



Republic of Rwanda



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NATIONAL INSTITUTE OF  
STATISTICS OF RWANDA

# ***LABOUR FORCE SURVEY 2020***



## **Thematic Report on Gender**

May, 2021

# Labour force survey 2020

## Thematic report on Gender



May, 2021

The Labour Force Survey, Thematic Report on Gender is produced by the National Institute of Statistics of Rwanda (NISR).

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## Foreword

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

The government of Rwanda needs updated information for monitoring progress on programs and policies as stipulated in the first National Strategy for Transformation (NST1) 2017-24, 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 key stakeholders with needed labour statistics. In order to leave no one behind and achieving development for all, it requires formulation of policies that recognize among others the role of gender equality. Therefore, production and dissemination of timely and reliable sex-disaggregated/gender relevant data is extremely important to facilitate evidence-based policies and decisions making that take into account women and men in the community.

It is from the above background that the National Institute of Statistics of Rwanda (NISR) in collaboration with the Ministry of Gender and Family Promotion (MIGEPROF) and the Gender Monitoring Office (GMO) with the technical support of UN Women through ONE UN embarked on establishing and strengthening a comprehensive Gender Statistics Framework (GSF) resulting in the production of gender thematic reports from main surveys among others. The aim of the framework is not only to encourage policy debates in particular around gender gaps but also provide quantitative evidences for planning, monitoring and evaluation of gender related programs.

NISR congratulates all those who contributed in one way or the other in the production of this report. In particular, NISR expresses its gratitude to UN Women for the continuous support in gender statistics production and use.

The National Institute of Statistics of Rwanda invite policy makers especially those from gender machinery institutions, program managers, researchers and all users to play an important role in using the valuable data showcased in this gender thematic report from the labour force survey rounds.

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



## Acknowledgment

This report has been prepared with participation of a number of individuals and organizations. We would like to express our gratitude to all of them and sincere appreciation to our partner on gender statistics, UN Women, for the great support and inputs throughout the process of compiling and publishing this report.

We thank the technical staff from National Institute of Statistics of Rwanda (NISR) for their unfailing participation in all activities of producing this report, especially Mr. James BYIRINGIRO, Surveys program Manager at NISR and Mr. Venuste NKURUNZIZA Statistician in-charge of Socio Cross-cutting Statistics: Gender and Youth; Mr NILINGIYIMANA Faustin, Team leader in charge of Vital statistics and Cross-cutting social statistics and Mr. MUCHOCHORI KANOBANA Dominique, the Technical Advisor for Gender Statistics (from UN Women) under the guidance of Mr. Michel NDAKIZE, Director of the Demographic and Social Statistics Unit (DSS). We also appreciate the valuable technical support in the design and proof reading of this report provided by Mr. Jean Luc KABERA, Data Portals Management Officer under the guidance of Mr. NYIRIMANZI Jean Claude, Director of the SMRP Unit.

To all the above, we say thank you.

# Executive Summary

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 data collection on the size and characteristics of the labour force, employment, unemployment and other labour market characteristics is carried out through four quarters, specifically in February, May, August and November of each year. The survey was also designed to measure different forms of work, in particular, own-use production work and other components of labour underutilization including time-related underemployment and potential labour force in line with the new international standards, adopted by the 19<sup>th</sup> International Conference of Labour Statisticians statistics (ICLS) in 2013. The annual report is obtained by pulling together different rounds of the labour force survey conducted within a specific year. In addition to the annual results of the year 2020, the current thematic report brings together the annual results of the previous years (2017, 2018 and 2019) to analyse the annual changes of different labour market indicators.

The 2020 annual labour force survey was different compared to other rounds of annual labour force survey. Due to the compliance with preventive measures against the spread of Covid-19, some rounds of the LFS were carried out using telephone interview as data collection method. This method was introduced in May 2020 and used again in November 2020. In May 2020 an abridged questionnaire was used to

measure the main labour force indicators, and due to that reasons only few indicators compared to other rounds were covered in May 2020. Thus, the 2020 thematic report is limited to covered indicators in May 2020. The survey covered all persons living in private households, excluding the institutional population permanently residing in places such as hostels, health resorts, correctional establishments, etc., as well as persons living at their work sites and in seasonal dwellings. The resulting estimates of the main labour force indicators at the national level from the combined datasets have standard errors of about 0.5 percent.

The survey results are analyzed in this thematic report under 6 chapters. The main highlights are described below.

## Labour force participation rate

According to the survey results, at national level, the labour force participation rate (**LFPR**) for female increased to 48.2% in 2020 from 45.4% in 2017 while for male it increased to 65.6% from 62.6% in the same period. The rise in LFPR in 2020 is partially explained by the participation of some students in the labour market due to closure of schools to limit the spread of Covid-19 pandemic. The labour force participation rate of female population is lower than that of male population for the last four years.

## Employment

The results of the survey on the employment to population ratio show that, there has been a slight increase at national level of the employment to population ratio for female to 38.5% in 2020 from 36.7% in 2017 while for male it increased

to 55.2% from 52.8% in same period. The employment to population ratio for female living in urban area decreased by 2 percentage points between 2019 and 2020 (from 50% to 48%) while for male it decreased by 1.6 percentage points (from 63.6% to 62%) in the same period. In rural area, employment to population ratio of female decreased significantly from 34.4% in 2019 to 26% in 2020, while for male it increased from 51.6% to 53.3% in the same period.

The survey findings on the status in employment show that, there has been a slight decrease of the share of female working as employee by 4.7 percentage points in the last four years (from 68.9% in 2017 to 64.2% in 2020) while among men it also decreased by 2.9 percentage points (from 70.8% to 67.9%) in the same period. There has been also a linear increase of the share of female and male as own account workers (without regular employees) in the last four years, from 22.3% in 2017 to 27.1% in 2020 for female, while for male it increased from 25.5% to 28.7% in the same period. Data reveals also that the share of contributing family workers (or in other words unpaid care work) among female is 4.4 times higher than that of male in 2020.

According to the branch of economic activity, the findings show that, in 2020, agriculture, forestry and fishery was by far the most frequent economic activity with highest number of employed female with 49.2%, followed by the Whole sale and retail trade; repair of motor vehicles and motorcycles (16.7%), followed by Activities of households as employers (6.7%). While for employed male, the first economic activity was as well the agriculture, forestry and fishery with 33.6%, followed by Construction (18%), followed by the Whole sale and retail trade; repair of motor vehicles and motorcycles (11%). In comparison of the results between 2019 and 2020, the data reveals that, for

female, only 7 out of 21 economic activities have registered employment growth, and particularly the highest increase was observed in agriculture with 3.1 percentage points followed by the construction with 1.8 percentage points growth. Among male, also 7 out of 21 economic activities have registered employment growth, the highest increase was observed in the construction with 3.9 percentage points followed by the agriculture with 3 percentage points growth.

## Unemployment

The annual unemployment rate stood at 20.3% among females while it was 15.9% among their males counterparts. In general, the unemployment was on a decreasing trend for females and males from 2017 to 2019 before increasing probably due to the impact of Covid-19 on the economy in 2020, but with higher rate among females than males in the last four years.

## Income from employment

The average monthly income from paid employment of female employees at main job was 42,796 Frws compared to 68,117 Frws for male employees. It should be noted that the average monthly income in 2020 for both females and males decreased slightly as compared to the average income in year 2019 (44,741 Frws and 67,942 Frws respectively).

## Time spent in employment

The results from the survey show that, in 2020, the average weekly actual number of hours spent in employment by a female employee in the main job was lower by five hours compared to male counterparts (30 hours against 35 hours). The findings show that, the average weekly actual number of hours worked for female has increased by one hour from 2019 to 2020 while for male it has decreased by one hour in the same period.

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# Chapter 1. Introduction

Rwanda has made impressive developments in gender equality and women empowerment. In 2021, the Global Gender Gap report by the World Economic Forum ranked Rwanda seventh of 156 countries and the second-best performer in Sub-Saharan Africa behind Namibia<sup>1</sup>. Gender equality is recognized as one of the key enablers for achieving sustainable development in national strategic plans. In 2020, women hold the majority share (61%) of seats in national parliament – the highest share of women in parliament in the world<sup>2</sup>. The Constitution provides a quota of 30% representation of women in all decision-making organs, a share already surpassed by many institutions.

However, gender equality and women’s empowerment in the labour market is lagging behind, by comparison to other national achievements. Gender gaps persist in labour force participation, occupational and industry segregation is prevalent<sup>3</sup>. One of the targets of the 2030 Agenda for Sustainable Development is, by 2030, to achieve “full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value” (Sustainable Development Goal (SDG) 8, target 8.5). The 20-year review of the implementation of the Beijing Declaration and Platform for Action (Beijing + 25) has brought renewed attention to the situation of women in the world of work, and to the need to accelerate the closing of gender gaps therein.

Labour statistics are essential to shed light on these gaps and show progress over time. Rwanda conducted its first national Labour Force Survey (LFS) in 2016 using the new conceptual framework for work adopted by the 19<sup>th</sup> International Conference of Labour Statistics (ICLS) in 2013. Prior to this, data from population censuses and an integrated household survey on living conditions provided labour statistics based on the old definitions of employment and other forms of work.

Since the first LFS in 2016, the National Institute of Statistics in Rwanda has conducted two surveys each year and now a quarterly LFS since February 2019. The statistics office produces consolidated annual statistics and thematic analyses, including a special thematic report on gender and the labour force. New concepts such as the potential labour force and labour underutilisation are having a direct impact on employment policy. Importantly, where gender gaps were previously hard to see, the new statistics are bringing them to light.

The analysis of this gender thematic report from the last four LFS surveys namely 2017, 2018, 2019 and 2020 results sets out a broad overview of trends and gender gaps, including gaps in labour force participation rates, employment-to-population ratios and unemployment rates, along with differences in labour market status and the type of activities that men and women perform in the labour market, but also discusses the extent to which these factors account for gender gaps in wages and social protection.

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<sup>1</sup>World Economic Forum: *Global Gender Gap Report 2021*. [http://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](http://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

<sup>2</sup>Inter-Parliamentary Union. October 2020. *Monthly ranking of women in national parliaments*. <https://data.ipu.org/women-ranking?month=10&year=2020>

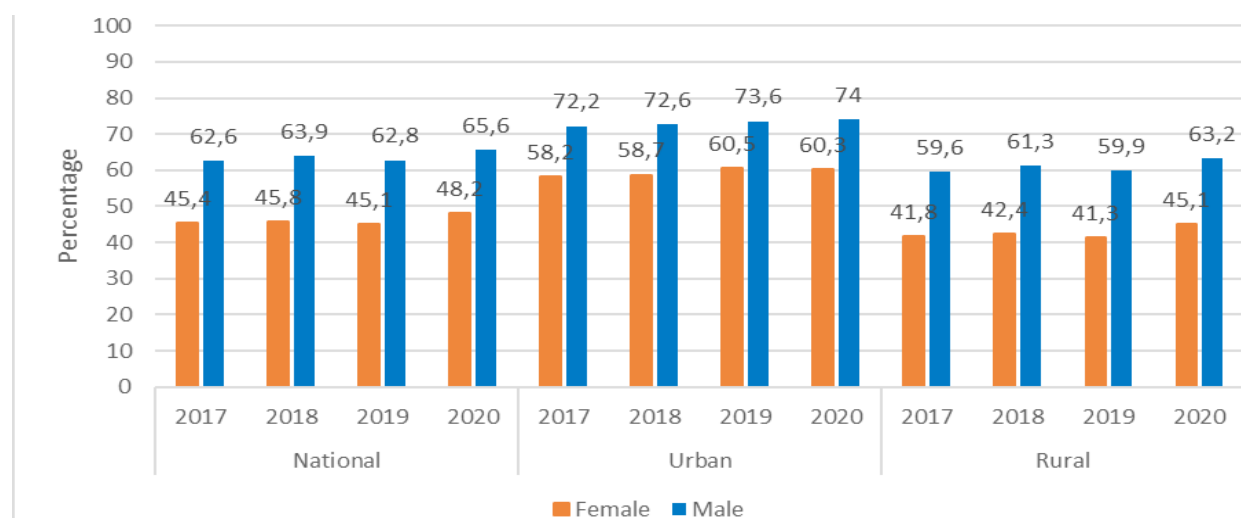
<sup>3</sup>UNDP Rwanda. 2018. *Gender Equality Strategy: UNDP Rwanda (2019-2022)*.

