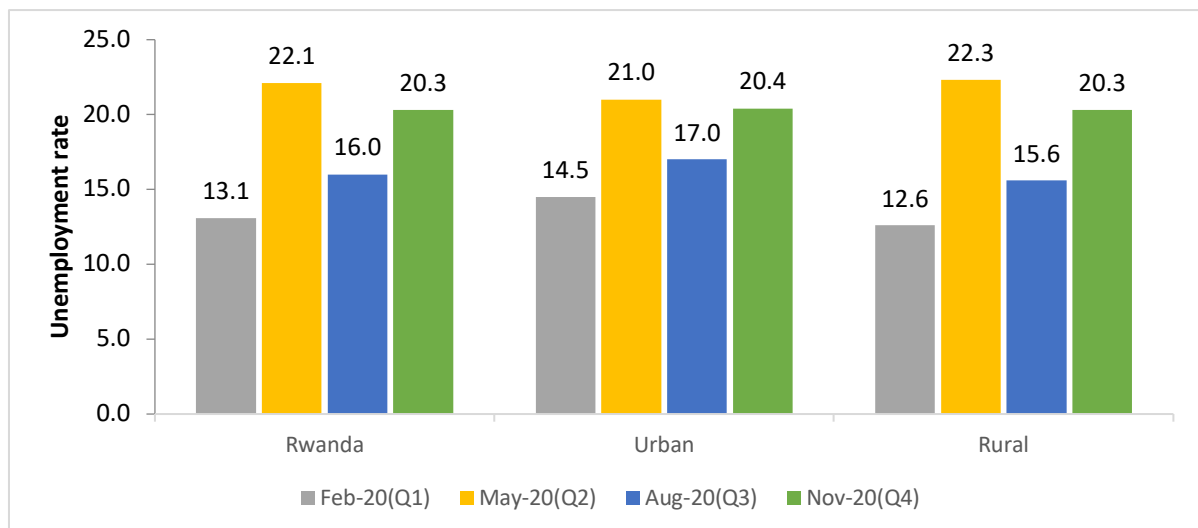
Figure 5. 1: Unemployment rate by sex.



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

The survey results of November 2020 (Q4) shown that the unemployment rate was almost the same in urban and in rural areas of Rwanda (20.4 percent and 20.3 percent respectively). The comparison of the current survey results to the previous quarter shows that the unemployment rate of November 2020 increased by 3.4 and 4.7 percentage points respectively in urban and rural areas

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

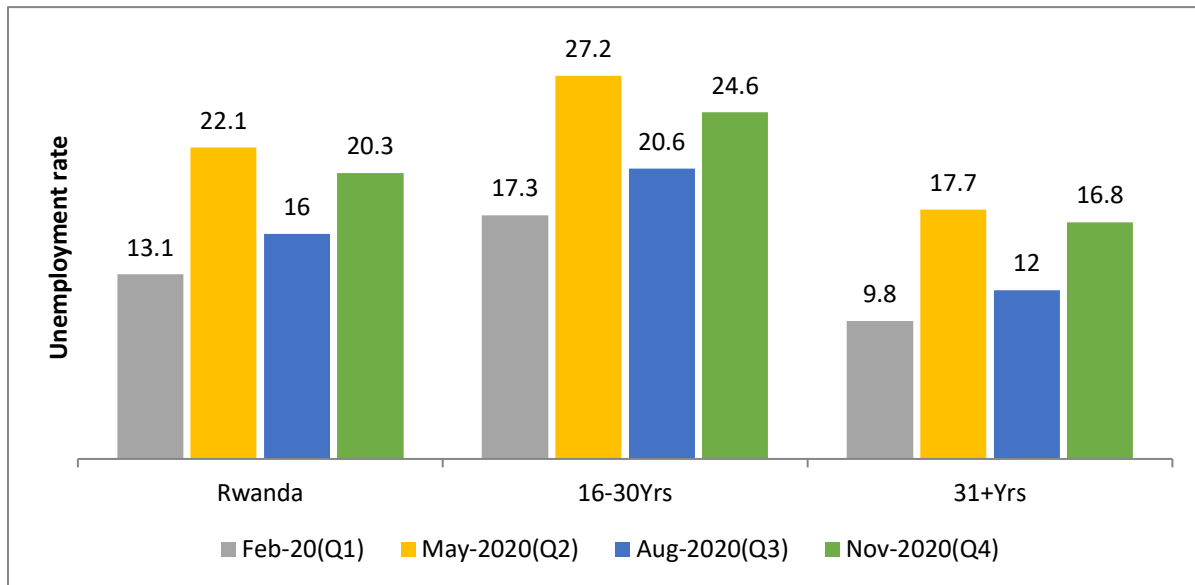


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

Figure 5.3 shows the trend in the unemployment rate among youth and adults population. In Rwanda, the youth population is defined as persons with 16 to 30 years of age. The results show that the unemployment rate among the youth has been relatively higher than the

unemployment rate among adults. The unemployment rate among the youth (16-30 years) increased from 20.6 percent in August 2020 (Q3) to 24.6 percent in November 2020(Q4) while the unemployment rate among adults (31+ years) increased from 12.0 percent to 16.8 percent in the same period.

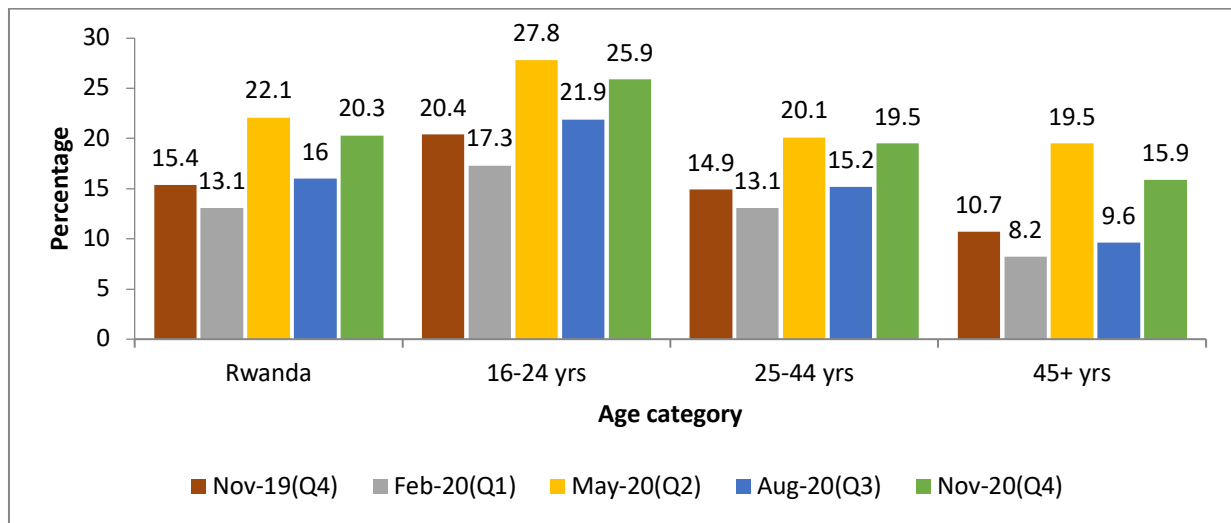
Figure 5. 3: Unemployment rate among youth and Adult



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

The comparison of May 2020 (Q2) and November 2020(Q4) shows a decrease of 1.9 percentage points in the unemployment rate among young aged 16-24 years old and a decline by 3.6 percentage points among those aged 45 years old and above as presented in figure 5.4 below. Overall, the results of the current round shows that the unemployment rate increased in all selected age groups as compared to the results of August 2020 (Q3) round. It increased by 4 percentage points for 16-25 years old, by 4.3 percentage points for 25-44 years old and by 6.3 for 45 years and above.

Figure 5. 4: Unemployment rate by selected age groups



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

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

Participation in employment, education or training is important for youth in their transition to the labour market and achieves self-sufficiency. In this report, two age groups (16 to 24 years old) and (16 to 30 years old) are separately used in presenting the results in table 5.1. The full count of youth in the age group 16 to 24 years old, who were neither in employment nor in education or training, was 746,274 persons while for those aged between 16 and 30 years old, the total number was 1,222,536 persons in November 2020(Q4).

The share of youth (16 to 24 years old) neither in employment nor in education or training (NEET) stood at 32.4 percent in November 2020(Q4) representing an increase of 4.0 percent compared to August 2020(Q3) (28.4 percent). The comparison of results in August 2020(Q1) and November 2020(Q4) showed that the highest increase of the NEET rate was essentially among youth living in urban areas as compared to rural areas (5.7 percentage points and 4.3 percentage points respectively). The NEET rate also increased significantly among males (7.0 percentage points) as compared to females (1.1 percentage points) in the same period.