## Chapter 2. Labour Force Participation

The labour force participation rate (LFPR) expresses the share of employed plus unemployed people in comparison with the working-age population. It gives an indication of how many people of working age are actively participating in the labour market. Figure 1 and table 3 (in Annex 1) show the trend of labour force participation rate by sex and area of residence. The findings show that, at national level, the labour force participation rate for females increased from 45.4% in 2017 to 48.2% in 2020 while for male it increased from 62.6% to 65.6% in the same period. The rise in LFPR in 2020 is partially explained by the participation of some students in the labour market due to closure of schools to limit the spread of Covid-19 pandemic. It should be noted that, the labour force participation rate of male population is higher than that of female population for the last four years. The gap between women and men LFPR at national level was of 17.4 percentage points in 2020, 17.7 percentage points observed in 2019, 18.1 percentage points in 2018 and 17.2 percentage points four years earlier (in 2017).

Taking into account the area of residence, the labour force participation rate for females living in urban area increased from 58.2% in 2017 to 60.3% in 2020 while for male it increased from 72.2% in 2017 to 74% in 2020, and the gap between women and men LFPR in urban area stands at 13.7 percentage points in 2020. While in rural area, the LFPR for females increased from 41.8% in 2017 to 45.1% in 2020 while for male it increased from 59.6% in 2017 to 63.2% in 2020, and the gap between women and men LFPR in rural area stands at 18.1 percentage points in 2020 which is almost the same since 2017. As expected, the LFPR gap is wider between women and men in rural area than in urban area. This difference between urban and rural areas may be due to the fact that, more females are involved in subsistence foodstuff production live in rural area while subsistence food stuffs producers no longer considered as employed in the new ILO definitions.

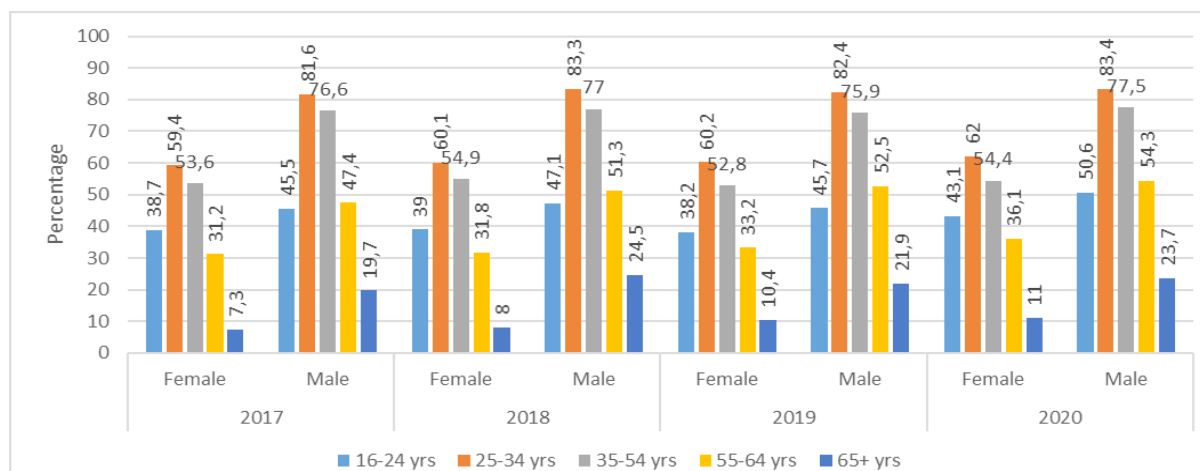
**Figure 1: Distribution of the labour force participation rate by area of residence and sex (in %).**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

Like most countries, and as expected, there is a higher labour force participation rate of males than females at virtually all age groups. Figure 2 and table 4 (in Annex 1) show that, as earlier stated, in 2020 the LFPR was higher compared to all the previous years, and this is also observed across all age groups. The findings show that the LFPR among female youth aged 16-24 years old has increased by 5 percentage points from 38.2% in 2019 to 43.1% in 2020, while for male counterparts it has increased from 45.7 % to 50.6 % in the same period. The increase observed among female and male youth from 2019 to 2020 was the highest compared to the increase among the adult population from 25 years and above. The LFPR among female aged 35-54 years old increased from 52.8% in 2019 to 54.4% in 2020, while their male counterparts LFPR increased from 75.9% to 77.5 % in the same period.

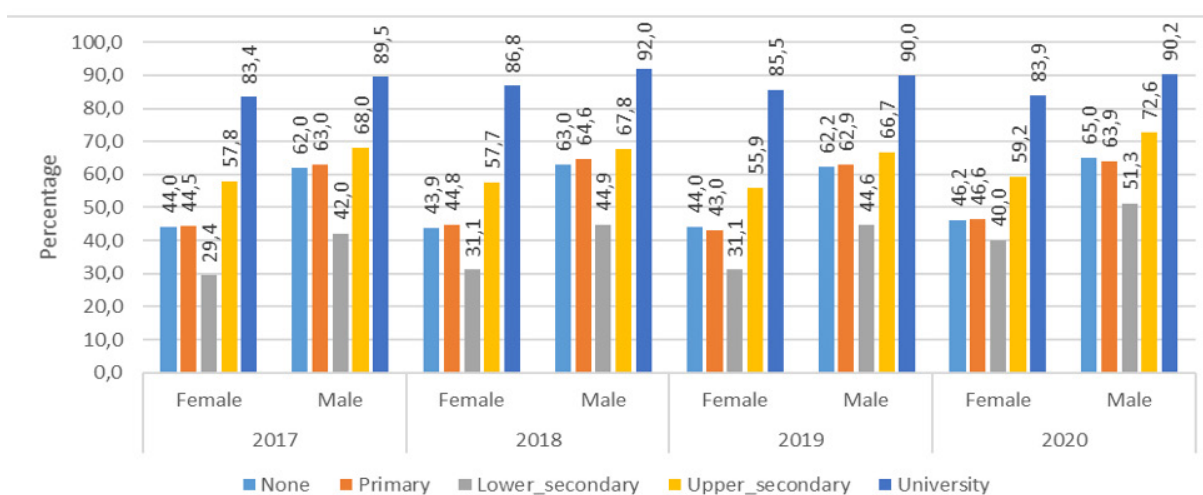
**Figure 2: Distribution of the labour force participation rate by age groups and sex (in %)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

The skill level of the labour force may be assessed by the educational attainment of the labour force participants. Figure 3 and Table 5 (in Annex 1) present the labour force participation rate by educational attainment and sex. The findings reveal higher labour force participation rate (LFPR) among females and males with relatively higher levels of education compared to those with lower levels of education. A comparison of 2019 and 2020 shows an increase in LFPR for males of at all levels of education as well as for females with lower levels of education other than University, where a decreasing trend was observed from 85.5% to 83.9% between 2019 and 2020. For females, lower secondary level showed the highest increase (9 percentage points) in LFPR from 31% in 2019 to 40% in 2020, as well as for males with 6.7 percentage points increase from 44.6% to 51.3% in the same period. This increase may most probably been due to the participation of some students to labour market activities as schools were closed to curb down the spread of Covid-19 pandemic.

**Figure 3: Distribution of the labour force participation rate by education attainment and sex (in %)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

## Chapter 3: Employment

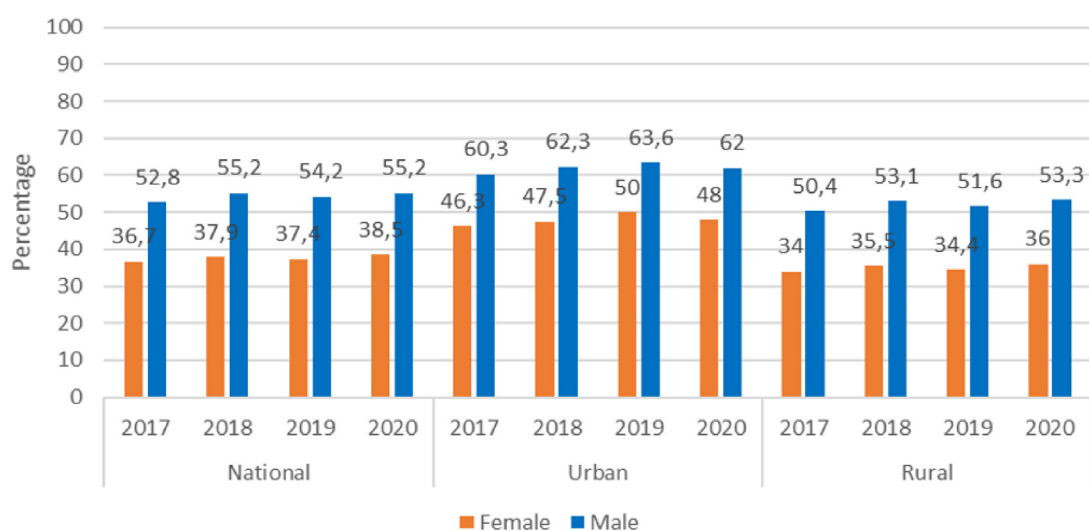
Persons in employment are defined as all those of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise (a) employed persons “at work”, i.e. who worked in a job for at least one hour; (b) employed persons “not at work” due to temporary absence from a job, or to working time arrangements (such as shift work, flexitime and compensatory leave for overtime)<sup>4</sup>.

### 3.1. Employment to population ratio

Employment-to-population ratios indicate the capacity of economies to create employment opportunities for their population - the higher employment-to-population ratio, the more people in the working-age population are working. The findings in figure 4 and table 6 (in Annex 1) show that, there has been a slight increase at national level of the employment to population ratio for female from 36.7% in 2017 to 38.5% in 2020, while for male it increased from 52.8% to 55.2% in same period. Considering the area of residence, the employment to population ratio for female living in urban area decreased by 2 percentage points between 2019 and 2020 (from 50% to 48%) while for male counterparts it decreased by 1.6 percentage points (from 63.6% to 62%) in the same period. In rural area, employment to population ratio for female slightly increased from 34.4% in 2019 to 36% in 2020, while for male it increased from 51.6% to 53.3% in the same period.

However, the gap in employment-to-population ratio (at national level) between females and males persists, 16.1 percentage points in 2017, increased to 17.3 percentage points in 2018 before decreasing to 16.7 percentage points in 2020. This gap pattern is also observed in urban and rural areas across all the last four years. Since overall unemployment has been higher for women than for men, it is clear that more employment opportunities need to be created for women to satisfy their willingness to work.

**Figure 4: Employment to population ratio by sex and areas of residence (in %)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

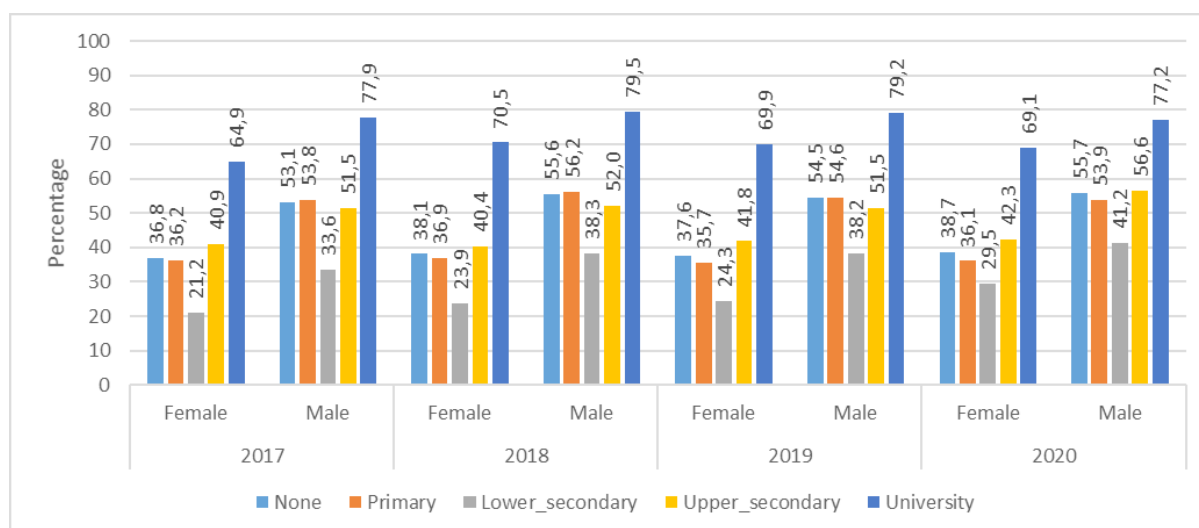
<sup>4</sup> ICLS-Resolution-I-[STATI-131114-1]-En.docx



Figure 5 and table 7 (in Annex 1) present the employment to population ratio by attained level of education and sex. The findings show that, since 2017 up to 2020, the share of female and male employed population was higher among those with higher education levels as compared to those with relatively lower education level.

The results show that the employment to population ratio, in 2020, stood at 69.1% for female with University level, 42.3% for those with upper secondary level, 29.5% for those with lower secondary level, 36.1% for those with primary level and 38.7% for those with no education while for male it was 77.2% for those with University level, 56.6% for those with upper secondary level, 41.2% for those with lower secondary, 53.9% for those with primary level and 55.7% for those with no education. A comparison to previous years, the data shows a significant increase in employment to population ratio was observed in 2020 from 2019 among female with lower secondary education holder (5.2 percentage point) and their male counterparts (3 percentage points).

**Figure 5: Employment to population ratio by attained level of education and sex (in %).**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

### 3.2 Status in employment

Status in employment classifies jobs held by persons at a given point of time with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations. It may refer to the current job or jobs of an employed person or the last job of an unemployed person who had past work experience. The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of persons with respect to their status in employment<sup>5</sup>.

- Employees: Persons working in “paid employment jobs”, i.e., holding explicit (written or oral) or implicit employment contract with remuneration not directly dependent upon the revenue of the unit for which they work. Remuneration could be in the form of wages or salaries, commission from sales, piece-rates, bonuses, or in-kind payments such as food, housing or training.
- Employers: Persons working on own-account or with one or a few partners in “self-employment jobs”, i.e., (a) remuneration is directly dependent on the profits (or potential for profits) derived

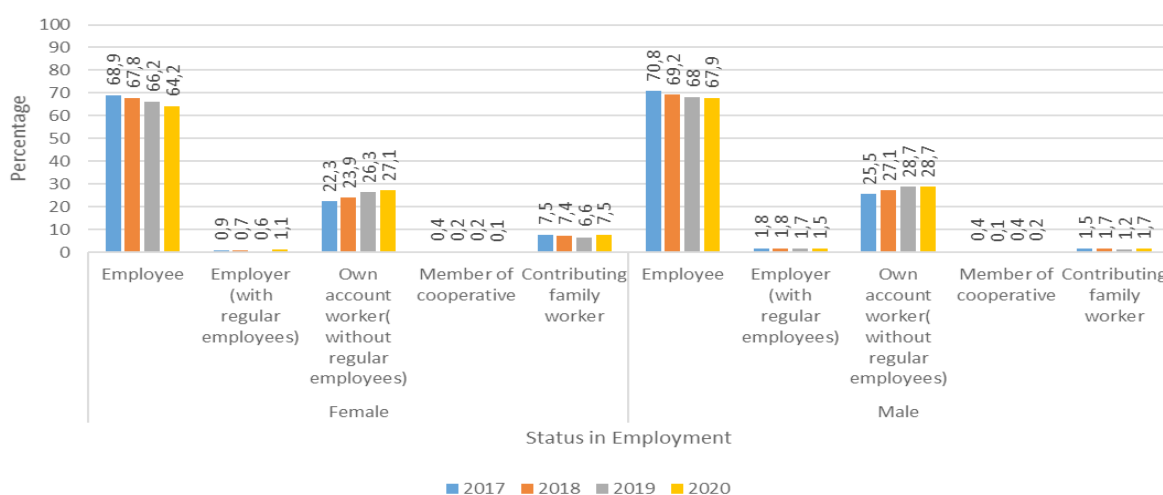
<sup>5</sup>ILO, International Classification of Status in Employment, ICSE-93, Fifteenth International Conference of Labour Statisticians, Geneva, <http://laborsta.ilo.org>.

from the goods and services produced or for own consumption, and (b) engaging one or more “employees,” on a continuous basis.

- Own-account workers: Persons working on own-account or with one or a few partners in a “self-employment job”, not engaging any “employees,” on a continuous basis.
- Contributing family workers: Persons working in a market-oriented establishment operated by a household member, who cannot be regarded as partner, in a “self-employment job”, not engaging any “employee” on a continuous basis.
- Members of producers’ cooperatives: Persons working in a cooperative producing goods and services, in a “self-employment job”, not engaging any “employee” on a continuous basis

Figure 6 and table 8 (in Annex 1) present the distribution of the employed population by status in employment and sex. The findings show that there has been a slight decrease of the share of female working as employee by 4.7 percentage points in the last four years (from 68.9% in 2017 to 64.2% in 2020) while among men it also decreased by 2.9 percentage points (from 70.8% to 67.9%) in the same period. There has been also a linear increase of the share of female and male as own account workers (without regular employees) in the last four years, from 22.3% in 2017 to 27.1% in 2020 for female, while for male it increased from 25.5% to 28.7% in the same period. But the trend over the last four years of the share of female working in dependent jobs as contributing family workers (or in other words unpaid care workers) has first shown a decreasing trend from 7.5% in 2017 to 6.6% in 2019 before increasing again to 7.5% in 2020. While for male it first increased from 1.5% in 2017 to 1.7% in 2018 then decreased to 1.2% in 2019 before again increasing to 1.7% in 2020. It should be noted also that the share of contributing family workers among female is 4.4 times higher than that of male in 2020. The share for membership in cooperative has decreased from 2017 to 2020 for female and male, from 0.4% to 0.1% and 0.4% to 0.2% respectively.

**Figure 6: Distribution of employed population by status in employment, according to sex (in %)**

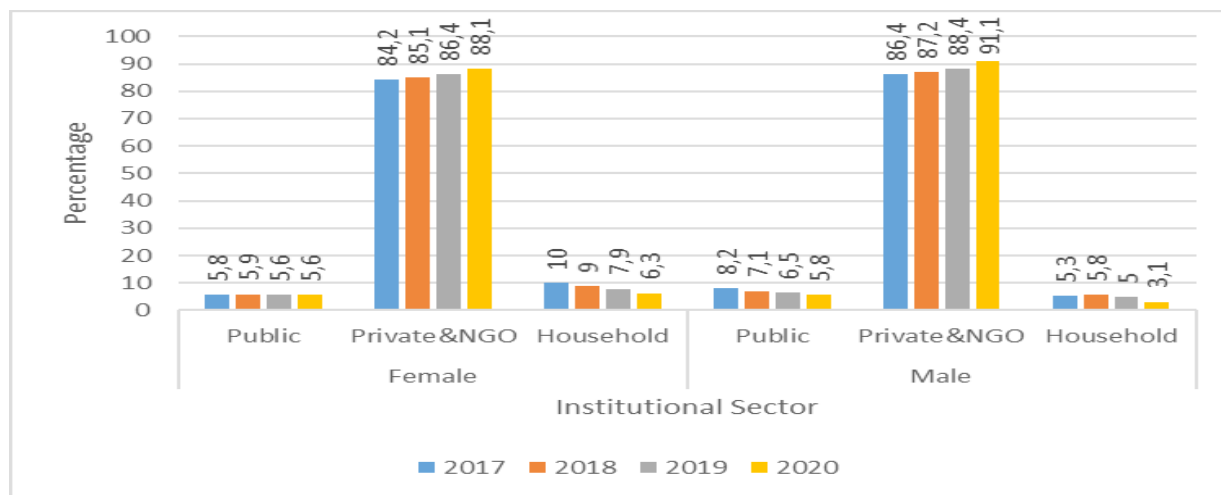


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

Figure 7 and table 9 (in Annex 1) present the distribution of employed population by institutional sector by sex. The results show that, majority of female and male workers are in private and NGOs institutions. The trend shows there has been a slight increase of female working in private and NGOs from 84.2% in 2017 to 88.1% in 2020, and from 86.4% to 91.1% for male in the same period.

It should also be noted that the household as an institutional sector employs more females than males. The findings show that the rate of women employment at household level has declined from over time from 10% in 2017 to 6.3% in 2020, and for men in general from 5.3% to 3.1% in the same period. The public sector employs slightly more male than female.

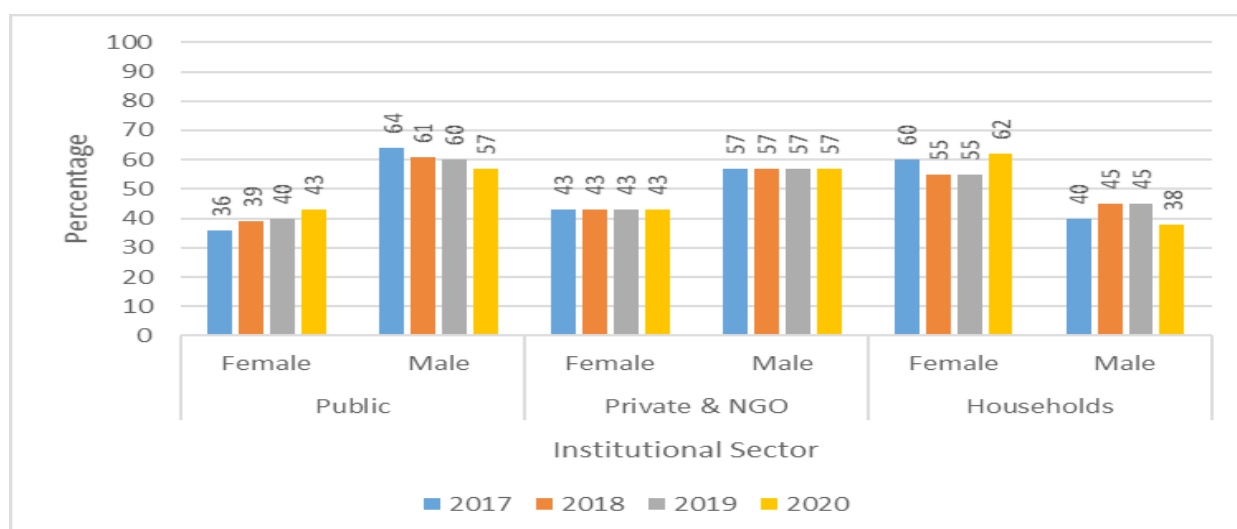
**Figure 7: Distribution of employed population by institutional sector, according to sex (in %)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

Findings from figure 8 and table 10 (in Annex 1) show that the share of female employment in public as an institutional sector has been increasing for the last four years from 36% in 2017 to 43% in 2020 while the share of male employment has decreased from 64% to 57% in the same period, but the gap is still high with women lagging behind with 14 percentage points lower than men. At household institutional sector level, the share of female employment is consistently higher than that of male throughout the last four years; while in private sector and NGOs the share of female is lower compared to that of male in the same period.