The results also show that the NEET rate among youth (16-30 years) was 34.7 percent in November 2020 and remained almost stable compared to November 2019 while it increased by 2.9 percentage points as compared to August 2020. The NEET was higher among females (40.4 percent) than among males (28.9 percent) and higher in rural areas (37.3 percent) than in urban areas (28.1 percent).

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

Age group	sex / Residence	Estimate (NEET)							Percentage change
		Feb-19	May-19	Aug-19	Nov-19	Feb-20	Aug-20	Nov-20	Aug-20 to Nov-20
16-24 years	Total	33.3	30.8	34	32.3	34	28.4	32.4	4
	Male	26.8	26.4	28.1	27	30.6	22.1	29.1	7
	Female	39.7	34.9	39.6	37.3	37.2	34.5	35.6	1.1
	Urban	23.6	22	21.8	19	23.8	19.1	24.8	5.7
	Rural	35.8	33.4	37.3	36.1	36.8	30.8	35.1	4.3
16-30 years	Total	34.4	32.8	35.7	34.4	34.2	31.8	34.7	2.9
	Male	26.1	26	27.2	26.8	28.6	23	28.9	5.9
	Female	42	39	43.5	41.5	39.4	40.2	40.4	0.2
	Urban	25.5	23.5	24.1	21.8	24.5	22.5	28.1	5.6
	Rural	36.9	35.8	39.2	38.6	37.2	34.6	37.3	2.7

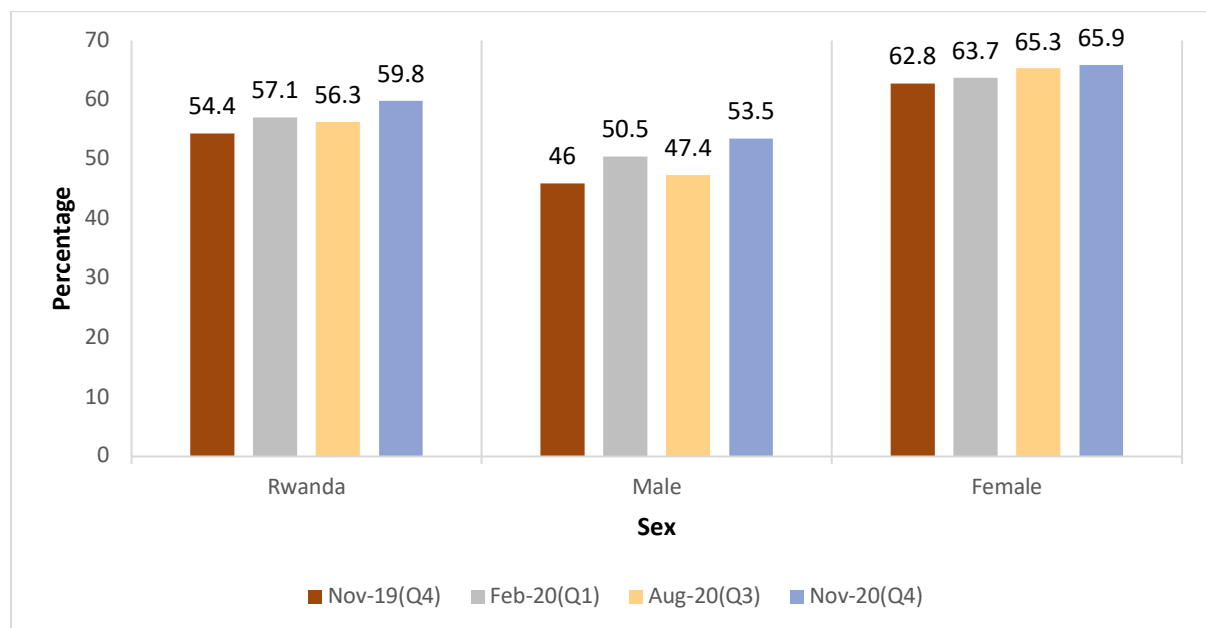
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

5.3. Labour Underutilization

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

The results presented in figure 5.5 shows that the composite measure of labour underutilization rate stood at 59.8 percent in November 2020(Q4) as compared to 56.3 percent recorded in August 2020 (Q3) ; representing an increase of 3.5 percentage points. The labour underutilization rate was higher among females (65.9 percent) than males (53.5 percent). The comparison of November 2020(Q4) and August 2020(Q3) shows that the labour underutilization rate significantly increased among males (6.1 percentage points) while it remained almost unchanged among females.

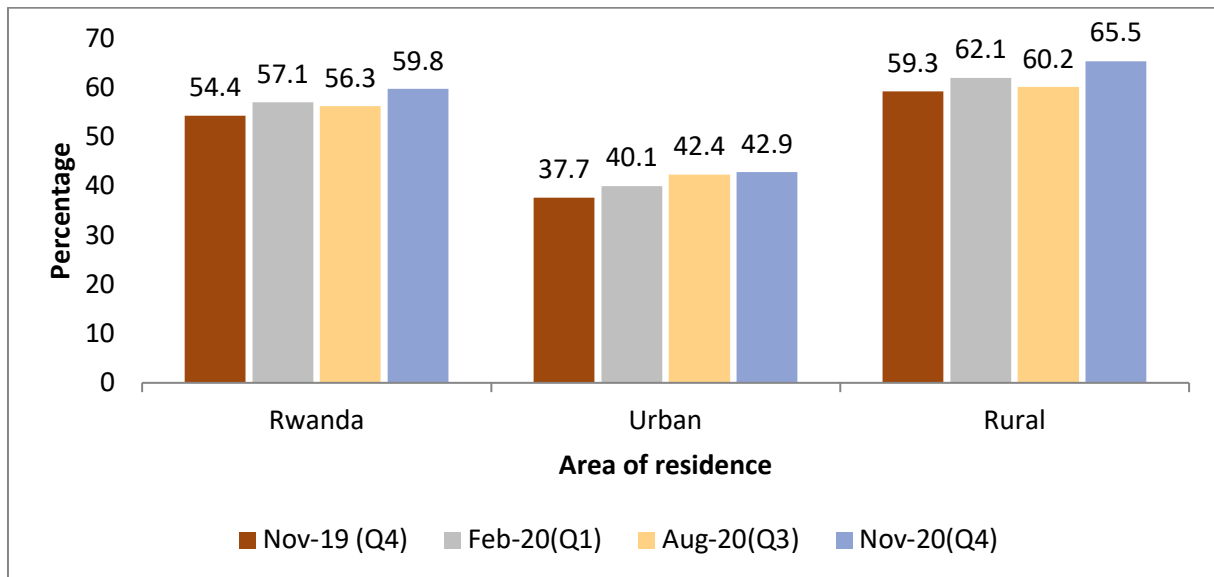
Figure 5. 5: Labour under-utilization rate by sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

The results presented in figure 5.6 below shows also that the labour under-utilization rate was higher among people living in rural than those living in urban areas of Rwanda. The comparison of August 2020(Q3) and November 2020(Q4) reveals that the labour underutilization rate increased significantly among population living in rural areas of Rwanda by 5.3 percentage points whereas it remained stable among those living in urban areas.

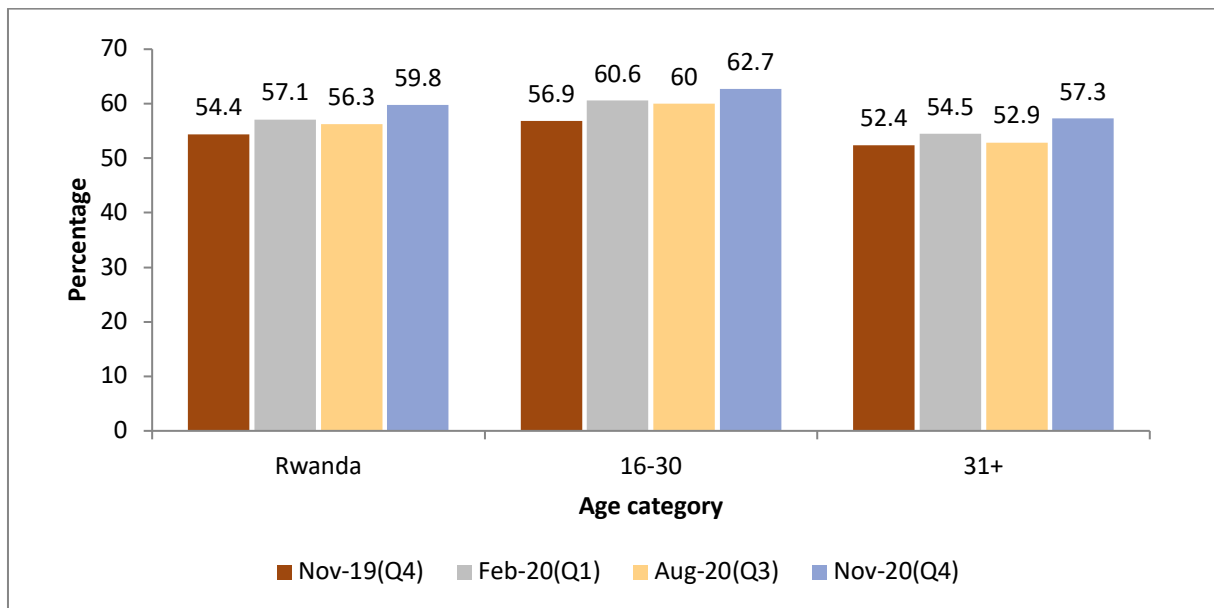
Figure 5. 6: Labour under-utilization rate by area of residence



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

Figure 5.7 presents the labour underutilization rate by age group (youth and adults). It is observed that the labour underutilization rate increased among both youth and adult population in November 2020 as compared to August 2020. The results also show that the labour underutilization rate increased by 2.7 percentage points among youth (16-30 years old) and by 4.4 percentage points among adult population in the same period.

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

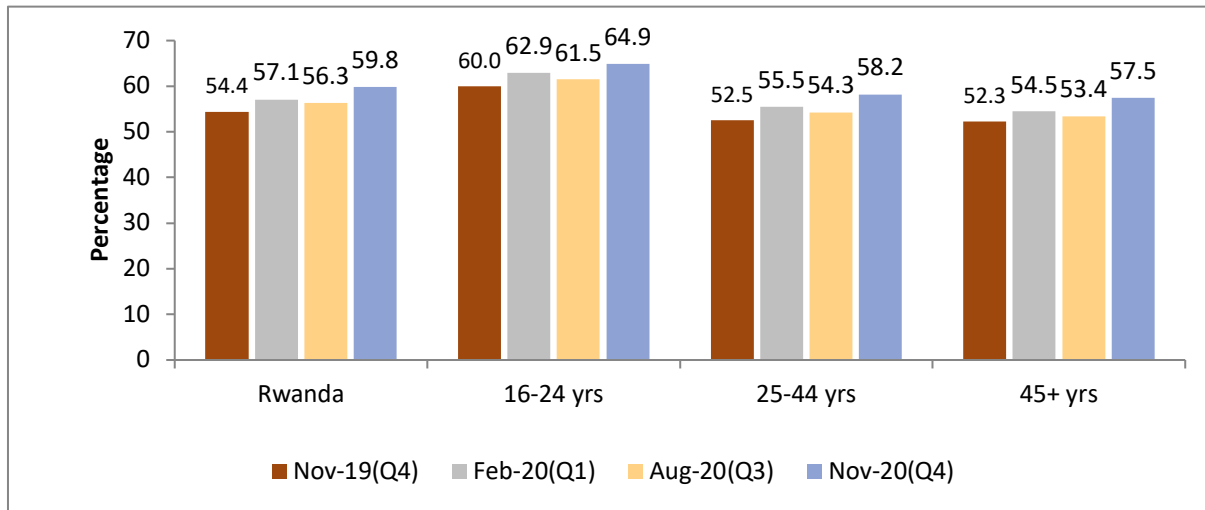


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

The survey results show that the labour underutilisation rate was higher among population in lower age group than the adult population. The labour underutilization rate was 64.9 percent among youth in age group 16-24 while it was 58.2 percent among population aged 25-44 years and 57.5 percent among those in age group 45 and above in November 2020.

A comparison between August 2020(Q3) and November 2020(Q4) reveals that the labour underutilisation rate increased among all selected age groups. The highest increase was recorded among the population aged 45 years and above. In the same way, the comparison with November 2020 results with the same November one year back, shows that there was an increase of labour underutilisation rate in all age groups.

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



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020.

Chapter 6: Population outside the Labour Force

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

The population outside the labour force increased to around 3,287,000 in November 2020(Q4) from 3,138,000 in August 2020 (Q3) and it was higher than 3,295,000 found in November 2019(Q4). This increase is equivalent to 4.7 percentage points when compared to the previous quarter while the decrease is less than 1 percentage point when compared to the situation one year earlier.

6.1 Main components of population outside the labour Force

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

Table 6.1 presents the main components of population outside the labour force. The majority of the population outside the labour force was engaged in subsistence agriculture (52.7 percent) in November 2020 (Q4). Those who were exclusively classified as students represented 19.3 percent while the remaining part represented 28.0 percent. The comparison with the situation of November 2019 (Q4) shows that the distribution remained almost the same. However, the comparison with the previous quarter reveals tangible changes in both magnitude and distribution of the population out of labour force. In November 2020, the population outside labour force increased by 4.7 percent as compared to August 2020. The proportions of students and subsistence agricultural in the population out labour force

increased by 3.3 and 2.3 percentage points respectively while the proportion of the remaining category decreased by 5.6 percentage points.

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

Main components	LFS rounds				% Change	
	Nov-19 (Q4)	Feb-20 (Q2)	Aug-20 (Q3)	Nov-20 (Q4)	Nov-19 (Q4) to Nov-20 (Q4)	Aug-20 (Q4) to Nov-20 (Q4)
Count(,000)	3,295	3,276	3,138	3,287	-0.2	4.7
Total	100	100	100	100		
Exclusively student	19.5	19	16.0	19.3	-0.2	3.3
Subsistence agricultural farmers	52.8	53.5	50.4	52.7	-0.1	2.3
Other outside LFS	27.7	27.4	33.6	28.0	0.3	-5.6

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

6.2 Population outside the labour force by area of residence

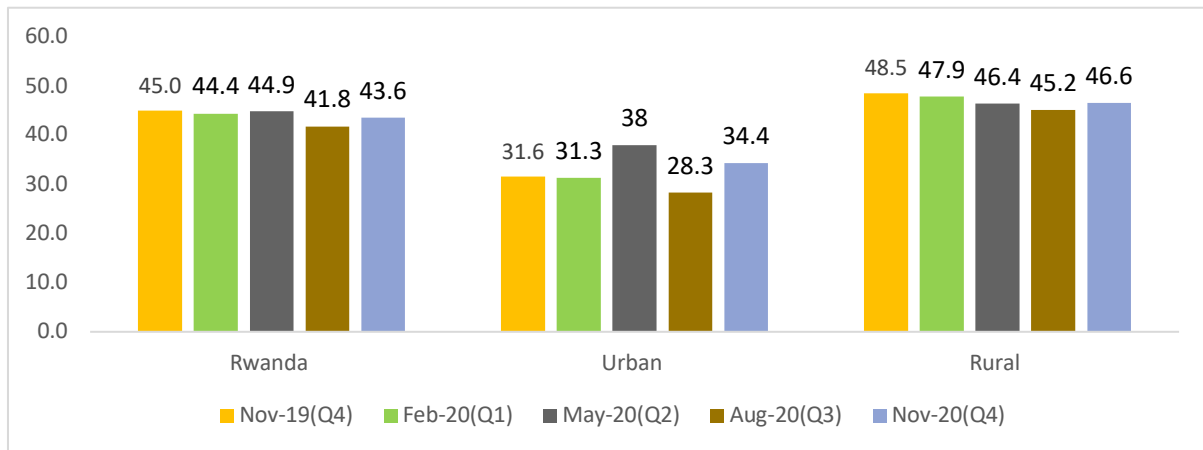
The results in figure 6.1 below are about the percentage of population outside labour force as proportion of working age population at national level and in both urban and rural separately.

The comparison between November 2019 (Q4) and November 2020(Q4) shows that the proportion of population outside labour force decreased from 45.0 percent to 43.4 percent at the national level. It also declined from 48.5 percent to 46.4 percent in rural area while it increased from 31.6 percent to 34.4 percent in urban area.

The comparison with the previous quarter (August 2020(Q3)) shows that the proportion of the population outside labour force increased by 1.6 percentage points at the National level and increased by 6.1 percentage points in urban areas. It is also observed from Figure 6.1 that the proportion of population outside labour force is normally higher in rural areas relatively

to urban areas. However, the urban-rural gap decreased to 12.2 in November 2020(Q4) as compared to 16.9 percentage points of the urban-rural gap observed in November 2019(Q4). The observed gap decrease however, is not the result of the improvement of the labour market in rural areas, but it is instead, the effect of observed increase of population outside labour force in urban areas.