**Figure 8: Share of females and males in employment according to institutional sector (in %)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

The findings in table 1 show that, in 2020, agriculture, forestry and fishery was by far the most frequent economic activity with highest number of employed female with 49.2%, followed in second position by the Whole sale and retail trade; repair of motor vehicles and motorcycles (16.7%), followed in third position by Activities of households as employers (6.7%). While for male, the first economic

activity was as well the agriculture, forestry and fishery with 33.6%, followed in second position by Construction (18%), followed in third position by the Whole sale and retail trade; repair of motor vehicles and motorcycles (11%).

The comparison of the results between 2019 and 2020, the data reveals that, for female, only 7 out of 21 economic activities have registered employment growth, in particularly the highest increase observed in agriculture with 3.1 percentage points followed by the construction with 1.8 percentage points growth. Among male, also 7 out of 21 economic activities have registered employment growth, the highest increase observed in the construction with 3.9 percentage points followed by the agriculture with 3 percentage points growth.

**Table 1: Distribution of employed population by economic activity, according to sex (in %)**

Economic activity	Female		Male		Female change from 2019 to 2020 (in %)	Female change from 2017 to 2020 (in %)	Male change from 2019 to 2020 (in %)	Male change from 2017 to 2020 (in %)
	2019	2020	2019	2020				
Agriculture forestry and fishing	46.1	49.2	30.6	33.6	3.1	-2.3	3.0	-0.7
Mining and quarrying	0.5	0.4	3.5	2.6	-0.1	0.1	-0.9	0.0
Manufacturing	6.9	5.4	6.0	6.2	-1.5	0.5	0.2	0.6
Electricity gas steam and air conditioning supply	0.0	0.1	0.5	0.3	0.1	0.1	-0.2	-0.2
Water supply, gas and Remediation services	0.2	0.2	0.3	0.2	0.0	0.0	-0.1	-0.2
Construction	3.7	5.5	14.2	18.1	1.8	2.5	3.9	4.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	17.8	16.7	12.5	11.0	-1.1	-1.1	-1.5	-3.1
Transportation and storage	0.4	0.5	9.0	7.2	0.1	0.1	-1.8	0.1
Accommodation and food service activities	3.3	3.1	2.7	2.3	-0.2	1.6	-0.4	0.9
Information and Communication	0.3	0.1	0.4	0.3	-0.2	-0.2	-0.1	-0.1
Financial and insurance activities	1.1	1.0	1.0	1.1	-0.1	0.3	0.1	0.3
Real estate activities	0.0	0.1	0.2	0.2	0.1	0.0	0.0	0.1
Professional, scientific and technical activities	0.6	0.4	1.0	0.8	-0.2	-0.1	-0.2	-0.2
Administrative and support activities	1.3	1.2	2.3	2.7	-0.1	0.4	0.4	1.1
Public administration and defense; compulsory social security	1.3	1.2	2.7	2.5	-0.1	0.0	-0.2	-0.3
Education	4.0	3.4	3.3	2.8	-0.6	-0.1	-0.5	-1.1
Human health and social work activities	1.6	2.0	1.2	1.3	0.4	0.1	0.1	-0.1
Arts, entertainment and Recreation	0.3	0.1	0.4	0.4	-0.2	-0.3	0.0	0.1
Other services	1.9	2.6	2.5	3.0	0.7	1.1	0.5	1.0
Activities of households as employers	8.0	6.7	5.1	3.3	-1.3	-2.3	-1.8	-2.0
Activities of extraterritorial organizations and bodies	0.6	0.2	0.6	0.2	-0.4	-0.1	-0.4	-0.2
Total	100	100	100	100				

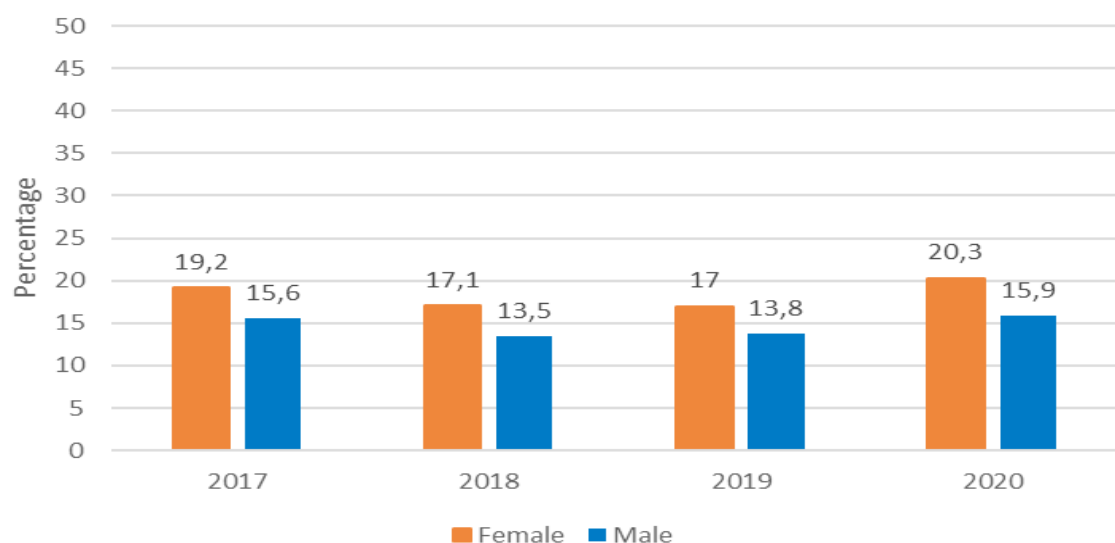
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

## Chapter 4. Unemployment

The unemployment rate, defined as the ratio of the number of unemployed persons to the total labour force, is the most commonly used indicator of the labour market. It is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market. As shown by data in figure 9, the unemployment rate was higher among female than among male in the last four years, but in general, the unemployment was on a decreasing trend from 2017 to 2019 before increasing probably due to the impact of Covid-19 on the economy. Female unemployment increased from 17% in 2019 to 20.3% in 2020 and was 19.2% in 2017, while male unemployment increased from 13.8% in 2019 to 15.9% in 2020 while it was 15.6% in 2017.

The results in table 11 (in Annex 1) about the unemployment rate by selected age groups indicate that generally, the unemployment rate among female youth aged 16 to 34 years old was the highest as compared to male youth counterparts. However, the trend reverse for older age group 55 years and above where male unemployment is higher than that of female of same age category. In 2020 the female youth (16-24 years) unemployment rate increased by 4.1 percentage points as compared to 2019 while for male of same age group, the unemployment rate increased by 1.6 percentage points in the same period.

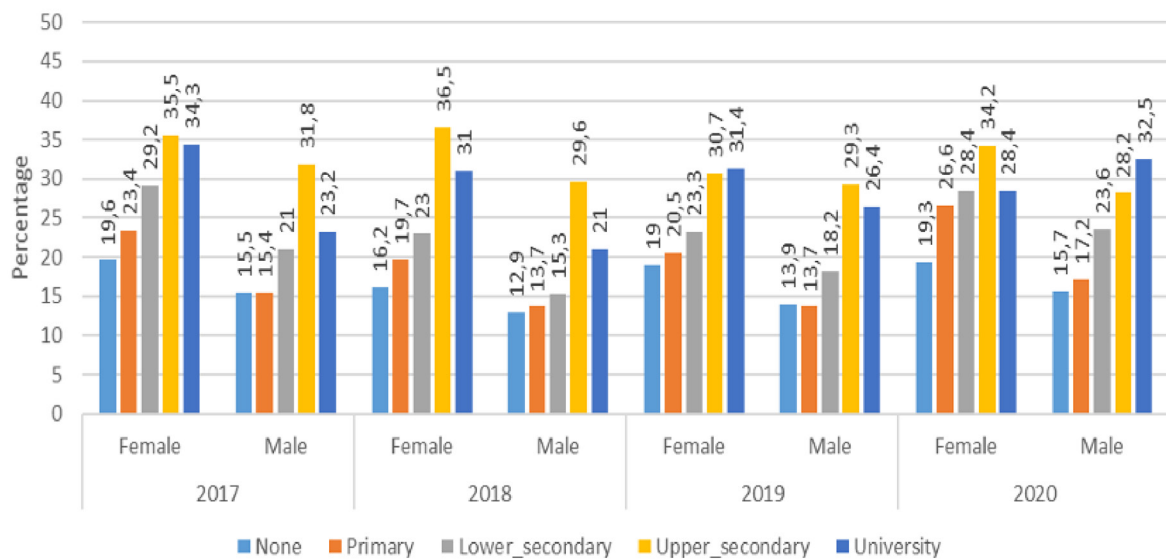
**Figure 9: Unemployment rate by sex (in %)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

In terms of educational attainment, the results in figure 10 and table 12 (in Annex 1) indicate that in 2020 the unemployment rate was the highest among female aged 16-30 years old with upper secondary education (34.2%), followed by lower secondary and University education levels (28.4%), primary level of education (26.6%), while for male counterparts, it was highest for those with University level (32.2%) followed by those with upper secondary (28.2%) and those with lower secondary (23.6%). Among female, it was the lowest for those with no level of education (19.3%), as well as among male (15.7%). In 2020 the unemployment rate for female and male significantly increased compared to the previous year (2019) regardless of the level of education.

**Figure 10: Unemployment rate by attained level of education and sex among youth aged 16-30 years old (in %)**



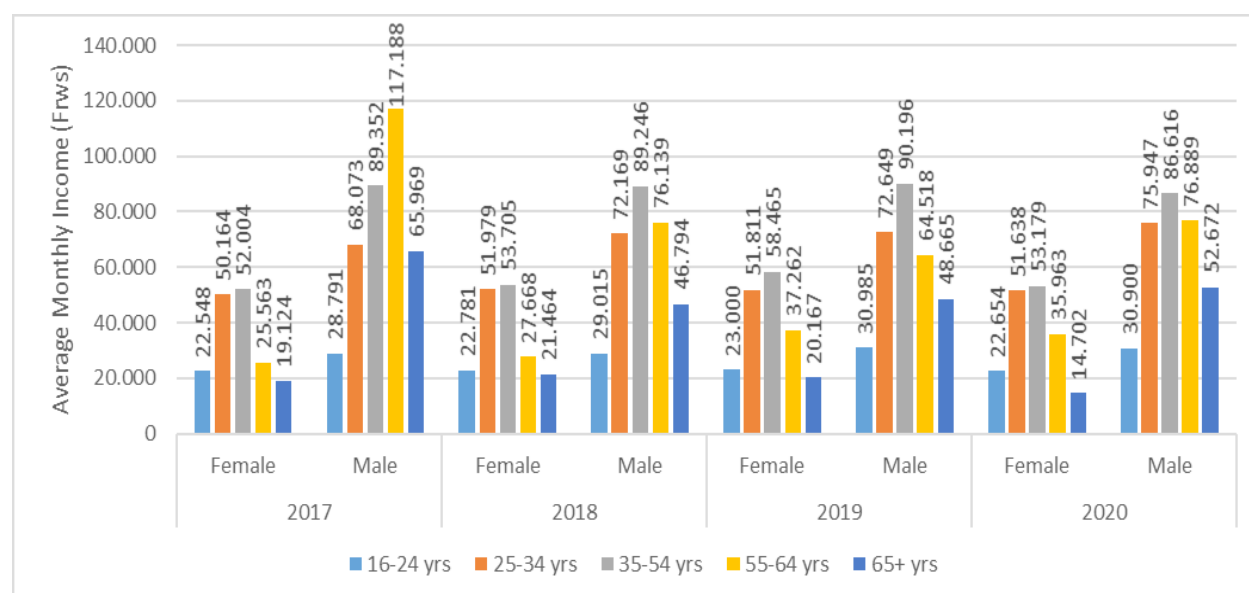
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

## Chapter 5. Income from employment

An attempt has been made in the labor force survey (LFS) to measure income from employment in cash and in-kind at the main job for both paid employees and self-employed workers. Because of the differences in the nature of income generation in self-employment and paid employment jobs, the international definition of employment related income distinguishes between paid employment and self-employment<sup>6</sup>. In the case of paid employment, the concept is defined in terms of its components, namely, remuneration in cash and in kind, profit-related pay and current receipts of employment related social benefits. In the case of self-employment, the concept is defined as the difference between gross value of output and operating expenses.

Figure 11 and table 13 (in Annex 1) present the Average monthly income (in Frws) from main employment by age group and sex. According to these results, the average monthly income from paid employment at main job in 2020 was lower for female employees (42,796 Frws) than for male employees (68,117 Frws). It should be noted that the average monthly income in 2020 for both female and male decreased slightly as compared to the average income in year 2019 (44,741 Frws and 67,942 Frws respectively). In the last four years, the average monthly income for female was the lowest in 2017 (41,748 Frws) but also the same year showed the highest average monthly income for male (69,289 Frws). The findings show that, across all age groups, female average monthly income is lower compared to the male. The average income for both female and male peaks (in general) at age group 35-54 years old.

**Figure 11: Average monthly income (in Frws) from main employment by age group and sex**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

The level of education is one of the variables that determine the level of earnings. Figure 12 and Table 14 (in Annex 1) present the average monthly income from main employment by attained level of educational by sex.

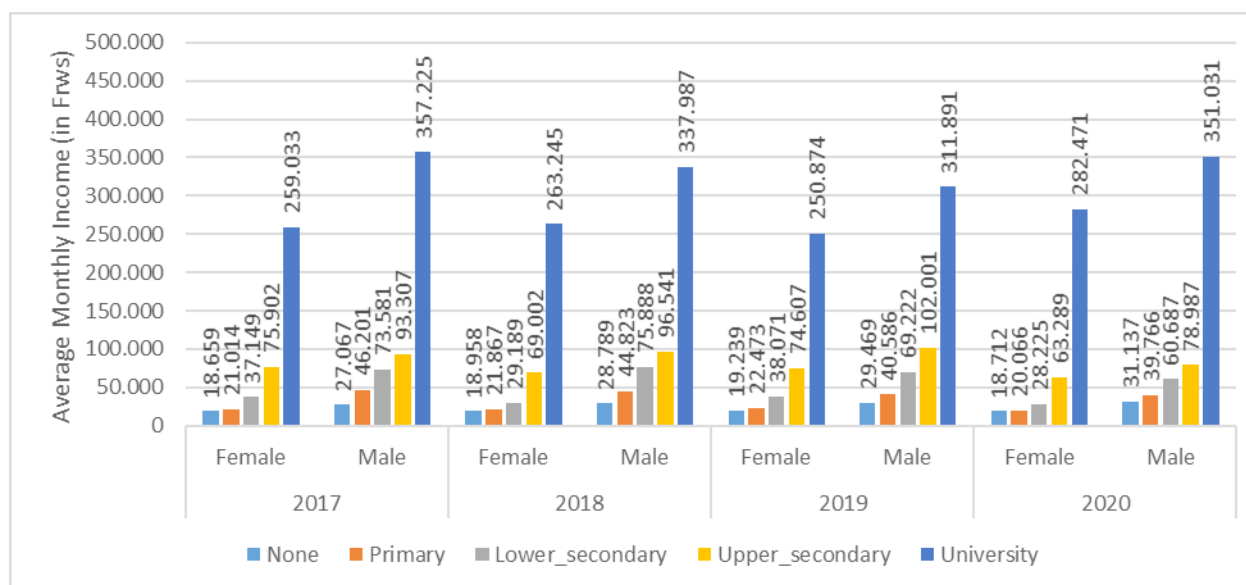
<sup>6</sup>ILO, Resolution concerning the measurement of employment-related income, Sixteenth ICLS, October 1998. For the sake of simplicity, the term “income from employment” is used in this chapter in preference to the more exact term “employment-related income”.



The findings show that, as the level of education attainment increases, the income from main employment job also increases, but regardless of the level of education, female gets lower average monthly earnings than their male counterparts with the same level of education.

The results show that, in 2020, the gap between female and male average monthly income with University level has slightly reduced to 68,560 Frws (282,471 Frws for female against 351,031 Frws for male) as compared to the gap observed in 2017 which was 98,192 Frws. (259,033 Frws for female against 357,225 Frws for male). In contrast, the gap between female and male average monthly income for those with no education has increase to 12,425 Frws in 2020 (18,712 Frws for female against 31,137Frws for male) from 8,408 Frws (18659 Frws for female against 27,067 Frws for male).

**Figure 12: Average monthly income (in Frws) from main employment by attained level of education and sex**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

Table 2 presents the Average monthly income from main employment by economic activity and sex. In 2020, the results show that, on average, females earn less income on monthly basis than their male counterparts in 17 out of 21 branches of economic activity classified. The four economic branches where female earns on average more than their male counterparts are the Transportation and storage; Administrative and support activities; Public administration and defense, compulsory social security; and Activities of extraterritorial organizations. This is a reduction as compared to 8 out of 21 branches of economic activities observed in 2019 where women were earning on average higher monthly income than their male counterparts (Mining and quarrying; Water supply, gas and remediation services; Wholesale and retail trade; repair of moto vehicles; Transportation and storage; Administrative and support activities; and Public administration and defense). In 2017, six branches of economic activities were observed where female average monthly income was higher than that of male.

The average monthly income earnings of female in the Activities of extraterritorial organization, which was the highest paying branch of economic activity in 2020 for female is by 238,295 Frws higher than that of male (692.070 Frws for female against 453.775 Frws for male). It should be noted that, the average monthly income earnings of male in the Professional, scientific and technical activities, which was the highest paying branch of economic activity for male, is by 247, 023 Frws



higher than that of female (484.657 Frws for male against 237.634 Frws for female).

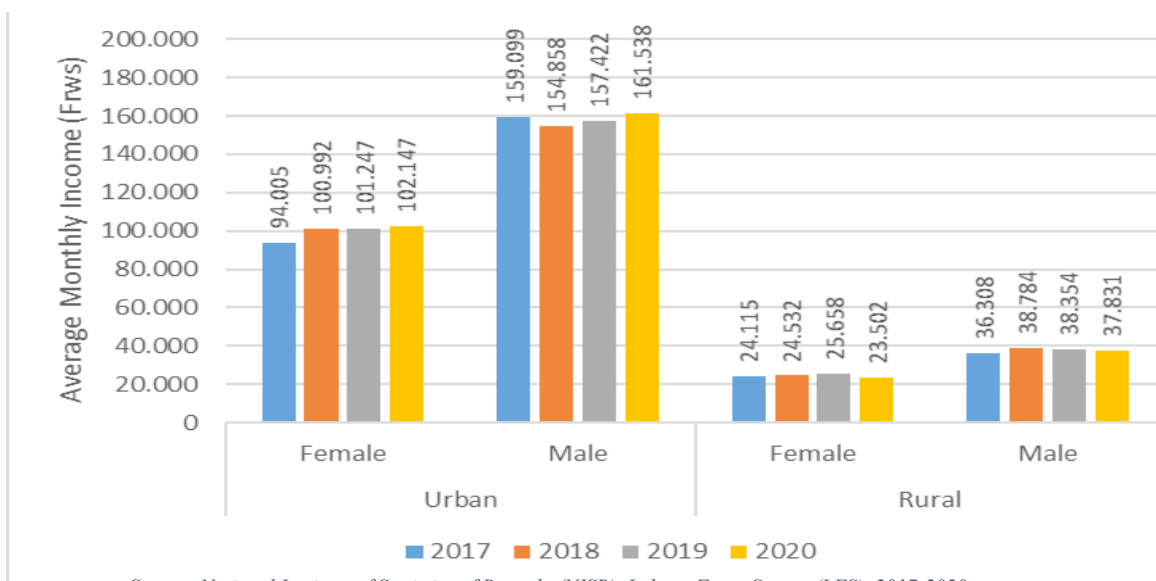
**Table 2: Average monthly income (in Frws) from main employment by economic activity and sex**

Economic Activity	2018			2019			2020		
	Women	Male	Total	Women	Male	Total	Women	Male	Total
Agriculture forestry and fishing	19.420	21.579	20.352	18.630	22.616	20.384	18.783	23.212	20.813
Mining and quarrying	36.659	36.740	36.735	50.092	39.555	40.553	30.977	40.628	39.572
Manufacturing	45.430	57.820	54.638	51.703	68.364	63.952	32.097	66.493	56.133
Electricity gas steam and air condition	196.427	199.103	198.568	278.134	272.263	272.714	251.711	460.627	432.377
Water supply, gas and remediation service	71.019	83.478	78.738	137.699	77.493	96.549	113.521	142.970	127.266
Construction	38.198	64.333	60.289	39.707	65.501	60.992	40.456	62.945	58.627
Whole sale and retail trade; repair of motorcycles	74.702	88.386	84.887	82.197	71.763	75.101	43.313	57.461	51.494
Transportations and storage	152.489	101.202	104.946	117.325	83.998	86.930	69.248	66.961	67.160
Accommodation and food service activities	80.342	92.590	87.477	68.468	67.846	68.099	57.556	83.143	73.530
Information and communication	244.159	247.096	246.221	208.782	217.174	214.109	294.481	307.658	304.439
Financial and insurance activities	269.850	396.061	327.605	201.220	406.816	295.922	202.689	348.655	279.151
Real estate activities	189.432	260.347	224.077	59.013	231.198	168.707	173.630	224.362	207.464
Professional, scientific and technical	225.412	581.227	469.966	204.264	496.647	393.688	237.634	484.657	423.077
Administrative and support activities	72.703	67.556	69.334	58.017	52.517	54.147	51.306	50.907	51.013
Public administration and defense; compulsory social security.	251.119	201.877	214.700	253.464	174.273	196.378	260.578	224.760	234.623
Education	79.706	124.408	103.768	83.544	136.442	110.476	104.813	151.830	128.594
Human health and social work activities	193.854	206.705	199.650	208.106	214.619	211.210	218.384	298.549	254.102
Arts, entertainment and recreation	95.899	187.168	157.929	95.456	215.920	176.395	48.979	105.074	94.333
Other services	51.050	78.329	70.184	50.500	78.946	67.630	62.717	110.529	90.361
Activities of households as employers	17.238	20.121	18.521	16.437	20.881	18.429	17.193	19.776	18.196
Activities of extraterritorial organizations	333.551	412.613	384.003	325.290	381.826	357.127	692.070	453.775	546.776
<b>Total</b>	<b>42.838</b>	<b>67.881</b>	<b>56.983</b>	<b>44.741</b>	<b>67.942</b>	<b>57.878</b>	<b>42.796</b>	<b>68.117</b>	<b>57.306</b>

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

When the area of residence is considered, data in figure 13 and table 15 (in Annex 1) show that females' average earnings are consistently lower compared to their male counterparts regardless of the urban rural settings. It is worth noting that, the difference in average income between female and male is wider in urban than in rural area. The trend from 2019 to 2020 shows a slight decrease of the average monthly income in rural area for both female (from 25.658 Frws in 2019 to 23.502 Frws in 2020) and male (from 38.354 Frws to 37.831 Frws in the same period), while an opposite trend was observed in urban area for both female and male in the same period. The findings show that, in 2020, a female living in urban area was earning on average 59,391 Frws lower than a male counterpart (102,147 Frws against 161,538 Frws respectively), while in rural area, a female was earning on average 14,329 Frws lower than the male counterpart (23.502 Frws against 37.831 Frws respectively). In 2017 female in urban earned 65,094 Frws lower than the male counterpart (94.005 Frws against 159.099 Frws respectively), while in rural area female was earning 12,193 Frws lower than the male counterpart (24.115 Frws against 36.308 Frws respectively).