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



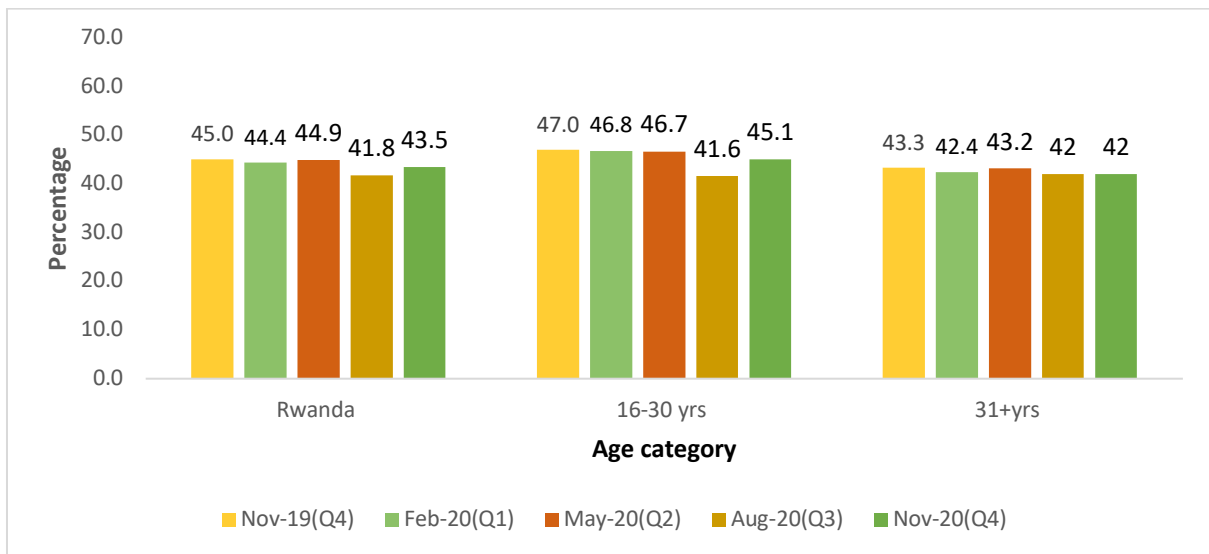
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

6.3 Population outside the labour force by age group

Figure 6.2 shows that the proportion of population outside labour force among youth (16-30 years old) decreased from 47.0 percent in November 2019 (Q4) to 45.1 percent in November 2020(Q4) and from 43.3 percent to 42.0 percent among adult (31 years and above), in the same period.

The comparison of August 2020 (Q3) and November 2020(Q4) shows that this proportion increased from 41.6 percent to 45.1 among youth and stayed almost the same around 42.0 percent among adults.

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



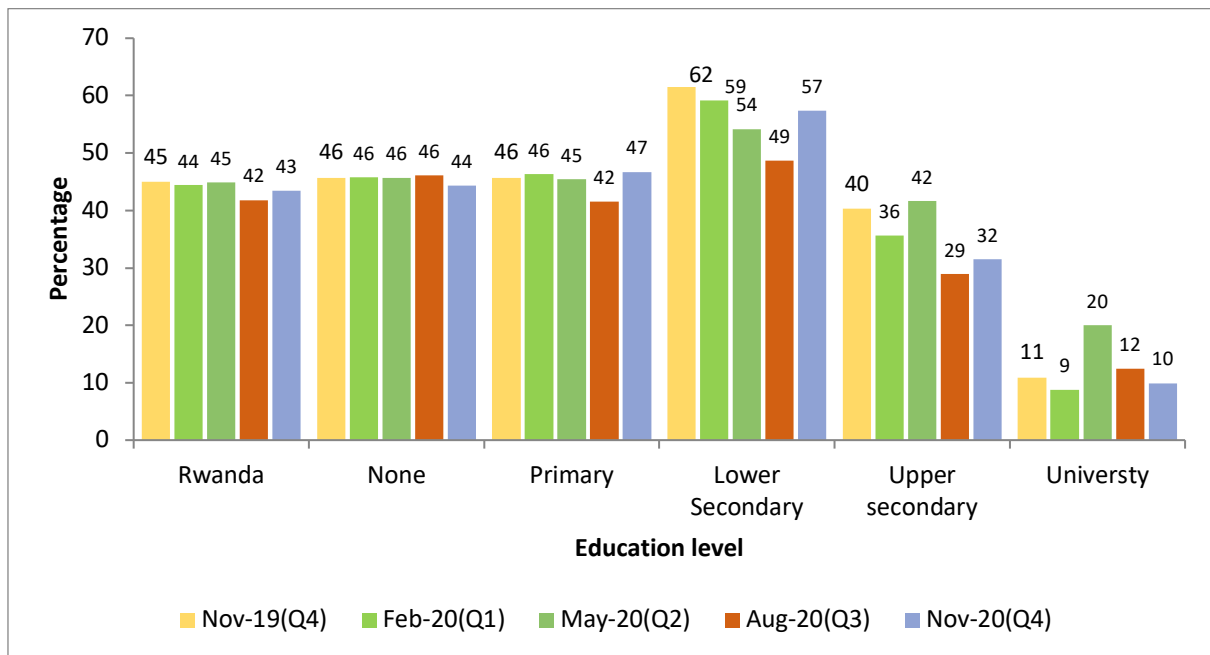
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

6.4 Population outside the labour force by level of educational attainment

The survey results reveal that the share of population outside the labour force in the working age population was lower among people who hold higher educational attainment as compared to persons with lower education levels. The proportion of working age population outside the labour force generally declined in almost all levels of education attainment in November 2020(Q4) as compared to November 2019(Q4) except in primary level. The highest decrease was observed among holders of upper secondary level (8.8 percentage points) followed by the one among lower secondary level (4.1percentage points).

The comparison with the previous quarter (August 2020) reveals that there was an increase of the share of the population outside labour force in all levels of education except for among the population without any completed level of education and among university graduates. The increase is more remarkable among holders of lower secondary level and primary level (8.7 percentage points and 5.1 percentage points respectively). Among university level of education the decrease was 2.5 percentage points and 1.8 percentage points among those who have not completed any level of education.

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



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

Chapter 7: Work in agriculture

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

7.1 Agricultural status of workers

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

The full count of workers in agriculture sector as presented in table 7.1 reveals that in November 2020, around 56.5 percent of working age population were involved in agriculture activity. The correspondence proportion one year back (November 2019) was 53.8 percent while it was relatively lower in August 2020 (49.3 percent). The observed high change of around 7.2 percentage points from August 2020(Q3) to the November-20(Q4) may be attributed to the change from low to high agriculture seasonal activities.

The proportion of agricultural persons in market-oriented agriculture increased by 2.2 percentage points as compared to the previous quarter (August-20(Q3)) while the proportion of agricultural workers exclusively in subsistence agriculture relatively remained the same.

Table 7. 1: Works status in agriculture

Categories of agriculture	Nov -19 (Q4)	Feb- 20 (Q1)	Aug -20 (Q3)	Nov -20 (Q4)
Market oriented agriculture as main job (a)	32.3	37.9	32.2	34.4
Subsistence agriculture exclusively (b)	52.6	48.8	51.2	51.6
Participated in Subsistence agriculture but have non agriculture main job (c)	14.6	12.5	16.2	13.7
Market oriented agriculture as secondary job (d)	0.5	0.8	0.4	0.4
Total (100%)	100	100	100	100
Count ('000s)	3,93 7	4,14 2	3,70 2	4,27 6
Proportion of working age population	53.8	56.1	49.3	56.5

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

7.2 Characteristics of agricultural workers

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

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

In November 2020, the share of subsistence agricultural in all agricultural workers was 60 percent and it decreased by 2 percent point as compared to the situation in November 2019(62 percent) and by 1.4 percent as compared to August 2020(61.4 percent). The proportion of agricultural workers in market-oriented agriculture was 40 percent in November 2020 and it increased by 2 percentage points compared to the proportion in November 2019 while it decreased by 1.4 percentage points as compared to August 2020. The proportion of agricultural males engaged in market-oriented agriculture (46.1 Percent in November 2020) was far higher than the corresponding proportion of females involved in the same activity (35.9 percent in November 2020). However, the shift from subsistence agriculture to market-oriented agriculture was quicker among females agricultural as

compared to males between November 2019 and November 2020. In fact, there was a 2.3 percentage points shift from subsistence agriculture among agricultural females while the corresponding shift among males was 1.1 percentage points.