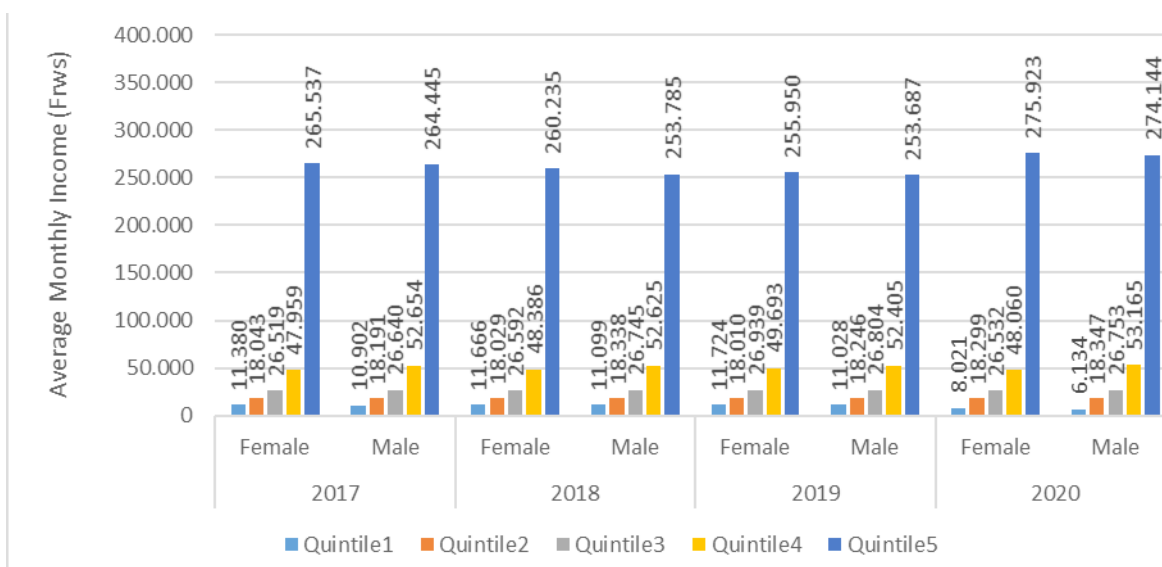
**Figure 13: Average monthly income (in Frws) from main employment by area of residence and sex**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

The findings in figure 14 and table 16 (in Annex 1) show that, there is a linear correlation between the average monthly income with level of quintile regardless of the sex. However, females in the quintile-1 category (the poorest) earned an average monthly income higher than that of male counterparts consistently for the last four years. The same pattern is observed in quintile-5 (the richest) where females average monthly income is higher than that of males. It should be noted however, female in quintile-4 average monthly income is lower than that of male in the same quintile. Nevertheless, the data show that, female in quintile-1 average monthly income has declined from 11,724 Frws in 2019 to 8,021 Frws in 2020 while for male it declined from 11,028 Frws to 6,134 Frws in the same period. On contrary, the average monthly income for female in quintile-5 category has increased from 255,950 Frws in 2019 to 275,923 Frws in 2020 while for male it increased from 253,687 Frws to 274,144 frws in the same period.

**Figure 14: Mean monthly cash income (in Frws) from employment of employees at main job by Quintiles and sex**

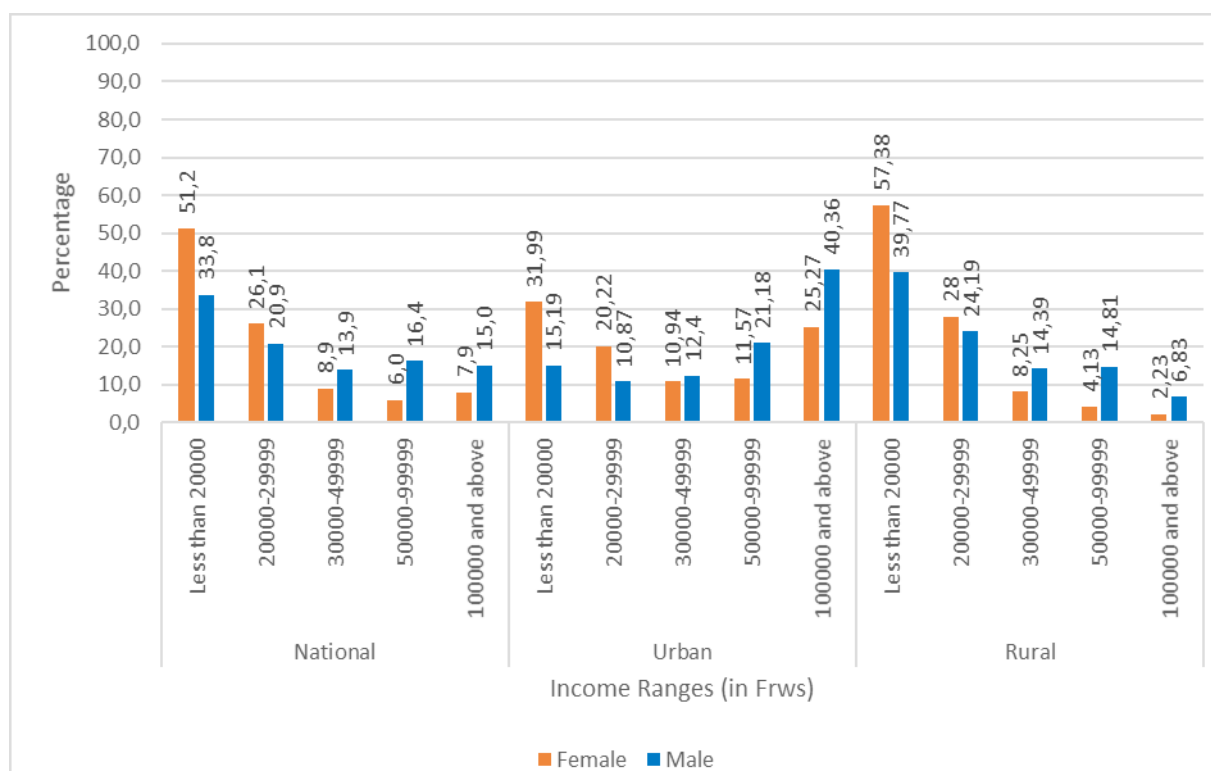


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

Figure 15 and table 17 (in Annex 1) present the resulting size distribution of monthly cash income from employment of employees at main job by area of residence and sex. According to these findings, at national level, slightly more than one out of two females (51.2%) in paid employment at main job were earning an income of less than 20,000 Frws per month compared to 31.2% of male, while only 8% of female in paid employment were earning an average monthly income ranging from 100,000 Frws and above compared to 15% of male. It should be noted, in general, that as the monthly income interval from employment of employee at main job increases, the size (percentage) of female who earns higher monthly income decreases significantly, while for male although a decreasing trend is observed, it is not that significant as compared to female.

Considering the area of residence (table 17 in Annex 1), the findings show that, 32% of female in paid employment at main job in urban area were earning a monthly income of less than 20,000 Frws compared to 15.2% of male employees, while 25.3% of female were earning a monthly income ranging from 100,000 Frws and above compared to 40.4% of male employees. In rural area, majority of female (57.4%) and male (39.8%) were earning less than 20,000 Frws per month. Only 2.2% of female living in rural area were earning a monthly income ranging from 100,000 Frws and above compared to 6.8% of male.

**Figure 15: Size distribution of income from employment by area of residence and sex (in %)**



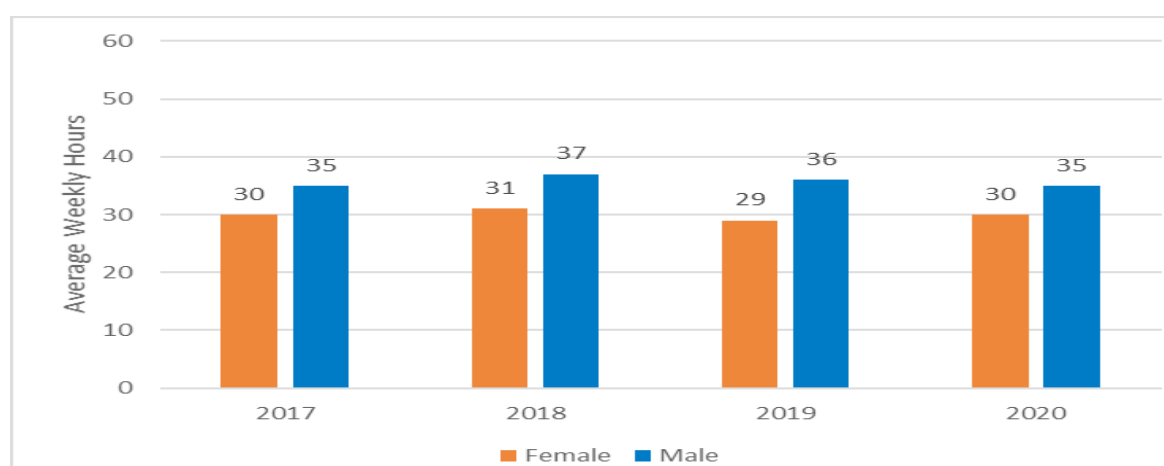
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

## Chapter 6. Time spent in employment

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

The results in figure 16 and table 18 (in Annex 1) show that, in 2020, the average weekly actual number of hours spent in employment by a female employee in the main job was lower by five hours compared to male counterparts (30 hours against 35 hours). The findings show that, the average weekly actual number of hours worked for female has increased by one hour from 2019 to 2020 while for male it has decreased by one hour in the same period.

**Figure 16: Average weekly actual hours spent in employment by sex (in number)**

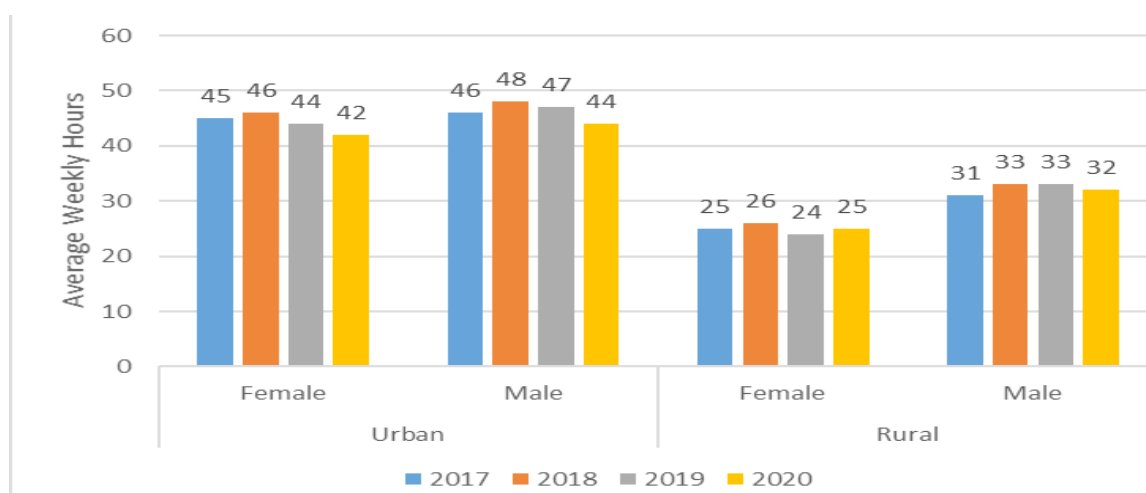


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

When the area of residence is considered (figure 17 and table 19 in Annex 1), the data show that female employee in urban areas actually worked on average 42 hours per week in 2020 which is lower compared to the average hours of 44 hours actually worked by male. Female living in rural area actually worked on average 25 hours per week in 2020 which is lower compared to 32 hours actually worked by their male counterparts. The trend since 2017 shows that in urban area, the average number of hours actually worked per week have declined from 45 hours in 2017 to 42 hours in 2020 for female living in urban area, while for male have declined from 46 hours to 42 hours in the same period. However, in rural area, the average number of hours actually worked per week by female have remained the same since 2017 to 2020, while for male counterparts increased by one hour from 31 hours in 2017 to 32 hours in 2020.

It is worth noting that, female living in urban areas actually work more hours than their peers in rural area, and the same pattern is observed among male employed population. Also, the gap between female and male average weekly hours actually worked is smaller in urban area and larger in rural area.

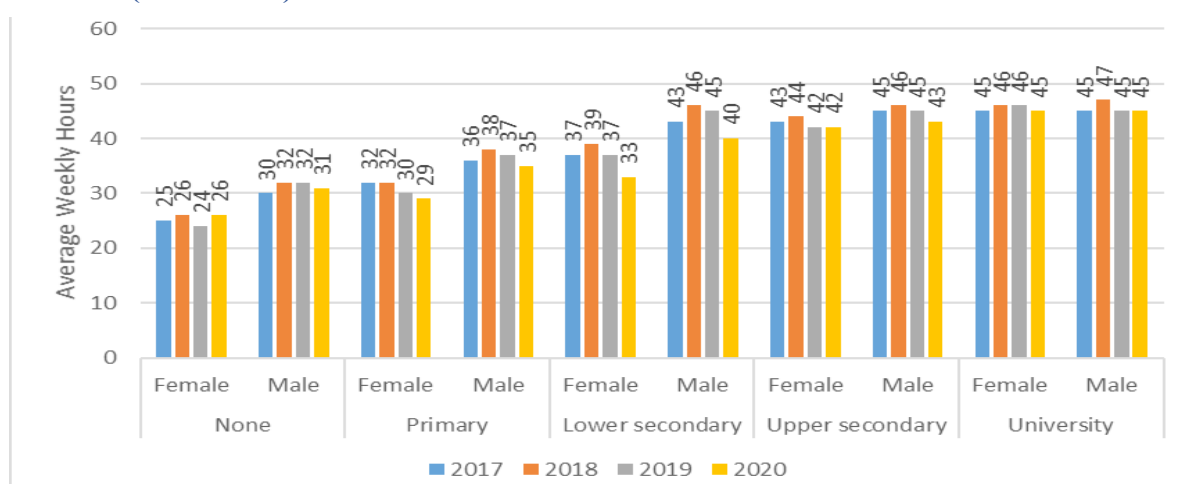
**Figure 17: Average weekly hours actually spent in employment by sex and area of residence (in number)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

Taking into consideration the level of education (figure 18 and table 20 in Annex 1), the results show that, regardless of the sex, the average number of hours actually worked per week increases as the level of education increases for female and male. Data on the trend for the last four years show that only the average number of hours actually worked per week by female and male with no education, has increased by one hour (from 25 hours/week in 2017 to 26 hours/week in 2020 for female, while it increased from 30 hours/week to 31 hours/week for male in the same period). For those with primary, lower secondary and upper secondary levels of education, the average number of hours actually worked per week for female and male have decreased between 2017 and 2020, with a significant decrease of 4 hours observed among female with lower secondary from 37 hours/week to 33 hours/week between 2019 and 2020, as well as among male with lower secondary with a decrease of 5 hours from 45 hours/week to 40 hours/week between 2019 and 2020. It should be noted that the trend of the average number of weekly hours actually worked for female with University level has increased from 45 hours/week in 2017 to 46 hours/week in 2018 before decreasing to 45 hours/week in 2020, while for male, it increased from 45 hours/week in 2017 to 47 hours/week in 2018 before again decreasing to 45 hours/week in 2020.

**Figure 18: Average weekly hours actually spent in employment by sex and level of education attained (in number)**

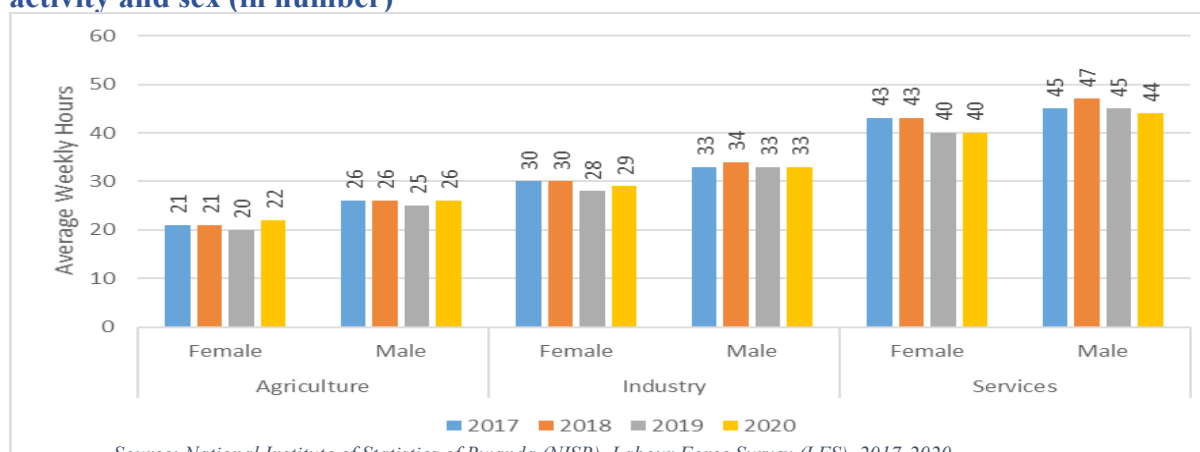


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

With reference to the main sector of economic activity (figure 19 and table 21 in Annex1), the results show that the average number of hours actually worked per week by female in agriculture sector increased by 2 hours between 2019 and 2020 (from 20 hours per week to 22 hours) while for male it increased by only one hour (from 25 hours to 26 hours) in the same period. The same trend was observed for female employed in industry sector where the average number of hours actually worked per week increased by one hour (from 28 hours in 2019 to 29 hours in 2020) but for male it remained unchanged (33 hours) in the same period. In service sector, the average hours actually worked by female remained the same between 2019 to 2020 (40 hours) while for male it has decreased by one hour (from 45 hours to 44 hours) in the same period.

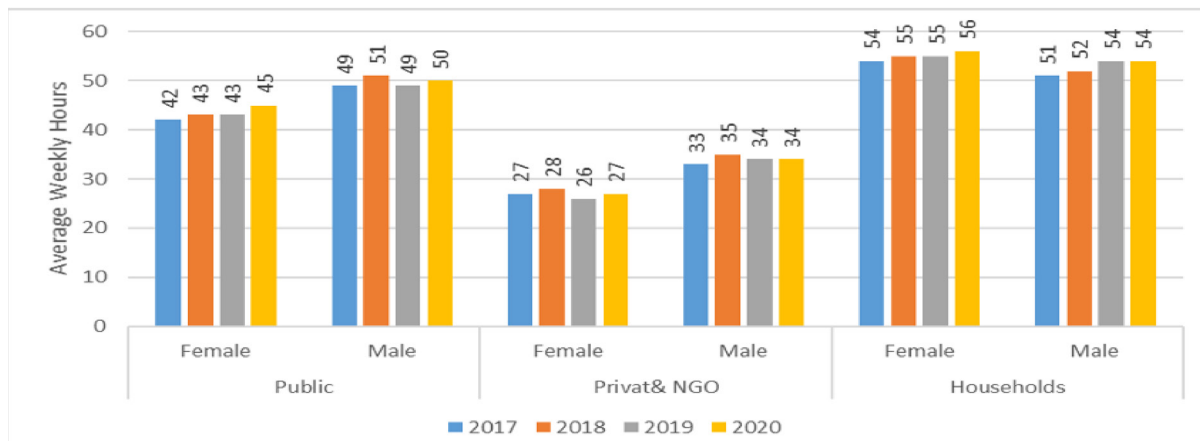
It should be noted that, in 2020, the gap in average number of hours actually worked per week between female and male is of 4 hours in all the three broader economic activities, the agriculture sector (22 hours for female against 26 hours for male), followed by services sector (29 hours for female against 33 hours for male) as well as in the industry sector (40 hours for female against 44 hours for male).

**Figure 19: Average weekly hours actually spent in employment by main sector of economic activity and sex (in number)**



When the institutional sector is considered (figure 20 and table 22 in Annex 1), the findings show that, at household as an institutional sector, the average number of hours actually worked per week by female has increased by one-hour tween 2019 and 2020 (from 55 hours/week to 56 hours/week) while for male it remained the unchanged (54 hours/week) in the same period. The same trend was observed in private and NGOs sector, where the average number of hours actually worked per week has increased for female by one hour between 2019 and 2020 (from 26 hours/week to 27 hours/week) while for male it remained unchanged (34 hours/week) in the same period. In the public sector, the average number of hours actually worked by female also increased by 2 hours between 2019 to 2020 (from 43 hours/week to 45 hours/week) while for male it increased by one hour (from 49 hours to 50 hours) in the same period. It is worth noting that, in general, the average number of hours actually worked by female is the higher than that of male at the household as institutional sector, while in private & NGOs, and public sectors, the average number of hours actually worked by female is lower compared to male.