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

		LFS rounds				Change Nov-19 (Q4) to Nov- 20(Q4)
		Nov-19(Q4)	Feb-20 (Q1)	Aug-20(Q3)	Nov-20(Q3)	
Both	Total	100	100	100	100	
	Market oriented agriculture	38.0	43.7	38.6	40.0	2.0
	Subsistence agriculture	62.0	56.3	61.4	60.0	-2.0
Male	Total	100	100	100	100	0
	Market oriented agriculture	45.0	50.3	45.1	46.1	1.1
	Subsistence agriculture	55.0	49.7	54.9	54.0	-1.1
Female	Total	100	100	100	100	0
	Market oriented agriculture	33.6	39.3	34.5	35.9	2.3
	Subsistence agriculture	66.4	60.7	65.5	64.1	-2.3

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

Table 7.3 below presents the trend of the share of market oriented and subsistence agricultural workers among young and adults' persons, separately. The level of participation of agricultural youth in subsistence agriculture was slightly higher than the level of participation of agricultural adult in the same activity (60.8 percent and 59.6 percent respectively) in November 2020(Q4). The level of participation in substance agriculture decreased between November 2019 and November 2020 in both youth and adults' categories; however, the pace of decreasing was higher among adults (2.6 percent) than among youth (0.8 percent).

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

		LFS rounds				Change
		Nov-19(Q4)	Feb-20(Q1)	Aug-20(Q3)	Nov-20(Q3)	Nov-19 (Q4) to Nov-20(Q4)
Both	Total	100	100	100	100	
	Market oriented agriculture	38.0	43.7	38.6	40.0	2.0
	Subsistence agriculture	62.0	56.3	61.4	60.0	-2.0
Young (16-30)	Total	100	100	100	100	0
	Market oriented agriculture	38.4	46.7	38.3	39.2	0.8
	Subsistence agriculture	61.6	53.3	61.7	60.8	-0.8
Adults (31+)	Total	100	100	100	100	0
	Market oriented agriculture	37.8	42.0	38.8	40.5	2.6
	Subsistence agriculture	62.2	58.0	61.2	59.6	-2.6

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

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

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

		LFS rounds			
		Nov-19(Q4)	Feb-20(Q1)	Aug-20(Q3)	Nov-20(Q4)
Both	Total	100	100	100	100
	None	62.1	62.1	55.5	57.5
	Primary	30.8	30.8	34.9	32.1
	Lower secondary	4.1	4.1	5.2	5.8
	Upper secondary	2.8	2.8	3.9	4.0
	University	0.2	0.2	0.6	0.6
Market oriented agriculture	Total	100	100	100	100
	None	67.5	67.4	59.7	66.7
	Primary	27.3	27.4	33.5	26.8
	Lower secondary	3.2	3.2	3.6	3.5
	Upper secondary	1.7	1.7	2.8	2.0
	University	0.3	0.4	0.5	1.0
Subsistence agriculture	Total	100	100	100	100
	None	58.0	58.0	52.9	51.4
	Primary	33.4	33.4	35.8	35.6
	Lower secondary	4.9	4.9	6.2	7.4
	Upper secondary	3.6	3.6	4.6	5.4
	University	0.1	0.1	0.6	0.2

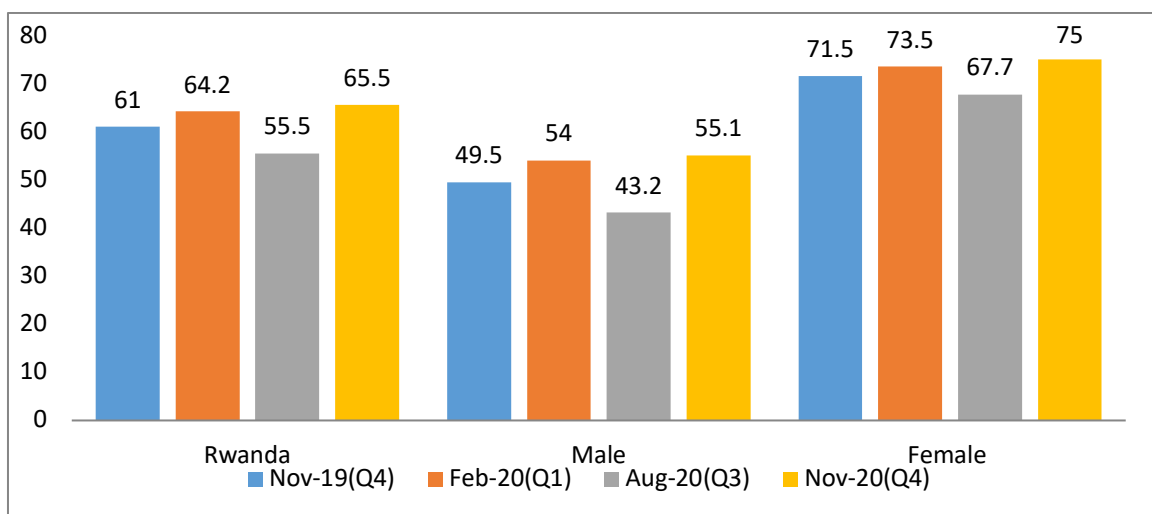
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

7.5 Share of agriculture in the total work force

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

The results presented in figure 7.1 below shows that the share of agricultural workers in the work force was 65.5 percent in November 2020. It increased by 4.5 percentage points as compared to November 2019 and by 5 percentage points as compared to August 2020. The proportion of female workers involved in agriculture activities (75 percent in November 2020) is far higher than the one for male workers involved in the same activities (55.1 percent in November 2020). Compared to November 2019, there was an increase of 5.6 percentage points among males, and an increase of 3.5 percentage points among females.

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

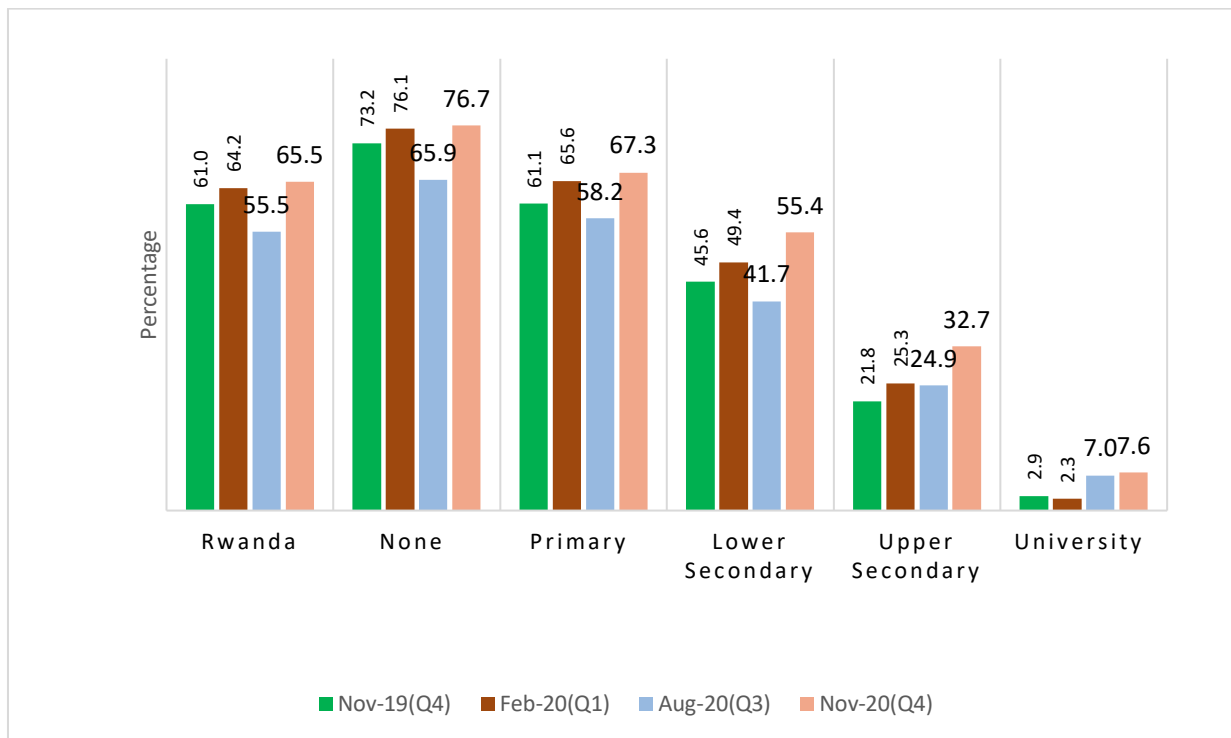


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020

The share of agriculture workers in total workforce is inversely correlated with the level of Education attainment. Persons with lower level of educational attainment are more likely to join agricultural work as compared to others with higher level of education.

The result reveals a decline of the share of agriculture workers in November 2020(Q4) among low skilled workers and an increase of agriculture participation among high skilled population (upper secondary and university). The level of participation in agriculture among workers with no completed level of education increased by 10.8 percentage points and it increased by 13.7 percentage points among those with Lower secondary of education in November 2020 as compared to August 2020.

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



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2020.

Appendix A: Survey Methodology and Data quality

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

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

The sample size in the current quarter is about 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 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 is the listed or estimated number of households in the enumeration area k .

The designed sampling weights for the quarterly Labour Force Survey are labelled “Qweight”. They are calculated as a function of the weights calculated earlier for the bi-annual survey, called here “Oldweight”. The Qweight is obtained from the Oldweight as follows:

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

The old design calculated as,

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

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

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

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

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

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

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

The population projections were derived from the NISR census publication.² 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.³ Accordingly, the final calibrated weights were obtained from the formula,

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

² National Institute of Statistics of Rwanda, *Fourth Population and Housing Census, Rwanda, 2012, Thematic Report Population Projections*, January 2014.

³ Deville, J.C., and Sarndäl, C.E., “Calibration Estimators in Survey Sampling,” *Journal of the American Statistical Association*, Vol. 87, 1992, pp. 376-382.

- **Data quality**

Like in all sample surveys, the results of the LFS November 2020 (Q3) are subject to sampling and different forms of measurement errors. This section provides information on sampling errors.

- **Sampling errors**

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

The table A.1 below gives the sampling errors of the main labour force estimates obtained from the LFS November 2020 (Q4). They have been calculated based on the general principle that in multi-stage sample designs the variance contributed by the later stages of sampling is, under broad conditions, reflected in the observed variation among the sample results for first-stage units. Thus, the sampling variance of a variety of statistics, such as totals, means, ratios, proportions, and their differences can be obtained on the basis of totals calculated for the primary sampling units, here the localities⁴.

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

Indicator	Estimate	Standard error	Relative Standard error	Confidence interval	
				Lower	Upper
Population 16+ yrs	7,563,918	311,641	4.1%	6,950,234	8,177,602
Labour force	4,277,113	174,204	4.1%	3,934,071	4,620,155
Employment	3,407,789	146,025	4.3%	3,120,236	3,695,342
Unemployment	869,324	22,660	2.6%	846,664	311,641
Outside labour force	3,286,805	165,705	5.0%	2,960,498	3,613,112

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2020(Q4)

As an illustration of the use of the table, consider the fourth row of the table on the labour force. The total labour force is 4,277,113 estimated with a relative standard error of 3.7 percent. The true value at 95 percent confidence level lies within the interval 3,934,071 and 4,620,155

⁴ Verma, Vijay, *Sampling Methods*, Manual for Statistical Trainers Number 2, Statistical Institute for Asia and the Pacific (SIAP), Tokyo, Revised 2002.

The next table (Table A.2) gives the estimated sampling errors for the main labour force indicators expressed in rates or percentages. For example, the results indicate that the unemployment rate estimated at 20.3 percent has a standard error of 1.0 percentage points. This may be interpreted to mean that the true unemployment rate lies with 95 percent confidence within the interval, 18.4 percent to 22.3 percent.

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

Indicator	Estimate	Standard error	Confidence interval	
			Lower	Upper
Labour Force Participation Rate	56.5%	0.9%	57.7%	58.4%
Employment-Population Ratio	45.1%	0.9%	43.3%	46.9%
Unemployment rate	20.3%	1.0%	18.4%	22.3%

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2020(Q4)

Appendix B: Statistical Tables

Table B. 1: Summary labour force indicators, Nov-20 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Population 16 years old and over	7,563,918	3,557,672	4,006,246	1,884,635	5,679,283	3,705,632	3,858,286
Labour force	4,277,113	2,316,025	1,961,088	1,235,810	3,041,303	1,973,265	2,303,848
Employed	3,407,789	1,885,454	1,522,335	984,036	2,423,753	1,498,985	1,908,804
Unemployed	869,324	430,571	438,753	251,774	617,550	474,280	395,044
Outside labour force	3,286,805	1,241,647	2,045,158	648,825	2,637,980	1,732,367	1,554,438
Labour underutilization	3,423,201	1,518,324	1,904,877	626,251	2,796,950	2,183,468	1,239,732

Labour Force Survey, November 2020 (Q4)

Unemployed	869,324	430,571	438,753	251,774	617,550	474,280	395,044
Time-related underemployed	1,104,024	565,538	538,486	150,727	953,297	673,950	430,074
Potential labour force	1,449,853	522,215	927,638	223,750	1,226,103	1,035,238	414,614
Labour force participation rate(%)	56.5	65.1	49.0	65.6	53.6	53.3	59.7
Employment-to-population ratio(%)	45.1	53.0	38.0	52.2	42.7	40.5	49.5
Time related underemployment rate(%)	32.4	30.0	35.4	15.3	39.3	45.0	22.5
LU1 - Unemployment rate(%)	20.3	18.6	22.4	20.4	20.3	24.0	17.1
LU2 - Combined rate of unemployment and time-related underemployment (%)	46.1	43.0	49.8	32.6	51.7	58.2	35.8
LU3 - Combined rate of unemployment and potential labour force (%)	40.5	33.6	47.3	32.6	43.2	50.2	29.8
LU4 - Composite measure of labour underutilization (%)	59.8	53.5	65.9	42.9	65.5	72.6	45.6
Youth unemployment rate (16-30 yrs)(%)	24.6	22.2	27.2	25.0	24.6	29.6	21.3
Median monthly earnings at main job	26,000	30,000	20,800	52,000	20,800	20,800	30,000

Table B. 2: Population by sex, age group, Nov-20 (Q4)

	Total	Sex	
		Male	Female
Population	12,607,441	6,085,648	6,521,794
0-4 yrs	1,654,439	846,476	807,962
5-9 yrs	1,543,547	760,179	783,367
10-14 yrs	1,494,478	739,271	755,207
15-19 yrs	1,439,508	721,666	717,842
20-24 yrs	1,214,010	593,893	620,118
25-29 yrs	1,003,001	491,841	511,159
30-34 yrs	938,151	458,461	479,690
35- 39 yrs	834,098	413,657	420,440
40-44 yrs	556,303	255,164	301,139
45-49 yrs	427,427	173,148	254,280
50-54 yrs	347,538	149,518	198,019
55-59 yrs	337,880	148,666	189,214
60-64 yrs	299,442	128,042	171,401
65-69 yrs	205,332	89,023	116,310
70-74 yrs	129,802	57,831	71,971
75+	182,485	58,811	123,675

Table B. 3: Households by household size, sex of head of household and urban/rural area, Nov-20 (Q4)

Household size	Total number households	Head of household		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
	3,015,374	2,192,354	823,020	749,874	2,265,501	1,541,942	1,473,432
1	304,054	178,492	125,563	135,962	168,093	88,985	215,069
2	356,698	173,506	183,192	94,442	262,256	149,837	206,861
3	562,262	382,408	179,855	141,063	421,200	284,412	277,850
4	542,871	422,089	120,782	125,560	417,311	303,884	238,987
5	473,207	367,560	105,646	93,385	379,822	267,189	206,018
6	368,742	306,195	62,547	70,898	297,843	213,016	155,726
7	228,431	201,218	27,214	43,337	185,094	138,454	89,978
8	104,753	93,521	11,232	22,769	81,983	56,535	48,218
9	43,076	38,446	4,630	13,207	29,868	26,734	16,342
10+	31,280	28,920	2,361	9,250	22,030	12,897	18,383

Table B. 4: Population 16 years old and over by labour force status, sex, age group, and urban/rural area, Nov-20 (Q4)

15	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	7,563,918	4,277,113	3,407,789	869,324	3,286,805	56.5	45.1	20.3
16-24 yrs	2,302,458	1,025,849	760,058	265,791	1,276,610	44.6	33.0	25.9
25-34 yrs	1,941,151	1,461,564	1,148,115	313,449	479,587	75.3	59.1	21.4
35-54 yrs	2,165,366	1,433,158	1,213,337	219,821	732,208	66.2	56.0	15.3
55-64 yrs	637,322	285,033	230,721	54,312	352,289	44.7	36.2	19.1
65+ yrs	517,620	71,508	55,557	15,951	446,112	13.8	10.7	22.3
		-						
Male Pop. 16+ yrs	3,557,673	2,316,025	1,885,454	430,571	1,241,647	65.1	53.0	18.6
16-24 yrs	1,133,511	533,496	404,160	129,336	600,015	47.1	35.7	24.2
25-34 yrs	950,302	815,691	661,757	153,934	134,611	85.8	69.6	18.9
35-54 yrs	991,488	764,565	661,627	102,938	226,923	77.1	66.7	13.5
55-64 yrs	276,708	156,604	121,748	34,856	120,103	56.6	44.0	22.3
65+ yrs	205,665	45,671	36,163	9,508	159,994	22.2	17.6	20.8
Female Pop. 16+ yrs	4,006,245	1,961,088	1,522,335	438,753	2,045,158	49.0	38.0	22.4

Labour Force Survey, November 2020 (Q4)