**Figure 20: Average weekly hours actually spent in employment by sex and institutional sector (in number)**



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

# ANNEX TABLES



## Annex 1: Statistical Tables

**Table 3: Trend of labour force participation rate by area of residence and sex (in %)**

	Years	Female	Male	Total
National	2017	45,4	62,6	53,4
	2018	45,8	63,9	54,2
	2019	45,1	62,8	53,4
	2020	48,2	65,6	56,4
Urban	2017	58,2	72,2	65,1
	2018	58,7	72,6	65,6
	2019	60,5	73,6	67,0
	2020	60,3	74,0	67,0
Rural	2017	41,8	59,6	50,0
	2018	42,4	61,3	51,1
	2019	41,3	59,9	49,9
	2020	45,1	63,2	53,5

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 4: Trend of labour force participation rate by age groups and sex (in %)**

Age group	2017		2018		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male
16-24 yrs	38.7	45.5	39.0	47.1	38.2	45.7	43.1	50.6
25-34 yrs	59.4	81.6	60.1	83.3	60.2	82.4	62.0	83.4
35-54 yrs	53.6	76.6	54.9	77.0	52.8	75.9	54.4	77.5
55-64 yrs	31.2	47.4	31.8	51.3	33.2	52.5	36.1	54.3
65+ yrs	7.3	19.7	8.0	24.5	10.4	21.9	11.0	23.7

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 5: Labour force participation rate by education attainment and sex (in %)**

Level of education completed	2017		2018		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male
None	44	62	43,9	63	44	62,2	46,2	65
Primary	44,5	63	44,8	64,6	43	62,9	46,6	63,9
Lower_secondary	29,4	42	31,1	44,9	31,1	44,6	40	51,3
Upper_secondary	57,8	68	57,7	67,8	55,9	66,7	59,2	72,6
University	83,4	89,5	86,8	92	85,5	90	83,9	90,2
Total	45,4	62,6	45,8	63,9	45,1	62,8	48,2	65,6

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 6: Employment to population ratio by sex and areas of residence (in %)**

Area of Residence	Years	Female	Male	Total
National	2017	36,7	52,8	44,2
	2018	37,9	55,2	46,0
	2019	37,4	54,2	45,3
	2020	38,5	55,2	46,3
Urban	2017	46,3	60,3	53,2
	2018	47,5	62,3	54,8
	2019	50,0	63,6	56,7
	2020	48,0	62,0	54,9

Area of Residence	Years	Female	Male	Total
Rural	2017	34,0	50,4	41,5
	2018	35,5	53,1	43,6
	2019	34,4	51,6	42,3
	2020	36,0	53,3	44,0

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 7: Employment to population ratio by attained level of education and sex (in %)**

Level of education completed	2017		2018		2019		2020	
	Female	Male	Female	Male	Female	Male	Female	Male
None	36,8	53,1	38,1	55,6	37,6	54,5	38,7	55,7
Primary	36,2	53,8	36,9	56,2	35,7	54,6	36,1	53,9
Lower_secondary	21,2	33,6	23,9	38,3	24,3	38,2	29,5	41,2
Upper_secondary	40,9	51,5	40,4	52,0	41,8	51,5	42,3	56,6
University	64,9	77,9	70,5	79,5	69,9	79,2	69,1	77,2
Total	36,7	52,8	37,9	55,2	37,4	54,2	38,5	55,2

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 8: Distribution of employed population by status in employment, according to sex (in %)**

Status in employment	2017	2018	2019	2020	Total
<b>Female</b>					
Employee	68,9	67,8	66,2	64,2	66,7
Employer (with regular employees)	0,9	0,7	0,6	1,1	0,8
Own account worker (without regular employees)	22,3	23,9	26,3	27,1	25
Member of cooperative	0,4	0,2	0,2	0,1	0,2
Contributing family worker	7,5	7,4	6,6	7,5	7,3
Total	100	100	100	100	100
<b>Male</b>					
Employee	70,8	69,2	68	67,9	68,9
Employer (with regular employees)	1,8	1,8	1,7	1,5	1,7
Own account worker (without regular employees)	25,5	27,1	28,7	28,7	27,6
Member of cooperative	0,4	0,1	0,4	0,2	0,3
Contributing family worker	1,5	1,7	1,2	1,7	1,5
Total	100	100	100	100	100

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 9: Distribution of employed population by institutional sector, according to sex (in %)**

Institutional sector	2017	2018	2019	2020	Total
<b>Female</b>					
Public	5,8	5,9	5,6	5,6	5,7
Private & NGO	84,2	85,1	86,4	88,1	86,1
Household	10	9	7,9	6,3	8,2
Total	100	100	100	100	100
<b>Male</b>					
Public	8,2	7,1	6,5	5,8	6,9
Private & NGO	86,4	87,2	88,4	91,1	88,4
Household	5,3	5,8	5	3,1	4,8
Total	100	100	100	100	100

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 10: Share of females and males in employment according to institutional sector (in %)**

year	Public		Private & NGO		Households	
	Female	Male	Female	Male	Female	Male
2017	36	64	43	57	60	40
2018	39	61	43	57	55	45
2019	40	60	43	57	55	45
2020	43	57	43	57	62	38

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 11: Unemployment rate by age group and sex (in %)**

Age_group	2017			2018			2019			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
16-24 yrs	25.0	20.7	22.8	22.9	18.9	20.8	22.7	18.7	20.6	26.8	20.3	23.3
25-34 yrs	22.1	14.8	18.0	20.1	12.5	15.8	19.9	13.4	16.3	22.1	16.4	19.0
35-54 yrs	14.0	13.5	13.8	11.9	11.8	11.8	12.7	11.8	12.2	15.2	12.5	13.8
55-64 yrs	11.1	13.9	12.6	9.4	11.0	10.3	7.4	12.4	10.1	12.8	15.1	14.0
65+ yrs	5.3	13.4	10.5	7.1	9.3	8.6	5.0	5.3	5.2	12.3	9.9	10.8
Total	19.2	15.6	17.3	17.1	13.5	15.1	17.0	13.8	15.2	20.3	15.9	17.9

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 12: Unemployment rate by attained level of education and sex among youth aged 16-30 years old (in %)**

Completed level of education	2017			2018			2019			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
None	19,6	15,5	17,3	16,2	12,9	14,3	19	13,9	16,2	19,3	15,7	17,2
Primary	23,4	15,4	19,2	19,7	13,7	16,6	20,5	13,7	16,9	26,6	17,2	21,8
Lower-secondary	29,2	21	24,8	23	15,3	18,9	23,3	18,2	20,7	28,4	23,6	26
Upper_secondary	35,5	31,8	33,6	36,5	29,6	33	30,7	29,3	30	34,2	28,2	31
University	34,3	23,2	28,6	31	21	25,7	31,4	26,4	28,8	28,4	32,5	30,7
Total	24,6	18,5	21,3	21,9	16	18,7	22,4	16,9	19,4	25,7	19,7	22,4

**Table 13: Average monthly income (in Frws) from main employment by age group and sex**

Age_group	2017			2018			2019			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
16-24 yrs	22.548	28.791	25.868	22.781	29.015	26.113	23.000	30.985	27.288	22.654	30.900	27.229
25-34 yrs	50.164	68.073	60.741	51.979	72.169	63.700	51.811	72.649	63.983	51.638	75.947	65.951
35-54 yrs	52.004	89.352	72.908	53.705	89.246	73.889	58.465	90.196	76.797	53.179	86.616	72.417
55-64 yrs	25.563	117.188	75.093	27.668	76.139	54.990	37.262	64.518	51.419	35.963	76.889	58.221
65+ yrs	19.124	65.969	48.938	21.464	46.794	38.404	20.167	48.665	37.465	14.702	52.672	38.587
Total	41.748	69.289	57.263	42.838	67.881	56.983	44.741	67.942	57.878	42.796	68.117	57.306

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 14: Average monthly income (in Frws) from main employment by attained level of education and sex**

Level of education attained	2018			2019			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
None	18.958	28.789	24.242	19.239	29.469	24.758	18.712	31.137	25.498
Primary	21.867	44.823	35.554	22.473	40.586	33.223	20.066	39.766	31.685
Lower_secondary	29.189	75.888	59.546	38.071	69.222	58.385	28.225	60.687	47.864
Upper_secondary	69.002	96.541	84.451	74.607	102.001	89.832	63.289	78.987	72.764
University	263.245	337.987	307.568	250.874	311.891	287.689	282.471	351.031	324.626
Total	42.838	67.881	56.983	44.741	67.942	57.878	42.796	68.117	57.306

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 15: Average monthly income (in Frws) from main employment by area of residence and sex**

Year	Urban			Rural		
	Female	Male	Total	Female	Male	Total
2017	94.005	159.099	131.671	24.115	36.308	30.917
2018	100.992	154.858	132.022	24.532	38.784	32.530
2019	101.247	157.422	132.836	25.658	38.354	32.863
2020	102.147	161.538	136.151	23.502	37.831	31.716
<b>Total</b>	<b>99.719</b>	<b>158.361</b>	<b>133.284</b>	<b>24.419</b>	<b>37.848</b>	<b>32.012</b>

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 16: Mean monthly cash income (in Frws) from employment of employees at main job by Quintiles and sex**

Quintile	2018			2019			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Quintile1	11.666	11.099	11.406	11.724	11.028	11.389	8.021	6.134	7.065
Quintile2	18.029	18.338	18.155	18.010	18.246	18.108	18.299	18.347	18.319
Quintile3	26.592	26.745	26.689	26.939	26.804	26.854	26.532	26.753	26.664
Quintile4	48.386	52.625	51.642	49.693	52.405	51.718	48.060	53.165	51.863
Quintile5	260.235	253.785	255.658	255.950	253.687	254.371	275.923	274.144	274.649
Total	42.838	67.881	56.983	44.741	67.942	57.878	42.796	68.117	57.306

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 17: Size distribution of income from employment by urban/rural area and sex (in %)**

Income intervals	Female	Male	Total
<b>National</b>			
Less than 20,000	51,2	33,8	41,2
20,000-29,999	26,1	20,9	23,1
30,000-49,999	8,9	13,9	11,8
50,000-99,999	6,0	16,4	11,9
100,000 and above	7,9	15,0	12,0
Total	100,0	100,0	100,0
<b>Urban</b>			
Less than 20,000	32,0	15,2	22,4
20,000-29,999	20,2	10,9	14,9
30,000-49,999	10,9	12,4	11,8
50,000-99,999	11,6	21,2	17,1
100,000 and above	25,3	40,4	33,9
<b>Rural</b>			
Less than 20,000	57,4	39,8	47,3
20,000-29,999	28,0	24,2	25,8
30,000-49,999	8,3	14,4	11,8
50,000-99,999	4,1	14,8	10,3
100,000 and above	2,2	6,8	4,9
Total	100	100	100

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 18: Average weekly actual hours spent in employment by sex (in number)**

Year	Female	Male	Total
2017	30	35	33
2018	31	37	34
2019	29	36	33
2020	30	35	33

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 19: Average weekly hours actually spent in employment by sex and area of residence (in number)**

Year	Urban			Rural		
	Female	Male	Total	Female	Male	Total
2017	45	46	46	25	31	28
2018	46	48	47	26	33	30
2019	44	47	46	24	33	29
2020	42	44	43	25	32	29

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 20: Average weekly hours actually spent in employment by sex and level of education attained (in number)**

Year	None			Primary			Lower secondary			Upper secondary			University		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
2017	25	30	28	32	36	34	37	43	41	43	45	44	45	45	45
2018	26	32	29	32	38	35	39	46	43	44	46	45	46	47	47
2019	24	32	28	30	37	34	37	45	42	42	45	43	46	45	45
2020	26	31	29	29	35	32	33	40	37	42	43	43	45	45	45

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 21: Average weekly hours actually spent in employment by sex and main sector of economic activity (in number)**

year	Agriculture			Industry			Services		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2017	21	26	23	30	33	32	43	45	44
2018	21	26	24	30	34	33	43	47	45
2019	20	25	23	28	33	32	40	45	43
2020	22	26	24	29	33	32	40	44	42

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

**Table 22: Average weekly hours actually spent in employment by sex and institutional sector (in number)**

year	Public			Privat& NGO			Households		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
2017	42	49	47	27	33	30	54	51	53
2018	43	51	48	28	35	32	55	52	54
2019	43	49	47	26	34	31	55	54	54
2020	45	50	48	27	34	31	56	54	56

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2020

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