	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
15								
16-24 yrs	1,168,948	492,354	355,898	136,456	676,594	42.1	30.4	27.7
25-34 yrs	990,849	645,874	486,359	159,515	344,976	65.2	49.1	24.7
35-54 yrs	1,173,878	668,594	551,711	116,883	505,284	57.0	47.0	17.5
55-64 yrs	360,615	128,429	108,973	19,456	232,186	35.6	30.2	15.1
65+ yrs	311,955	25,838	19,395	6,443	286,118	8.3	6.2	24.9
Urban Pop. 16+ yrs	1,884,634	1,235,810	984,036	251,774	648,825	65.6	52.2	20.4
16-24 yrs	599,372	286,252	208,854	77,398	313,121	47.8	34.8	27.0
25-34 yrs	564,278	460,839	363,084	97,755	103,439	81.7	64.3	21.2
35-54 yrs	513,032	413,963	356,681	57,282	99,070	80.7	69.5	13.8
55-64 yrs	115,500	57,944	42,195	15,749	57,557	50.2	36.5	27.2
65+ yrs	92,452	16,813	13,222	3,591	75,639	18.2	14.3	21.4
Rural Pop. 16+ yrs	5,679,284	3,041,303	2,423,753	617,550	2,637,980	53.6	42.7	20.3
16-24 yrs	1,703,087	739,598	551,204	188,394	963,489	43.4	32.4	25.5
25-34 yrs	1,376,873	1,000,725	785,031	215,694	376,148	72.7	57.0	21.6
35-54 yrs	1,652,333	1,019,195	856,656	162,539	633,138	61.7	51.8	15.9

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	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
15								
55-64 yrs	521,822	227,089	188,526	38,563	294,732	43.5	36.1	17.0
65+ yrs	425,168	54,696	42,336	12,360	370,473	12.9	10.0	22.6

Table B. 5 :Population 16 years old and over by labour force status, level of educational attainment and urban/rural area, Nov-20 (Q4)

Marital status	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
Population 16 yrs and over	7,563,918	4,277,113	3,407,789	869,324	3,286,805	56.5	45.1	20.3
None	3,530,636	1,966,502	1,622,792	343,710	1,564,134	55.7	46.0	17.5
Primary	2,293,289	1,221,743	967,481	254,262	1,071,546	53.3	42.2	20.8
Lower secondary	690,638	294,318	223,014	71,304	396,321	42.6	32.3	24.2
Upper secondary	698,022	478,002	331,626	146,376	220,020	68.5	47.5	30.6
University	351,333	316,549	262,876	53,673	34,785	90.1	74.8	17.0

Table B. 6 : Population 16 years old and over by labour force status, sex, marital status, and urban/rural area, Nov-20 (Q4)

Labour Force Survey, November 2020 (Q4)

Marital status	Total	Labour force status				Labour force participation rate (%)	Employment-population ratio (%)	Unemployment rate (%)
		Labour force	Employed	Unemployed	Outside labour force			
Population 16 yrs and over	7,563,918	4,277,113	3,407,789	869,324	3,286,805	56.5	45.1	20.3
Married	2,699,038	1,625,562	1,333,508	292,054	1,073,475	60.2	49.4	18.0
Living together	1,271,252	902,666	730,596	172,070	368,586	71.0	57.5	19.1
Divorced/separated	263,083	191,052	159,958	31,094	72,031	72.6	60.8	16.3
Single	2,766,518	1,376,417	1,029,140	347,277	1,390,101	49.8	37.2	25.2
Widow/widower	564,027	181,415	154,586	26,829	382,612	32.2	27.4	14.8

Table B. 7 :Employed population by sex, age group, and urban/rural area, Nov-20 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population 16+	3,407,789	1,885,454	1,522,335	984,036	2,423,753	1,498,985	1,908,804
16-19 yrs	221,205	105,127	116,078	51,470	169,735	87,639	133,566
20-24 yrs	538,852	299,032	239,820	157,383	381,469	199,984	338,869
25-29 yrs	560,941	323,684	237,257	178,305	382,636	199,099	361,842
30-34 yrs	587,174	338,072	249,102	184,779	402,395	250,382	336,792
35- 39 yrs	508,436	307,824	200,613	145,352	363,084	235,009	273,427
40-44 yrs	298,888	157,717	141,171	99,022	199,866	151,985	146,903
45-49 yrs	232,983	106,860	126,122	72,052	160,931	122,303	110,680
50-54 yrs	173,030	89,226	83,804	40,254	132,776	91,095	81,935
55-59 yrs	130,304	73,435	56,870	23,385	106,919	75,795	54,509
60-64 yrs	100,417	48,314	52,103	18,810	81,607	58,886	41,531
65-69 yrs	34,989	22,009	12,980	8,018	26,971	14,935	20,054
70-74 yrs	15,185	13,334	1,851	3,498	11,687	9,514	5,670
75+	5,383	820	4,564	1,706	3,677	2,358	3,026

Table B. 8 : Employed population by sex, occupation group, and urban/rural area, Nov-20 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Occupation group (ISCO High level)	3,407,789	1,885,454	1,522,335	984,036	2,423,753	1,498,985	1,908,804
Managers	56,506	36,706	19,800	46,907	9,600	7,645	48,861
Professionals	198,952	113,592	85,361	118,306	80,646	39,345	159,607
Technicians and associate professionals	46,706	32,725	13,982	43,640	3,066	6,815	39,891
Clerical support workers	27,822	13,307	14,514	18,960	8,862	2730	25,092
Service and sales workers	533,639	247,939	285,700	216,897	316,742	171,166	362,473
Skilled agricultural, forestry and fishery workers	150,058	84,051	66,007	25,020	125,038	15,601	134,457
Craft and related trades workers	254,349	196,894	57,455	91,851	162,499	94,111	160,238
Plant and machine operators and assemblers	86,975	80,344	6,631	48,197	38,778	19,890	67,085
Elementary occupations	2,052,781	1,079,896	972,885	374,258	1,678,523	1,141,681	911,101

Table B. 9 : Employed population by sex, educational attainment, and urban/rural area, Nov-20 (Q4)

Table B.9: Employed population by sex, educational attainment, and urban/rural area, Nov-20 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	3,407,789	1,885,454	1,522,335	984,036	2,423,753	1,498,985	1,908,804
None	1,622,792	880,071	742,721	255,635	1,367,156	867,346	755,445
Primary	967,481	540,754	426,727	266,116	701,365	447,831	519,650
Lower secondary	223,014	119,172	103,842	92,432	130,582	72,636	150,377
Upper secondary	331,626	186,988	144,638	163,229	168,397	86,473	245,153
University	262,876	158,469	104,407	206,622	56,253	24,698	238,178

Table B. 10: Employed population by sex, branch of economic activity, and urban/rural area, Nov-20 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	3,407,789	1,885,454	1,522,335	984,036	2,423,753	1,498,985	1,908,804
Agriculture, forestry and fishing	1,469,706	680,089	789,618	123,524	1,346,182	915,159	554,548
Mining and quarrying	54,140	50,041	4,100	1,516	52,625	26,052	28,089
Manufacturing	148,698	81,750	66,949	65,942	82,756	47,316	101,383
Electricity, gas, steam and air conditioning supply	4,710	3,742	968	4,166	544	737	3,973
Water supply, sewerage and waste management	4,081	579	3,502	1,413	2,668	2,375	1,706
Construction	453,807	359,845	93,962	130,552	323,255	192,376	261,432
Wholesale, retail trade, repair of motor vehicles, motorcycles	394,657	163,264	231,393	161,938	232,719	152,686	241,971
Transportation and storage	157,031	150,417	6,614	63,552	93,479	40,683	116,348
Accommodation and food service activities	76,400	40,376	36,024	34,044	42,356	11,653	64,747
Information and communication	12,810	9,917	2,893	12,569	241		12,810
Financial and insurance activities	34,750	21,353	13,397	19,916	14,834	2,571	32,179
Real estate activities	1,189	778	411	1,189		348	841
Professional, scientific and technical activities	22,810	15,367	7,443	17,470	5,341	2,328	20,482

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Administrative and support service activities	73,221	53,648	19,574	28,744	44,477	17,015	56,207
Public administration and defense	55,853	43,958	11,895	36,994	18,859	10,531	45,322
Education	109,464	52,731	56,733	52,844	56,620	38,737	70,727
Human health and social work activities	53,281	25,369	27,912	38,215	15,067	5,438	47,843
Arts, entertainment and recreation	11,520	9,768	1,752	10,934	586	586	10,934
Other service activities	103,755	57,101	46,654	51,478	52,277	18,024	85,731
Activities of households as employers	160,531	61,960	98,571	121,663	38,868	14,370	146,161
Activities of extraterritorial organizations and bodies	5,373	3,401	1,972	5,373	0		5,373

Table B. 11 : Educational attainment and field of Education by Labour market status, Nov-20 (Q4)

Educational attainment	Employed	Unemployed	Outside labour force	Total
Total	45.1	11.5	43	100
None	46.0	9.7	44.3	100
Primary	42.2	11.1	46.7	100
Lower secondary	32.3	10.3	57.4	100
Upper secondary	47.5	21.0	31.5	100
University	74.8	15.3	9.9	100
Field of Education	Employed	Unemployed	Outside labour force	Total
Total	46.2	12.2	41.6	100
General education	46.2	11.3	42.5	100
Education	67	8.4	25	100
Humanity and art	38.7	16.1	45.2	100
Social Science business	55.5	18.7	25.8	100
Science	35.8	14.0	50.1	100
Engineering, manufacturing	46.2	16.8	37.0	100
Agriculture	51.1	20.5	28.4	100
Health and welfare	71.7	8.4	20.0	100
Services	22.8	24.2	52.9	100

Table B. 12 : Employed population by sex, status in employment, and urban/rural area, Nov-20 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	3,407,789	1,885,454	1,522,335	984,036	2,423,753	1,498,985	1,908,804
Employee, Paid apprentice/intern	2,525,491	1,419,578	1,105,914	701,818	1,823,673	1,207,301	1,318,190
Employer	38,297	17,900	20,396	22,381	15,916	7,963	30,334
Own-account worker	775,971	436,550	339,422	242,960	533,012	266,603	509,368
Member of cooperative	2,227	2,227	-	1,191	1,036	1,191	1,036
Contributing family worker	65,802	9,199	56,603	15,686	50,116	15,926	49,876

Table B. 13 : Employed population by sex, hours usually worked per week at all jobs, and urban/rural area, Nov-20 (Q4)

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employed population	3,407,789	1,885,454	1,522,335	984,036	540,820	443,216	2,423,753	1,344,634	1,079,119
less than 24 hours	898,836	420,293	478,542	124,736	60,520	64,217	774,099	359,774	414,326
25-34 hours	484,043	249,037	235,005	75,021	33,256	41,765	409,022	215,781	193,241
35-40 hours	685,940	355,324	330,616	169,906	88,467	81,439	516,035	266,857	249,178
41-48 hours	628,151	372,707	255,444	261,080	149,776	111,304	367,071	222,931	144,140

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49-61 hours	394,113	270,260	123,853	203,551	122,151	81,400	190,563	148,110	42,453
62-79 hours	246,589	163,539	83,050	114,164	59,157	55,007	132,425	104,382	28,043
80 hours+	70,117	54,293	15,823	35,579	27,494	8,085	34,538	26,800	7,738

Table B. 14 :Youth Population by sex, and residential area, Nov-20 (Q4)

	Age Group	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
			Male	Female	Urban	Rural		
Youth Population (16-30yrs)		3,519,402	1,727,911	1,791,491	975,338	2,544,064	1,383,476	2,135,927
Employed	16-24 yrs	760,058	404,160	355,898	208,854	551,204	287,623	472,435
	16-30 yrs	1,458,232	803,662	654,571	437,466	1,020,766	542,168	916,064
Unemployed	16-24 yrs	265,791	129,336	136,456	77,398	188,394	116,489	149,302
	16-30 yrs	474,849	229,974	244,876	145,639	329,211	227,588	247,262
Outside Labour Force	16-24 yrs	1,276,610	600,015	676,594	313,121	963,489	438,383	838,227
	16-30 yrs	1,586,320	694,275	892,045	392,233	1,194,088	613,720	972,601

Table B. 15 :Youth Unemployed by sex, duration of seeking employment, and urban/rural area, Nov-20 (Q4)

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Youth Unemployed (16-30 yrs)	448,572	220,057	228,515	63,090	71,266	156,967	157,248
0 – less than 3 months	173,986	80,927	93,059	11,473	17,073	69,454	75,987
3 – less than 6 months	86,281	51,059	35,222	19,839	11,920	31,220	23,302
6 – less than 12 months	99,020	53,483	45,537	16,997	20,554	36,486	24,983
1 – less than 2 years	50,124	20,785	29,340	9,462	11,306	11,323	18,033
2 years or more	39,160	13,803	25,356	5,320	10,414	8,483	14,943

Table B. 16: Youth not in employment and not currently in education or training by sex, age group, and urban/rural area, Nov-20 (Q4)

Young not in employment nor in education (16-30 yrs)	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
	1,222,536	499,138	723,398	106,955	167,206	392,183	556,193
16-19 yrs	286,375	145,135	141,239	16,837	23,965	128,298	117,274
20-24 yrs	459,899	184,546	275,353	43,750	64,077	140,796	211,276
25-30 yrs	476,262	169,457	306,806	46,368	79,163	123,089	227,642
None	444,929	201,971	242,958	17,767	19,487	184,204	223,470
Primary	449,775	172,200	277,575	35,357	62,310	136,843	215,265
Lower secondary	104,516	29,783	74,733	10,415	25,713	19,369	49,020
Upper secondary	191,663	79,916	111,747	34,277	44,346	45,639	67,402
University	31,653	15,268	16,386	9,138	15,349	6,129	1,036

Table B. 17 : Unemployed population by sex, broad age group and urban/rural area, Nov-20 (Q4)

	Total	Sex		Residential area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Unemployed population 16+	869,324	430,571	438,753	251,774	617,550	474,280	395,044
16-24 yrs	265,791	129,336	136,456	77,398	188,394	116,489	149,302
25-34 yrs	313,449	153,934	159,515	97,755	215,694	170,473	142,976
35-54 yrs	219,821	102,938	116,883	57,282	162,539	137,359	82,462
55-64 yrs	54,312	34,856	19,456	15,749	38,563	38,408	15,904
65+ yrs	15,951	9,508	6,443	3,591	12,360	11,551	4,400

Table B. 18 : Unemployed population by sex, level of educational, and urban/rural area, Nov-20 (Q4)

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Unemployed population 16+	869,324	430,571	438,753	251,774	617,550	474,280	395,044
None	343,710	178,546	165,164	37,696	306,015	216,224	127,486
Primary	254,262	132,078	122,183	67,938	186,324	161,438	92,823
Lower secondary	71,304	26,485	44,819	33,133	38,171	34,262	37,042
Upper secondary	146,376	68,353	78,023	70,552	75,824	57,288	89,088
University	53,673	25,109	28,563	42,455	11,217	5,067	48,605

Table B. 19 : Unemployed population (who looked for a job) by sex, duration of seeking employment, and urban/rural area, Nov-20 (Q4)

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture	Number of responses per search method
		Male	Female	Urban	Rural			
Unemployed population who looked for a job	822,789	414,678	408,111	228,324	594,465	453,297	369,492	
Arranging for financial resources, applying for permits, licences	107,535	48,991	58,544	46,801	60,735	44,052	63,483	118,637
Looking for land, premises, machinery, supplies, farming inputs	6,087	801	5,286	579	5,508	5,484	603	12,131
Seeking the assistance of friends, relatives or other types of intermediaries	231,677	125,512	106,165	76,365	155,312	124,971	106,706	275,454
Registering with or contacting public or private employment services	29,931	10,514	19,416	12,235	17,696	12,150	17,780	56,922
Applying to employers directly, checking at worksites, farms, factory gates, markets	409,375	210,385	198,990	71,706	337,670	251,480	157,895	556,266
Placing or answering newspaper or online job advertisements	22,158	13,083	9,075	12,773	9,385	6,905	15,254	75,694
Placing and updating resumes on professional or social networking sites online	16,026	5,391	10,635	7,866	8,160	8,255	7,771	69,506

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

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Unemployed population 16+	822,789	414,678	408,111	228,324	594,465	453,297	369,492
Less than 3 months	352,343	168,489	183,854	58,400	293,944	222,838	129,505
Less than 6 months	168,006	102,627	65,379	46,948	121,058	94,628	73,378
Less than 12 months	170,385	92,886	77,499	63,851	106,534	76,970	93,415
1 year to less than 2 years	70,321	28,084	42,238	30,408	39,913	33,506	36,816
2 years and above	61,733	22,592	39,141	28,717	33,016	25,355	36,378

Table B. 21 : Time related under employment by age group sex and area of residence, Nov-20 (Q4)

Age group	Total	Sex		Residence area	
		Male	Female	Urban	Rural
Total	1,104,024	565,538	538,486	150,727	953,297
16-24 yrs	246,755	121,694	125,061	25,165	221,590
25-34 yrs	405,983	212,557	193,426	74,888	331,095
35-54 yrs	364,419	178,521	185,898	38,960	325,459
55-64 yrs	72,245	42,047	30,198	7,039	65,206
65+ yrs	14,623	10,719	3,904	4,676	9,946

Appendix C : Labour Force Survey Personnel**NATIONAL COORDINATOR**

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